

DAN HONIG

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I am an Associate Professor of Public Policy at University College London (UCL). My research focuses on management practice and organizational structure in the developing world public sector and in agencies that deliver foreign assistance, with a particular focus on the links between motivation, autonomy, & performance.

POSITIONS & AFFILIATIONS

School of Public Policy/Department of Political Science, University College London, London, UK 2021-Present
Associate Professor of Public Policy

School of Advanced International Studies (SAIS), Johns Hopkins University, Washington, DC 2015-2021

Assistant Professor, International Development; Affiliate, International Political Economy Program

**2019 Excellence in Teaching Award (awarded to 4 tenured/tenure-line faculty across SAIS annually)

**2019 Merit Award “in recognition of [my] contributions to SAIS and the profession.” Specific items noted include “high course evaluations; extensive mentoring and outside speaking; extensive student advising in a large program; and maintaining a productive track record as a tenure-line faculty member while playing a key role in a large and dynamic program.”

Non-Resident Fellow, Center for Global Development 2019-Present

Editorial Board Member, Journal of Public Policy 2019-Present

Stanford CASBS Organizations and Their Effectiveness Working Group led by B. Gibbons & W. Powell 2018-Present

Sweden’s Expert Group for Aid Studies (EBA) Reference Group, “Trust-based Management in Aid” 2019-Present

Peer Reviewer/reference group, World Bank IEG Study on Bank Staff Decentralization 2019-Present

Member, Scholars Strategy Network 2017-Present

Visiting Fellow, Institute of Politics, Leiden University, The Netherlands 2020-2021

Visiting Researcher, West Africa Research Center, Dakar, Senegal 2020

Visiting Scholar, Thammasat University Department of Economics, Bangkok, Thailand 2019-2020

Principal Investigator, International Growth Center “Transforming the Public Sector by Improving Bureaucratic Performance: Mission Match and Slack in Bangladesh” (50,000 GBP) 2018-2020

Johns Hopkins Catalyst Grant for Early Career Faculty (75,000 USD) 2018-2020

EDUCATION

Harvard University/Harvard Kennedy School, Cambridge, MA PhD, Public Policy, 2015

Primary Field: Political Economy; Secondary Field: Organizational, Institutional, & Bureaucratic Behavior

Committee: Peter Hall (chair), Beth Simmons, Matt Andrews, Ryan Sheely

Visiting Academic, Oxford University, Department of Politics & International Relations 2012-2013

School of Public & International Affairs, Princeton University Princeton, NJ

Graduate-level (MPA) Studies in Public Affairs with focus on Development Studies (no degree) 2006-2007

University of Michigan-Ann Arbor; LS&A Honor College, Residential College Ann Arbor, MI

BA in Political Science and Philosophy (double major) 2003

BOOK

Honig, D. (2018). *Navigation by Judgment: Why and When Top-down Management of Foreign Aid Doesn't Work*. Oxford University Press.

- Presentations at a variety of aid agencies including the US Agency for International Development, US Millennium Challenge Corporation, World Bank (multiple to staff), World Bank Executive Board, Swedish International Development Agency (SIDA) senior management and staff, KfW (Germany's development bank), European Commission, UK Department for International Development, International Fund for Agricultural Development, Australian Aid (DFAT), and OECD Development Assistance Committee secretariat (Paris); also talks at development think tanks including the Center for Global Development DC, Center for Global Development Europe, Carnegie Institute, Overseas Development Institute, Feedback Labs, and at foundations including the Hewlett Foundation and the Gates Foundation. Keynote speaker at Australia's 2019 Research for Development Impact conference.
- Academic presentations at Harvard Kennedy School, Oxford Blavatnik, Stanford, London School of Economics, University of Michigan (twice - Political Science & Ford School), University of Manchester, Kings College London, Georgetown, Australian National University, Ohio State, University of Texas, & Texas A&M.
- Reviewed in *Public Administration Review* (by Jennifer Murtazashvili; 80:5, 904-905); *Perspectives on Politics* (by Matt Winters; 17:4, 1247-1249) and *Governance* (by Larry Schroeder; 32:1, 195-197) and in prominent practitioner-oriented fora, including by [Lant Pritchett](#), [Duncan Green](#), and [DevPolicy](#)
- Referenced multiple times in [US congressional testimony](#), in the UK Parliament ([including by an MP](#)), USAID [policy documents](#), [World Bank](#) operational reforms, major INGO policy guidance and training materials, etc.

ACADEMIC JOURNAL PUBLICATIONS

Bisbee, J. & D. Honig. (Accepted/Forthcoming) "Flight to Safety: COVID-Induced Risk Aversion in 2020 Democratic Primary Vote Choice." *American Political Science Review*.

Honig, D., R. Lall, & B. Parks. (Accepted Pending Replication/Data Verification) "When Does Transparency Improve Performance? Evidence from 20,000 Aid Projects in 148 Countries." *American Journal of Political Science*.

Honig, D. (2021) Supportive Management Practice and Intrinsic Motivation Go Together in the Public Service. *Proceedings of the National Academy of Sciences* 118 (13).

Borragina-Ballard, L., J. Sobek, & D. Honig. (2021) What Motivates Highly Trained Child Welfare Professionals to Stay or Leave?" *Child & Youth Services Review* 124.

Bertelli, A., M. Hassan, D. Honig, D. Rogger, & M. Williams. (2020). An Agenda for the Study of Public Administration in Developing Countries. *Governance* 33:4, 735-748.

Honig, D. (2020). Information, Power, & Location: World Bank Staff Decentralization and Aid Project Success. *Governance* 33:4, 749-769.

Bisbee, J. & D. Honig. (2020). Flight to Safety: 2020 Democratic Primary Election Results and COVID-19. *Journal of COVID Economics* 3, 54-84.

Honig, D. & C. Weaver. (2019). A Race to the Top?: The Aid Transparency Index and the Social Power of Global Performance Indicators. *International Organization* 73:3, 579-610.

**Reprinted (with some alterations/improvements) in Kelley, J. & B. Simmons (editors), 2020. *The Power of Global Performance Indicators*, Cambridge University Press. Chapter 5, 157-191.

Honig, D. (2019). "Case Study Design and Analysis as a Complementary Empirical Strategy to Econometric Analysis in the Study of Public Agencies: Deploying Mutually Supportive Mixed Methods". *Journal of Public Administration Research and Theory* 29:2, 299-317.

Honig, D. (2019). "When Reporting Undermines Performance: The Costs of Politically Constrained Organizational Autonomy in Foreign Aid Implementation". *International Organization* 73:1, 171-201.

Honig, D. and N. Gulrajani. (2018). "Making Good On Donors' Desire to Do Development Differently". *Third World Quarterly* 39:1, 68-84.

Grossman, S. & D. Honig. (2017). "Evidence from Lagos on Discrimination across Ethnic and Class Identities in Informal Trade". *World Development* 96: 520-528.

OTHER PUBLICATIONS

Honig, D., Lall, R., and Parks, B. (2020). When Does Transparency Improve Institutional Performance? Evidence from 20,000 Aid Projects in 183 Countries. AidData Working Paper #100. Williamsburg, VA: AidData at William & Mary.

Bisbee, J. & D. Honig. (2020). Sanders was losing to Biden anyway. But he lost more in areas with coronavirus cases. Washington Post Monkey Cage, April 2, 2020.

Honig, D. (2020). Actually Navigating by Judgment: Towards a New Paradigm of Donor Accountability Where the Current System Doesn't Work. Center for Global Development Policy Paper 169. Washington, DC: Center for Global Development. Linked policy brief: Honig, D. (2020). Managing Better: What All of Us Can Do to Encourage Aid Success. Center for Global Development, February 5, 2020.

Campbell, S., D. Honig, and S. Rose. (2020). Creating an Accountability Framework that Serves the Global Fragility Act's Mission. Center for Global Development Note.

Honig, D. (2020). Tyranny of Metrics by Jerry Z. Muller (Book Review). *Governance* 33:3, 714-717.

Honig, D. and Lant Pritchett. (2019). The Limits of Accounting-Based Accountability in Education (and Far Beyond): Why More Accounting Will Rarely Solve Accountability Problems. Center for Global Development Working Paper 510. Washington, DC: Center for Global Development. Also issued as Research on Improving Systems in Education (RISE) Working Paper 19-030. Linked blog: Honig, D. (2019). Putting "Account" at the Center of "Accountability": Why ICT Won't Improve Education Systems (and Beyond), and What Will. Center for Global Development, May 24, 2019. ***Blog reprinted (with some edits) in *Impact Magazine*, October 2019.

Honig, D. (2019). *The Power of Letting Go*. *Stanford Social Innovation Review*, Winter 2019.

Barma, N., S. Campbell, D. Honig, R. Ginty, & J. Rovner (2019). Roundtable on Campbell's *Global Governance & Local Peace: Accountability & Performance in International Peacebuilding*. Roundtable 10-24, H-Diplo/ISSF.

Honig, D. (2019). Let Local Leaders Lead: Why Donors Should Create More Space for Local Leadership. Development Leadership Program Blog, September 27. Center for Global Development version [here](#).

Honig, D. (2018). The Development Dance: How Donors and Recipients Negotiate the Delivery of Foreign Aid by Haley Swedlund. (Book Review) *Perspectives on Politics* 16:4, 1233-1234.

Honig, D. & S. L. Cramer. (2017). Strengthening Somalia's systems smartly: a country systems risk benefit analysis. Washington, D.C.: World Bank Group.

Honig, D. (2017). How Frequent Reporting of Quantitative Accountability Measures Can Undermine Bureaucratic Performance. Basic Facts Brief, Scholars Strategy Network.

Honig, D. & J. Johnson (2017). Body Cameras Work – Just Not in the Way You Think. National Police Foundation.

Gulrajani, N. & D. Honig (2016). Reforming donors in fragile states: Using public management theory more strategically. ODI Report, April 2016.

Honig, D. (2016). More Autonomy for Donor Organizations and Their Agents (Sometimes): Bringing Organizational Behavior and Management Theory to Foreign Aid Delivery. Winner of the GDN Next Horizons 2014 Essay Contest, Supported by the Bill and Melinda Gates Foundation.

PAST AWARDS, FELLOWSHIPS & GRANTS, & FORMER AFFILIATIONS

Winner, 2014 Next Horizons Essay Contest "Fresh Ideas on the Future of Foreign Aid" from GDN/Gates Foundation. Essay: "More Autonomy for Donor Organizations & Their Agents (Sometimes): Bringing Organizational Behavior and Management Theory to Foreign Aid Delivery." 13 winners from 1,470 entries

<i>National Science Foundation (NSF) Graduate Research Fellow</i>	2010-2015
<i>Doctoral Fellow, IGERT Harvard Multidisciplinary Program in Inequality & Social Policy</i>	2011-2015
<i>Graduate Affiliate, Harvard Institute for Quantitative Social Science (IQSS)</i>	2014-2015
<i>Member, 2015 Academy of Management All-Academy Theme Committee</i>	2014-2015
<i>Organizer, Harvard Kennedy School Workshop on Institutions and Public Policy</i>	2013-2014

SELECTED INVITED PRESENTATIONS/CONFERENCES (EXCLUDING BOOK TALKS)

- World Bank IEG Launch of Report on Changing Outcome Orientation/Country Results Framework (250+ people), March 2021
- Research on Improving Systems of Education (RISE) Webinar – Bureaucratic Barriers in Education, Dec 2020
- OECD Effective Institutions Platform Annual Meeting, Dec 2020
- Co-organized APSA Annual Meeting Mini-Conference on "Frontiers of Research in Bureaucratic Politics & Management", September 2020
- Sida (Swedish Aid) Forum on Working Adaptively, Stockholm, March 2020
- Gates Foundation/Blavatnik Conference on Supporting Evidence Use and Creation in Government, London, Feb 2020
- Overseas Development Institute 2020 Public Finance Conference, London, February 2020
- Sida (Swedish Aid) Senior Management Retreat on Organizational Reform, January 2020
- Singapore Management University, November 2019
- Thamassat University (Bangkok), October 2019
- Keynote on "Letting the Pilot Steer: How Donor Practice Can Better Support Local Leadership" at Research for Development Impact/La Trobe University (Melbourne) Annual Conference, June 2019
- "Can We Do Development Better" Public Event, UCL London, November 2018

- Stanford Center for Advanced Study in the Behavioral Sciences (CASBS) Summer Institute on Organizations and their Effectiveness, July 2018
- World Bank “Moving the Needle” Governance Global Practice Convening, June 2018
- World Bank Fragility, Conflict, and Violence group, October 2017
- USAID Democracy, Human Rights, and Governance group, September 2017
- Society for International Development public panel, June 2017
- Frontiers in Public Administration and Policy Implementation, NYU, May 2017
- World Bank Development Impact Monitoring and Evaluation Group, April 2017
- Public panel on the Future of Aid Agencies, Center for Global Development, June 2016
- Public panel on Institutional Change in the Aid Sector, Brookings Institution, June 2016
- Center for Global Development Invited Research Presentation, Feb 2016
- Overseas Development Institute (ODI), London, UK, January 2015
- Behavioural Insights Team, London, UK, January 2015
- Department for International Development (DFID), London, UK, January 2015
- Stanford PACS Junior Scholars Forum, Palo Alto, CA, June 2014
- Center for Global Development/Modernizing Foreign Assistance Network (MFAN), Washington, DC, June 2014
- World Bank Public Sector Governance and the Fragile and Conflict Affected States Groups, June 2014
- Thamassat University, Bangkok, Thailand, May 2014
- Africa Governance Initiative – Office of Tony Blair, London, UK, May 2014
- Public Affairs Research Institute, Johannesburg, South Africa, April 2014

COURSES TAUGHT

International Public Policy (UCL PUBL 0090; Fall 2021)

Development Proseminar/Introduction to Development (SAIS SA.400.821; Fall 2015, 2016, 2017, 2018, 2020)

Managing and Delivering Development Assistance (SAIS SA.400.776; Fall 2015, Spring 2017, Spring 2018)

Instructor, External Interventions to Reduce Poverty – Foreign Aid (Harvard Economics 970; Spring 2012, 2014)

PROFESSIONAL WORK EXPERIENCE (SELECTED POSITIONS)

Risks and Benefits of Use of Somalia Country Systems, World Bank

Washington, DC/Kenya/Somalia

May 2017-November 2017

I co-authored a (forthcoming) study on the risks and benefits of the use of country systems, arguing that donors' statebuilding objectives in Somalia augur for increased use of country systems. It suggested bureaucratic changes in approval processes and how they might benefit outcomes. This World Bank-UN joint trust fund consultancy was in support of Somalia's Use of Country Systems working group, a joint donor-Government of Somalia mechanism for exploring the use of Somalia's treasury, budgeting, and expenditure systems by donors.

Future of Aid Agencies, Overseas Development Institute

London, UK

April 2015, 2016

In 2015 and 2016 I participated in and helped deliver analytic content for ODI's convening of donor agencies from across OECD-DAC and beyond (Qatar, China, etc.).

Facilitator/Presenter, Collaborative Africa Budget Reform Initiative (CABRI)

Johannesburg, South Africa

April 2014

CABRI is a professional network of senior budget officials in African Ministries of Finance and Planning. I was one of the

facilitators and training deliverers for CABRI's 2nd Agricultural Dialogue, focused on tools to evaluate spending impact in the agricultural sector. This included evaluation techniques and dialogue around systematizing evaluation practices, as well as the challenges and opportunities emerging as donors become increasingly interested in project evaluation. Participants included senior policymakers (Deputy Ministers, Directors, etc.) from 14 sub-Saharan African countries.

Design Team Member, South Sudan Partnership Fund

Juba, South Sudan

June 2013-February 2014

In this (part time, based remotely but with regular travel to Juba) role I assisted the Government of South Sudan and development partners in the design of a new multi-donor pooled fund, which had innovative features designed to balance the need to ensure monies were spent as intended with putting government in the driver's seat regarding the uses of funds, as well as using government systems with the goal of strengthening same. The unfortunate events in South Sudan beginning December 2013 prevented this fund, which was expected to deliver approximately 100 million USD per year, from coming to fruition.

Support to Liberia's Aid Management Unit, Overseas Development Institute (ODI)

Monrovia, Liberia

March 2011-June 2012 (both remote and in-country)

- Assisted in the finalization of Liberia's Aid Management Policy on contract from ODI's Budget Support Initiative (BSI)
- Supported reorganization of MoF's Aid Management Unit to implement the policy's mandate
- Engaged in direct capacity development as well as training and staffing plans
- Worked to encourage budget support and commence work on the division of labor agenda

Aid Management Advisor to the Minister of Finance

Monrovia, Liberia

August 2008 – August 2009

In this position as part of a government-executed, World Bank-funded Economic Governance and Institutional Reform Project (EGIRP), I worked to build a unit in the Ministry of Finance (MoF) capable of serving as the focal unit at MoF for relationships with international partners and to track donor disbursements to strengthen the national budget. I also participated in and advised on Liberia's interactions with international partners and public financial management (PFM) reform, and led the technical work on Liberia's Budget Support Working Group (BSWG), a multi-stakeholder forum for discussing PFM progress and challenges, as well as serving as technical focal point for partner budget support operations (including those of the EC and the ADB). I:

- Established a unit in the Ministry of Finance capable of performing aid management tasks;
- Led the process of developing Liberia's first-ever comprehensive report on aid flows as an annex to the national budget;
- Contributed to the process of developing intergovernmental aid architecture;
- Served as Ministry of Finance's focal point on negotiations with most international partners and the vetting of all aid agreements; worked to establish new business processes in these regards inside MoF;
- Led the updating and modification of the PFM Action Plan established by Government and discussed with stakeholders at the June 2008 Berlin Liberia Poverty Reduction Forum;
- Coordinated technical work on behalf of GoL around the finalization of Liberia's 2009 PEMFAR;
- Worked to increase budget support to Liberia, including playing key roles in new funds of 20+ million USD from the African Development Bank and 45+ million USD (over 2 years) from the EU (Liberia had previously received less than 15 million USD total in budget support since the end of the war);
- Coordinated MoF's engagement with international partner missions (scoping, assessment, evaluation, etc.)

Special Assistant to the Minister of Finance (Scott Fellow)

Monrovia, Liberia

June 2007- July 2008

This [fellowship program](#), funded by the Scott Family Foundation via the Center for Global Development, allowed me to work closely with the Minister of Finance, Antoinette M. Sayeh, during a critical period in Liberia's post-conflict development. My role was essentially to assist the minister in implementing her agenda in the ways in which she best saw fit. I:

- Coordinated the technical work around the development of Liberia's first full Poverty Reduction Strategy (PRS) and drafted sections of the document
- Worked closely with others in coordinating the clearance of Liberia's arrears to the IMF, WB, and ADB, assisting in Liberia's Paris Club Negotiations, and furthering negotiations with Liberia's commercial and other multilateral creditors
- Assisted in the formulation and implementation of PFM reform strategies, including leading the technical work around the creation of Liberia's first PFM action plan, which involved PFM actors across government;
- Served as the principal point of contact within the Ministry of Finance for the IMF, WB, and some other bilateral and multilateral donors, and participated in regular meetings (including the 2008 Spring Meetings of the IMF/WB) and negotiations with partners, including around the IMF's Poverty Reduction and Growth Facility (PRGF), the World Bank's response to the 2008 Global Food Crisis, the African Development Bank's Labor-Based Public Works project, and the HIPC Decision Point document (including coordinating the finalization of the HIPC Completion Point Triggers by the Government and negotiation of same with the IMF and WB)
- In collaboration with the Liberia Reconstruction and Development Committee (LRDC) and the German Government coordinated the preparatory work for the Liberia Poverty Reduction Forum (LPRF) held in Berlin, Germany, in late June 2008
- Supported the Economic Revitalization Pillar of the LRDC, chaired by the Minister of Finance, which coordinates various government agencies and partners' work to revitalize Liberia's economy
- Supported Liberia's launch of the Extractive Industries Transparency Initiative (EITI) and the interim secretariat until permanent staff were recruited
- Drafted speeches and presentations made by the Minister of Finance and President Ellen Johnson Sirleaf
- Advised the minister on a variety of topics
- Joined the minister in meetings with a variety of government and non-government stakeholders
- Liased with a variety of government and non-government stakeholders outside the Ministry of Finance to assist in implementing reforms and in the normal functioning of the ministry

Founder & Director, Timorese Young Entrepreneurship Initiative (TYEI)

Dili, East Timor

November 2004-February 2006

TYEI worked to empower young Timorese by providing the concrete models, conceptual foundation, and practical skills necessary to improve agricultural practices and generate income through innovation and entrepreneurialism. TYEI is based on the belief that young, unemployed Timorese need to break the cycle of dependency, stop waiting for outside forces to make their lives better, and begin to take action to improve their condition via their own intelligence, resources, and hard work. TYEI assisted nearly a thousand young people in developing and implementing better (higher yielding, more efficient) agricultural practices and appropriate technology, beginning this NGO based on my own ideas for better grassroots rural youth development during my time there, and continued to run as a fully Timorese organization following my departure.

Program Officer, Ashoka: Innovators for the Public (Thailand)

Bangkok, Thailand

July 2003-June 2004 (Program Officer); July 2004-September 2004 (Consultant)

Ashoka is a citizen sector organization identifying and supporting social entrepreneurs in nearly fifty countries worldwide.

For over twenty years Ashoka has provided the financial and non-financial support necessary to transform high-impact ideas into reality, supporting over 1600 Ashoka fellows in their missions for systemic social change. I evaluated candidates for support and coordinated the selection process for new Ashoka fellows in addition to providing current Ashoka fellows with assistance in a wide variety of areas.