

Ivan P. Lee

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Academic Appointments

Assistant Professor School of Public Affairs, Arizona State University; Hainan University-Arizona State University International Tourism College	Spring 2022 -
Instructor ABD School of Public Affairs, Arizona State University; Hainan University-Arizona State University International Tourism College	Fall 2021
Part-time Lecturer School of Public Affairs and Administration (SPAA), Rutgers University-Newark	2020 - 2021
Senior Research Associate Laboratory for Public Management & Policy (LaMP), College of Liberal Arts and Social Sciences, City University of Hong Kong	2013 - 2016

Education

Ph.D. in Public Administration , Fall 2021 (expected) Rutgers University, Newark, USA Dissertation: <i>Risk Aversion in the Public Sector Workforce: The Micro-level Drivers of Change</i> 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: <i>Attitudinal Ambivalence and Framing Effect: An Interaction Analysis</i> 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; 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. 2021. Do More Options Always Benefit the Users of Public Services? An Experimental Study of School Choice, Performance and Satisfaction. *Public Administration Review* 88(1): 110-120. <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., Dannie 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. Sector Choice Re-visited: The Role of Information Conditions

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

Lee, Ivan P. Individuals' 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 (responsible for the course design, delivery, and grading):

Applied Research Design (MPA Online Course) Summer 2021
School of Public Affairs and Administration, Rutgers University-Newark

Public Finance Management (MPA Online Course) Summer 2021
School of Public Affairs and Administration, Rutgers University-Newark

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

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

Teaching Assistant:

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

Grant-Seeking Experience

Grant Proposal Writer and Co-Investigator:

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

- 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)

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

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

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

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

Awards and Honors

Dissertation Fellowship 2019 – 2020
Rutgers University-Newark

Presidential Graduate Fellowship 2016 – 2019
Rutgers University-Newark

Center for Experimental and Behavioral Public Administration (CEBPA) Fellowship 2016 – 2019
Rutgers University-Newark

Postgraduate Studentship and Accommodation 2010 – 2012
The Chinese University of Hong Kong

Academic Service

Editorial Assistant 2018-2021
Journal of Behavioral Public Administration (JBPA)

Research Associate 2016-2018
Center for Experimental and Behavioral Public Administration (CEBPA),
School of Public Affairs and Administration (SPAA), Rutgers University-Newark

Organizing Committee Member 2016
20th Annual Conference of International Research Society for Public Management (IRSPM), Hong Kong

Conference Presentations

- 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 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.

Last updated: Aug 2021