

Anne Mette Kjeldsen – Curriculum Vitae

January 2024

CONTACT INFORMATION

Anne Mette Kjeldsen

Department of Political Science & Crown Prince

Frederik Center for Public Leadership

Bartholins Allé 7, 1340/330

DK-8000 Aarhus C

Tel.: +45 8716 5734 / 2078 8814

E-mail: annemette@ps.au.dk

Web: <https://person.au.dk/annemette@ps.au.dk>

RESEARCH PROFILE

My research takes place within the fields of public administration, public management, and leadership. Specifically, I have conducted research focusing on public service motivation, public values, professionalism, public/private differences in employee motivation, job satisfaction, and organizational commitment within health-, education-, and social services. Currently, I am undertaking research in distributed leadership, change management, and collaborative types of governance as well as research in professional learning communities in public schools. Methodologically, I have a very broad profile conducting and publishing both qualitative, quantitative, experimental, and mixed methods studies.

H-index (Google Scholar): 20

EDUCATION

PhD in Political Science, Aarhus University, 2009-2012

MSc in Political Science (cand.scient.pol.), Aarhus University, 2006-2009

BSc in Political Science, Aarhus University, 2003-2006

ACADEMIC EMPLOYMENT

Associate professor, Department of Political Science, Aarhus University, 2016-

Manager for leadership development/education, Crown Prince Frederik Center for Public Leadership, 2018-2022

Study director, Executive Master's Program in Public Management, AU/SDU, 2018-2022

Assistant professor, Department of Political Science, Aarhus University, 2013-2016

Research Assistant, Department of Political Science, Aarhus University, 2012-2013 (5 months)

PhD Fellow, Department of Political Science, Aarhus University, 2009-2012

OTHER ACADEMIC ACTIVITIES

Visiting scholar, Department of Political Science, Texas A&M, TX, January-June 2014 (parttime).

Visiting scholar, Utrecht School of Governance, Utrecht University, NL, February- July 2011.

Essex Summer School in Social Science Data Analysis, Course in Panel Analysis, Summer 2010.

Teaching assistant, Methods I/II, Department of Political Science, Aarhus University, 2007-2008

PUBLICATIONS

Peer-Reviewed Journal Articles:

Carstensen, Kathrine, **Anne Mette Kjeldsen**, and Camilla Palmhøj Nielsen (2024). “Distributed leadership in health quality improvement collaboratives.” *Health Care Management Review*, 49(1): 46-58.

Kjeldsen, Anne Mette, Daniel Skov Gregersen; Mette Grønberg Stennicke, Cecilie Lindgaard Petersen, Anders Valentin Bager, Thomas Faurholt Jønsson, Lotte Bøgh Andersen (2023) “Crisis dynamics, leadership behavior, and employee outcomes in public organizations”. *International Journal of Public Administration*. Published online May 23, 2023.
<https://doi.org/10.1080/01900692.2023.2213856>

Carstensen, Kathrine, **Anne Mette Kjeldsen**, Stina Lou, and Camilla Palmhøj Nielsen (2023). “Implementation through translation: A qualitative case study of translation processes in the implementation of quality improvement collaboratives”. *BMC Health Services Research*, 23(1): 241.

Hjortskov, Morten, Christian Bøtcher Jacobsen, and **Anne Mette Kjeldsen** (2023). “Choir of Believers? Experimental and Longitudinal Evidence on Public Service Motivation and Response Bias”. *International Public Management Journal*, 26(2): 281-304.

Kjeldsen, Anne Mette and Lotte Bøgh Andersen (2023). “Leader-Employee Gap in Verbal Transactional Leadership and Distributed Leadership: Evidence From a Randomized Field Experiment.” *Review of Public Personnel Administration*, 43(1): 80-103.

Carstensen, Kathrine, **Anne Mette Kjeldsen**, Stina Lou, and Camilla Palmhøj (2022). “The Danish health care quality programme: Creating change through the use of quality improvement collaboratives.” *Health Policy*, 126(8): 749-754.

Lauritzen, Heidi Hesselberg; Caroline Howard Grøn, and **Anne Mette Kjeldsen** (2022). “Leadership Matters, But So Do Co-Workers: A Study of the Relative Importance of Transformational Leadership and Team Relations for Employee Outcomes and User Satisfaction”. *Review of Public Personnel Administration*, 42(4): 614-640.

Jakobsen, Mads Leth, **Anne Mette Kjeldsen** and Thomas Pallesen (2021). “Distributed Leadership and Performance-related Employee Outcomes in Public Organizations”. *Public Administration*, Online November 7, 2021: <https://doi.org/10.1111/padm.12801>

- Jensen, Ulrich Thy, **Anne Mette Kjeldsen**, and Christian Vestergaard (2020). "How is Public Service Motivation Affected by Regulatory Policy Changes?" *International Public Management Journal*, 23(4): 465-495.
- Günzel-Jensen, Franziska, Ajay K. Jain, and **Anne Mette Kjeldsen** (2018). "Distributed leadership in health care: The role of formal leadership styles and organizational efficacy" *Leadership*, 14(1): 110-133.
- Jonasson, Charlotte, **Anne Mette Kjeldsen**, and Maria S. Ovesen (2018). "Dynamics of distributed leadership during a hospital merger" *Journal of Health, Organization and Management*, 32 (5): 691-707.
- Hansen, Jesper Rosenberg, and **Anne Mette Kjeldsen** (2018). "Comparing affective commitment in the public and private sectors: A comprehensive test of multiple mediation effects" *International Public Management Journal*, 21 (4): 558-588.
- Kjeldsen, Anne Mette**, and Jesper Rosenberg Hansen (2018). "Sector Differences in the Public Service Motivation-Job Satisfaction Relationship: Exploring the Role of Organizational Characteristics" *Review of Public Personnel Administration*, 38 (1): 24-48.
- Loon, Nina Van, **Anne Mette Kjeldsen**, Lotte Bøgh Andersen, Wouter Vandenabeele, and Peter Leisink (2018). "Only when the societal impact potential is high? A panel study of the relationship between public service motivation and perceived performance" *Review of Public Personnel Administration*, 38 (2): 139-166.
- Jacobsen, Christian Bøtcher and **Anne Mette Kjeldsen** (2016). "Én gang offentligt ansat, altid offentligt ansat? Public service-motivation og sektorskifte" *Økonomi og Politik*, 89 (4): 29-41.
- Jakobsen, Mads Leth, **Anne Mette Kjeldsen**, and Thomas Pallesen (2016). "Distribueret ledelse i offentlige serviceorganisationer" *Politica - Tidsskrift for politisk videnskab* 48 (2): 208-227.
- Kjeldsen, Anne Mette**, Stefan Boye, Morten Brænder, Christian Bøtcher Jacobsen, and Ulrich Thy Jensen (2016). "Fast eller foranderlig? Arbejdskontekstens betydning for offentligt ansattes public service-motivation" *Økonomi og Politik*, 89 (4): 15-28.
- Kjeldsen, Anne Mette** (2014). "Dynamics of Public Service Motivation: Attraction, Selection and Socialization in the Production and Regulation of Social Services" *Public Administration Review*, 74 (1): 101-112.
- Andersen, Lotte Bøgh, Torben Beck Jørgensen, **Anne Mette Kjeldsen**, Lene Holm Pedersen and Karsten Vrangbæk (2013). "Public Values and Public Service Motivation: Conceptual and Empirical Relationships." *American Review of Public Administration*, 43 (3): 292-311.
- Andersen, Lotte Bøgh and **Anne Mette Kjeldsen** (2013). "Public Service Motivation, User Orientation, and Job Satisfaction: A Question of Employment Sector?" *International Public Management Journal*, 16 (2): 252-274.
- Kjeldsen, Anne Mette** and Lotte Bøgh Andersen (2013). "How Pro-social Motivation Affects Job Satisfaction: An International Analysis of Countries with Different Welfare-state Regimes?" *Scandinavian Political Studies*, 36 (2): 153-176.

Kjeldsen, Anne Mette and Christian Bøtcher Jacobsen (2013). "Public Service Motivation and Employment Sector: Attraction or Socialization?" *Journal of Public Administration Research and Theory*, 23 (4): 899-926.

Andersen, Lotte Bøgh, Torben Beck Jørgensen, **Anne Mette Kjeldsen**, Lene Holm Pedersen and Karsten Vrangbæk (2012). "Public Value Dimensions: Developing and Testing a Multidimensional Classification." *International Journal of Public Administration*, 35 (11): 715-728.

Kjeldsen, Anne Mette (2012a). "Public service motivation og jobvalg: Serviceproduktion eller serviceregulering?" *Politica*, 44 (1): 66-86.

Kjeldsen, Anne Mette (2012b). "Sector and Occupational Differences in Public Service Motivation: A Qualitative Study." *International Journal of Public Administration*, 35 (1): 58-69.

Kjeldsen, Anne Mette (2012c). "Vocational Study and Public Service Motivation: Disentangling the Socializing Effects of Higher Education." *International Public Management Journal*, 15 (4): 500-524.

Books/monographs:

Mads Leth Jakobsen, Anne Bøllingtoft, Caroline Howard Grøn, Ann-Louise Holten, Christian Bøtcher Jacobsen, Ulrich Thy Jensen, **Anne Mette Kjeldsen**, and Lotte Bøgh Andersen (2023). *Træning af Ledelse*. København: Hans Reitzels Forlag.

Kjeldsen, Anne Mette; Thomas Jønsson, Christian Qvick and Lotte Bøgh Andersen (2020). *Distribueret ledelse i den offentlige sektor*. København: Djøf Forlaget.

Andersen, Lotte Bøgh, Anne Skorkjær Binderkrantz, and **Anne Mette Kjeldsen** (2016). "Guide til NVivo 11 til Mac". København: Hans Reitzels Forlag.

Andersen, Lotte Bøgh, Anne Skorkjær Binderkrantz, and **Anne Mette Kjeldsen** (2016). "Guide til NVivo 11 til Windows". København: Hans Reitzels Forlag.

Kjeldsen, Anne Mette (2012). *Dynamics of Public Service Motivation*. Aarhus: Politica. (PhD dissertation)

Book Chapters:

Kjeldsen, Anne Mette and Lotte Bøgh Andersen (2024). "De offentligt ansatte". In Jens Blom-Hansen; Peter Munk Christiansen; Thomas Pallesen; Søren Serritzlew. Eds. *Offentlig forvaltning: et politologisk perspektiv*. (3rd Ed.) København: Hans Reitzels Forlag.

Andersen, Lotte Bøgh, and **Anne Mette Kjeldsen** (2023). "Offentlig og/eller privat produktion af offentlige ydelser". In Peter Bjerre Mortensen and Søren Serritzlew (Eds.). *I statskundskabens tjeneste: festskrift til Jens Blom-Hansen*. Aarhus: Forlaget Politica. pp. 231-242

Kjeldsen, Anne Mette, and Joris Van der Voet (2021). "Leading Change in a Complex Public Sector Environment". In Peter Leisink, Eva Knies, Lotte Bøgh Andersen, Gene Brewer, Wouter Vandenaabeele, and Christian Bøtcher Jacobsen. Eds. *Managing for Public Service Performance*. Oxford, UK: Oxford University Press. pp. 199-217.

Andersen, Lotte Bøgh, **Anne Mette Kjeldsen**, and Ulrich Thy Jensen (2021). "Public Service Motivation and its Implications for Public Service". In Helen Sullivan and Helen Dickinson. Eds. *The Palgrave Handbook of the Public Servant*. Palgrave Macmillan. pp. 241-258.

Andersen, Lotte Bøgh, and **Anne Mette Kjeldsen** (2018). "De offentligt ansatte". In Jens Blom-Hansen; Peter Munk Christiansen; Thomas Pallesen; Søren Serritzlew. Eds. *Offentlig forvaltning: et politologisk perspektiv*. (2nd Ed.) København: Hans Reitzels Forlag. pp. 283-312.

Jakobsen, Mads Leth, **Anne Mette Kjeldsen** and Thomas Pallesen (2017). "Loyal Agents or Saboteurs? Performance Increasing Policies and Public Service Motivation among Hospital Workers". In Kenneth J. Meier, Amanda Rutherford and Claudia Avellaneda. Eds. *Comparative Public Management: Why Context Matters in Public Administration*. Washington, DC: Georgetown University Press. pp. 130-153.

Other publications (non-peer reviewed):

Kjeldsen, Anne Mette, and Lotte Bøgh Andersen (2021). "Afstemt distribueret ledelse: Hvorfor og hvordan?". *Ledelse i Morgen - Tidsskrift for pædagogisk ledelse* 24 (5): 2-4.

Andersen, Lotte Bøgh, Christian Bøtcher Jacobsen, Anne Mette Kjeldsen (2020). "Personlige og organisatoriske ledelsesgrundlag: Erfaringer og potentialer". *Ledelse i Morgen - Tidsskrift for pædagogisk ledelse* 23 (4): 2-5.

Kjeldsen, Anne Mette, and Mads Leth Jakobsen (2016). "Statskundskabens perspektiver på sundhedsvæsenet: Forskning i styring, ledelse og motivation kan bidrage med nye og relevante indsigter" *Tidsskrift for Dansk Sundhedsvæsen* 92 (5): 14-21.

Andersen, Lotte Bøgh, Christian Bøtcher Jacobsen, Anne Mette Kjeldsen, Nicolai Kristensen and Lene Holm Pedersen (2013). "Offentligt ansatte arbejder også for samfundets skyld". pp. 110-112 in Carsten Jensen. Eds. *Politologisk Årbog 2012-2013*. København: Hans Reitzels Forlag.

MANUSCRIPTS IN REVIEW / WORKING PAPERS

Kjeldsen, Anne Mette, Clara Siboni Lund and Bente Bjørnholt (2023). "Leading Intra-Organizational Collaboration Among Public Employees: A Mixed Methods Study". Paper presented at the 2023 PMRC Conference, June 27-30 in Utrecht, The Netherlands. Under review.

Carstensen, Kathrine; Joanne Goldman, Anne Mette Kjeldsen, Stina Lou, Camilla Palmhøj Nielsen (2022). "Healthcare professionals as drivers of quality improvement: A qualitative study of quality improvement collaboratives". Conditional accept at *Journal of Health Services Research & Policy*.

- Thau, Mads, Jakob Holm, Anne Mette Kjeldsen, and Bente Bjørnholt (2022). “Why are the fruits of team diversity so difficult to reap? Outgroup bias, trait impressions, and teamwork attitudes in public service delivery”. Paper presented at the 2022 EGPA Conference, September 7-10 in Lisbon, Portugal. Under review.
- Holm, Jakob, Bente Bjørnholt, Mads Thau, and Anne Mette Kjeldsen (2022). ”Equally important? The interplay client characteristic and performance data that shape street level bureaucrats’ willingness to cooperate.” Paper presented at the 2022 EGPA Conference, September 7-10 in Lisbon, Portugal. Under review.
- Bjørnholt, Bente; Anne Mette Kjeldsen, and Marianne Mikkelsen (2021). ” Effects of Cross-professional Collaboration in Public Organizations And the Moderating Role of Leadership”. Paper presented at the 2021 EGPA Conference, September 7-10 in Brussels, Belgium. Under review.
- Kjeldsen, Anne Mette and Thomas Jønsson (2021). “Span of Control and Distributed Leadership in Public Organizations”. Paper presented at the 2021 EGPA Conference, September 7-10 in Brussels, Belgium.
- Bækgaard, Martin and Anne Mette Kjeldsen (2019). “Initiating Successful Collaboration? Collaborative Governance Impacts of Being European Capital of Culture”. Paper presented at the European Group for Public Administration Conference, Belfast, September 2019.
- Kjeldsen, Anne Mette (2019). “Public Service Motivation and Participation in Distributed Leadership: A Panel Study During Organizational Change Processes”. Paper presented at the Public Management Research Association Conference, Chapel Hill, North Carolina, June 2019.
- Jonasson, Charlotte and Anne Mette Kjeldsen (2017). “Reconciling organizational and professional identities: The importance of distributed leadership in a hospital merger”. Paper presented at the European Association of Work and Organizational Psychology (EAWOP), Dublin, Ireland, May 2017. Under review.
- Kjeldsen, Anne Mette, and Mads Leth Jakobsen (2016). “Effects of Employee Participation in Managing Public Organizations”. Paper presented at the 2016 European Group for Public Administration Conference, Utrecht, The Netherlands, August 2016.

CONFERENCE PRESENTATIONS

- Public Management Research Association (PMRA): 2011, 2013, 2015, 2016, 2019, 2023.
- International Research Society for Public Management (IRSPM): 2010-2013, 2015, 2016.
- European Group for Public Administration (EGPA): 2009-2011, 2016, 2018-2021.
- TAMU Management Conference, Texas A&M, 2014.
- Convergence in Public Values Conference, The Netherlands, 2010.
- Danish Association for Political Science (DPSA): 2009, 2010, 2012, 2018, 2021, 2023.

DEPARTMENTAL SERVICE AND OTHER PROFESSIONAL SERVICE

Member of executive board, Paderup Gymnasium, Randers, 2022-

Member of advisory board, research project LEARNGOV w/ PI Charlotte Jonasson, 2021-2024.

Member of advisory board, research project REPLACE w/ PI Caroline Howard Grøn, 2020-2024.

Member of external review board, Folkeskoledonationen, AP Møller Foundation, 2022.

Member of advisory board, VIA University College, Aarhus, 2014-2022.

Chair, Section for Public Leadership, Aarhus University, 2018-2020.

Member of 5+ ad hoc committees planning and organizing internal/external seminars on behalf of Department of Political Science, Aarhus University.

RESEARCH GRANTS AND COLLABORATIONS

“Professional collaboration in Danish Public Schools” (SAMFO). Grant from the AP Møller Foundation (DKK 4.9 mill). Principal investigator with Bente Bjørnholt and Lars Qvortrup (lead PI). Longitudinal mixed methods study. 2020-2024.

“Value Creating Development of Organizational Collaborations” (VUOS). Project sponsored by Crown Prince Frederik Center for Public Leadership. (DKK 7.0 mill) WP responsible: Distributed leadership. PI: Lotte Bøgh Andersen. Field experiment. 2018-2024.

“Distributed Leadership in Hospital Mergers” (iDIL). Grant from the Velux Foundation (DKK 5.7 mill). Project participant. PI: Hans Jeppe Jeppesen, Aarhus University. Longitudinal mixed methods study. 2013-2017.

“Rethink IMPACTS 2017” – Evaluation of the European Cultural Capital of Aarhus 2017. Project participant. PI: Louise Ejgod Hansen, Department of Communication and Culture. Longitudinal mixed methods study. 2015-2018.

“Public Service Motivation: Concept, Causes and Consequences”. Grant from the Danish Council for Independent Research. Project participant. PI: Lene Holm Pedersen, Copenhagen University. Longitudinal quantitative survey studies. 2009-2014.

PROFESSIONAL ACTIVITIES

Editorial positions:

Editor-in-Chief, *Politica*, the Danish Journal of Political Science, 2020-2022.

Editorial board member at *Journal of Public Administration Research and Theory*, 2019-

Co-editor of *Politica*, the Danish Journal of Political Science, 2016-2020.

Reviewer:

Review of Public Personnel Administration, Public Administration Review, Journal of Public Administration Research and Theory, Public Management Review, International Journal of Public Administration, International Public Management Journal, American Review of Public Administration, Nonprofit Management and Leadership, International Review of Administrative Sciences, Public Personnel Management, Social Sciences, Public Administration, International Journal of Human Resource Management.

Prize and Award Committees:

Member of Best Paper Award committee to recognize the best paper by a young scholar, European Group for Public Administration, Study Group III: Public Personnel Policies, 2018.

Conferences and Organizations:

Panel board member, “Leadership” at International Research Society for Public Management, 2016-2020

Co-organizer of the 2019 Match Points Conference on Public and Private Leadership, Aarhus, May 2019.

Co-organizer of the 2016 Public Management Research Conference, Aarhus, June 22-24, 2016.

Panel chair on leadership and motivation panels at EGPA 2016, PMRC 2016, EGPA 2018, EGPA 2021.

Professional memberships:

Public Management Research Association

International Research Society for Public Management

European Group for Public Administration

Danish Political Science Association

PhD Dissertation Assessment Committees:

Chair, assessment committee of PhD dissertation by Anders Barslund Grøn, Aarhus University 2013. Dissertation title: “Will Teamwork Make the Dream Work? Investigating Transversal Collaboration in Public Service Delivery”.

Chair, assessment committee of PhD dissertation by Jakob Majlund Holm, Aarhus University 2018. Dissertation title: Performance Management in The Public Sector: Untying a Gordian Knot”.

Hiring Assessment Committees and Research Grant Committees:

Member of assessment and hiring committees for 4+ research assistant positions, Crown Prince Frederik Center for Public Leadership, 2018-

Member, search committee for professorship in Health Care Leadership, Aarhus University, 2018.

Member of assessment committee for VENI grant application, The Netherlands, spring 2015.

Public talks and invited guest lectures:

More than 50+ public lectures, guest lectures and management seminars, 2009-.

HONORS AND AWARDS

Best PhD dissertation “Dynamics of Public Service Motivation”, AUFF, Aarhus University, 2012.
Grant: 50,000 DKr.

TEACHING AND SUPERVISION

Supervision of PhD students:

Main advisor, Emily Tangsgaard (Crown Prince Frederik Center for Public Leadership), 2019-2022

Co-advisor, Kathrine Carstensen (Department of Public Health), 2019-

Co-advisor, Stefan Boye (Department of Political Science), 2018-2021.

Other supervision:

Supervised 15+ Master’s Theses, Executive Master’s Program in Public Management

Supervised 30+ Master’s Theses, Political Science

Supervised 20+ master students doing internships at public and private organizations

PhD Courses:

”Systematic Qualitative Analysis with NVivo 10”, (5 ECTS), Spring 2015.

”Systematic Qualitative Analysis with NVivo 10”, (5 ECTS), Fall 2013.

”Systematisk kvalitativ analyse med NVivo 10” [Systematic Qualitative Analysis with NVivo], (5 ECTS), Fall 2012.

MA Courses:

“Leadership, Motivation and Performance”, (20 ECTS), Fall 2016, 2018, 2019.

”Ledelse og performance” [Leadership and Performance] (10 ECTS), Spring 2016.

”Videregående offentlig forvaltning” [Advanced Public Administration] (20ECTS), Spring 2015.

”Videregående offentlig forvaltning” [Advanced Public Administration] (10 ECTS), Spring 2013.

”Offentligt ansatte i 3D: Motivation, ledelse og adfærd” [Public Employees in 3D: Motivation, Management, and Behavior] (20 ECTS), Fall 2012.

“Public service motivation, ledelse og performance i den offentlige sektor” [Public Service Motivation, Leadership, and Performance in the Public Sector] (10 ECTS), Spring 2010.

BA Courses:

“Styring og ledelse af komplekse opgaver i den offentlige sektor” [Public Management and Leadership], Spring 2018.

”Metode I” [Basic Statistics] (lectures for 280+ students), Fall 2014 and Fall 2015.

”Offentlig forvaltning” [Public Administration Basics], (classroom teaching), Fall 2010.

”Metode II” [Advanced Statistics] (classroom teaching), Spring 2008.

”Metode I” [Basic Statistics] (classroom teaching), Fall 2007.

External and Executive Master’s Courses:

“Ledelse: Incitament, motivation og normer” [Leadership: Incentives, motivation and norms] (10 ECTS), Spring 2020, 2021, 2022 and 2023.

“Introduktion til FMOL” [Introduction to the Master’s Program in Public Management], two-day course (2.5 ECTS), spring and fall semesters, 2019-2022.

”Systematisk kvalitativ analyse med NVivo 12” [Systematic Qualitative Analysis with NVivo], external four-day course at VIA University College Aarhus, Fall 2018.

“Metode” [Research Designs and Methods], The Executive Master’s Program in Public Management, Fall 2016 and Spring 2018.

”Systematic qualitative analysis with NVivo 11”, external one-day course at the Department of Public Health, Fall 2016.

”Systematisk kvalitativ analyse med NVivo 10” [Systematic Qualitative Analysis with NVivo], external two-day course at Copenhagen Business School, Fall 2012.

”Systematic qualitative analysis with NVivo 10”, external one-day course at the Social Research Institute Denmark, Fall 2012.