

## Present positions

- 2019- Associate Professor, Department of Political Science, University of Copenhagen  
2015- Research Fellow, Center for Organization Research and Design (CORD), School of Public Affairs, Arizona State University  
2023- Academic Affiliate, VIVE - The Danish Center for Social Science Research

## Previous positions

- 2019-2022 Affiliate Senior Researcher, VIVE - The Danish Center for Social Science Research  
2017-2019 Senior Researcher, VIVE - The Danish Center for Social Science Research  
2015-2019 Postdoctoral Researcher, Department of Political Science, Aarhus University  
2015-2017 Researcher, SFI - The Danish Centre for Social Research  
2010-2012 Research Assistant, SFI - The Danish Centre for Social Research

## Education

- 2012-2015 PhD, Political Science, Aarhus University  
2007-2010 MSc, Political Science, Aarhus University  
2004-2007 BSc, Political Science, Aarhus University

## Leave of absence

- Paternity leave, January 2020-April 2020 (3 months)  
Paternity leave, November 2017-January 2018 (3 months)

## Research outputs

- Pedersen, M. J., & Nielsen, V. L. (2024). Understanding Discrimination: Outcome-Relevant Information Does Not Mitigate Discrimination. *Social Problems*, 71(1), 77–105. <https://doi.org/10.1093/socpro/spac006>
- Favero, N., Pedersen, M. J., & Park, J. (2023). Which job attributes attract individuals high in public service motivation and self-efficacy to a public service job? *Public Administration*. <https://doi.org/10.1111/padm.12975>
- Pedersen, M. J., Favero, N., & Park, J. (2023). Pay-for-performance, job attraction, and the prospects of bureaucratic representation in public organizations: evidence from a conjoint experiment. *Public Management Review*. <https://doi.org/10.1080/14719037.2023.2245841>
- Mikkelsen, M. F., Pedersen, M. J., & Petersen, N. B. G. (2023). To Act or Not to Act? How Client Progression Affects Performance Information Use at the Frontlines. *Journal of Public Administration Research and Theory*, 33(2), 296–312. <https://doi.org/10.1093/jopart/muac020>
- Lauritzen, H. H., & Pedersen, M. J. (2022). A Perfect Match? Exploring the Interplay between Public Service Motivation and Conscientiousness in Predicting Public Organizational Outcomes. *International Public Management Journal*, 25(3), 477-495. <https://doi.org/10.1080/10967494.2021.1965055>
- Bisgaard, M., & Pedersen, M. J. (2022). Women Cry, Men Get Angry: How Street-Level Bureaucrats Respond When Clients Exhibit Counter-Stereotypical Behavior. *International Public Management Journal*, 25(2), 280-299. <https://doi.org/10.1080/10967494.2021.1943085>
- Gul, T. S., Pedersen, M. J., & Petersen, N. B. G. (2021). Creaming among Caseworkers: Effects of Client Competence and Client Motivation on Caseworkers' Willingness to Help. *Public Administration Review*, 81(1), 12-22. <https://doi.org/10.1111/puar.13297>
- Bisgaard, M., Nielsen, V. L., & Pedersen, M. J. (2021). *Køn og ulighed i samværsager*. Aarhus Universitetsforlag.

Pedersen, M. J., Bojesen, A. B., Rayce, S. L. B., & Pontoppidan, M. (2021). Using Informational Video to Elicit Participation in Online Survey Research: A Randomized Controlled Trial. *International Journal of Public Opinion Research*, 33(4), 946-959. <https://doi.org/10.1093/ijpor/edaa023>

Tierney, W., Hardy, J. H., Ebersole, C. R., Leavitt, K., Viganola, D., Clemente, E. G., Gordon, M., Dreber, A., Johannesson, M., Pfeiffer, T., Uhlmann, E. L., Abraham, A. T., Adamkovic, M., Adam-Troian, J., Anand, R., Arbeau, K. J., Awtrey, E. C., Azar, O. H., Bahnik, Š., ... Hiring Decisions Forecasting Collaboration (2020). Creative Destruction in Science. *Organizational Behavior and Human Decision Processes*, 161, 291-309. <https://doi.org/10.1016/j.obhdp.2020.07.002>

Pedersen, M. J., & Nielsen, V. L. (2020). Bureaucratic Decision-Making: A Multi-Method Study of Gender Similarity Bias and Gender Stereotype Beliefs. *Public Administration*, 98(2), 424-440. <https://doi.org/10.1111/padm.12622>

Favero, N., & Pedersen, M. J. (2020). How to Encourage "Togetherness by Keeping Apart" amid COVID-19? The Ineffectiveness of Prosocial and Empathy Appeals. *Journal of Behavioral Public Administration*, 3(2). <https://doi.org/10.30636/jbpa.32.167>

Thau, M., Mikkelsen, M. F., Pedersen, M. J., & Larsen, M. H. (2020). Question Order Bias Revisited: A Split-Ballot Experiment on Satisfaction with Public Services among Experienced and Professional Users. *Public Administration*, 99(1), 189-204. <https://doi.org/10.1111/padm.12688>

Pedersen, M. J., & Favero, N. (2020). Social Distancing during the COVID -19 Pandemic: Who Are the Present and Future Noncompliers? *Public Administration Review*, 80(5), 805-914. <https://doi.org/10.1111/puar.13240>

Pedersen, M. J., Favero, N., Nielsen, V. L., & Meier, K. J. (2019). Public Management on the Ground: Clustering Managers Based on Their Behavior. *International Public Management Journal*, 22(2), 254-294. [3]. <https://doi.org/10.1080/10967494.2017.1396273>

Stritch, J. M., & Pedersen, M. J. (2019). The Apparent Locus of Managerial Decision Making and Perceptions of Fairness in Public Personnel Management. *Public Personnel Management*, 48(3), 392-412. <https://doi.org/10.1177/0091026018819017>

Pedersen, M. J., & Thuesen, F. (2019). Ubevidste stereotyper skaber etnisk forskelsbehandling i det offentlige. In C. H. Grøn (Ed.), *Politologisk årbog 2018-2019* (pp. 72-75). Djøf Forlag.

Lynggaard, M., Pedersen, M. J., & Andersen, L. B. (2018). Exploring the Context Dependency of the PSM-Performance Relationship. *Review of Public Personnel Administration*, 38(3), 332-354. <https://doi.org/10.1177/0734371X16671371>

Pedersen, M. J., & Stritch, J. M. (2018). Internal Management and Perceived Managerial Trustworthiness: Evidence From a Survey Experiment. *American Review of Public Administration*, 48(1), 67-81. <https://doi.org/10.1177/0275074016657179>

Pedersen, M. J. (2018). More Similar Than Different: Experimental Evidence on the (In) Significance of Gender for the Effect of Different Incentives on Compliance Behavior. *Administration & Society*, 50(2), 217-239. <https://doi.org/10.1177/0095399715584638>

Pedersen, M. J., Stritch, J. M., & Thuesen, F. (2018). Punishment on the Frontlines of Public Service Delivery: Client Ethnicity and Caseworker Sanctioning Decisions in a Scandinavian Welfare State. *Journal of Public Administration Research and Theory*, 28(3), 339-354. <https://doi.org/10.1093/jopart/muy018>

Pedersen, M. J., & Stritch, J. M. (2018). RNICE Model: Evaluating the Contribution of Replication Studies in Public Administration and Management Research. *Public Administration Review*, 78(4), 606-612. <https://doi.org/10.1111/puar.12910>

Pedersen, M. J., Stritch, J. M., & Taggart, G. (2017). Citizen Perceptions of Procedural Fairness and the Moderating Roles of 'Belief in a Just World' and 'Public Service Motivation' in Public Hiring. *Public Administration*, 95(4), 874-894. <https://doi.org/10.1111/padm.12353>

Thuesen, F., Bille, R., & Pedersen, M. J. (2017). *Styring af den kommunale beskæftigelsesindsats: Instrumenter, motivation og præstationer*. SFI - Det Nationale Forskningscenter for Velfærd. <https://www.vive.dk/media/pure/6758/816307>

Stritch, J. M., Pedersen, M. J., & Taggart, G. (2017). The Opportunities and Limitations of Using Mechanical Turk (MTURK) in Public Administration and Management Scholarship. *International Public Management Journal*, 20(3), 489-511. <https://doi.org/10.1080/10967494.2016.1276493>

Pedersen, M. J. (2016). A 'Heart of Goal' and the Will to Succeed: Goal Commitment and Task Performance among Teachers in Public Schools. *Public Administration*, 94(1), 75-88. <https://doi.org/10.1111/padm.12201>

Pedersen, M. J., & Nielsen, C. V. (2016). Improving Survey Response Rates in Online Panels: Effects of Low-Cost Incentives and Cost-Free Text Appeal Interventions. *Social Science Computer Review*, 34(2), 229-243. <https://doi.org/10.1177/0894439314563916>

Jensen, D. C., Pedersen, M. J., Pejtersen, J. H., & Amilon, A. (2016). *Indkredsning af lovende praksis på det specialiserede socialområde*. SFI - Det Nationale Forskningscenter for Velfærd. <https://www.vive.dk/media/pure/6467/583860>

Pedersen, M. J., & Nielsen, V. L. (2016). Manager-Employee Gender Congruence and the Bureaucratic Accountability of Public Service Employees: Evidence from Schools. *Public Personnel Management*, 45(4), 360-381. <https://doi.org/10.1177/0091026016675374> Article information

Pedersen, M. J. (2015). Activating the Forces of Public Service Motivation: Evidence from a Low-Intensity Randomized Survey Experiment. *Public Administration Review*, 75(5), 734-746. <https://doi.org/10.1111/puar.12325>

Lynggaard, M., & Pedersen, M. J. (2013). Lærernes teamsamarbejde. In S. C. Winter, & V. L. Nielsen (Eds.), *Lærere, undervisning og elevpræstationer i folkeskolen* (Vol. 13:09, pp. 175-189). SFI - Det Nationale Forskningscenter for Velfærd.

Pedersen, M. J. (2013). Public Service Motivation and Attraction to Public versus Private Sector Employment: Academic Field of Study as Moderator? *International Public Management Journal*, 16(3), 357-385. <https://doi.org/10.1080/10967494.2013.825484>

Hvidman, U., & Pedersen, M. J. (2011). Betydningen af sociale forhold for læring og trivsel. In S. C. Andersen, & S. C. Winter (Eds.), *Ledelse, læring og trivsel i folkeskolerne* (Vol. 11:47, pp. 139-143). SFI - Det Nationale Forskningscenter for Velfærd.

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Pedersen, M. J., Rosdahl, A., Winter, S. C., Langhede, A. P., & Lynggaard, M. (2011). *Ledelse af folkeskolerne: Vilkår og former for skoleledelse*. SFI - Det Nationale Forskningscenter for Velfærd. <https://www.vive.dk/media/pure/4541/273795>

Laursen, P. F., & Pedersen, M. J. (2011). Organisering af lærersamarbejdet. In S. C. Andersen, & S. C. Winter (Eds.), *Ledelse, læring og trivsel i folkeskolerne* (Vol. 11:47, pp. 95-104). SFI - Det Nationale Forskningscenter for Velfærd.

Winter, S. C., & Pedersen, M. J. (2011). Pædagogisk ledelse. In S. C. Andersen, & S. C. Winter (Eds.), *Ledelse, læring og trivsel i folkeskolerne* (Vol. 11:47, pp. 115-138). SFI - Det Nationale Forskningscenter for Velfærd.

O'Toole, L. J., & Pedersen, M. J. (2011). Skoleledelsens eksterne samarbejde. In S. C. Andersen, & S. C. Winter (Eds.), *Ledelse, læring og trivsel i folkeskolerne* (Vol. 11:47, pp. 77-86). SFI - Det Nationale Forskningscenter for Velfærd.

Meier, K. J., Pedersen, M. J., & Hvidman, U. (2011). Skolelederes efteruddannelse i ledelse. In S. C. Andersen, & S. C. Winter (Eds.), *Ledelse, læring og trivsel i folkeskolerne* (Vol. 11:47, pp. 59-67). SFI - Det Nationale Forskningscenter for Velfærd.