

Ivan P. Lee

Arizona State University, School of Public Affairs (SPA) |
Hainan University-Arizona State University International
Tourism College (HAITC)

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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; Citizens' Perceptions, Attitudes, & Decision-making; Quantitative Methods; Experimental
& Quasi-experimental Designs; Survey Designs; Longitudinal & Panel Data Analysis

Academic Publications

- Chiang, Lichun, Kuang-Ting Tai, and **Ivan P. Lee**. 2024. Compliance with COVID-19 preventive policies and governmental transparency: an experimental analysis. *Public Management Review*, doi:10.1080/14719037.2024.2335231.
- Lee, Ivan P.**, and Sebastian Jilke. 2023. Sector attraction and the role of job information: Evidence from a conjoint experiment. *Public Administration Review*. doi:10.1111/puar.13760.
- 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., 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* 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 under Review

- Lee, Ivan P.** Individual Risk Aversion in the Public Sector: A Systematic Review
- Lee, Ivan P.**, and Jincheng Wang Socialization and Risk Aversion: A Longitudinal Study

Manuscripts in Active Preparation

- Lee, Ivan P.**, Yixin Liu and Sebastian Jilke. Reassessing Anti-Public Sector Bias.
- Lee, Ivan P.**, and Chenxi Shi. Public Innovation in the Eyes of Citizens: Program Novelty and Citizens' Tolerance of Administrative Mistakes

Grants & Grant-Seeking Experiences

Principal-Investigator:

- Project Title: Idea Incubator at HAITC: Discovery and Innovation through Experiments in Public Policy and Tourism 2023 –
- Grant Amount: USD \$15,000
 - Funders: Seed Grant Funding Initiative, Watts College of Public Service and Community Solutions, Arizona State University
- Project Title: HAITC Teaching Innovation Award – Building a Laboratory at HAITC 2023 –
- Grant Amount: USD \$4,500
 - Funders: Watts College of Public Service and Community Solutions, Arizona State University

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

Teaching Experience

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

- Organizational Behavior (MPA Course) Fall 2023
Hainan University-Arizona State University International Tourism College, Arizona State University
- Microeconomics of Public Policy (MPA Course) Fall 2023
Hainan University-Arizona State University International Tourism College, Arizona State University
- Public Service Research II (MPA Course) Spring 2023
Hainan University-Arizona State University International Tourism College, Arizona State University
- Economics and Public Policy (Undergraduate Course) Spring 2023
Hainan University-Arizona State University International Tourism College, Arizona State University

<u>Microeconomics of Public Policy</u> (MPA Course) Hainan University-Arizona State University International Tourism College, Arizona State University	Fall 2022
<u>Senior Capstone Project</u> (Undergraduate Course) Hainan University-Arizona State University International Tourism College, Arizona State University	Fall 2022
<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

Academic Service

Editorial Assistant Journal of Behavioral Public Administration (JBPA)	2018-2021
Research Associate Center for Experimental and Behavioral Public Administration (CEBPA), School of Public Affairs and Administration (SPAA), Rutgers University-Newark	2016-2018
Organizing Committee Member 20th Annual Conference of International Research Society for Public Management (IRSPM), Hong Kong	2016

Conference Presentations

Lee, Ivan P., and Chenxi Shi. 2024. Public Innovation in the Eyes of Citizens: Program Novelty and Citizens' Tolerance of Administrative Mistakes. Paper to be presented at the Public Management Research Conference 2024, June 26-29, Seattle, USA.

- Jekyung Lee, and **Ivan P. Lee**. 2023. The Impacts of Universal Basic Income on Job Choices: Evidence from List and Conjoint Experiments. Paper presented at the Public Management Research Conference 2023, June 27-30, Utrecht, The Netherlands.
- 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., Dannie 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: Apr 2024