

# Acknowledgments

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I am also grateful to the authors of the hundreds of government and NGO reports, academic books and articles, student theses and dissertations, and media stories on which this book has also relied. In discussing this book project with people around the world, I often heard some version of the sentiment, “There is so little written about civil service reform.” While I agree that it hasn't been studied enough, given its importance, it isn't true that little has been written about it. Rather, it's that many people do not pay attention to what already exists, bother to look for it, or give it the credit and analytical attention it deserves. This occurs in the context of huge global inequalities in access to resources and conversations among researchers and of the frequent discounting of practitioners' knowledge and insights by scholars. In this book, I have sought to highlight and build upon the incredible work already done by these writers, particularly those who are from and/or working in the countries and governments that they write about.

In addition to those that are referenced in the main text and appendix, I have also created an online-only supplementary appendix that lists additional sources that I consulted but did not specifically reference to give them due recognition and so other researchers can find and consult them. I hope this book makes clear the ways it exists not in isolation but in relation to existing conversations, that it makes at least a small contribution to connecting and advancing conversations, and that future writers will also be able to build upon it.

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# Reform as Process

