

Name:	Gerhard Hammerschmid
Professor of...	Public and Financial Management

Advisor Information

Office	2.58
E-Mail	hammerschmid@hertie-school.org
Faculty Assistant	Ines Andre-Schulze andre-schulze@hertie-school.org
Office Hours	by appointment

Research & Advising Profile:

General Academic Field: What is your academic field, and what are your areas of supervision?

My academic field of public management covers all aspects of managing public sector organisations (e.g. strategic management, digitalization/e-government, performance management, budget management, personnel management, innovation management) and especially the adoption/implementation of public administration reforms in order to improve public administration capacity and performance.

Specific Expertise: What is your specific area of expertise, and what topics are you supervising?

My specific areas of expertise and current research are on comparative public administration, public administration reform, digital/e-government, public sector innovation, public sector motivation and personnel management, performance management and collaborative management/leadership in the public sector.

As director of the Digital Governance Centre I am especially interested to supervise topics related to the impact of digitalization on specific government organisations but also the public sector in general. This specifically relates to the following broader topics:

- 1) Digital government: the impact of digitalization on public management and public administration reform; this includes topics such as digital governance, digital transformation, smart cities, digitalisation strategies, digital leadership and developing digital capacity which are of relevance for the Hertie School Digital Governance Centre.
- 2) Public sector innovation and collaborative arrangements of policy making and service delivery (see also <http://tropico-project.eu/>)

In case of convincing suggestions I also would be open for thesis topics in the broader field of public management (e.g. strategic management, performance management, human resource management etc. for public administration/government organizations) and public administration reform (e.g. transparency and accountability, service delivery, structures and processes, HRM/civil service systems).

Methodology: What methodologies and methods are you able to supervise?

Both qualitative (interview- or case study based) and quantitative research. With regard to the latter my expertise is mostly on survey research and rather established forms of methods/analyses such as various forms of regression analysis or SEM.

Supervision Style: Please include information on what your advisees can expect from you in terms of supervision format (for instance, are you supervising by colloquium only; are you offering individual meetings; are you supervising team projects?) Please be informed that there will be both onsite/online options according to your availability:

For me the initial phase till the development of the thesis proposal is crucial and I prefer to arrange 2-3 individual meetings (onsite or offsite) to discuss and support this based on a first sketch mailed by the student.

I do not read drafts; when I read your thesis, I am reading it to grade it. I however will also be available outside the colloquium for questions and advice based on individual appointments (online or in my office).

These individual meetings will be offered in addition to the colloquium sessions which aim to address more generic aspects and to allow a peer-learning among the students.

I prefer single thesis topics, but I am also open for co-authored theses if you can clearly argue the rationale and benefit of doing it together with a colleague.

Examples of Previously Supervised Thesis Topics: (*if applicable*)

- The Inclusive (Smart) City: Can the inclusiveness rhetoric transform the smart city?
- The Untapped Potential of Data: How Germany's Local Public Administration can make better use of their data
- Fostering Innovation in government organizations: the role of Talent Management - An outlook from Colombia
- The Digital Refeudalization: Modern Internet Regulation Models and the Deterioration of the Digital Public Sphere
- Active Citizenry in Singapore: Investigating the Influence of Digital Participation Tools
- Artificial Intelligence in the German Public Administration: Challenges in Building Administrative Capacity
- The State of GovTech in Germany: Scope, Actors, and Challenges
- What does it take for change management to succeed in the Public Sector?
- Smart Partnerships: Innovative Approaches to Public-Private Partnerships in Smart Mobility

Recommended General Readings: (*if applicable*)

The following texts are general readings material relevant for all advisees:

Sandra van Thiel (2014): Research Methods in Public Administration and Management: An Introduction, London: Routledge.

Proposed Projects: (*if applicable*)

Project Title	Practice Partner (if applicable)
Government and private sector collaboration in the context of Smart City implementation	KPMG Institut für den öffentlichen Sektor
Collaboration of Start-ups and government in the context of digitalization	KPMG Institut für den öffentlichen Sektor

How Governments can compete for digital/data experts: International Initiatives and Experiences	
AI in Government: International experiences and analysis of use cases	
Government strategies/approaches to build up data/AI/digitalisation capacity in government: international comparative perspective	
Government approaches to foster the convergence of digitalisation and sustainability	
Managing IT projects: learning from failures	
The Impact of Covid-19 on government digitalisation	

Plagiarism:

Plagiarism is an infringement of § 11 Good Academic Conduct, 2a: "Infringements of the standards of good academic conduct include for instance to use wordings, ideas or other intellectual work of others in an academic work without clearly indicating the author. The obligation to indicate the authorship of others shall apply irrespective of whether or not the sources used are protected by copyright" (See: Exam Rules, § 11 Good Academic Conduct for more information).

It is vital to keep track of your sources and to cite all material properly.

The Library will offer a session available to all students on resource management and proper citation.

Attendance:

Students receive 8 ECTS for the Master's thesis colloquium. Attendance for supervision—whether in the form of a colloquium or an individual meeting—is compulsory. Students are expected to be present, prepared, and engaged in each session, and to adhere to deadlines set for assignments.

In case of an excused absence, students must notify their supervisor. Absence must be compensated with an additional assignment.

Students on an academic exchange programme in the Fall Semester should be given the opportunity of remote supervision.

Colloquium & Meeting Information:

	Colloquium Dates	Session Title & Content
Meeting times Preferred onsite but if necessary also offsite	Session 1: Mo November 9 th 2020 18.00-20.00 (room 2.30)	Getting Started Present and discuss first thesis proposals and provide inputs/feedback for further elaboration of thesis concepts; overall expectations for a master thesis research and looking for synergies between the different theses

	Session 2: Mo December 7 th 2020 18.00-20.00 (room 2.30)	Research Proposal at this time the students should be able to present and discuss their thesis proposal (research questions, research design and method, key literature) Discussing key methodological questions
	Session 3: Mo February 8 th 2021 18.00-20.00 (room 2.30)	Progress Report 1 focusing on questions/ challenges of data collection, variable operationalisation and literature review
	Session 4: week March 1 st till 7 th	Progress Report 2 individual coaching sessions
	Session 5: Mo March 29 th 18.00-20.00 (room tbc.)	Preliminary Findings presentation and discussion of preliminary findings
	Session 6: Mo April 12 th 18.00-20.00 (room tbc)	Finalizing the thesis formal requirements/questions and flexible depending on needs/demands of the students