

# Seung-Ho An

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## Education

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

## Academic Appointments

Assistant Professor of Public and Nonprofit Administration, Department of Political Science, Texas Tech University, August 2018 - present

## Research Interests

Organizational Stability, Human Resources Management, Performance Management, Organizational Behavior, Workforce Diversity and Representation, Public Sector Leadership, Quantitative Research Methods

## Publications

Seung-Ho An. *Accepted*. "Employee Voluntary and Involuntary Turnover, and Organizational Performance: Revisiting the Hypothesis from Classical Public Administration." *International Public Management Journal*. [DOI: [doi.org/10.1080/10967494.2018.1549629](https://doi.org/10.1080/10967494.2018.1549629)]

Scott J. Cook, Seung-Ho An, and Nathan Favero. *Forthcoming*. "Beyond Policy Diffusion: Spatial Econometric Models of Public Administration." *Journal of Public Administration Research and Theory*. [DOI: [dx.doi.org/10.1093/jopart/muy050](https://dx.doi.org/10.1093/jopart/muy050)] [Dataverse: [doi.org/10.7910/DVN/YHCA15](https://doi.org/10.7910/DVN/YHCA15)]

Seung-Ho An, Kenneth J. Meier, Anne Bøllingtoft, and Lotte Bøgh Andersen. *Forthcoming*. "Employee Perceived Effect of Leadership Training: Comparing Public and Private Organizations." *International Public Management Journal*. [DOI: [doi.org/10.1080/10967494.2018.1497739](https://doi.org/10.1080/10967494.2018.1497739)]

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.

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.

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

“Representative Bureaucracy and the Policy Environment: Gender Representation in Forty-Four Countries” with Miyeon Song and Kenneth J. Meier (resubmitted to *Journal of Politics*).

“Leadership and Job Satisfaction: Addressing Endogeneity with Panel Data from a Field Experiment” with Kenneth J. Meier, Jacob Ladenburg, and Niels C. Westergård-Nielsen (resubmitted to *Review of Public Personnel Administration*).

“Perceptual Bias and Public Programs: The Case of the United States and Hospital Care” with Kenneth J. Meier and Austin Johnson (invited to revise and resubmit at *Public Administration Review*).

“Seeing Eye to Eye: Can Leadership Training Align Perceptions of Leadership?” with Ulrich Thy Jensen, Lotte Bøgh Andersen, Jacob Ladenburg, Kenneth J. Meier, and Heidi Houlberg Salomonsen (invited to revise and resubmit at *International Public Management Journal*).

“Gender and the Effectiveness of Leadership Training: Results from a Field Experiment” with Kenneth J. Meier (invited to revise and resubmit at *Administration & Society*).

“Learning on the Job: The Impact of Managerial Experience and Management Strategies on Nursing Home Performance” with Anna A. Amirkhanyan, Beth Hawks, and Kenneth J. Meier (invited to revise and resubmit at *Administration & Society*).

“Optimal Turnover Rates and Performance in Public Organizations: Theoretical Expectations” with Kenneth J. Meier (invited to revise and resubmit at *Perspectives on Public Management and Governance*).

“Managerial Succession and Organizational Performance: Evidence from Central Banks” with Amy Pond (under review at *Public Administration*).

“To Delegate or Not to Delegate, That Is the Question: Quality Standards, Implementation Autonomy, and Citizen Satisfaction” with Miyeon Song and Kenneth J. Meier (under review at *Public Administration Review*).

“The Moderating Role of Gender Congruence on the Effect of Leadership Training on Employee-Perceived Leadership” with Trine Høj Fjendbo and Christian Bøtcher Jacobsen (under review at *Review of Public Personnel Administration*).

## Working Papers

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

“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.

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

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

## Work in Progress

“Citizen Participation in the Public Service Delivery: The Role of Citizen Participation in Promoting Social Equity” with Miyeon Song and Kenneth J. Meier.

“Job Security and Representation: A Contingent Approach to the Theory of Representative Bureaucracy.”

“The Impact of Managerial Quality on Employee Voluntary and Involuntary Turnover.”

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

“Testing the Liability of Newness in the Competition for Nonprofit Resources” with Laurie P. Paarlberg and Hyeonseok Hwang.

“Perceptions of Public, Private, and Nonprofit Performance: A Replication and Extension” with Austin Johnson and Kenneth J. Meier.

## Press

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

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

## 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 4-7, 2019, Chicago, IL, USA.

“Citizen Participation in the Public Service Delivery: The Role of Citizen Participation in Promoting Social Equity” with Lotte Bøgh Andersen, Anne Bøllingtoft, and Kenneth J. Meier. To be presented at 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.

“To Delegate or Not to Delegate, That is the Question: Quality Standards, Implementation Autonomy, and Citizen Satisfaction” 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 Bureaucracy and the Policy Environment: Gender Representation in Forty-Two Countries” with Miyeon Song, and Kenneth J. Meier. 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.

## Research Skills

Advanced Programmer for SAS 9 (in progress), SAS

Base Programmer for SAS 9, SAS certified

Advanced Method Training and Workshop, Texas A&M University, Summer 2013 - Fall 2016

Advanced Probability and Inference, Department of Political Science, Fall 2016

Qualitative Research Workshop, Department of Political Science, Spring 2016

Formal Models of Bureaucracy, Department of Political Science, Spring 2016

Dynamic Analysis, Department of Political Science, Spring 2016

Text Analysis Workshop, Department of Political Science, Winter 2015

Advanced Maximum Likelihood Estimation, Department of Political Science, Fall 2015

Spatial Analysis, Department of Political Science, Fall 2015

Hierarchical Linear Modeling, Department of Political Science, Summer 2013

Inter-University Consortium for Political and Social Research Summer Program in Quantitative Methods of Social Research, University of Michigan 6/2015 - 8/2015

Advanced Empirical Modeling for Theory Evaluation

Maximum Likelihood Estimation for Generalized Linear Models

Introduction to Game Theory

## Teaching Experience

Texas Tech University

Graduate Level

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, Nonprofit and Voluntary Sector Quarterly, Nonprofit Management & Leadership, Public Administration, Public Administration Review, Public 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/](https://publons.com/a/1183884/)].

### *Service Activities*

Discipline

Conference panel chair for: PMRC'17

Conference panel discussant for: APPAM'18

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