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EDUCATION

Ph.D., Public Administration, School of Public Affairs, Arizona State University, Tempe, Arizona. May 2008. Dissertation Committee Members: Dr. N. Joseph Cayer (Chair), Dr. Elizabeth Corley, and Dr. Jeffrey Chapman

Dissertation Title: “Job satisfaction of foreign-born faculty in science and engineering by citizenship status”

M.S., Agribusiness and Resource Management, Arizona State University, Tempe, Arizona. August 2003

B.S., Agricultural Sciences, Acharya N. G. Ranga Agricultural University, Hyderabad, India. September 1998

RESEARCH INTERESTS

Workforce policy

Public Personnel Management – with special attention to gender and race issues

Evaluation – faculty productivity and job satisfaction

TEACHING INTERESTS

Human Resource Management

Organizational Behavior

Workforce Diversity

Research Methods

ACADEMIC POSITIONS HELD

Assistant Professor, Public Affairs Program, The University of Texas at Dallas, TX, August 2009 – Present

Postdoctoral Fellow, The Charles B. Rangel Center for Public Service, The City College of New York, New York, August 2008 – July 2009

Graduate Research Associate, School of Public Affairs, Arizona State University, Tempe, Arizona, December 2004 – May 2008

Graduate Research Assistant, Office of University Evaluation, Arizona State University
October 2000 – December 2004

RESEARCH ACTIVITIES

Book

Sabharwal, M., & Berman, E. (Eds.). *Public Administration in South Asia: India, Bangladesh, and Pakistan*. Taylor and Francis (under contract).

Published Peer-Reviewed Articles

Sabharwal, M. High-skilled immigrants: How satisfied are foreign-born scientists and engineers employed at American universities? *Review of Public Personnel Administration* (forthcoming).

Sabharwal, M. Job Satisfaction Patterns of Scientists and Engineers in the U.S. Academic Institutions by Status of Birth. *Research Policy* (forthcoming).

Corley, E., & Sabharwal, M. (2010). Scholarly collaboration and productivity patterns public administration: Analyzing recent trends. *Public Administration*, 88(3), 627-648.

Sabharwal, M., & Corley, E. (2009). Faculty job satisfaction across gender and discipline. *The Social Science Journal*, 46, 539-556.

Relly, J., & Sabharwal, M. (2009). Perceptions of transparency of government policy making: A cross-national study. *Government Information Quarterly*, 26(1), 148-157.

Sabharwal, M., & Corley, E. (2008). The categorization of minority groups in academic science and engineering. *Journal of Women and Minorities in Science and Engineering*, 14(4), 427-446.

Corley, E., & Sabharwal, M. (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.

Sabharwal, M. (2005). Factors affecting persistence rates among Arizona State University freshmen and implications for policymaking. *Perspectives in Public Affairs*, 2, 21-33.

Book Chapter

Sabharwal, M. Research Productivity and Career Trajectories of Women in Public Administration. (2010). In L. Leslie & M. J. D'Agostino (Eds.) *Women in Public Administration: Theory and Practice*. Jones & Bartlett.

Book Review

Sabharwal, M. (2007). Review of foundations of qualitative research: Interpretive and critical approaches, in *The Social Science Journal*, 44(3), 582-584.

Manuscripts Revise and Resubmit/Under Preparation

Sabharwal, M., & Geva-May, I. Public Administration Programs as a Pipeline for Advancing Underserved Populations in the Public Service: A Study on Approaches, Means and Practices. *Public Administration Review* (revise and resubmit).

Sabharwal, M., & Corley, E. The impact of discipline and career stages on faculty productivity rates. *Social Science Quarterly* (under review).

Sabharwal, M. & Cayer, J. N. Presidential ideology and the federal workforce: Representation of women and minorities during the Clinton and Bush years. *The American Review of Public Administration* (under review).

Sabharwal, M., Corley, E., & Hu, Qian; Gorzalski, L. University structures and the management of science: An exploration of faculty participation in university-based research centers. Preparing to submit to *Journal of Policy Analysis and Management*.

Research & Conference Presentations

Lee, Y., & Sabharwal, M. (June, 2011). High job satisfaction in the nonprofit sector: Are they saints? Paper accepted for presentation at *Public Management Research Association* Conference, Syracuse, NY.

Sabharwal, M., & Cayer, J. (March, 2011). Presidential ideology and the federal workforce: Examining the representation of women and minorities during the Clinton and Bush years. Paper accepted for presentation at *American Society for Public Administration* Conference, Baltimore, MD (Role: Presenter).

Sabharwal, M. (March, 2011). *Being Asian: A Double-Edged Sword for Scientists and Engineers in Academia*. Paper accepted for presentation at *American Society for Public Administration* Conference, Baltimore, MD (Role: Presenter and Moderator).

Sabharwal, M. (November, 2010). Citizenship status of science and engineering faculty: Does it matter? *Association of Public Policy Analysis and Management (APPAM)* Conference, Boston, MA (Role: Presenter).

Sabharwal, M. (April, 2010). Who is running the government? *American Society for Public Administration* Conference, San Jose, CA (Role: Presenter).

Sabharwal, M. (November, 2009). Research productivity and leadership roles of women faculty in public policy programs. *Association of Public Policy Analysis and Management (APPAM)* Conference, Washington, DC (Role: Presenter).

- Geva-May, I., Sabharwal, M., & Drake, S. (October, 2009). Identifying best practices in public administration/policy programs to promote the involvement of underserved populations in the public service. *National Association of Schools of Public Affairs and Administration Annual Conference*, Washington, DC (Role: Co-Presenter).
- Geva-May, I., Sabharwal, M., & Drake, S. (October, 2009). What does the higher education system do to advance underserved populations in the public service? The case of US public administration and policy programs. Presented at the First Symposium organized by the Charles B. Rangel Center for Public Service, City College of New York, CUNY (Invited, Role: Co-Presenter).
- Spalter-Roth, R., Blank, G., Shin, J., & Sabharwal, M. (October, 2009). Profits, Convergence, Open Science, and Disciplinary Differences. *4S Annual Meeting* (could not attend due to conflict with the NASPAA conference).
- Sabharwal, M. (April, 2009). Are Asians the “model minority” group? Examining the research productivity across the various sub-ethnic Asian groups. *Western Social Science Association* Albuquerque, NM (Role: Co-Presenter).
- Sabharwal, M. (April, 2009). Analyzing the Satisfaction Rates of Foreign-Born Scholars in Science and Engineering by Citizenship Status. *Midwestern Political Science Association Conference*, Chicago, IL (Role: Presenter).
- Sabharwal, M. & Musell, M. R. (April, 2009). Employment trends for Women and Minorities in Federal Government: 1998- 2008. *Midwestern Political Science Association Conference*, Chicago, IL (Role: Poster Presenter).
- Sabharwal, M. (April, 2009). Framing Race *Midwestern Political Science Association Conference*, Chicago, IL (Role: Discussant).
- Sabharwal, M. (March, 2009). Job satisfaction of the highly qualified: A study of employees across all levels of the government. *American Society for Public Administration Conference*, Miami, FL (Role: Poster Presenter).
- Sabharwal, M. (November, 2008). Examining the job satisfaction patterns of foreign-born scientists and engineers in the academy: A comparison with U.S. born faculty. *Association of Public Policy Analysis and Management Conference*, Los Angeles, CA (Role: Presenter).
- Hu, Q, Gorzalski, L, & Sabharwal, M. (November, 2008). Faculty participation in university-based research centers: Implications for changing structures in higher education. *Association of Public Policy Analysis and Management Conference*, Los Angeles, CA (Role: Poster Presenter).

- Sabharwal, M. (November, 2008). Academic career trajectories: Race, ethnicity, and pathways to success in the social sciences. *Association of Public Policy Analysis and Management Conference, Los Angeles, CA* (Role: Chair).
- Sabharwal, M. (April, 2008). Scholarly research productivity patterns of Asian faculty employed in four year U.S. universities. *Western Social Science Association Conference, Denver, CO* (Role: Presenter).
- Sabharwal, M. & Corley, E. (March, 2008). Examining the personal characteristics and career trajectories of doctoral graduates in public policy and administration fields. *American Society for Public Administration Conference, Dallas, TX* (Role: Discussion Circle Presenter).
- Corley, E. & Sabharwal, M. (November, 2007). Scholarly collaboration & productivity patterns in the interdisciplinary field of public policy: Analyzing recent trends. *Association of Public Policy Analysis and Management Conference, Washington, DC* (Role: Presenter).
- Sabharwal, M. (October, 2007). A study examining the productivity and satisfaction levels of an emerging group of scholars in science and engineering – “Foreign-born faculty.” *School of Public Affairs Colloquium Series, Arizona State University, Phoenix, AZ* (Role: Presenter).
- Sabharwal, M. (June, 2007). Studying the productivity patterns of social science faculty across gender and various types of institutions. *6th Annual Hawaii International Conference of Social Sciences, Honolulu, Hawaii*.
- Sabharwal, M. (April, 2007). Studying the job satisfaction rates of faculty in social sciences across gender and various types of institutions. *Western Social Science Association Conference, Calgary, Canada* (Role: Presenter).
- Sabharwal, M. (March, 2007). Spanning disciplinary boundaries: A study of the job satisfaction rates of faculty across gender and discipline. *New Directions Conference, University of Arizona, Tucson, AZ* (Role: Presenter).
- Sabharwal, M. (February, 2007). How to get published. Presented a talk at the *School of Public Affairs Network (SPAN) Professional Development Conference, Arizona State University, AZ* (Role: Presenter).
- Relly, J., & Sabharwal, M. (October, 2006). Do economic and political institutions contribute to transparency in governance? The University of the West Indies, *Governance, Institutions, and Networks Conference, Trinidad, WI* (Role: Co-Presenter).
- Relly, J., & Sabharwal, M. (April, 2006). Do nations with access to information laws govern better than countries without the law? *Western Social Science Association Conference, Phoenix, AZ* (Role: Co-Presenter).

Relly, J., & Sabharwal, M. (April, 2006). Countries with access to information laws: An examination of political and economic institutions. *Midwestern Political Science Association* Conference, Chicago, IL (Role: Co-Presenter).

Research Grants

Sabharwal, M. & Varma, R. Return Migration of Academic Scientists and Engineers from the United States to India. Proposal submitted to the Science, Technology, and Society Section of National Science Foundation. Period: 2011-2012, \$144,664. (Under Review).

Sabharwal, M. (PI). Is the grass still green on the other side? Push and pull factors among scientist and engineers migrating back to their country of origin. Proposal submitted to the UT Dallas Catalyst Grants (2010, Not funded).

Spalter-Roth, Roberta (PI); Grant, Blank (Co-PI); Sabharwal, Meghna (Co-PI); and Shin, Jean (Co-PI). Profits, Convergence, Open Science, and Disciplinary Differences. National Science Foundation. Proposal submitted to the Science, Technology, and Society. Period: 2009-2012, \$354,642. (2009, Not funded)

Spalter-Roth, Roberta (PI); Grant, Blank (Co-PI); Sabharwal, Meghna (Co-PI); and Shin, Jean (Co-PI). The Relation Between Productivity and Structural Convergence in U.S. Scientific Work Environments. National Science Foundation. Proposal submitted to the Science of Science and Innovation Policy (SciSIP). Period: 2009-2012, \$339,990. (2009, Not funded)

Sabharwal, M. (PI) American Institute of Indian Studies – Senior Short Term Research Grant (2009-2010). Return Migration of the Highly Educated: Experiences, Career Outcomes, and Job Satisfaction of Faculty in Science and Engineering in India. Grant Proposal submitted (Not funded).

Corley, E. (PI) & Sabharwal, M. (Co-PI) National Science Foundation - Doctoral Dissertation Improvement Grant (2006-2007), \$7,039. Not Funded. Placed in the third highest funding category, "FUND."

Sabharwal, M. (2001). Member of the grant writing team on Program for North American Mobility in Higher Education under the FIPSE (Fund for the Improvement of Postsecondary Education) project submitted and approved in Summer 2001.

Professional Reports

Corley, E., Melkers, J., Youtie, J., Bozeman, B., Ponomoriov, B., Sabharwal, M., & Feeney, M. with assistance of Gorzalski, L., Hu, Q., Kiopa, A., Newton, D., & Xiao, F. (2007). *Assessing the LIFE (Learning in Informal and Formal Environments) center: A scientific and technical human capital evaluation model*. Third annual report submitted to the National Science Foundation.

Corley, E., Melkers, J., Youtie, J., & Bozeman, B., & Ponomoriov, B. with assistance of Gorzalski, L., Jacob, B., Johns, K., Libaers, D., & Sabharwal, M. (2006). *Assessing the LIFE (Learning in Informal and Formal Environments) center: A scientific and technical human capital evaluation model*. Second annual report submitted to National Science Foundation.

Corley, E., Melkers, J., Bozeman, B., Youtie, J., with assistance of Sabharwal, M., Jacobs, B., & Jackson, T. (2005). *Assessing the LIFE (Learning in Informal and Formal Environments) center: A scientific and technical human capital evaluation model*. First annual report submitted to National Science Foundation.

Corley, E., Jackson, T., & Sabharwal, M. (2005). *Evaluating scientific research: Approaches, methods and developments*. Report to the Stanford Research Institute (SRI) for LIFE Center Evaluation Project.

ASU-NSSE response comparisons with other doctoral-extensive institutions. Prepared by the Office of University Evaluation, fall 2004 (part of the data analysis team only).

General Studies Literacy Assessment. Prepared by the Office of University Evaluation, fall 2001 (part of the data analysis team only).

TEACHING EXPERIENCE

Human Resources Management – PA 5343/PA 6345- Fall 2009, Spring 2010, Fall 2010, Spring 2011
The University of Texas at Dallas, Role: Course Instructor

Human Resources Management –PA 3333 - Spring 2010, Fall 2010, Spring 2011
The University of Texas at Dallas, Role: Course Instructor

Policy Analysis and Writing Course – Spring 2009
City College New York, Role: Course Instructor

Introduction to Public Policy – Fall 2008
City College New York, Role: Course Instructor

Public Service Research Methods I - Summer 2008
Arizona State University, Role: Course Instructor

Public Management and Administration – Fall 2007
Arizona State University, Role: Served as guest lecturer for two sessions

Public Service Research II – Spring 2006
Arizona State University, Role: Served as guest lecturer on techniques employed in evaluating an NSF funded research center.

Advanced Policy Analysis – Fall 2005
Arizona State University, Role: Supervised and ran series of SPSS laboratory periods for course.

HONORS AND AWARDS

Nominated for the first-ever faculty inclusive teaching award - Office of Diversity and Community Engagement at the University of Texas at Dallas.

Nominated by the School of Public Affairs for the 2007-2008 Annual Dissertation Award from the National Association of Schools of Public Affairs and Administration

Recipient of the University Graduate Fellowship Award – November 2007.

Scholarship recipient to attend the Immigration and Public Sector Conference – September 2007, Phoenix: AZ.

Lou Weschler Scholarship for graduate students in Public Administration - May 2006.

N. Joseph Cayer Scholarship award for academic achievement - spring 2004 and spring 2007.

Conference travel grant from School of Public Affairs, Arizona State University – August 2006, March 2007, May 2007, August 2007, March 2008 and April 2008.

Conference travel grant from Graduate and Professional Student Association, Arizona State University - April 2006, October 2006, March 2007, May 2007, and April 2008.

Travel grant for research scholars from Graduate College - April 2006, August 2006, August 2007, March, 2008.

Arizona State University Student Foundation Scholarship Award for academic achievement, leadership and community development - spring 2005.

PROFESSIONAL SERVICE

Reviewer

American Journal of Evaluation

American Review of Public Administration

National Science Foundation

Review of Public Personnel Administration

Organizer for a panel on “Immigration” at the 2011 American Society for Public Administration Annual Conference in Baltimore, MD.

Reviewer for the Section of Women in Public Administration scholarships at the 2011 American Society for Public Administration Annual Conference in Baltimore, MD.

Panel speaker at the 2010 and 2011 Doctoral Student Summit at ASPA conference in San Jose, CA. Panel Topic: Career Success: Getting a Job and Planning a Career

Panel speaker at the 2009 Doctoral Summit at ASPA conference in Miami, FL. Panel Topic: Understanding your doctoral program: Choosing a Dissertation Topic and Committee and Writing the Dissertation

UNIVERSITY AND STUDENT SERVICE

Speaker at the Good Neighbor Program which is an outreach effort to our local retirement communities at Highland Springs. Topic of presentation – “What the Shift in the World’s Demographics will Mean for the Future” – February, 2011.

Conducted Writing Workshop on Citations and Plagiarism for the School of Economic Policy and Political Sciences for over 75 students - October, 2010

Member – Doctoral Admissions Committee – Fall, 2010

Evaluator on The University of Texas at Dallas Health Professions Advising Center to interview students who intend to apply to medical or dental schools – Spring, 2010, 2011

Member on the selection committee for the 2009-2010 Larry Terry Scholarship at the University of Texas at Dallas

Faculty representative at the Diversity Dinner Dialogue group organized by the Multicultural Center at the University of Texas at Dallas- November, 2009

Responsible for organizing speaker series for fall 2008 and spring 2009 at the Charles B. Rangel Center for Public Service.

Member of the Editorial Board of the School of Public Affairs journal *Perspectives in Public Affairs* - Fall 2006 – 2007

Represented the Graduate and Professional Student Association on the Tempe diversity policy committee working towards creating a unified diversity framework for Arizona State University - 2006

Grant reviewer for the Graduate and Professional Student Association at Arizona State University – 2005, 2007

CERTIFICATIONS

Attended a three-day Research Proposal Writing workshop from May 19-21, 2010 sponsored by the Office of Research at the University of Texas at Dallas.

Attended a week long workshop organized by Virginia Commonwealth University – Center for Advancement of Research Methods and Analysis (May 14-19) on Introduction to Structural Equation and Methods and Testing Interactions with Linear Regression.

Attended a six-week certification program on issues of diversity, social justice, and education conducted by the Intergroup Relations Center on campus in fall 2005.

Completed a Research Administration Certification Program conducted by the Office of the Vice President for - Research & Economic Affairs (OVPREA) in spring 2005.

Attended data warehouse certification workshop organized by the comptroller's office at Arizona State University – 2000.

PROFESSIONAL DEVELOPMENT

Preparing Future Faculty Program Fellow (2006-2008).

Facilitated a reading group session: “Surviving and Thriving through Tenure” as part of the Preparing Future Faculty program - fall 2007, Arizona State University.

Attended several workshops conducted by the Center for Learning and Teaching Excellence at ASU on several techniques related to teaching.

Facilitated the diversity training session for the new Teaching Assistant/Associate Orientation conducted by the Division of Graduate Studies – fall 2004, Arizona State University.

Facilitated a seven week Voices of Discovery dialogue group - “US/International born,” conducted by the ASU Intergroup Relations Center – fall 2003, Arizona State University. Attended a three day - “Leadership” workshop in spring 2003 conducted by the ASU Inter-group Relations Center. The workshop addressed various issues of diversity at the personal, group, and community levels.

Attended various workshops on MS-Access organized by the Multicultural Student Services at Arizona State University.

MEMBERSHIPS

American Political Science Association
American Society of Public Administration
Midwestern Political Science Association
Pi Alpha Alpha Honorary membership
The Association for Public Policy Analysis & Management
Western Social Science Association

REFERENCES

Dr. N. Joseph Cayer
Frank and June Sackton Professor of Public Administration
Arizona State University
School of Public Affairs
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Phoenix, AZ 85004-0687
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Dr. Elizabeth A. Corley
Lincoln Professor of Public Policy, Ethics & Emerging Technologies and Associate Professor
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Dr. Jeffrey I. Chapman
Foundation Professor of Applied Public Finance
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Dr. Iris Geva-May
Professor
Simon Fraser University
Vancouver, BC, Canada
Editor-in-chief, Journal of Comparative Policy Analysis
Chair, International Comparative Policy Analysis (ICPA) Forum
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