

# Ivan P. Lee

Arizona State University, School of Public Affairs (SPA) |  
Hainan University-Arizona State University International  
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## Academic Appointments

<b>Assistant Professor</b> School of Public Affairs, Arizona State University; Hainan University-Arizona State University International Tourism College	2022 -
<b>Instructor ABD</b> School of Public Affairs, Arizona State University; Hainan University-Arizona State University International Tourism College	2021 - 2022
<b>Part-time Lecturer</b> School of Public Affairs and Administration (SPAA), Rutgers University-Newark	2020 - 2021
<b>Senior Research Associate</b> 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, 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

- Lee, Ivan P., and Sebastian Gilke. 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 Gilke, 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., Danni 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

- Chiang, Lichun, Kuang-ting Tai, and Ivan P. Lee. Compliance with COVID-19 preventive policies and governmental transparency: An experimental analysis. **Revise and Resubmit** in *Public Management Review*.
- Lee, Ivan P. A Trait or a State? A Systematic Review on Individual Risk Aversion in Public Administration
- Lee, Ivan P. Socialization and Risk Aversion: A Longitudinal Study

## Manuscripts in Active Preparation

- Lee, Ivan P., Yixin Liu and Sebastian Gilke. 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
<b>Teaching Assistant:</b>	
<u>Economics for Public Administration</u> (MPA Online Course) School of Public Affairs and Administration, Rutgers University-Newark	Fall 2018

## Academic Service

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

## Conference Presentations

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: Nov 2023