

# Ivan P. Lee

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## Education

### Ph.D. in Public Administration, May 2021 (expected)

Rutgers University, Newark, USA

Dissertation: *Risk Aversion in the Public Sector Workforce: The Micro-level Drivers of Change*

Committee: Sebastian Jilke (Chair), Frank J. Thompson, Gregg G. Van Ryzin, and Bradley Wright

### M.Phil in Government and Public Administration, 2013

The Chinese University of Hong Kong

Thesis: *Attitudinal Ambivalence and Framing Effect: An Interaction Analysis*

Committee: Kai-Hon NG (Chair), Stan Hok-Wui Wong, Wilson Wai-ho Wong, and Stella Chia

### BSSc (Hons) in Government and Public Administration, 2010

The Chinese University of Hong Kong

Exchange program. Political Science, 2009

University of Washington, Seattle, USA

## Research and Teaching Interests

Public Management; Organizational Behavior; Human Resource Management; Diversity, Equity & Inclusion (DEI); Behavioral Public Administration & Policy; Quantitative Methods; Experimental & Quasi-experimental Designs; Survey Designs; Longitudinal & Panel Data Analysis

## Academic Publications

Lee, Ivan P., Sebastian Jilke, and Oliver James. 2020. Do More Options Always Benefit the Users of Public Services? An Experimental Study of School Choice, Performance and Satisfaction. *Public Administration Review*. <https://doi.org/10.1111/puar.13271>

Hamidullah, Madinah F., Norma M. Riccucci, and Ivan P. Lee. 2020. Citizens' Perceptions of Closing the Gender Pay Gap: An Experimental Study. *Public Management Review*. <https://doi.org/10.1080/14719037.2020.1722207>

Walker, Richard M., Dannii Yuen-lan Yeung, M. Jin Lee, and Ivan P. Lee. 2020. Assessing Information-based Policy Tools: An Eye-Tracking Laboratory Experiment on Public Information Posters. *Journal of Comparative Policy Analysis*. <https://doi.org/10.1080/13876988.2020.1753035>

Lee, Ivan P., and Richard M. Walker. 2019. Does Source Credibility Matter for Point-of-Decision Prompts? A Quasi-Experimental Field Study to Increase Stair Use. *PLoS ONE* 14(11): e0225520. <https://doi.org/10.1371/journal.pone.0225520>

## Manuscripts in Submission

Lee, Ivan P., and Sebastian Jilke. Does the Employment Sector Matter for Job Search? The Role of Information Conditions in Selecting Public Sector Employment

Lee, Ivan P., Tomáš Herda, and Sebastian Jilke. Pro-Private or Anti-Public Sector Bias? The Impact of Organizational Ownership on Citizens' Performance Evaluation.

## Manuscripts in Active Preparation

Lee, Ivan P., Nicolai Petrovsky, Richard M. Walker, and Janet Wu. Motivating Waste Reduction and Recycling in the University Workplace: An Experimental Evaluation of Negatively-framed Collective Incentives. *(Finalizing)*

Lee, Ivan P. Public Innovation in the Eyes of Citizens: Program Novelty and Citizens' Tolerance of Administrative Mistakes *(Finalizing)*

Lee, Ivan P. Risk Aversion in the Public Sector: A Systematic Review. *(Finalizing)*

Lee, Ivan P. Socialization of Risk Aversion in the Public Sector: Evidence from Longitudinal Survey. *(Finalizing)*

## Teaching Experience

**Instructor** (solely responsible for the course design, delivery, and grading):

Spring 2020                      Human Resource Administration (MPA Online Course)  
School of Public Affairs and Administration, Rutgers University-Newark

- Student Rating of Course Quality: **4.50/5** (course avg. 4.39)
- Student Rating of Teaching Effectiveness: **4.50/5** (course avg. 4.45)

Spring 2019                      Introduction to Public Administration (Undergraduate Course)  
School of Public Affairs and Administration, Rutgers University-Newark

- Student Rating of Course Quality: **4.73/5** (course avg. 4.18)
- Student Rating of Teaching Effectiveness: **4.64/5** (course avg. 4.07)

**Teaching Assistant:**

Fall 2018                         Economics for Public Administration (MPA Online Course)  
School of Public Affairs and Administration, Rutgers University-Newark

## Grant-Seeking Experience

**Grant Proposal Writer and Co-Investigator:**

2017 – 2018                      Project Title: Reading Environmental Information: A Behavioral Insights Eye-Tracking Laboratory Experiment

- Grant Amount: USD \$13,000
- Funders: Campus Sustainability Fund, City University of Hong Kong (#6986048) and National Research Foundation of Korea Grant, the Republic of Korea (#NRF-2017S1A3A2067636)

2016 – 2017                      Project Title: Motivating Waste Reduction and Recycling in the University Workplace: An Experimental Evaluation of Negatively-framed Collective Incentives and Group-level Feedback

- Grant Amount: USD \$26,000
- Funder: City University of Hong Kong

2015 – 2016                      Project Title: Does Source Credibility Matter for Point-of-Decision Prompts? Evidence from a Field Experiment to Increase Stair Use in University Residence Halls

- Grant Amount: USD \$10,000
- Funder: City University of Hong Kong (#9610318)

## Awards and Honors

- 2019 – 2020 Dissertation Fellowship  
Rutgers University-Newark
- 2016 – 2019 Presidential Graduate Fellowship  
Rutgers University-Newark
- 2016 – 2019 Center for Experimental and Behavioral Public Administration (CEBPA) Fellowship  
Rutgers University-Newark
- 2010 – 2012 Postgraduate Studentship and Accommodation  
The Chinese University of Hong Kong

## Academic Service

- From 2018 Editorial Assistant  
Journal of Behavioral Public Administration (JBPA)  
Editor-in-chief: Sebastian Jilke
- From 2016 Research Associate  
Center for Experimental and Behavioral Public Administration (CEBPA), School of Public Affairs and Administration (SPAA), Rutgers University-Newark
- **Duties:** Designing online surveys, managing IRB submissions and revisions, implementing research projects, data cleaning and analysis, managing online survey panels, and providing research support to faculty members
- 2016 Organizing Committee Member  
20th Annual Conference of International Research Society for Public Management (IRSPM), Hong Kong
- **Duties:** Development of the conference's website:  
<http://www.cityu.edu.hk/lamp/irspm/>

## Professional Experience

- Nov 2013 – July 2016 Senior Research Associate  
Laboratory for Public Management & Policy (LaMP), College of Liberal Arts and Social Sciences, City University of Hong Kong
- **Duties:** Writing grant proposals, writing manuscripts for publication, designing and implementing research projects, managing and coaching student interns, performing research outreach activities, and providing research support to faculty members
- Aug 2013 – Oct 2013 Research Associate  
Department of Public Policy, City University of Hong Kong
- Mar 2013 – July 2013 Policy Research Officer  
Office of Legislative Councilor (Medical) Dr. Hon LEUNG Ka-Lau, HKSAR

## Conference Presentations

- Lee, Ivan P.**, and Sebastian Jilke. 2020. Crowding Out the Employment Sector: The Role of Information Stages in Selecting Public Sector Employment. Paper presented at the Association for Public Policy Analysis & Management (APPAM) 42nd Annual Fall Research Conference, Nov 11-13, Online

- Lee, Ivan P.**, and Sebastian Gilke. 2020. Crowding Out the Employment Sector: The Role of Information Stages in Selecting Public Sector Employment. Paper presented at the European Group for Public Administration (EGPA) Annual Conference, Sept 2-4, Budapest, Hungary
- Lee, Ivan P.**, and Sebastian Gilke. 2020. Crowding Out Person-Organization Fit: The Role of Information Stages in Selecting Public Sector Employment. Paper presented at the Virtual Doctoral Showcase Colloquium, June 3-5, USA.
- Lee, Ivan P.**, and Sebastian Gilke. 2019. Public Service Motivation and Job Choice: Examining the Role of Information Environment through a Multi-stage Conjoint Design. Paper presented at the Elevating Public Service Motivation Conference, Sept. 25-28, Utah, USA.
- Lee, Ivan P.** 2019. Do Risk-Averse People Always Prefer Public Sector Jobs? An Experimental Study of Risk-Aversion, Job Characteristics, and Job Sector Choice. Paper presented at the Public Management Research Conference 2019, June 11-14, North Carolina, USA.
- Lee, Ivan P.**, and Richard M. Walker. 2019. Does Source Credibility Matter for Point-of-Decision Prompts? A Quasi-Experimental Field Study to Increase Stair Use. Paper presented at the pre-conference workshop of the Public Management Research Conference 2019, June 11-14, North Carolina, USA.
- Hamidullah, Madinah F., Norma M. Riccucci, and **Ivan P. Lee**. 2019. Citizens' Perceptions of Closing the Gender Pay Gap: An Experimental Study. Paper presented at the Public Management Research Conference 2019, June 11-14, North Carolina, USA.
- Hamidullah, Madinah F., Norma M. Riccucci, and **Ivan P. Lee**. 2019. Citizens' Perceptions of Closing the Gender Pay Gap: An Experimental Study. Paper presented at the American Society for Public Administration's (ASPA) Annual Conference 2019, March 8-12, Washington DC, USA.
- Walker, Richard M., Dannii Yuen-lan Yeung, M Jin Lee, and **Ivan P. Lee**. 2019. Assessing Soft Policy Tools: An Eye-Tracking Laboratory Experiment on Public Information Posters. Paper presented at the Seoul Policy Tools Conference 2019, March 15-16, Seoul, South Korea.
- Lee, Ivan P.**, Sebastian Gilke, and Oliver James. 2018. Are More Options Always a Good Thing for Citizens? An Experimental Study of School Choice, Performance and Satisfaction. Paper presented at the Public Management Research Conference 2018, May 31-June 2, Singapore.
- Lee, Ivan P.** 2018. Risk-Aversion and Job Sector Choice: Evidence from an Experimental Study. Paper presented at the Public Management Research Conference 2018, May 31-June 2, Singapore.
- Lee, Ivan P.**, and Or Nick Hin-Kin. 2016. Organizational Identification in Public Organizations: Effects of Message Characteristics and Identity Narratives in Communication. Paper presented at the 20th Annual Conference of International Research Society for Public Management, April 13-15, Hong Kong.

## Language, Analytical, and Computational Skills

- Fluent English, Native Chinese
- Proficient STATA user, Proficient SPSS user, Pre-intermediate R user, Proficient Qualtrics User, Data visualization
- Intermediate Photoshop user, Intermediate Illustrator user, Intermediate website development and management

Last updated: March 2021