

Professional Appointments

Since 2016 (current)	Assistant Professor (1 fte) Utrecht University, School of Governance, Utrecht)
Since 2020 (current)	Managing Director (0.15 fte) Netherlands Institute of Governance (NIG)
2012 - 2015	Doctoral researcher Radboud University, Institute for Management Research, Nijmegen
01-2011 to 03-2011	Visiting Researcher (invited by dr. François Lafarge) École Nationale d'Administration, Strasbourg

Educational Background

2012 - 2015	PhD in Public Administration Radboud University, Institute for Management Research, Nijmegen Dissertation: Great Expectations of Autonomous Agencies. Promotor: Prof. dr S van Thiel, copromotor: dr M van Genugten
2009-2011	MSc in Public Administration and Organizational Science Utrecht University, Erasmus University Rotterdam, and Tilburg University Advisor: Prof. dr S van Thiel
2005-2009	BSc in Public Administration Radboud Universiteit, Nijmegen Advisor: dr JK Helderman

Refereed Publications

- **S Overman**, M Busuioc and M Wood. 2020. A Multi-Dimensional Reputation Barometer for Public Agencies: A Validated Instrument. *Public Administration Review*. Accepted.
- **S Overman**. 2020. Aligning Accountability Arrangements for Ambiguous Goals: the case of museums. *Public Management Review*. Accepted.
- **S Overman**. 2019. How creating semi-autonomous agencies affects staff satisfaction, *Public Performance & Management Review*. Online first, doi:10.1080/15309576.2019.1622579. Open access.
- **S Overman**. 2017. Autonomous Agencies, Happy Citizens? Challenging the Satisfaction Claim. *Governance* 30(2): 211-227.
- **S Overman**, A Akkerman, R Torenvlied. 2016. Targets for Honesty. How Performance Indicators Shape Integrity in Dutch Higher Education. *Public Administration* 94(4): 1140-1154.
- **S Overman**, S van Thiel. 2016. Agencification and Public Sector Performance. A Systematic Comparison in 20 Countries. *Public Management Review* 18(4): 611-635. Awarded with the Jan Kooiman Award for best article published in *Public Management Review* 2016.
- **S Overman**. 2016. Great Expectations of Public Service Delegation. A Systematic Review. *Public Management Review* 18(8): 1238-62.
- **S Overman**, M van Genugten, S van Thiel. 2015. Accountability after Structural Disaggregation. Comparing Agency Accountability Arrangements, *Public Administration* 93(4): 1102-1120.
- **S Overman**, S van Thiel, F Lafarge. 2014. Resisting governmental control. How agencies use strategic resources to resist state coordination, *International Review of Administrative Sciences* 80(1): 172-192.
- F Lafarge, **S Overman**. 2013. The Fall of the French Drug Agency after the Mediator scandal. A Network Perspective on Agency Capture. *Nispacee Journal of Public Administration and Policy* 5(2): 45-65.
- A Meijer, B Koops, W Pieterse, **S Overman**, S ten Tije. 2012. Government 2.0: Key Challenges to Its Realization. *Electronic Journal of e-Government* 10(1): 59-69.

Book Chapter

- **S Overman**. 2018. De kunst van afstemming in verantwoordingsrelaties. In: A. Schramme (ed.). *Cultuur op eigen koers. Verzelfstandiging van musea en andere culturele organisaties*. Tiel: Lannoo.

Work in Active Progress

- Experienced accountability relations in the public sector: gauging the forum's legitimacy and expertise. Revised and resubmitted to a peer-reviewed journal. With T Schillemans and S Grimmelikhuijsen.
- Understanding Felt Accountability. The institutional antecedents of the felt accountability of agency-CEO's to central government. Submitted to a peer-reviewed journal. With T Schillemans and CPA-team.
- Public bureaucracies under populist pressures – a new research agenda. Submitted to a peer-reviewed journal. With M. Wood, F. Matthews, and T. Schillemans.
- Mismatches between bureaucratic reputation and organizational performance. Submitted to a peer-reviewed journal. With S Beyens, J van Erp, K Verhoest, S Gilad, and H Houlberg Salomonsen.
- De Herfst van de Patriarch. Monograph, to be published with Boom, Den Haag. With M Bokhorst and T Schillemans.
- Conflictual Accountability. With T Schillemans and CPA team. Working paper to be submitted to a peer-reviewed journal.
- Accountability of Regulatory Agencies. Chapter for Handbook of Regulatory Authorities, edited by M Maggetti, F Di Mascio, A Natalini. With T Schillemans and M van der Heijden.

Other Publications and media coverage

- Special issue editing of a professional publication: **S Overman** & Rogier Brom (2019): Overheden en culturele Instellingen. Voor wat hoort wat? [Governments and cultural organizations: quid pro quo?] Boekman Extra 12.
- Professional publication: **S Overman**. Lessen uit verzelfstandiging, *Se&D*, 2017(3): 58-62.
- Op-ed contribution: **S Overman**. 6 October 2016. Te veel valse beloften in de publieke sector [Too many false promises in the public sector]. *De Volkskrant* [national newspaper]. <http://www.volkskrant.nl/opinie/te-veel-valse-beloften-in-de-publieke-sector~a4390064/>.
- Interview: Stelling: zelfstandigheid van publieke diensten leidt niet tot efficiëntieverbetering [Proposition: autonomy of public services does not lead to efficiency gains]. OTAR 06-2016. <http://content.yudu.com/web/1r3p1/0A1rl5s/OTAR1606/flash/resources/14.htm>
- Op-ed contribution: **S Overman**. 13 April 2016. Verzelfstandiging is jammerlijk mislukt [Agencification has failed]. *De Volkskrant* [national newspaper]. www.volkskrant.nl/opinie/verzelfstandiging-is-jammerlijk-mislukt~a4280857.
- Professional publication: G Schellekens, S van Thiel, **S Overman**. 2014. Onafhankelijk en verantwoord financieel toezicht. Lessen uit België en het Verenigd Koninkrijk. [*Independent and responsible financial regulation. Lessons from Belgium and the United Kingdom.*]. TPC June 2014: 4-9.
- Book Review: **S Overman**. Policy Alienation and the Power of Professionals by Lars Tummers. In: *Virtueel Bestuur*. <http://www.verenigingvoorbesteduurskunde.nl/763/boekbespreking>.

Contributions to Government Publications

- Rekenkamercommissie Ridderkerk [Ridderkerk Audit Commission] (2015). *Stichting Sport en Welzijn aangestuurd?*
- Wetenschappelijke Raad voor het Regeringsbeleid [Scientific Council for Government Policy] (2013). *Toeziën op publieke belangen. Naar een verruimd perspectief op Rijks-toezicht*. Amsterdam: Amsterdam University Press.
- Algemene Rekenkamer [Netherlands Court of Audit] (2011). *Zicht op overheidsstichtingen. Achtergrondstudie*. TK 2010-11: 31 887.

Teaching Experience

2019	MA (research): From Numbers to Stories	Coordination, lectures and labs.
2016 – present (4x)	BA: Policy and Governance	Coordination, lectures and working groups
2016 – present (3x)	BA: Statistics and Research Methods	Coordination, lectures and working groups
2012 – 2015 (3x)	BA: Comparative Analysis.	Introductory lecture, lab sessions, and individual feedback sessions
2012 – 2014 (2x)	MA: Comparative Public Administration.	Lecture and working groups
2012 – present	MA: thesis advisor and second referee.	Advisor: 12 theses Second referee: 14 theses

Doctoral supervision

Aisha Rizwan (expected to graduate 2020): Patterns of Agencification in Pakistan.
Lars Brummel (expected to graduate 2022): The Public in Public Accountability.

Dissertation Committee

S. Alon Barkat (2018): *The Symbolic Aspects of Government Bureaucracies' Public Communications, and its Influence on Citizens' Attitudes*. Hebrew University of Jerusalem (external referee).

Awards and Grants

- November 2018: Research grant by CCV Handhaving en Gedrag, for: The Autumn of the Patriarch, with Meike Bokhorst (€50,000)
- April 2017: Award for the best article published in Public Management Review 2016 (with Sandra van Thiel)
- June 2014: IMR PhD Mobility grant for ICPSR Summer School attendance (€1,475)
- May 2014: IMR PhD day Best Paper Award (€1,500)
- June 2013: Netherlands Royal Academy for Arts and Sciences (KNAW) DANS grant for ICPSR Summer School attendance (€1,000)
- June 2013: IMR PhD Mobility grant for ICPSR Summer School attendance (€1,000)
- February 2011: COST STSM Short Stay grant for a two months visit to ENA, Strasbourg (€2,450)

Invited Speaker

- OECD Strategic Education Governance group: From Formal to Felt Accountability. Paris, October 2019.
- *Felt accountability and its predictors*, Belgian Federal Ministry of Social Affairs, Brussels
- *Aligning accountability in museums*, Antwerp Management School, Antwerp University
- *Agencification and public accountability*, Ministry of Finance, the Netherlands, November 2017
- *The effects of agency creation*, the city council of Zutphen, the Netherlands, March 2017.
- *Great Expectations of Autonomous Agencies*. WIPCAD Lecture, Potsdam University, June 2016.
- *Autonomous Agencies, Happy Citizens? Agencification and Citizen Satisfaction*. NYU Wagner School, New York (NY), USA. May 2015.
- *Accountability after Structural Disaggregation. Comparing Agency Accountability Arrangements*. Research Colloquium, Rutgers University, Newark (NJ), USA, May 2015.
- *The Effects of Agencification*. SPARK Research Colloquium, UniBern, Berne (Switzerland), May 2013.

Additional Methodological Training

2011-2015	Netherlands Institute of Government NIG PhD Course Curriculum
06/07-2014	ICPSR Summer Program in Quantitative Research Skills University of Michigan, Ann Arbor Introduction to Applied Bayesian Modeling (Ryan Bakker & Johannes Karreth) Advanced Multivariate Statistics (Robert Henson) Mathematics for Social Scientists III (Dan Eckford)
06/07-2013	ICPSR Summer Program in Quantitative Research Skills University of Michigan, Ann Arbor Regression Analysis III: Advanced Methods (Dave Armstrong) Maximum Likelihood Estimation and GLM (Dean Lacy) Data Mining (Bob Stine) Mathematics for Social Scientists II (Howard Thompson)
02-2013	ECPR Winter School Universität Wien Hierarchical Linear Models (Levente Littvay)

Conference Panel Organization

- *Accountability and Reputation*. ECPR Joint Sessions 2018, Nicosia. With Madalina Busuioc, Thomas Schillemans and Matthew Wood.
- *What are the effects of delegating government tasks on public service performance?* NIG Annual Conference 2014. With Sebastian Jilke and Kutsal Yesilkagit.
- *Effects? What Effects. On the (un)intended effects of public sector reforms*. NIG Annual Conference 2013. With Sebastian Jilke, Astrid Molenveld and Sorin Dan.

Selected Conference Contributions

- *Anticipating and Accepting Accountability. Explaining felt accountability in public agencies in seven advanced democracies* EGPA Annual Conference 2018, Lausanne (CH) With T Schillemans *et al.*
- *A Validated Reputation Barometer for Public Regulators*. ECPR Joint Sessions 2018, Nicosia (CY). With M Busuioc and M Wood.
- *The Art of Aligning Accountability Arrangements: the case of museums*. ECPR Joint Sessions 2018, Nicosia (CY); NIG Annual Conference 2017, Maastricht (NL).
- *Theorizing the interaction between performance and reputation*. 2017 Reputation mismatch workshop, Antwerpen.
- *Measuring felt accountability. Toward a validated multidimensional scale*. PMRA 2017, Washington DC., EGPA Annual Conference 2016, Utrecht (NL) and NIG Annual Conference 2016, Antwerpen (B). With T Schillemans and S Grimmelikhuisen.
- *Targets for Honesty. How Performance Indicators Shape Integrity in Dutch Higher Education*. ASU IDF Conference 2015, Scottsdale (AZ), USA. With A Akkerman, and R Torenvlied.
- *Autonomous Agencies, Happy Citizens? Agencification and Citizen Satisfaction*. IRSPM Annual Conference 2015, Birmingham, UK and IRSPM Annual Conference 2013, Prague, Czech Republic.
- *Accountability after Structural Disaggregation. Comparing Agency Accountability Arrangements*. Structures of Government Conference 2015. Bergen, Norway. With M van Genugten, and S van Thiel.
- *Organizational Commitment in Semi-Autonomous Agencies*. Workshop on Behavioral Foundations of Public Service Motivation 2014. Zeppelin University, Friedrichshafen, Germany and EGPA Annual Conference 2014, Speyer, Germany.
- *Explaining the Autonomy of Regulatory Agencies. Comparing Countries and Agencies*. EGPA Annual Conference 2014, Speyer, Germany. With S van Thiel, B van der Meer, and I van Roest.
- *Motivation in Semi-Autonomous Agencies*. IIAS Conference 2014 – Ifrane, Morocco.
- *Accountable Agencies*. Forum junge Staats-, Policy- und Verwaltungsforschung, Jahrestagung 2013, Bonn, Germany. With S van Thiel and M van Genugten.
- *The Benefits of Public Sector Reform*. PMRA 2013, Madison (WI), USA.
- *Economic Effects of Agencification*. EGPA Annual Conference 2012, Bergen, Norway. With S v Thiel.
- *The Fall of the French Drug Agency after the Mediator scandal. A Network Perspective on Agency Capture*. Trans European Dialogue 2012, Budapest, Hungary. With F Lafarge.
- *Resisting Governmental Control. How Agencies Use Strategic Resources to Challenge State Coordination*. EGPA Annual Conference 2011, Bucharest, Romania. With S van Thiel.
- *Agencification and the Transition to a Post-Bureaucratic Era*. EGOS 2010, Lisbon. With S van Thiel.

Academic Service and Memberships

- Netherlands Institute of Government PhD Council (Radboud University representative 2013-2015)
- Netherlands Institute of Government Advisory Council (PhD representative 2013-2015)
- Institute for Management Research PhD Network (coordinator 2012-2015)
- Netherlands Institute of Government, International Research Society for Public Management, Public Management Research Association, European Consortium for Political Research (member).

Editorial Board Membership

Journal of Public Policy

Ad-hoc Referee

Public Administration Review, Journal of Public Administration Research and Theory, Governance, Public Administration, International Review of Administrative Sciences, Journal of Comparative Policy Analysis, Public Management Review, Scandinavian Political Science Journal, International Journal of Public Sector Management, Public Policy and Administration, Political Research Quarterly.

Other Professional Experience

- 09-2011 to 12-2011 **Netherlands Scientific Council for Government Policy (WRR)**
Intern
Research into trends in government supervision.
- 04-2009 to 07-2009 **Netherlands Court of Audit**
Intern
Research into the history of governmental private legal entity use (foundations).
- 01-2009 to 12-2011 **Erasmus University, Utrecht University, Radboud University**
Research Assistant
As a student assistant, I supported various research project during my studies in temporary contracts of around 8 hours per week:
- Evaluation of reforms in the labor sector (supervised by dr S Van de Walle)
 - Government inspections (supervised dr S van Thiel and dr L den Dulk)
 - Government use of Web 2.0 (supervised by dr. A Meijer)
 - Evaluation of social intervention policy in (supervised by dr T Brandsen)

Languages and Software Skills

- Languages Dutch (native); English (fluent, C2); French (good, B2-C1); German (good, B2-C1); Spanish (basic ca. B1).
- Software MS Office Applications, R Statistical Environment; JAGS Bayesian Statistics; SPSS Statistics; Zotero Reference Software; Latex