

# Fangda Ding

PhD Candidate in Public Administration  
School of Public Affairs & Administration  
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## Education

<b>Rutgers University, Newark</b> School of Public Affairs and Administration Committee: Norma M Riccucci(Chair), Gregg Van Ryzin, Miyeon Song, Jason A Coupet (external) Dissertation: How can bureaucratic representation and diversity contribute to public service? Four essays	<b>Ph.D., Public Administration, expected 2023</b>
<b>Peking University</b> School of Government	<b>MSc., Public Administration and Government, 2019</b>
<b>London School of Economics and Political Science</b> Department of Government	<b>MSc., Public Policy and Administration, 2018</b>
<b>Wuhan University</b> School of Foreign Languages and Literature	<b>B.A., Translation &amp; Interpretation, 2016</b>
<b>Wuhan University</b> School of Economics and Management	<b>B.S., Finance, 2016</b>

## Publication

### Peer-Reviewed Journal Articles

- **Ding, F.** & Riccucci, N. M. *Forthcoming*. How Diversity Affects Public Organizational Performance: A Meta-Analysis. *Public Administration*.
- **Ding, F.**, Riccucci, N. M., & Lu, J. (2021). How Bureaucratic Representation Affects Public Organizational Performance: A Meta-Analysis. *Public Administration Review*. 81(6): 1003-1018. doi:10.1111/puar.13361
- Zhang, Y., Holzer, M., Mao, H., **Ding, F.**, & Li, H. *Forthcoming*. The Fruits of Diversity and Globalization: Participation and Contributions of East-Asian Scholars in Public Administration. *Public Integrity*. doi:10.1080/10999922.2022.2086739
- **Ding, F.**, & Riccucci, N. M. (2020). The Value of Alumni Networks in Responding to the Public Administration Theory and Practice: Evidence from the COVID-19 Pandemic in China. *Administrative Theory & Praxis* 42(4): 588-603. doi:10.1080/10841806.2020.1798694

- **Ding, F.** (2019). A New Probe into the Reform of Law Enforcement System of Urban Management in China—an Analysis from the Perspective of Hood’s Bureaucratic Control Theory. *Theory and reform* 1: 175-188. (in Chinese)
- **Ding, F.** (2017). Lesson from the Global Practice of P2P Regulation and its Implication to China. *Journal of Sichuan Administration College* 1: 9-16. (in Chinese)
- Rhodes, R.A.W. & **Ding, F.** (2016). Understand ‘Governance’: A Twenty Year’s Glance. *The Forum of Leadership Science* 17: 5-17. (in Chinese)

### Other Academic Publications

- Rhodes, R.A.W., Ding, H. & **Ding, F.** (2020). Understanding Governance: Policy Networks, Governance, Reflexivity, and Accountability (Translation). Beijing: China Renmin University Press
- **Ding, F.** (2013). Melting Boundaries: Rethinking Arctic Governance (Translation). Beijing: State Oceanic Administration.

### Manuscripts under review

- **Ding, F.**, Wen, B., & Shon, J. “Frontline Bureaucratic Attitude Towards Administrative Integration: Does Organizational Configuration Matter?” (Revise and resubmit to *Administration & Society*)
- **Ding, F.** & Shon, J. “Budget as an Evil to Loyalty: Evidence from Federal Employees”
- **Ding, F.** “Impact of Executive Leadership Political Ideology on Bureaucratic Representation in American States: Evidence from A Regression Discontinuity Design”
- **Ding, F.**, & Riccucci, N. M. “DEI and Representative Bureaucracy” (book chapter)

### Working Papers

- **Ding, F.** “Gender Representation in Public Organizations under Labor Shortage: Can it Still Motivate Citizens to Coproduce?”
- **Ding, F.** ”Symbolic Representation in Bureaucratic and Political lenses: A Meta-Analysis”
- **Ding, F.** Wen, B., Lu, Z., & Ho, A. “Exploring Local Government Studies Using Machine Learning: Historical Focus, Institutional Variation, and Academic-Practice Match”
- **Ding, F.** “Governmental Advocates for Social Equity, Social Media Promotions, and Institutionalization: Is There a Path Dependence?”
- **Ding, F.** “Impacts of Institutional Uncertainty on the Relationship between Bureaucratic Response to Social Equity and Civic Social Media Feedback: More than Resource Dependence?”
- **Ding, F.**, Riccucci, N. M., & Lu, Z. “Examining Inquiry of Social Equity in Public Administration Using Big Data: Does Academia Guide Policy Practice or The Reverse?”

## Grants, Awards & Honors

- 2022 Dean's Dissertation Fellowship, Rutgers University-Newark (\$25,000)
- 2022 CPSG DEI Advocacy Award, China Policy Scholars Group at Association for Public Policy Analysis & Management
- 2022 Founders' Fellowship, American Society for Public Administration (\$499)
- 2021 Equity and Inclusion Fellowship, Association for Public Policy Analysis & Management (\$499)
- 2019-2023 Graduate Fellowship, Rutgers University-Newark
- 2019-2023 SPAA Conference Travel Grant, Rutgers University-Newark Newark
- 2017-2018 Winner of the MSc Public Administration and Government Prize for Best Dissertation, London School of Economics and Political Science
- 2017-2018 Scholarship from China Scholarship Council, State Scholarship Fund
- 2016-2017 Leo Koguan Scholarship, Academic Scholarship, Peking University
- 2013-2016 National Scholarship, Wuhan University

## Conference Presentations

- "The Role of Race, Gender and Policy Attributes in Citizens' Trust, Engagement and Coproduction in Governance" *Association of Public Policy Analysis and Management (APPAM) 2022 Annual Conference*, Washington DC, November 18, 2022 (Organizer/Presenter)
- "Policy Roles of Leadership in an Interdisciplinary Lens" *Association of Public Policy Analysis and Management (APPAM) 2022 Annual Conference*, Washington DC, November 17, 2022 (Organizer/Presenter)
- "How Diversity Affects Public Organizational Performance: A Meta-Analysis" *American Political Science Association 2022 Annual Conference*, Montréal, Québec, Canada, Sept 15, 2022
- "Impact of Executive Leadership Political Ideology on Bureaucratic Representation in American State: Evidence from A Regression Discontinuity Design" *Public Management Research Conference (PMRC) 2022*, Phoenix, Arizona, May 25, 2022
- "How Diversity Affects Public Organizational Performance: A Meta-Analysis" *Association of Public Policy Analysis and Management (APPAM) 2021 Annual Conference*, Washington DC, March 27, 2022
- "Workforce Diversity In Public Organizations: How to Make Good Use of It for Public Service?" *American Society of Public Administration (ASPA) 2022 Annual Conference*, Jacksonville, Florida, March 18, 2022
- "Contributions of East-Asian Scholars to American Public Administration" *The Network of Schools of Public Policy, Affairs, and Administration (NASPAA)* virtually through Zoom, October 2021
- "How Diversity Affects Public Organizational Performance: A Meta-Analysis" *Public Management Research Conference (PMRC) 2021*, virtually through Zoom, June 2021
- "What Affects the Attitudes China's Local Bureaucrats Hold towards Administrative Reforms? Evidence from an Attitudinal Survey Conducted in Two Chinese Municipalities." *Public Management Research Conference (PMRC) 2020*, (Cancelled)

## **Academic Service**

### **Teaching**

- 2022 Summer Instructor, Interdisciplinary Approach to Public Policy and Public Management in the New Era of Big Data. 2022 CAAPA-Zhejiang University Summer Methods Workshop
- 2022 Spring Instructor, E-Governance and Digital Services 20:834:517:01 [syllabus] [Teaching Evaluation]
- 2021 Fall Instructor, Introduction to Public Administration 40:834:200:90 [syllabus] [Teaching Evaluation]
- 2021 Spring Teaching Assistant, Economics in Public Administration 20:834:541:02 (Instructor: Prof. Pengju Zhang)
- 2021 Spring Teaching Assistant, Economics in Public Administration 20:834:541:01 (Instructor: Prof. Pengju Zhang)
- 2020 Fall Teaching Assistant, Economics in Public Administration 20:834:541:90 (Instructor: Prof. Pengju Zhang)
- 2019 Fall Teaching Assistant, Applied Statistics 20199:834:561:03 (Instructor: Prof. Jongmin Shon)

### **Research**

- 2019- Research Assistant, School of Public Affairs and Administration, Rutgers University-Newark
- 2019- Graduate fellow, Rutgers University-Newark
- 2016-2019 Research Assistant, Peking University
- 2016-2018 Part-time Policy Consultant, Government of Hubei Province

### **Referee**

- Public Administration Review
- Public Administration
- Administration & Society

## **Professional Memberships**

- American Political Science Association
- American Society for Public Administration
- Association for Public Policy Analysis & Management
- Public Management Research Association
- The Network of Schools of Public Policy, Affairs, and Administration
- China-America Association for Public Affairs
- Chinese Policy Scholars Group
- Section on Chinese Public Administration of ASPA

## **Skills**

- Computer: Python, R, Stata, Matlab, LaTeX, Microsoft Office;
- Language: English (fluent), French (basic), Chinese (native)

## Referees

### **Norma M Riccucci**

- Email: riccucci@rutgers.edu
- Board of Governors Distinguished Professor
- School of Public Affairs and Administration
- Rutgers University–Newark

### **Miyeon Song**

- Email: miyeon.song@rutgers.edu
- Assistant Professor
- School of Public Affairs and Administration
- Rutgers University–Newark

### **Gregg Van Ryzin**

- Email: vanryzin@rutgers.edu
- Professor
- School of Public Affairs and Administration
- Rutgers University–Newark

### **Eric Zeemering**

- Email: Eric.Zeemering@uga.edu
- Associate Professor
- Department of Public Administration and Policy
- University of Georgia

### **Jason A Coupet**

- Email: jcoupet@gsu.edu
- Associate Professor of Public Management and Policy
- Andrew Young School of Policy Studies
- Georgia State University

### **Jiahuan Lu**

- Email: jl2129@newark.rutgers.edu
- Associate Professor
- School of Public Affairs and Administration
- Rutgers University–Newark

**August 9, 2022**