**Julie A. Langer**

**Address**

Northern Illinois University

Dept. of Public Administration

1425 W. Lincoln Hwy.

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**Contact Information**

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**Positions**

* Assistant Professor – Northern Illinois University
  + August 2018 – Present

**Education**

* Ph.D., Public Administration (2017)University of Illinois– Chicago, IL

Specializations: Public Management & Nonprofit Management.

Dissertation: Organizational Identity and the Nature of Stakeholder Relationships in

the Blended Age of Organizing

* M.P.A. Public Administration(2011) University of Illinois – Chicago, IL

* B.A. Communications(2005) North Park University – Chicago, IL

Certification: Conflict Transformation & Peace Building

**Awards & Recognitions**

* 2021 ARNOVA Executive Committee At Large Member – Theories, Issues and Boundaries Section (elected)
* 2019 Research Featured in Nonprofit Quarterly *A New Theory of U.S. Nonprofits in a Democracy Gone Awry* Link to publication <https://nonprofitquarterly.org/a-new-theory-of-u-s-nonprofits-in-a-democracy-gone-awry/>
* 2018 The Editors Prize for Best Scholarly Paper in *Nonprofit Management & Leadership*
* 2016 Doctoral Fellow - Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)
* 2014 Academy of Management Best Paper Award Recognition (Public & Nonprofit Division)
* 2014 ICPSR Summer Program in Quantitative Methods Scholarship Recipient ($2,000 Awarded by UIC’s College of Urban Planning and Public Affairs)
* 2012- 2017 - Distinguished Scholar Award Recipient ($60,000 per year and tuition waiver awarded by the College of Urban Planning and Public Affairs at the University of Illinois Chicago).
* 2011 – 2017 Doctoral Fellow – Chicago Cook Workforce Partnership
* 2011 Phi Alpha Alpha Honors Society

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# Publications

# Langer, J., (Forthcoming) Bureaucracy and the Imaginal Realm: Max Weber, Rationality and the Substantive Basis of Public Administration. *Perspectives on Public Management and Governance*

# Langer, J., Siciliano, M., & LeRoux, K. (Forthcoming) Applying the Repertory Grid Technique to Advance Nonprofit Collaboration: A Situational Theory of Partner Selection *VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations*

# *Link to online publication:* [*https://link.springer.com/article/10.1007/s11266-021-00438-3*](https://link.springer.com/article/10.1007/s11266-021-00438-3)

# Langer, J. (Forthcoming) Understanding the Spirit of the Sectors: Exploring Identity in a New Era of Organizing. *Administration and Society*

# *link to online publication:* [*https://doi.org/10.1177/00953997211041131*](https://doi.org/10.1177/00953997211041131)

# Langer, J. & Feeney, M.K. (Forthcoming) Organizational Identity Orientation: A Public Sector Research Agenda in *The Handbook of Research on Motivation in Public Administration.* Edward Elgar Publishing

# LeRoux, K. & Langer, J. (2018)Examining the Political Ambition of Nonprofit Organizational Leaders: Proactive Policy Promoters or Reactive Runners? *Nonprofit and Voluntary Sector Quarterly*

# *LINK TO ONLINE PUBLICATION:* [*https://journals.sagepub.com/doi/pdf/10.1177/0899764018807757*](https://journals.sagepub.com/doi/pdf/10.1177/0899764018807757)

# Langer, J., Feeney, M. K., & Lee, S. E. (2017). Employee Fit and Job Satisfaction in Bureaucratic and Entrepreneurial Work Environments. *Review of Public Personnel Administration.*

# *LINK TO ONLINE PUBLICATION:* [*http://journals.sagepub.com/doi/abs/10.1177/0734371X17693056*](http://journals.sagepub.com/doi/abs/10.1177/0734371X17693056)

# Langer, J. and LeRoux, K. (2017) Developmental Culture and Effectiveness in Nonprofit Organizations. *Public Performance and Management Review*

# *LINK TO ONLINE PUBLICATION:* [*http://www.tandfonline.com/doi/abs/10.1080/15309576.2016.1273124*](http://www.tandfonline.com/doi/abs/10.1080/15309576.2016.1273124)

# LeRoux, K., & Langer, J. (2016). What Nonprofit Executives Want and What They Get from Board Members. *Nonprofit Management and Leadership.*

# *LINK TO ONLINE PUBLICATION:* [*http://onlinelibrary.wiley.com/doi/10.1002/nml.21234/full*](http://onlinelibrary.wiley.com/doi/10.1002/nml.21234/full)

# Feeney, M. K., & Langer, J. (2015). Getting Ahead in the Public-Sector Perceptions of Managers in US Municipalities. *The American Review of Public Administration*

# *LINK TO ONLINE PUBLICATION -* [*http://arp.sagepub.com/content/early/2015/02/07/0275074015570037.full.pdf?ijkey=iKb87Aynq11AsTH&keytype=finite*](http://arp.sagepub.com/content/early/2015/02/07/0275074015570037.full.pdf?ijkey=iKb87Aynq11AsTH&keytype=finite)

# Published Case Studies, Book Reviews and Conference Proceedings

# Langer, J. (2021) The Unfolding Tale of Hybrid Organizations: A Review of the Handbook on Hybrid Organizations. *Nonprofit Policy Forum*.

# *link to online publication:* [*https://www.degruyter.com/document/doi/10.1515/npf-2021-0005/html*](https://www.degruyter.com/document/doi/10.1515/npf-2021-0005/html)

# Langer, J., & Feeney, M. K. (2014). When Employee and Organization Values Align: Job Satisfaction in Local Government. *Academy of Management Proceedings* (Vol. 2014, No. 1, p. 13906). Academy of Management.

# *LINK TO ONLINE PUBLICATION:* [*http://proceedings.aom.org/content/2014/1/13906.short*](http://proceedings.aom.org/content/2014/1/13906.short)

# Langer, Julie and Mary K. Feeney. Multi-Sector Collaboration in Complex Policy Environments: The case of the Chicago Cook Workforce Partnership. Teaching Case. (2014). Cases and Simulations Portal for Public and Nonprofit Sectors at Rutgers School of Public Affairs and Administration.

# *Link to Publication:* [*https://casesimportal.newark.rutgers.edu/multi-sector-collaboration-complex-policy-environments-case-chicago-cook-workforce-partnership*](https://casesimportal.newark.rutgers.edu/multi-sector-collaboration-complex-policy-environments-case-chicago-cook-workforce-partnership)

# Research in Progress

“Measuring Organizational Identity Orientation: An Assessment of Construct Reliability and Validity”

“Nonprofit GOTV Efforts: A Field Experiment Testing Messaging and Mode of Delivery Among Trusted Providers”.

(with Kelly LeRoux and Samantha Plotner)

“Nonpartisan GOTV Efforts in Municipal Elections: A Behavioral Field Experiment”.

(with Kelly LeRoux and Samantha Plotner)

“Voter Mobilization Among Identity Based Nonprofits” (with Kelly LeRoux and Samantha Plotner)

“Organizational identity orientation and civic engagement among local government agency heads”. (with Mary K. Feeney)

“What We Do and Who We Serve: Exploring how Services and Stakeholders Shape Nonprofit Identity”.

“What We Do and Who We Serve: Exploring how Services and Stakeholders Influence the Identity of Local Government Agencies.”

(With Mary Feeney)

# Conference Presentations

# *Nonprofit Messaging and the 2020 Election: Findings from a Nonpartisan Get-Out-The-Vote (GOTV) Field Experiment.* Association for Research on Nonprofit Organizations and Voluntary Action. November, 2021. Atlanta, GA (with Kelly LeRoux and Samantha Plotner).

# *Bureaucracy and the Imaginal Realm:* Perspectives on Public Management and Governance Conference and Workshop. March, 2021. Virtual

# *Producing Social Value: The Role of Sector and Identity:* Associations for Research on Nonprofit Organizations and Voluntary Action. November, 2020. Virtual.

# *Individualistic Innovators or Collectivistic Change Agents? A Population Perspective on Identity Orientation.* Association for Research on Nonprofit Organizations and Voluntary Action. November, 2019. San Diego, CA

# *Understanding Identity in the Age of Sector Blurring.* Public Management Research Conference. June 2019. Chapel Hill, NC

# *The State of Nonprofit Theory: An Identity Orientation Perspective.* Association for Research on Nonprofit and Voluntary Action. November, 2018. Austin, TX (With R. Abzug, E. Castillo, C. Child, M. LePere-Schloop, J. Maniberg, M. Moody, B. Nesbit, R. Steinberg, E. Witesman)

# *Competitors, Activists or Confidants: Sector Blurring, Organizational Identity and the Nature of Stakeholder Relationships.* Association for Research on Nonprofit Organizations and Voluntary Action. November, 2017. Grand Rapids, MI

# *Running for a Cause: Findings from a National Study of Nonprofits Leaders Who Run for Elected Office.* Association for Research on Nonprofit Organizations and Voluntary Action. November, 2016. Washington D.C. (With Kelly LeRoux)

# *Organizational Culture and Nonprofit Effectiveness: A Competing Values Approach.* Association for Research on Nonprofit Organizations and Voluntary Action. November, 2014. Denver, Colorado. (with Kelly LeRoux)

# *When Employee and Organization Values Align: Job Satisfaction in Local* *Government*. Academy of Management Conference. August, 2014. Philadelphia, Pennsylvania. (with Mary K. Feeney)

# *What you Know vs. Who You Know: Managerial Perceptions of What It Takes to Get Ahead in Local Government*. Midwest Political Science Association. April, 2014. Chicago, Illinois. (with Mary K. Feeney)

# *Explaining the Gap Between What Nonprofit Executive Directors Want and What They Get from Board Members.* Association for Research on Nonprofit Organizations and Voluntary Action. November, 2013. Hartford, Connecticut. (with Kelly LeRoux)

# Teaching Experience

# Public Service Performance I: Theory and Management, PSPA 607, Northern Illinois University

# Nonprofit Organizations and Governance, PSPA 624, Northern Illinois University

# Nonprofit Management, PSPA 656, Northern Illinois University

# Resource Development for Nonprofit Organizations, PSPA 626, Northern Illinois University

# Scope and Dynamics of Public Administration, PSPA 600, Northern Illinois University

# Nonprofit Management, PSPA 326x, Northern Illinois University

# Urban Government I: Managing the Internal Environment, PA 303, University of Illinois Chicago

# Nonprofit Organizations in U.S. Society, PA 230, University of Illinois Chicago (TA)

# Introduction to the Policy Process, PA 210, University of Illinois Chicago (Invited Lecturer)

# Employment History

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| --- | --- | --- |
|  | 2011 - 2016 | Doctoral Fellow – Chicago Cook Workforce Partnership |
|  | 2012 - 2016 | Graduate Research Assistant (PhD) University of Illinois at Chicago |
|  | 2009 - 2011 | Graduate Research Assistant (MPA) University of Illinois at Chicago. |
|  | 2005 -2009 | Account Manager, Empower Woman Publications |

# Professional Service

# Manuscript Reviewer For

# Journal of Public Administration and Theory

# Nonprofit Management and Leadership

# Nonprofit and Voluntary Sector Quarterly

# American Review of Public Administration

# Review of Public Personnel Administration

# Urban Affairs

# VOLUNTAS

# Perspectives on Public Management and Governance

# Association Membership

# Association for Research on Nonprofit Organizations and Voluntary Action

# Public Management Research Association

# Academy of Management (public and nonprofit division)

# Media

# <https://wrex.com/2020/06/09/niu-professor-explains-what-defunding-police-could-look-like-in-communities/>

# <https://www.fox32chicago.com/video/696523>