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

Miyeon Song, Seung-Ho An, and Kenneth J. Meier. 2023. "Social Equity and Clientele Participation: A Cross-National Study of Immigrant Education." *Administration & Society*. 55(7): 1369–1401.

Seung-Ho An, Miyeon Song, and Kenneth J. Meier. 2022. "Representative Bureaucracy and the Policy Environment: Gender Representation in Forty-Four Countries." *Public Administration*. 100(4): 900-922.

Seung-Ho An and Kenneth J. Meier. 2022. "Optimal Turnover Rates and Performance in Public Organizations: Theoretical Expectations." *Public Performance & Management Review* 45(3): 582-604.

Trine Høj Fjendbo, Christian Bøtcher Jacobsen, and Seung-Ho An. 2022. "The Importance of Similarity: How Gender Congruence Matters for the Impact of Leadership Training." *Administration & Society*. 54(8): 1542-1571.

Seung-Ho An, Ulrich Thy Jensen, Louise Ladegaard Bro, Lotte Bøgh Andersen, Jacob Ladenburg, Kenneth J. Meier, and Heidi Houlberg Salomonsen. 2022. "Seeing Eye to Eye: Can Leadership Training Align Perceptions of Leadership?" *International Public Management Journal* 25(1): 2-23.

Seung-Ho An and Kenneth J. Meier. 2021. "Gender and the Effectiveness of Leadership Training: Results from a Field Experiment." *Review of Public Personnel Administration* 41(4): 747-770.

Seung-Ho An. 2021. "Nonprofit Board Turnover and Financial Performance: Examining Optimal Board Turnover Rate in United Way Organizations." *Nonprofit Management & Leadership* 32(1): 79-98.

Miyeon Song, Seung-Ho An, and Kenneth J. Meier. 2021. "Quality Standards, Implementation Autonomy, and Citizen Satisfaction: Cross-National Evidence." *Public Management Review* 23(6): 906-928.

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.

Grants & Research Funding

Department of Justice. 2023-2025. "Barrios Seguros/Safe Neighborhoods: An Inclusive Approach to Community Based Violence Intervention and Prevention." 2023-2025. Principal Investigator with Co-Principal Investigators Suyeon Jo (School of Government & Public Policy, University of Arizona) and Craig Smith (School of Government & Public Policy, University of Arizona) (Project No. 15PBJA-22-GG-04713-CVIP; $2,000,000).

Arizona Board of Regents. 2023. "Recruitment and Retention of Police Officers and Fire Fighters." 2023. Co-Principal Investigator with Principal Investigator Jason Sandvik (Eller College of Management, University of Arizona) and Co-Principal Investigator Christopher Griffin (James E. Rogers College of Law, University of Arizona) ($800,000).

Republic of Korea Army. 2023. "Military Housing Subsidies." Co-Principal Investigator with Principal Investigator Jaebok Lee (Dept. of Public Administration, Kyoungsang University) (22,000,000 KRW)

New Jersey State Policy Lab. 2023. "The Role of Quality Ratings in Long-Term Care." Co-Principal Investigator with Principal Investigator Miyeon Song (School of Public Affairs and Administration, Rutgers University-Newark) ($25,000)

Department of Justice. 2023-2026. "Striking Back at Gun Related Crime: A Novel Approach to Machine Learning." 2023-2026. Principal Investigator with Co-Principal Investigator Suyeon Jo (School of Government & Public Policy, University of Arizona) (under review; $800,000).

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

"Performance Feedback and Organizational Performance: The Role of Quality Ratings in Long-Term Care" with Miyeon Song. To be presented at Association for Public Policy Analysis & Management, November 9-11, Atlanta, Georgia, USA.

"Centripetal Force: A Theory of Bureaucratic Ideology and Democracy" with Manny Teodoro and Maxwell Allamong. American Political Science Association, August 31 - September 3, Los Angeles, CA, USA.

"Centripetal Force: A Theory of Bureaucratic Ideology and Democracy" with Manny Teodoro and Maxwell Allamong. American Political Science Association, August 31 - September 3, Los Angeles, CA, USA.

"Ideological Composition of State and Local Bureaucracies: 90,000 Centers of Gravity" with Manny Teodoro and Maxwell Allamong. American Political Science Association, August 31 - September 3, Los Angeles, CA, USA.

"Citizen Satisfaction and Public Service Inequity: Evidence from Cross-National Panel Data" with Suyeon Jo and Kenneth J. Meier. Public Management Research Association, June 27-30, 2023, Utrech, the Netherlands.

"Citizen Satisfaction and Representative Bureaucracy: Evidence from Cross-National Education Panel Data." Midwest Political Science Association, April 13-16, 2023, Chicago, IL, USA.

"Centripetal Force: Bureaucratic Ideology as Democratic Mainstay" with Manual P. Teodoro and Maxwell Allamong. Midwest Political Science Association, April 13-16, 2023, Chicago, IL, USA.

"Bureaucracy as Guardians of Pluralistic Democracy" with Manual P. Teodoro and Maxwell Allamong. Midwest Political Science Association, April 13-16, 2023, Chicago, IL, USA.

"Through the Looking Glass: Replicating the "Satisfaction Mirror" in Thirty-Nine Countries" with Kenneth J. Meier and William Prince. Midwest Political Science Association, April 13-16, 2023, Chicago, IL, USA.

"Politics vs Public Health: What Factors Drive County-Level Covid-19 Policy Diffusion?" with Elizabeth Baldwin, Anne Boustead, Laura McCann, Aaron Lien and Tom Evans. Association for Public Policy Analysis & Management, November 17-19, 2022, Washington, D.C., USA.

"Centripetal Force: Public Employment, Ideology, and Bureaucracy as Democratic Mainstay" with Manual P. Teodoro and Maxwell Allamong. Midwest Political Science Association, April 7-10, 2022, Chicago, IL, USA.

"Service Equity and Citizen Satisfaction: Cross-National Evidence" with Sun Gue Yang and Miyeon Song. Midwest Political Science Association, April 7-10, 2022, Chicago, IL, USA.

"Centripetal Force: Public Administration & Pluralism" with Manual P. Teodoro and Maxwell Allamong. American Political Science Association, September 23-26, 2021, Seattle, WA, USA.

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

June 23-26, 2021, virtual conference due to the COVID-19 pandemic.

"Optimal Turnover Rates and Performance in Public Organizations: Theoretical Expectations" with Kenneth J. Meier. Public Management Research Association, 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, 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, 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
PA 597H: Public and Nonprofit Human Resources Management

Undergraduate Level

PA 206: Public Policy & Administration
PA 470: Public Organizational Management

Texas Tech University

Graduate Level

PUAD 5319: Research Methods in Public Administration
PUAD 5343: Public Personnel Administration

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 Service

Associate Editor, *International Review of Public Administration*, 2022 - present
Editorial Board Member, *American Review of Public Administration*, 2021 - present
Editorial Board Member, *Journal of Policy Studies*, 2021- present
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:

Administration & Society, *International Public Management Journal*, *International Review of Administrative Sciences*, *International Review of Public Administration*, *Journal of Behavioral Public Administration*, *Journal of Policy Studies*, *Journal of Public Administration Research and Theory*, *Local Government Studies*, *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 [webofscience.com/wos/author/record/1622564].

MA Committees

Jungsin An 2022, James C. Mullen 2019‡

‡Texas Tech University

Service Activities

Discipline

Program Committee Member for PMRC'22
Program Review Committee Member for PMRC'20, PMRC'21
Associate Editor for AOM's Public and Nonprofit Division'21
Conference panel discussant or chair: PMRC'17, APPAM'18, MPSA'20, PMRC'21, KAPA'22, APPAM'22, MPSA'23, APSA'23
International Cooperation Committee Member for the Korean Association for Policy Studies, 2023

University of Arizona, Tucson, Arizona

Member, Undergraduate Studies Committee, 2019 - Current
Member, Tenure-Track Faculty Search Committee, 2022
Member, Ph.D. Comprehensive Exam Committee, 2019 - 2020

Texas A&M University, College Station, Texas

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

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

Squad Commander, 2007 - 2008

Memberships

Public Management Research Association
American Society for Public Administration
Associations for Public Policy Analysis & Management
American Political Science Association
Midwest Political Science Association

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