

Ivan P. Lee

School of Public Affairs, Arizona State University |
Hainan University-Arizona State University International
Tourism College

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Google Scholar: <https://bit.ly/37wvJB5>

Academic Appointments

Assistant Professor

2022 -

School of Public Affairs, Arizona State University;
Hainan University-Arizona State University International Tourism College

Instructor ABD

2021 - 2022

School of Public Affairs, Arizona State University;
Hainan University-Arizona State University International Tourism College

Part-time Lecturer

2020 - 2021

School of Public Affairs and Administration (SPAA),
Rutgers University-Newark

Senior Research Associate

2013 - 2016

Laboratory for Public Management & Policy (LaMP),
College of Liberal Arts and Social Sciences, City University of Hong Kong

Education

Ph.D. in Public Administration, 2022

Rutgers University, Newark, USA

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

Committee: Gregg G. Van Ryzin (Chair), Sebastian Jilke (Co-Chair), Frank J. Thompson, Gregory A. Porumbescu,
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; 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. 2021. Citizens' Perceptions of Closing the Gender Pay Gap: An Experimental Study. *Public Management Review* 23 (7): 1032-1055. <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* 22(6): 558-578. <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. Attraction to the Public Sector: A Conjoint Study of the Job Search Process
- Lee, Ivan P. Individual Risk Aversion in the Public Sector: A Systematic Review
- Lee, Ivan P. Socialization and Risk Aversion: A Longitudinal Study

Manuscripts in Active Preparation

- Lee, Ivan P. Public Innovation in the Eyes of Citizens: Program Novelties and Citizens' Tolerance of Administrative Mistakes
- Lee, Ivan P., Yixin Liu and Sebastian Jilke. Pro-Private or Anti-Public Sector Bias? The Impact of Organizational Ownership on Citizens' Performance Evaluation.
- Lee, Ivan P., Tianhong Wang and Zheng Zhou. What makes a foreign TikTok video go viral? Evidence from a content analysis in Thailand

Teaching Experience

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

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|---|-------------|
| <u>Economics and Public Policy</u> (Undergraduate Course)
Hainan University-Arizona State University International Tourism College, Arizona State University | Spring 2022 |
| <u>Economics and Public Policy</u> (Undergraduate Course)
Hainan University-Arizona State University International Tourism College, Arizona State University | Fall 2021 |
| <u>Senior Capstone Project</u> (Undergraduate Course)
Hainan University-Arizona State University International Tourism College, Arizona State University | Fall 2021 |
| <u>Applied Research Design</u> (MPA Online Course)
School of Public Affairs and Administration, Rutgers University-Newark | Summer 2021 |

<u>Public Finance Management</u> (MPA Online Course) School of Public Affairs and Administration, Rutgers University-Newark	Summer 2021
<u>Human Resource Administration</u> (MPA Online Course) School of Public Affairs and Administration, Rutgers University-Newark	Spring 2020
<u>Introduction to Public Administration</u> (Undergraduate Course) School of Public Affairs and Administration, Rutgers University-Newark	Spring 2019
Teaching Assistant:	
<u>Economics for Public Administration</u> (MPA Online Course) School of Public Affairs and Administration, Rutgers University-Newark	Fall 2018

Grant-Seeking Experience

Grant Proposal Writer and Co-Investigator:

Project Title: <u>Reading Environmental Information: A Behavioral Insights Eye-Tracking Laboratory Experiment</u> <ul style="list-style-type: none"> ○ 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) 	2017 – 2018
Project Title: <u>Motivating Waste Reduction and Recycling in the University Workplace: An Experimental Evaluation of Negatively-framed Collective Incentives and Group-level Feedback</u> <ul style="list-style-type: none"> ○ Grant Amount: USD \$26,000 ○ Funder: City University of Hong Kong 	2016 – 2017
Project Title: <u>Does Source Credibility Matter for Point-of-Decision Prompts? Evidence from a Field Experiment to Increase Stair Use in University Residence Halls</u> <ul style="list-style-type: none"> ○ Grant Amount: USD \$10,000 ○ Funder: City University of Hong Kong (#9610318) 	2015 – 2016

Awards and Honors

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

Academic Service

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