

# Ivan P. Lee, Ph.D.

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

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## Academic Appointments

**Assistant Professor (Tenure-Track)**, 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 issues in administration.
- **Methods**: survey, lab, and field experiments; eye-tracking and biometric analysis; computational text analysis; and longitudinal/panel data analysis.
- **Laboratory**: Founder and Director of the Public Service, Emergency Action, and Community Development Hub (PEACH), an initiative supporting research and fostering community partnerships.

## Academic Publications

1. Lee, Ivan P., \*Jincheng Wang, and Kuang-Ting Tai. 2025. "Individual Risk Aversion and Public Sector Socialization: Evidence from a Longitudinal Study." *Review of Public Personnel Administration*. Forthcoming. doi:10.1177/0734371X251400695.
2. 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
3. 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
4. Lee, Ivan P., and Sebastian Gilke. 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
5. 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. doi:10.1111/puar.13271
6. 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
7. 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
8. 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., Kuang-Ting Tai, \*Siyi Guo, and \*Jincheng Wang. "Individual Risk Aversion in the Public Sector: A Systematic Review."
- Lee, Ivan P., Yixin Liu, and Sebastian Gilke. "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., Bo Wen, \*Zhiwei Fu, and \*Siyi Guo. "A Lab-in-the-Field Experiment on Within-Rule Prosocial Initiative Among Street-Level Bureaucrats."
- Lee, Ivan P., Kuang-Ting Tai, \*Siyi Guo, 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 \*Siyi Zheng. "Emotional Framing and Visual Attention in Food Safety Information: An Eye-Tracking Study."

- Lee, Ivan P., \*Angie Xiaohui Xie, \*Yijun Bai, \*Rui Jiang, and \*Jiawen Zhu. “Can Influencer Endorsements Backfire? The Impact of Contradictions Between Social Media Influencers and Traditional Review Platforms on Restaurant Choices.”

*Note: \* indicates student contributors.*

## 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 eight distinct courses (16 total 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 PMRC 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

- Reviewer for journals including Journal of Public Administration Research and Theory, Public Administration Review, Public Management Review, and Review of Public Personnel Administration.

## 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.

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