

G. Breck Wightman

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ACADEMIC APPOINTMENTS

Brigham Young University

Assistant Professor, Romney Institute of Public Service and Ethics, Marriott School of Business (July 2022-Present)

Indiana University Bloomington

Associate Instructor, O'Neill School of Public and Environmental Affairs (Jan 2021-May 2022)

EDUCATION

Ph.D. Public Affairs, O'Neill School of Public and Environmental Affairs, Indiana University Bloomington, 2022

MPA, Romney Institute of Public Service and Ethics, Marriott School of Business, Brigham Young University, 2018

B.A. Humanities, Brigham Young University – Idaho, 2016
Minor: Economics

RESEARCH

Refereed Journal Articles:

Wightman, G. Breck and Robert K. Christensen. 2024. "A systematic review of person-environment fit in the public sector: Theorizing a multidimensional model." *Public Administration Review*. Early view (online).

Wightman, G. Breck. 2023. "Holding Out for a Hero: Linking Hiring Duration and Managerial Fit." *Public Administration Review*. Early view (online).

Wightman, G. Breck, Sergio Fernandez, and Amanda Rutherford. 2022. "Job Vacancy and Organizational Performance: Are Senior Managers or Street-Level Bureaucrats Missed Most?" *Public Administration Review* 82(4): 660-670.

Rutherford, Amanda, and G. Breck Wightman. 2021. Inside the Push for Good Governance: Institutional Predictors of Administrative Transparency in Public Organizations. *American Review of Public Administration* 51(8): 590-604

Liu, Ting-An-Xu, G. Breck Wightman, Euipyo Lee, and Jordan Hunter. 2021. Revisiting “Big Questions” of Public Administration After COVID-19: A Systematic Review. *Asia Pacific Journal of Public Administration* 43(3): 131-168

Wightman, G. Breck, Robert K. Christensen, and Paula Sanford. 2020. Attitudinal Divergence and Convergence Concerning Collaboration: A Descriptive Case of Public Education in Georgia. *Public Performance and Management Review* 43(6): 1318-1341.

Witesman, Eva M., Curtis Child, and G. Breck Wightman. 2019. Sector Choice and Sector Regret. *Nonprofit and Voluntary Sector Quarterly* 48(3): 492–512.

Book Chapters:

Wightman, G. Breck and Whitney Fitzgerald**. Forthcoming. “Moral Mandates in the Public Square: Lenore Romney's 1968 Speech to Kiwanis Club of Danville, Illinois” In Crosby, Benjamin and Isaac Richards (Eds). *Latter-day Eloquence: Two Centuries of Mormon Oratory*. University of Illinois Press.

Christensen, Robert K., and G. Breck Wightman. 2021. How does the alphabet soup of person-environment fit taste in the public sector? A typology of linking mechanisms. In Steijn, Bram and Eva Knies (Eds). *Research Handbook on HRM in the Public Sector*. Edward Elgar.

** designates student coauthor

CONFERENCE PRESENTATIONS

“Nonprofit Scandals, Succession, and Stability: Examining Public and Donor Expectations of Interim Executives” with Travis Ruddle, Robert Christensen, and Enoch Paxton. November 2024. Annual Conference of the Association for Research on Nonprofit Organizations and Voluntary Associations (ARNOVA). Washington, D.C.

“I need an ethical hero: Conjoint analysis of leadership style and sector” with Robert Christensen and Enoch Paxton. July 2024. Building Better Governance: Inclusivity, Innovation, and the New Normal. Seoul National University-University of Illinois Chicago International Conference. Chicago, IL. *In absentia*.

“The Succession Solution: Examining Symbolic Representation in Response to Executive Scandals” with Travis Ruddle and Karl Santiago. April 2024. Annual Conference of the Midwest Political Science Association (MPSA). Chicago, Illinois.

“Holding Out for A Hero: Linking Hiring Duration and Managerial Fit.” August 2023. Public and Nonprofit Division of the Annual Meeting of the Academy of Management. Boston, Massachusetts.

- **Best Paper, Public and Nonprofit Division**
- **PNP Nominee for William H. Newman Award**

“Person-Environment Fit as Mutual Adjustment: A Systematic Review and Theoretical Model” with Robert Christensen. June 2023. Public Management Research Conference. Utrecht, Netherlands.

“Fitting Fit into the PMA Learning Agenda.” Nov 2022. Roundtable on the President’s Management Agenda as part of the ‘Year of Evidence Action.’ Georgetown University. Washington DC. *In absentia*.

“Outsiderness in Executive Succession: Institutional, Industrial, or Sectoral?” May 2022. Public Management Research Conference. Phoenix, AZ.

“Holding Out for a Hero: Linking Vacancy Duration and Managerial Fit.” April 2022. Junior Scholar Symposium. Annual Conference of the Midwest Political Science Association (MPSA). Virtual.

“Outsiders in Executive Succession: Institutional, Industrial, or Sectoral?” August 2021. Public and Nonprofit Division of the Annual Meeting of the Academy of Management. Virtual. Participant in Doctoral Consortium.

“Job Vacancy and Organizational Performance: Are Managers or Employees Missed Most?” with Sergio Fernandez and Amanda Rutherford. June 2021. Public Management Research Conference. Virtual.

“The Push for Good Governance: Identifying Predictors of Executive Search Transparency in Public Organizations” with Amanda Rutherford. April 2021. Annual Conference of the Midwest Political Science Association. Virtual.

“Help Wanted: Analyzing Job Vacancy and its Correlates in South African Local Government” with Sergio Fernandez and Amanda Rutherford. October 2019. 12th Annual SPMA International Conference on Public Administration and Management. Pretoria, South Africa.

“Sector Choice and Institutional Regret” with Eva Witesman and Curtis Child. August 2018. Public and Nonprofit Division of the Annual Meeting of the Academy of Management. Chicago, IL.

“Sector Choice and Institutional Regret” with Eva Witesman and Curtis Child. April 2018. West Coast Nonprofit Data Conference. Salt Lake City, UT.

RESEARCH GRANTS

Wightman, G. Breck and Travis Ruddle. "Leadership in Limbo: Understanding Public Perceptions of Interim Succession Strategies After Nonprofit Executive Scandals." Stephanie S. Sorensen Endowed Student Support Fund. Fall 2024. Amount: \$6,000. Funded.

Ruddle, Travis and G. Breck Wightman. "Executive Succession Following a Crisis: Comparing Active and Symbolic Responses to Reputational Repair." Stephanie S. Sorensen Endowed Student Support Fund. Fall 2023. Amount: \$10,000. Funded.

RESEARCH INTERESTS

Public management, executive succession, vacancies, hiring, retention, person-organization fit, executive scandals, leadership development, higher education policy, ethics

TEACHING EXPERIENCE

Brigham Young University, Romney Institute of Public Service and Ethics

MPA 612: *Economic Decision-Making for Managers* (F22, F23, F24)

MPA 615: *Public Policy Process* (W23, W24)

MPA 617: *Intergovernmental Relations* (W23, W24)

Indiana University Bloomington, O'Neill School of Public and Environmental Affairs

SPEA V-412: *Leadership and Ethics* (S21, F21, S22)

SERVICE

Profession

Ad Hoc Reviewer

Journal of Public Administration Research and Theory, Public Administration Review, Public Management Review, Public Performance and Management Review, Review of Public Personnel Administration, International Journal of Public Administration

Public and Nonprofit Division of the Academy of Management

Associate Editor, 2024

Panel Speaker

PNP Doctoral Consortium, Academy of Management, 2023

Session Chair, 2021, 2023

Brigham Young University

Dissertation Committees

Easton Hopkins (Fulton College of Engineering) In progress

Romney Institute of Public Service and Ethics

Faculty Search Committee (Fall 2024)

Speaker, New Student Orientation (2023, 2024)

Curriculum Committee (August 2022-Present)

Student Engagement and Experience Committee (October 2022 -Present)

O’Neill School of Public and Environmental Affairs

Peer Mentor, PhD Program (August 2021-May 2022)

Board Member, O’Neill PhD Student Association (OPSA) (June 2021-May 2022)

Organizer, Annual Conference of the O’Neill PhD Student Association (OPSA) (February 2022)

Panel Chair, O’Neill School Undergraduate Honors Expo (April 2021, April 2022)

HONORS AND AWARDS

Professor of the Year, BYU MPA Association, 2023

Best Paper, Public and Nonprofit Division of the Academy of Management, 2023

Merit Fellowship, O’Neill School of Public and Environmental Affairs, 2021

Graduate Fellowship, Rumsfeld Foundation, 2020-2021

Karl N. Snow Award for Academic Excellence, Romney Institute of Public Service and Ethics, 2018

Regional Winner and 2nd Place Global Winner, NASPAA-Batten Policy Simulation Competition, 2018

William F. Edwards Family Scholarship, Marriott School of Business, 2017-2018

Kent and Kathryn Colton Endowed Scholarship, Marriott School of Business, 2017-2018

MPA Gift Account Scholarship, Romney Institute of Public Service and Ethics, 2017-2018

George W. Romney Endowed Scholarship, Romney Institute of Public Service and Ethics, 2016-2017

OPINION ARTICLES / PUBLIC SCHOLARSHIP

Wightman, Breck (March 4, 2021). “A third party is not the solution.” *Deseret News* (included in print edition).

Wightman, Breck (November 10, 2020). “A major election takeaway: Our pluralistic system works.” *Deseret News*.

Wightman, Breck (September 22, 2020). “It’s time for an amendment on filling Supreme Court vacancies.” *Deseret News*.

PROFESSIONAL MEMBERSHIPS

American Society for Public Administration

Midwest Political Science Association

Public Management Research Association

The Academy of Management