

Seung-Ho An

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Education

Ph.D. Political Science (Public Administration and Public Policy), Texas A&M University, 2018
M.P.A. The Bush School of Government and Public Service, Texas A&M University, 2014
B.A. Economics and Public Administration (double major), Kyonggi University (in South Korea), 2012

Academic Appointments

Assistant Professor, School of Government and Public Policy, University of Arizona, 2019 - present
Assistant Professor, Department of Political Science, Texas Tech University, 2018 - 2019

Publications

Kenneth J. Meier and Seung-Ho An. *Accepted with Pending Revisions*. "Sector Bias in Public Programs: US Nonprofit Hospitals." *Journal of Behavioral Public Administration*.

Anna A. Amirkhanyan, Seung-Ho An, Beth Hawks, and Kenneth J. Meier. *Forthcoming*. "Learning on the Job: The Impact of Job Tenure and Management Strategies on Nursing Home Performance." *Administration & Society*. [DOI: <https://doi.org/10.1177/0095399719874755>]

Kenneth J. Meier, Austin P. Johnson, and Seung-Ho An. *Forthcoming*. "Perceptual Bias and Public Programs: The Case of the United States and Hospital Care." *Public Administration Review*. [DOI: doi.org/10.1111/puar.13067] [Dataverse: doi.org/10.7910/DVN/NRQPZX]

Seung-Ho An, Kenneth J. Meier, Jacob Ladenburg, and Niels C. Westergård-Nielsen. *Forthcoming*. "Leadership and Job Satisfaction: Addressing Endogeneity With Panel Data from a Field Experiment." *Review of Public Personnel Administration*. [DOI: doi.org/10.1177/0734371X19839180]

Scott J. Cook, Seung-Ho An, and Nathan Favero. 2019. "Beyond Policy Diffusion: Spatial Econometric Models of Public Administration." *Journal of Public Administration Research and Theory*. 29(4): 591-608. [Dataverse: doi.org/10.7910/DVN/YHCA15]

Seung-Ho An. 2019. "Employee Voluntary and Involuntary Turnover and Organizational Performance: Revisiting the Hypothesis from Classical Public Administration." *International Public Management Journal*. 22(3) 444-469.

Seung-Ho An, Kenneth J. Meier, Anne Bøllingtoft, and Lotte Bøgh Andersen. 2019. "Employee Perceived Effect of Leadership Training: Comparing Public and Private Organizations." *International Public Management Journal* 22(1): 2-28.

Manuel P. Teodoro and Seung-Ho An. 2018. "Citizen-Based Brand Equity: A Model and Experimental Evaluation." *Journal of Public Administration Research and Theory* 28(3): 321-338.

Laurie E. Paarlberg, Seung-Ho An, Rebecca Nesbit, Robert K. Christensen, and Justin B. Bullock. 2018. "A Field Too Crowded? How Measures of Market Structure Shape Nonprofit Fiscal Health." *Nonprofit and Voluntary Sector Quarterly* 47(3): 453-473.

Khaldoun AbouAssi and Seung-Ho An. 2017. "Gender Representation and Organizational Size: Examining Opportunities for Members' Involvement in Membership Associations." *Public Management Review* 19(10): 1437-1454.

Ohbet Cheon and Seung-Ho An. 2017. "Blowing in the Wind: A Study for Granger-Causality between Managerial Strategy and Organizational Performance." *Public Management Review* 19(5): 686-704.

Manuscripts under Review

"Seeing Eye to Eye: Can Leadership Training Align Perceptions of Leadership?" with Ulrich Thy Jensen, Louise Ladegaard Bro, Lotte Bøgh Andersen, Jacob Ladenburg, Kenneth J. Meier, and Heidi Houlberg Salomonsen (resubmitted).

"Gender and the Effectiveness of Leadership Training: Results from a Field Experiment" with Kenneth J. Meier (R&R).

"Quality Standards, Implementation Autonomy, and Citizen Satisfaction: Cross-National Evidence" with Miyeon Song and Kenneth J. Meier (R&R).

"Public Participation and Social Equity: Educating Immigrant Populations" with Miyeon Song and Kenneth J. Meier. (R&R)

"Optimal Turnover Rates and Performance in Public Organizations: Theoretical Expectations" with Kenneth J. Meier.

"Representative Bureaucracy and the Policy Environment: Gender Representation in Forty-Four Countries" with Miyeon Song and Kenneth J. Meier.

Working Papers

"Managerial Succession and Organizational Performance: Evidence from Central Banks" with Amy Pond.

"Governing Board Turnover in Nonprofits: Examining the Effects of Governing Board Turnover in United Way on Nonprofit Financial Capacity."

"Representative Democracy: The Role of Democratic Institutions in Promoting Bureaucratic Gender Representation" with Miyeon Song and Kenneth J. Meier.

"Representative Bureaucracy, Gender, and Decentralization: A Cross-National Examination of Fifteen Countries" with Miyeon Song and Kenneth J. Meier.

"How Do Organizations Affect Social Inequality? Ethnic Minorities and the Non-Profit Sector" with Nathan Favero and Laurie E. Paarlberg.

"Representative Technocracy? Attitudinal Congruence as Bureaucratic Representation Beyond the Street-Level" with Manuel P. Teodoro.

"The Moderating Role of Gender Congruence on the Effect of Leadership Training on Employee-Perceived Leadership" with Trine Høj Fjendbo and Christian Bøtcher Jacobsen.

"Management and the Inducements-Contributions Balance: Comparing the Public and Private Sector" with Kenneth J. Meier and Laurence J. O'Toole.

"Managing Diversity with Diversity: The Impact of Racial Diversity and Diversity Management on Federal Agency Performance." with Kijoon Soh.

Press

Hannah Trull. August 23, 2018. "Are There Too Many Nonprofits in America." *Nonprofit Hub*.

Anne Eigeman. August 15, 2018. "New Study Suggests the US Could Benefit from More Nonprofits." *The Nonprofit Quarterly*.

Robert Christensen and Rebecca Nesbit. August 13, 2018. "America has 1.5 million nonprofits and room for more." *The Conversation*.

- Reprinted in *Philanthropy Daily*.

Selected Conference Presentations

"Representative Democracy: The Role of Democratic Institutions in Promoting Bureaucratic Gender Representation" with Miyeon Song and Kenneth J. Meier. To be presented at Midwest Political Science Association, April 16-19, 2020, Chicago, IL, USA.

"Optimal Turnover Rates and Performance in Public Organizations: Theoretical Expectations" with Kenneth J. Meier. Public Management Research Association Conference, June 11-14, 2019, Chapel Hill, NC, USA.

"Representative Bureaucracy and the Policy Environment: Gender Representation in Forty-Two Countries" with Miyeon Song, and Kenneth J. Meier. Midwest Political Science Association, April 4-7, 2019, Chicago, IL, USA.

"Citizen Participation in the Public Service Delivery: The Role of Citizen Participation in Promoting Social Equity" with Miyeon Song and Kenneth J. Meier. American Society for Public Administration, March 8-12, 2019, Washington, D.C., USA.

"Governing Board Turnover in Nonprofits: Examining the Effects of Governing Board Turnover in United Way on Nonprofit Financial Performance." Association for Research on Nonprofit Organizations and Voluntary Action, November 15-17, 2018, Austin, TX, USA.

"Quality Standards, Implementation Autonomy, and Citizen Satisfaction: Cross-National Evidence" with Miyeon Song and Kenneth J. Meier. Association for Public Policy Analysis & Management, November 8-10, 2018, Washington, D.C., USA.

"To Delegate or Not to Delegate, That is the Question: Quality Standards, Implementation Autonomy, and Citizen Satisfaction" with Miyeon Song and Kenneth J. Meier. Midwest Political Science Association, April 5-8, 2018, Chicago, IL, USA.

"Optimal Turnover Rates and Performance in Public Organizations: Theoretical Expectations." Southern Political Science Association, January 4-6, 2018, New Orleans, LA, USA.

"Learning on the Job: The Impact of Managerial Experience on Nursing Home Performance" with Kenneth J. Meier, Anna A. Amirkhanyan, and Beth Hawks. Association for Public Policy Analysis & Management, November 2-4, 2017, Chicago, IL, USA.

"Leadership and the Inducements-Contributions Balance: Comparing the Public and Private Sector" with Kenneth J. Meier. European Group for Public Administration, August 30-September 1, 2017, Milan, Italy.

"How Gender Congruence affects Leadership Training Effects" with Trine Høj Fjendbo, Christian Bøtcher Jacobsen, and Kenneth J. Meier. European Group for Public Administration, August 30-September 1, 2017, Milan, Italy.

"Representative Bureaucracy, Gender, and Decentralization: A Cross National Examination of Fifteen Countries" with Miyeon Song and Kenneth J. Meier. Public Management Research Association Conference, June 8-10, 2017, Washington, DC, USA.

"Accountability and Independence of Central Banks" with Amy Pond. Midwest Political Science Association, April 6-9, 2017, Chicago, IL, USA.

"Representative Technocracy? Attitudinal Congruence as Bureaucratic Representation Beyond the Street-Level" with Manuel P. Teodoro. Midwest Political Science Association, April 6-9, 2017, Chicago,

IL, USA.

“Investigating Phlogiston: Gender and the Effectiveness of Leadership Training” with Kenneth J. Meier. European Group for Public Administration, August 24-26, 2016, Utrecht, Netherlands.

“Can Leadership Training Intervention Align Perceptions of Leadership? A Field Experiment Comparing Public and Private Organizations” with Ulrich Thy Jensen, Lotte Bøgh Andersen, Jacob Ladenburg, Kenneth J. Meier, and Heidi Houlberg Salomonsen. Midwest Political Science Association, April 7-10, 2016, Chicago, IL, USA.

“Does Ownership Sector Influence the Effect of Leadership Development? A Field Experiment Comparing Public and Private Managers” with Lotte Bøgh Andersen, Anne Bøllingtoft, and Kenneth J. Meier. American Society for Public Administration, March 18-22, 2016, Seattle, WA, USA.

“Trusted Brands: Appraising Agency Reputation with Experimental Evidence” with Manuel P. Teodoro. American Society for Public Administration, March 18-22, 2016, Seattle, WA, USA.

“Examining Opportunities for Members’ Participation in Membership Associations” with Khaldoun AbouAssi. Association for Research on Nonprofit Organizations and Voluntary Action, November 19-21, 2015, Chicago, IL, USA.

“Does Race Matter in Charitable Organizations? Linking Passive and Active Representation in the Nonprofit Sector” with Nathan Favero and Laurie Paarlberg. Public Management Research Association Conference, June 11-13, 2015, Minneapolis, MN, USA.

“Blowing in the Wind: A Study for Granger-Causality between Managerial Strategy and Performance” with Ohbet Cheon. Midwest Political Science Association, April 16-19, 2015, Chicago, IL, USA.

“Employee Voluntary Turnover and Involuntary Turnover and Organizational Performance.” Southern Political Science Association, January 15-17, 2015, New Orleans, LA, USA.

Courses Taught

University of Arizona

Graduate Level

PA 552: Statistical Decision Making, Fall 2019

PA 597H: Public and Nonprofit Human Resources Management, Fall 2019

Texas Tech University

Graduate Level

PUAD 5343: Public Personnel Administration, Spring 2019

PUAD 5319: Research Methods in Public Administration, Fall 2018

Honors & Awards

Discipline

Emerging Scholar Award, Association for Research on Nonprofit Organizations and Voluntary Action - 2018

Top Reviewer Award for Social Sciences (General), Publon - 2018

Best Young Researcher Paper Award in SG III: Public Personnel Policies, European Group for Public Administration Conference - 2017

Texas A&M University

Bryan D. Jones Award for Best Graduate Student Paper, Department of Political Science - 2015
Professional Development Support Award, College of Liberal Arts - 2015
The 104th U.S. Congress – George H. W. Bush Fellowship, The Bush School of Government - 2013
Elizabeth and Drayton McLane Fellowship, The Bush School of Government - 2012

Professional Activities & Service

Editorial Boards

Editorial Board Member, *International Public Management Journal*, 2018 - present
Graduate Student Advisory Board, *International Public Management Journal*, 2016 - 2018

Manuscript Referee

Occasional reviewer for:

International Public Management Journal, International Review of Public Administration, Journal of Behavioral Public Administration, Journal of Public Administration Research and Theory, Nonprofit and Voluntary Sector Quarterly, Nonprofit Management & Leadership, Public Administration, Public Administration Review, Public Management Review, Public Performance & Management Review, Public Personnel Management, Review of Public Personnel Administration, The American Review of Public Administration

Verified reviewer record and statistics available at [publons.com/a/1183884/].

MA Committees

James C. Mullen 2019‡
‡Texas Tech University

Service Activities

Discipline

Proposal reviewer for PMRC'20
Conference panel discussant or chair: PMRC'17, APPAM'18, MPSA'20

University of Arizona, Tucson, Arizona

Member, Undergraduate Studies Committee, 08/2019 - Current

Texas A&M University, College Station, Texas

Treasurer, Project for Equity, Representation, and Governance, 06/2017 - 08/2018
Treasurer (elected), the Bush School Public Service Organization, 09/2012 - 09/2013

Kyonggi University, Suwon, South Korea

SGA President in Public Administration, 3/2009 - 12/2009
Representative Student of Public Administration for freshman, 3/2005 - 12/2005

Republic of Korea Army, 1st Division 11 Regiment 2nd Battalion, Paju, South Korea

Squad Commander, 09/2007 - 02/2008

Memberships

Public Management Research Association
American Society for Public Administration
Associations for Public Policy Analysis & Management
Association for Research on Nonprofit Organizations and Voluntary Action
Midwest Political Science Association

Last updated: October, 2019