Ivan P. Lee, Ph.D.

Assistant Professor
School of Public Affairs, Arizona State University
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Academic Appointments

Assistant Professor, School of Public Affairs, Arizona State University; Hainan University–Arizona State University International College (HAIC)   2022—Present

Instructor (ABD), School of Public Affairs, Arizona State University; Hainan University–Arizona State University International College (HAIC)   2021–2022

Part-time Lecturer, School of Public Affairs and Administration, Rutgers University–Newark   2020–2021

Senior Research Associate, City University of Hong Kong   2013–2016

Education

Ph.D. in Public Administration, Rutgers University–Newark, USA   2022
Dissertation: Risk Aversion in the Public Sector Workforce: The Micro-level Drivers of Change
Committee: Gregg Van Ryzin (Chair), Sebastian Jilke (Co-Chair), Frank Thompson,
    Gregory Porumbescu, Bradley Wright

M.Phil. in Government and Public Administration, The Chinese University of Hong Kong   2013
Thesis: Attitudinal Ambivalence and Framing Effect: An Interaction Analysis
Committee: Kai-Hon Ng (Chair), Stan Hok-Wui Wong, Wilson Wai-ho Wong, Stella Chia

B.S.Sc. (Hons), Government and Public Administration, The Chinese University of Hong Kong   2010

Research and Teaching Interests

My research focuses on two core areas:

1. **Government communication strategies:** exploring approaches such as transparency, gendered language, equity-related messaging, and the design of choice environments—and how these influence citizen trust, perception, and compliance.

2. **Decision-making under uncertainty:** exploring how public employees make decisions in contexts characterized by risk, ambiguity, and bureaucratic complexity, with a focus on risk aversion in the public sector.

Additional research and teaching interests include:

• **Teaching:** public management, organizational behavior and psychology, human resource management, microeconomics, research design, and equity in administration.

• **Methods:** survey, lab, and field experiments; eye-tracking and biometric analysis; computational text analysis; and longitudinal/panel data analysis.

• **Laboratory:** Founder of the Public Service, Emergency Action, and Community Development Hub (PEACH), an initiative supporting applied research and fostering community partnerships.

Academic Publications

1. Tai, Kuang-Ting, Pallavi Awasthi, and Ivan P. Lee. 2024. "Open Government Data and Self-Efficacy: The Empirical Evidence of Micro Foundation via Survey Experiments." *Government Information Quarterly*, 41(4): 101975. doi:10.1016/j.giq.2024.101975

2. 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*, 1–21. doi:10.1080/14719037.2024.2335231

3. Lee, Ivan P., and Sebastian Jilke. 2024. "Sector Attraction and the Role of Job Information: Evidence from a Conjoint Experiment." *Public Administration Review*, 84(5): 982–996. doi:10.1111/puar.13760

4. 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. doi:10.1111/puar.13271

5. 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. doi:10.1080/14719037.2020.1722207

6. 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. doi:10.1080/13876988.2020.1753035

7. 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. doi:10.1371/journal.pone.0225520

Manuscripts Under Review

- Lee, Ivan P., *Jincheng Wang, and Kuang-Ting Tai. "Individual Risk Aversion and Public Sector Socialization: Evidence from a Longitudinal Study." Revise & Resubmit (2nd round), *Review of Public Personnel Administration*.

- Lee, Ivan P., Kuang-Ting Tai, and *Jincheng Wang. "Individual Risk Aversion in the Public Sector: A Systematic Review."

- Lee, Ivan P., Yixin Liu, and Sebastian Jilke. "Reassessing Anti-Public Sector Bias."

Manuscripts in Active Preparation

- Lee, Ivan P., Mary Feeney, *Rui Long, *Shiqi Wang, and *Ke Xu. "Gendered Language and Imagery in Public Service Announcements: An Eye-Tracking Study."

- Lee, Ivan P., Kuang-Ting Tai, and *Jincheng Wang. "Public Innovation in the Eyes of Citizens: Program Novelties and Tolerance of Administrative Mistakes."

- Lee, Ivan P., *Bingjie Hao, *Xiaoran Tian, *Yanjin Wang, and *Siqi Zheng. "Emotional Framing and Visual Attention in Food Safety Information: An Eye-Tracking Study."

- Lee, Ivan P., *Yijun Bai, *Rui Jiang, and *Jiawen Zhu. "Who Do You Trust? Influencer Credibility and Conflicting Cues in Restaurant Decision-Making."

*Note: * indicates student contributor.*

Teaching Experience

Since 2021, I have maintained a 2–2 teaching load at Hainan University–Arizona State University International College (HAIC), where I am responsible for course design, instruction, and assessment across undergraduate and MPA programs. My teaching emphasizes student-centered and applied learning, informed by strong student feedback and curricular innovation.

Courses Taught at HAIC (2021–2025):

- *Public Management (MPA)* – Spring 2024, Fall 2024, Spring 2025

- *Organizational Behavior (MPA)* – Fall 2023, Spring 2025

- *Microeconomics of Public Policy (MPA)* – Fall 2022, Fall 2023

- *Public Service Research II (MPA)* – Spring 2023

- *Public Management and Administration (Undergraduate)* – Spring 2025

- *Public Service Ethics (Undergraduate)* – Fall 2024

- *Economics and Public Policy (Undergraduate)* – Fall 2021, Spring 2022, Spring 2023, Spring 2024

- *Senior Capstone Project (Undergraduate)* – Fall 2021, Fall 2022

Courses Taught at Rutgers University–Newark, USA (2019–2021):

- *Applied Research Design (MPA, Online)* – Summer 2021

- *Public Finance Management (MPA, Online)* – Summer 2021

- *Human Resource Administration (MPA, Online)* – Spring 2020

- *Introduction to Public Administration (Undergraduate)* – Spring 2019

Curriculum Development and Innovation:

- Developed and delivered 8 different courses with 16 unique course preparations at HAIC.

- 8 of the 16 were first-time course preps requiring original syllabus development.

- Integrated experimental design, behavioral insights, and computational tools across multiple syllabi.

Evaluation and Recognition:

- Taught over 350 students across undergraduate and MPA courses at HAIC.

- Average student evaluation score is 4.78 out of 5, with scores ranging from 4.3 to 4.9 across different courses.

- Recognized in ASU's probationary review for teaching effectiveness, innovation, and responsiveness to student needs.

Grants and Grant-Seeking Experience

Principal Investigator

- *Idea Incubator at HAIC: Discovery and Innovation through Experiments in Public Policy and Tourism* 2023
  USD$15,000. Funded by: Seed Grant Funding Initiative, Watts College of Public Service and Community Solutions, Arizona State University.

- *HAIC Teaching Innovation Award – Building a Laboratory at HAIC* 2023
  USD$4,500. Funded by: Watts College of Public Service and Community Solutions, Arizona State University.

Grant Proposal Writer and Co-Investigator

- *Reading Environmental Information: A Behavioral Insights Eye-Tracking Laboratory Experiment* 2017–2018
  USD$13,000. Funded by: Campus Sustainability Fund, City University of Hong Kong; National Research Foundation of Korea (#NRF-2017S1A3A2067636).

- *Motivating Waste Reduction and Recycling in the University Workplace* 2016–2017
  USD$26,000. Funded by: City University of Hong Kong.

- *Does Source Credibility Matter for Point-of-Decision Prompts?* 2015–2016
  USD$10,000. Funded by: City University of Hong Kong (#9610318).

Awards and Honors

- Dissertation Fellowship, Rutgers University–Newark 2019–2020

- Presidential Graduate Fellowship, Rutgers University–Newark 2016–2019

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

- Postgraduate Studentship, The Chinese University of Hong Kong 2010–2012

Academic and Professional Service

- Committee Member, Meier Travel Inclusion Award Committee, Public Management Research Conference (PMRC) 2025

- Committee Member, MPA Admissions and Faculty Search Committees, Hainan University–Arizona State University International College (HAIC) Ongoing

- Editorial Assistant, *Journal of Behavioral Public Administration* 2018–2021

- Research Associate, Center for Experimental and Behavioral Public Administration (CEBPA) 2016–2018

- Academic advisor to over 30 MPA and undergraduate students, providing thesis supervision, career guidance, and graduate school/job placement support

Conference Presentations

- Lee, Ivan P., Mary Feeney, *Rui Long, *Shiqi Wang, and *Ke Xu. 2025. *"Gendered Language and Imagery in Public Service Announcements: An Eye-Tracking Study."* To be presented at the Public Management Research Conference (PMRC), June 26–28, Seoul, Korea.

- Lee, Ivan P., Kuang-Ting Tai, and Jincheng Wang. 2024. *"Public Innovation in the Eyes of Citizens: Program Novelties and Citizens' Tolerance of Administrative Mistakes."* Presented at PMRC, 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."* Presented at PMRC, June 27–30, Utrecht, The Netherlands.

- Lee, Ivan P., and Sebastian Jilke. 2020. *"Crowding Out the Employment Sector: The Role of Information Stages in Selecting Public Sector Employment."* Presented at APPAM Annual Conference, Nov 11–13, Online.

- Lee, Ivan P., and Sebastian Jilke. 2020. *"Crowding Out the Employment Sector: The Role of Information Stages in Selecting Public Sector Employment."* Presented at EGPA Conference, Sept 2–4, Budapest, Hungary.

- Lee, Ivan P., and Sebastian Jilke. 2020. *"Crowding Out Person–Organization Fit: The Role of Information Stages in Selecting Public Sector Employment."* Presented at the Virtual Doctoral Showcase Colloquium, June 3–5, USA.

- Lee, Ivan P., and Sebastian Jilke. 2019. *"Public Service Motivation and Job Choice: Examining the Role of Information Environment through a Multi-Stage Conjoint Design."* 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."* Presented at PMRC, 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."* Presented at the PMRC Pre-Conference Workshop, 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."* Presented at PMRC, 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."* Presented at the ASPA Annual Conference, March 8–12, Washington, DC.

- 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."* Presented at the Seoul Policy Tools Conference, March 15–16, Seoul, South Korea.

- Lee, Ivan P., Sebastian Jilke, and Oliver James. 2018. *"Are More Options Always a Good Thing for Citizens? An Experimental Study of School Choice, Performance, and Satisfaction."* Presented at PMRC, May 31–June 2, Singapore.

- Lee, Ivan P. 2018. *"Risk Aversion and Job Sector Choice: Evidence from an Experimental Study."* Presented at PMRC, 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."* Presented at the IRSPM Annual Conference, April 13–15, Hong Kong.

Last updated: June 2025