

Ivan P. Lee

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Academic Affiliation

From 2016 **Rutgers University-Newark, School of Public Affairs and Administration (SPAA)**

September 2016 – May 2010: Ph.D. Student (Presidential Fellow)

From June 2019: Ph.D. Candidate (Dissertation Fellow)

Academic Publications

Lee, Ivan P., Sebastian Jilke, and Oliver James. Forthcoming. Do More Options Always Benefit the Users of Public Services? An Experimental Study of School Choice, Performance and Satisfaction. *Public Administration Review*, in press.

Lee, Ivan P., and Richard M. Walker. 2019. Does Source Credibility Matter for Point-of-Decision Prompts? A Quasi-Experimental Field Study to Increase Stair Use. *PLoS ONE* 14(11): e0225520.
<https://doi.org/10.1371/journal.pone.0225520>

Hamidullah, Madinah F., Norma M. Riccucci, and Ivan P. Lee. 2020. Citizens' Perceptions of Closing the Gender Pay Gap: An Experimental Study. *Public Management Review*. <https://doi.org/10.1080/14719037.2020.1722207>

Walker, Richard M., Danni Yuen-lan Yeung, M. Jin Lee, and Ivan P. Lee. 2020. Assessing Information-based Policy Tools: An Eye-Tracking Laboratory Experiment on Public Information Posters. *Journal of Comparative Policy Analysis*. <https://doi.org/10.1080/13876988.2020.1753035>

Manuscripts in Submission

Lee, Ivan P., Tomáš Herda, and Sebastian Jilke. Pro-Private or Anti-Public Sector Bias? The Impact of Organizational Ownership on Citizens' Performance Evaluation. *[Under Review]*

Manuscripts in Preparation

Lee, Ivan P., Nicolai Petrovsky, Richard M. Walker, and Janet Wu. Motivating Waste Reduction and Recycling in the University Workplace: An Experimental Evaluation of Negatively-framed Collective Incentives. *(Finalizing)*

Lee, Ivan P. Public Innovation in the Eyes of Citizens: Program Novelty and Citizens' Tolerance of Administrative Mistakes *(Finalizing)*

Lee, Ivan P., and Sebastian Jilke. Crowding Out Person-Organization Fit: The Role of Information Stages in Selecting Public Sector Employment *(Finalizing – Dissertation Essay)*

Lee, Ivan P. Risk Aversion in the Public Sector: A Systematic Scoping Review. *(Collecting Data – Dissertation Essay)*

Lee, Ivan P. Socialization of Risk Aversion in the Public Sector: Evidence from Longitudinal Survey. *(Collecting Data – Dissertation Essay)*

Lee, Ivan P. Performance-based Pay and Risk Aversion: Disentangling the Role of Risk Attitude and Risk Perception in Affecting Bureaucrats' Risk Preferences. *(Collecting Data – Dissertation Essay)*

Research Grants

- 2017 – 2018 Co-Investigator and Grant Proposal Writer
Reading Environmental Information: A Behavioral Insights Eye-Tracking Laboratory Experiment
(Funding source: City University of Hong Kong; PI: Richard M. Walker; Amount: USD \$13,000)
- 2016 – 2017 Co-Investigator and Grant Proposal Writer
Motivating Waste Reduction and Recycling in the University Workplace: An Experimental Evaluation of Negatively-framed Collective Incentives and Group-level Feedback
(Funding source: City University of Hong Kong; PI: Richard M. Walker; Amount: USD \$26,000)
- 2015 – 2016 Co-Investigator and Grant Proposal Writer
Does Source Credibility Matter for Point-of-Decision Prompts? Evidence from a Field Experiment to Increase Stair Use in University Residence Halls
(Funding source: City University of Hong Kong; PI: Richard M. Walker; Amount: USD \$10,000)
- 2014 – 2015 Co-Investigator and Grant Proposal Writer
Improving Public Recycling with Nudges: Evidence from a Field Experiment in The LINK REIT's Shopping Centers
(Funding source: City University of Hong Kong; PI: Richard M. Walker; Amount: USD \$2,500)

Teaching Experience

- Spring 2020 Instructors: Human Resource Administration (online course; master level)
School of Public Affairs and Administration (SPAA), Rutgers University-Newark
 - Student Rating of Course Quality: **4.50/5** (course avg. 4.39)
 - Student Rating of Teaching Effectiveness: **4.50/5** (course avg. 4.45)
- Spring 2019 Instructors: Introduction to Public Administration (undergraduate level)
School of Public Affairs and Administration (SPAA), Rutgers University-Newark
 - Student Rating of Course Quality: **4.73/5** (course avg. 4.18)
 - Student Rating of Teaching Effectiveness: **4.64/5** (course avg. 4.07)
- Fall 2018 Teaching Assistant: Economics for Public Administration (master level)
School of Public Affairs and Administration (SPAA), Rutgers University-Newark

Academic Awards

- 2019 – 2020 Dissertation Fellowship
Rutgers University-Newark
- 2016 – 2019 Presidential Graduate Fellowship
Rutgers University-Newark
- 2016 – 2019 Center for Experimental and Behavioral Public Administration (CEBPA) Fellowship
Rutgers University-Newark
- 2010 – 2012 Postgraduate Studentship and Accommodation
The Chinese University of Hong Kong

Academic Service

- From 2018 Editorial Assistant
Journal of Behavioral Public Administration (JBPA)
- From 2016 Research Associate
Center for Experimental and Behavioral Public Administration (CEBPA), School of Public Affairs and Administration (SPAA), Rutgers University-Newark

Conference Presentations

- Lee, Ivan P.**, and Sebastian Gilke. 2020. Crowding Out Person-Organization Fit: The Role of Information Stages in Selecting Public Sector Employment. Paper presented at the Virtual Doctoral Showcase Colloquium, June 3-5, USA.
- Lee, Ivan P.**, and Sebastian Gilke. 2019. Public Service Motivation and Job Choice: Examining the Role of Information Environment through a Multi-stage Conjoint Design. Paper presented at the Elevating Public Service Motivation Conference, Sept. 25-28, Utah, USA.
- Lee, Ivan P.** 2019. Do Risk-Averse People Always Prefer Public Sector Jobs? An Experimental Study of Risk-Aversion, Job Characteristics, and Job Sector Choice. Paper presented at the Public Management Research Conference 2019, June 11-14, North Carolina, USA.
- Lee, Ivan P.**, and Richard M. Walker. 2019. Does Source Credibility Matter for Point-of-Decision Prompts? A Quasi-Experimental Field Study to Increase Stair Use. Paper presented at the pre-conference workshop of the Public Management Research Conference 2019, June 11-14, North Carolina, USA.
- Hamidullah, Madinah F., Norma M. Riccucci, and **Ivan P. Lee**. 2019. Citizens' Perceptions of Closing the Gender Pay Gap: An Experimental Study. Paper presented at the Public Management Research Conference 2019, June 11-14, North Carolina, USA.
- Hamidullah, Madinah F., Norma M. Riccucci, and **Ivan P. Lee**. 2019. Citizens' Perceptions of Closing the Gender Pay Gap: An Experimental Study. Paper presented at the American Society for Public Administration's (ASPA) Annual Conference 2019, March 8-12, Washington DC, USA.
- Walker, Richard M., Dannie Yuen-lan Yeung, M Jin Lee, and **Ivan P. Lee**. 2019. Assessing Soft Policy Tools: An Eye-Tracking Laboratory Experiment on Public Information Posters. Paper presented at the Seoul Policy Tools Conference 2019, March 15-16, Seoul, South Korea.
- Lee, Ivan P.**, Sebastian Gilke, and Oliver James. 2018. Are More Options Always a Good Thing for Citizens? An Experimental Study of School Choice, Performance and Satisfaction. Paper presented at the Public Management Research Conference 2018, May 31-June 2, Singapore.
- Lee, Ivan P.** 2018. Risk-Aversion and Job Sector Choice: Evidence from an Experimental Study. Paper presented at the Public Management Research Conference 2018, May 31-June 2, Singapore.
- Lee, Ivan P.**, and Or Nick Hin-Kin. 2016. Organizational Identification in Public Organizations: Effects of Message Characteristics and Identity Narratives in Communication. Paper presented at the 20th Annual Conference of International Research Society for Public Management, April 13-15, Hong Kong.

Professional Experience

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| Aug 2015 – July 2016 | <u>Senior Research Associate</u>
Laboratory for Public Management & Policy (LaMP), College of Liberal Arts and Social Sciences, City University of Hong Kong |
| Nov 2013 – July 2015 | <u>Senior Research Associate</u>
Department of Public Policy, City University of Hong Kong |
| Aug 2013 – Oct 2013 | <u>Research Associate</u>
Department of Public Policy, City University of Hong Kong |
| Mar 2013 – July 2013 | <u>Policy Research Officer</u>
Office of Legislative Councilor (Medical) Dr. Hon LEUNG Ka-Lau, HKSAR |

Education

- M. Phil Department of Government and Public Administration, The Chinese University of Hong Kong, 2013.
- BSSc (Hons) Department of Government and Public Administration, The Chinese University of Hong Kong (Second Class Honors, Division One), 2010.

Dissertation

- Title: Risk Aversion in the Public Sector Workforce: The Micro-level Drivers of Change
- Committee Members: Dr. Sebastian Jilke (Chair),
Dr. Frank Thompson,
Dr. Gregg Van Ryzin,
Dr. Bradley Wright (External member)
- Expected Graduation Date: May 2021

Last updated: June, 2020