

Seung-Ho An

School of Government & Public Policy
PO Box 210027, Social Sciences 315
University of Arizona
Tucson, Arizona 85721

Office: (520) 626-6722
Fax: (520) 621-5051
Email: seunghoan@arizona.edu
Homepage: <http://www.seunghoan.com>

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

Seung-Ho An, Ulrich Thy Jensen, Louise Ladegaard Bro, Lotte Bøgh Andersen, Jacob Ladenburg, Kenneth J. Meier, and Heidi Houlberg Salomonsen. *Forthcoming*. "Seeing Eye to Eye: Can Leadership Training Align Perceptions of Leadership?" *International Public Management Journal*. [DOI: 10.1080/10967494.2020.1763533]

Seung-Ho An and Kenneth J. Meier. *Forthcoming*. "Gender and the Effectiveness of Leadership Training: Results from a Field Experiment." *Review of Public Personnel Administration*. [DOI: 10.1177/0734371X20932989]

Miyoon Song, Seung-Ho An, and Kenneth J. Meier. *Forthcoming*. "Quality Standards, Implementation Autonomy, and Citizen Satisfaction: Cross-National Evidence." *Public Management Review*. [DOI: 10.1080/14719037.2020.1730939]

Seung-Ho An, Kenneth J. Meier, Jacob Ladenburg, and Niels C. Westergård-Nielsen. 2020. "Leadership and Job Satisfaction: Addressing Endogeneity With Panel Data from a Field Experiment." *Review of Public Personnel Administration* 40(4): 589-612.

Anna A. Amirkhanyan, Seung-Ho An, Beth A. Hawks, and Kenneth J. Meier. 2020. "Learning on the Job: The Impact of Job Tenure and Management Strategies on Nursing Home Performance." *Administration & Society*. 52(4): 593-630.

Kenneth J. Meier and Seung-Ho An. 2020. "Sector Bias in Public Programs: US Nonprofit Hospitals." *Journal of Behavioral Public Administration* 3(1): 1-8. [Dataverse: doi.org/10.7910/DVN/KFIZJZ]

Kenneth J. Meier, Austin P. Johnson, and Seung-Ho An. 2019. "Perceptual Bias and Public Programs: The Case of the United States and Hospital Care." *Public Administration Review* 79(6): 820-828. [Dataverse: doi.org/10.7910/DVN/NRQPZX]

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.

– Appeared in a virtual special issue of *Public Administration in the Time of COVID-19*.

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.

– Selected for top articles from 2018-2019 and appeared in a virtual special issue of *Editor's Choice*.

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).

"Fiscal Ramifications of Board Turnover in Community Philanthropies: Examining Optimal Board Turnover Rate in United Way Organizations" (under revision).

"Managerial Succession and Organizational Performance: Evidence from Central Banks" with Amy Pond (under revision).

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

Working Papers

"The Importance of Similarity: How Gender Congruence Matters for Leadership Training" with Trine Høj Fjendbo and Christian Bøtcher Jacobsen.

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

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

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

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

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

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

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

"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

Undergraduate Level

PA 470: Public Organizational Management, Spring 2020

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, *Review of Public Personnel Administration*, 2020 - present
 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: September, 2020