

## SANGHEE PARK

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[Google Scholar page](#)  
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### CURRENT ACADEMIC POSITION

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2021 Aug- Associate Professor, School of Public Service, Boise State University

### EDUCATION AND EXPERIENCE

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2014 Aug Assistant Professor, School of Public Service, Boise State University  
2012 Oct Research Scholar, University of Southern California  
2010 Oct Postdoctoral Fellow, National Research Foundation of Korea  
University of Southern California, Price School of Public Policy  
2009 Aug PhD in Public Administration, Seoul National University, Graduate School of  
Public Administration  
2004 Feb MPA, Seoul National University, Graduate School of Public Administration  
2002 Feb B.A. of Public Administration (with Minor in Economics), Yonsei University,  
Department of Public Administration

### PEER-REVIEWED JOURNAL ARTICLES

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- Park, S.** “A Representative-represented Matrix: Exploring the symbolic effect of minority representation.” *Public Management Review*. Forthcoming.
- Park, S.** “The Construction of Social Inequity and the Role of Public Bureaucracies.” *Journal of Policy Studies*. Forthcoming.
- Park, S.** “Quota Effects Moderated by Descriptive Gender Representation Within Legislatures: A Cross-national Analysis.” *Representation: Journal of Representative Democracy* <https://doi.org/10.1080/00344893.2022.2096683>
- Park, S.** and Y. C. Mwiambi. (2021). “Intergovernmental Representation at Different Levels of Government: The effect of gender representation.” *Public Administration Review* <https://doi.org/10.1111/puar.13440>  
*\* Paper awarded the 2022 Rosemary O’Leary Prize by the International Research Society for Public Management (IRSPM)*
- Park, S.** and L. Fowler. (2021). “Political and Administrative Decentralization and Responses to COVID-19: Comparison of the U.S. and South Korea.” *International Journal of Organization Theory & Behavior*. <http://doi.org/10.1108/IJOTB-02-2021-0022>

- Park, S.** (2021). “Gendered Leadership During the COVID-19 Pandemic: How democracy and representation moderate leadership effectiveness.” *Public Management Review*. <https://doi.org/10.1080/14719037.2021.1937294>
- Park, S.** (2021). “Politics or Bureaucratic Failures? Understanding the dynamics of policy failures in democratic governance.” *Journal of Policy Studies* 36(3): 25-36. <https://doi.org/10.52372/kjps36303>
- Park, S.** and S. Jeon. (2021). “Merit Principles Merit Further Investigation: The influence on employee perceptions of whistleblowing.” *International Journal of Public Administration*. <https://doi.org/10.1080/01900692.2021.1928185>
- Kim, C. and **S. Park.** (2022). “When Push Comes to Shove: The effect of economic crisis on the spending of government savings.” *International Journal of Public Administration* 46(6): 523-536. <https://doi.org/10.1080/01900692.2020.1868507>
- Park, S.** (2020). “Gender and Performance in Public Organizations: A research synthesis and research agenda.” *Public Management Review* 23(6): 929-948. <https://doi.org/10.1080/14719037.2020.1730940>
- Liang, J., **S. Park.**, T. Zhao. (2020). “Representative Bureaucracy, Distributional Equity, and Environmental Justice.” *Public Administration Review* 80(3): 402-414. <https://doi.org/10.1111/puar.13160>
- Park, S.** (2020). “Seeking Changes in Ivory Towers: The impact of gender quotas on female academics in higher education.” *Women’s Studies International Forum*. 79: 102346. <https://doi.org/10.1016/j.wsif.2020.102346>
- Park, S.** (2019). “Size Matters: Toward a Contingency Theory of Diversity Effects on Performance.” *Public Performance & Management Review* 43(2): 278-303. <https://doi.org/10.1080/15309576.2019.1657917>
- Park, S.** and J. Liang. (2019). “A Comparative Study on Gender Representation and Social Outcomes: The effect of political and bureaucratic representation.” *Public Administration Review* 81(2): 321-332. <https://doi.org/10.1111/puar.13092>
- Park, S.** and J. Liang. (2019). “Merit, Diversity, and Performance of Federal Workforce: Does diversity management moderate the effect of merit-based practices on organizational performance?” *Public Personnel Management* 49(1): 83-110. <https://doi.org/10.1177/0091026019848459>
- Smith, H. J., **S. Park,** L. Liu. (2019). “Hardening Budget Constraints: A cross-national study of fiscal sustainability and subnational debt.” *International Journal of Public Administration* 42(12): 1055-1067. <https://doi.org/10.1080/01900692.2019.1575666>
- Park, S.** (2019). “Cutbacks Revisited: The relationship between resources and performance.” *Public Management Review* 21(4): 515-536. <https://doi.org/10.1080/14719037.2018.1500631>
- \* Proposal awarded the 2017 Paul A. Volcker Junior Endowment Scholar Research Grant Award through the Centennial Center for Political Science and

*Public Administration Section of the American Political Science Association  
(APSA)*

- Park, S.** (2017). "Local Revenue Structure under Economic Hardship: Reliance on Alternative Revenue Sources in California Counties." *Local Government Studies* 43(4): 645-667. <https://doi.org/10.1080/03003930.2017.1305956>
- Park, S.** (2016). "Understanding Public Sector Debt: Financial Vicious Circle under the Soft Budget Constraint." *Public Organization Review* 18(1): 71-92. <https://doi.org/10.1007/s11115-016-0358-y>
- Park, S.** (2014). "The Politics of Redistribution in the Local Governments: The Effect of Gender Representation on Welfare Spending in California Counties," *Journal of Public Policy* 34(3): 269-301. <https://doi.org/10.1017/S0143814X14000075>  
*\* Paper nominated for an award for exceptional published research that uses data from the California Elections Data Archive by the Center for California Studies, Sacramento State University (2016)*
- Park, S.** and B. S. Kim. (2014). "Who is Appointed to What Position? The Politics of Appointment in Quangos of Korea." *Public Organization Review* 14(3): 325-351. <https://doi.org/10.1007/s11115-013-0221-3>
- Park, S.** and Y. Cho. (2014). "The Influence of Executive Selection Factors on Performance of Public Sector Organizations in Korea." *Public Performance & Management Review* 37(3): 412-440. <http://doi.org/10.2753/PMR1530-9576370304>
- Park, S.** (2013). "What Causes the Death of Public Sector Organizations? Understanding Structural Changes and Continuities in Korean Quangos." *International Public Management Journal* 16(3): 413-437. <https://doi.org/10.1080/10967494.2013.825491>
- Park, S.** (2013). "Does Gender Matter? The Effect of Gender Representation of Public Bureaucracy on Government Performance." *American Review of Public Administration* 43(2): 221-242. <https://doi.org/10.1177/0275074012439933>
- Park, S.** and B. S. Kim. (2012). "A Study on the Appointment of the Executives of Quangos in Korea." *Korean Journal of Public Administration* 21(1): 39-72. (in Korean, 한국행정연구) <https://www.kipa.re.kr/site/eng/research/selectPublicList.do>
- Kim, B. S.** and **S. Park.** (2010). "The Political Appointment of the Executives to Quangos in Korea: The Impact of the Institutional and Political Changes." *Korea Public Administration Review* 44(2): 85-109. (in Korean, 한국행정학보) [http://www.kapa21.or.kr/data/kapa\\_data.php?pdiv](http://www.kapa21.or.kr/data/kapa_data.php?pdiv)
- Youm, D. J., S. Park,** and **D. H. Choi.** (2008). "Structural Approach to the Cause of Information Distortion: Focusing on the Case of the 1997 Foreign Currency Crisis in Korea." *Korean Journal of Public Administration* 17(1): 247-280. (Corresponding author) (in Korean, 한국행정연구) <https://www.kipa.re.kr/site/eng/research/selectPublicList.do>
- Park, S.** and B. S. Kim. (2006). "An Analysis of the Effect of Affirmative Action on the Representative Bureaucracy in Korea." *Korean Public Administration Review*

40(4): 179-203. (in Korean, 한국행정학보)  
[http://www.kapa21.or.kr/data/kapa\\_data.php?pdiv](http://www.kapa21.or.kr/data/kapa_data.php?pdiv)

## OTHER PUBLICATIONS

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- Park, S.** (2020). “Building an Urban Forest through Public-Private-Partnerships: A Case of Seoul Forest Park.” in *Korean Cases in Public Administration for Training and Practice: Cases in Citizen-Centered and Collaborative Governance*. [Korea Institute of Public Administration](#) Vol. 4: 61-88.
- Park, S.** (2020). “Air Quality Management Policy in South Korea: Blind Men and the Elephant.” in [Publicases](#) by NASPAA. November 13, 2020.
- Park, S.** (2020). “Public Corporations and Quasi-government Organizations in Korea.” in *Handbook of Politics and Governance in Korea*, Edited by Chung-in Moon and M. Jae Moon. Routledge. Ch. 23. pp. 389-402.  
<https://doi.org/10.4324/9781315660516>
- Park, S.** (2019). “National Air Quality Management Policy in South Korea: What we learn from a policy failure case.” In *Korean Cases in Public Administration for Training and Practice: Overcoming uncertainties and obstacles*. [Korea Institute of Public Administration](#) Vol. 3: 71-92.
- Park, S.** (2017). “Challenges and Opportunities: The 21st Century Public Manager in a VUCA World.” Book Review for *The 21st Century Public Manager* by Zeger van der Wal. *Journal of Public Administration Research and Theory* 28(2): 229-301.  
[doi:10.1093/jopart/mux042](https://doi.org/10.1093/jopart/mux042).
- Park, S.** (2016). “[Incentivizing Public Debt](#)” *The Blue Review*, October 10, 2016.
- Park, S.** “Ministerial Leadership in Relationship with External Stakeholders.” in *Ministerial Leadership in Korea*. Edited by Jung In Kim, Sanghee Park, Sun Woo Lee, Soo-Young Lee, Sohee Jeon, Seonil Cho, and Sungjoo Choi (in Korean alphabetical order) (in Korean). (*Expected to be published in 2022*).

## WORK IN PROGRESS

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- Park, S.** and J. Liang. “Organizational Effectiveness and Social Equity in Cutback Management: Evidence from Environmental Policy Implementation in the U.S. States” (R&R)
- Liang, J., **S. Park**, and A. Laurito. “Representative Bureaucracy Buffering Adversarial Policy Climate: Examining Immigrant Families’ Participation in the Supplemental Nutrition Assistance Program” (under review)
- Vallett, J. and **S. Park**. “Politics of Expertise in Policy Adoption: Combating child abuse in the U.S. states” (under review)
- Park, S.** and J. Vallett. “Linking Policy Adoption and Policy Outcomes: The role of bureaucratic and political representation” (under review)

- Liang, J., **S. Park**, and J. Li. “Cutback Management, Representative Bureaucracy, and Environmental Justice”
- Park, S.** and M. J. Lee. “How do citizens perceive effectiveness and equity in policing? Examining the variance of symbolic representation across demographics”
- M. J. Lee and **S. Park**. “Intersectional Minorities and Citizens’ Public Hiring Preference: By whom they want to be represented”
- Jong, J. and **S. Park**. “Premises and Paradoxes of Telework in Local Governments before and after the COVID-19 Pandemic”
- Park, S.** and J. Jong. “How does telework work for employees in different sectors? A cross-sectoral and demographic comparison”
- Park, S.**, E. J. Shin, and J. Liang. “Representative Bureaucracy Making a Difference in Transportation Justice”

#### GRANTS AND AWARDS

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2022-2023	SPS Faculty Fellowship, Boise State University
2002 Apr	2022 Rosemary O’Leary Prize for scholarship on women in public administration by the International Research Society for Public Management (IRSPM)
2021 Oct	SPS Small Research Grant for RA hire (Award number RC0075) School of Public Service, Boise State University (\$3,000)
2021 May	SPS Small Research Grant for the survey project on telework practices during the COVID-19 Pandemic (Award number: RC0069) School of Public Service, Boise State University (\$5,000)
2019 Oct	SPS Small Research Grant for the experimental survey on intersectionality and representation (expansion of survey participants) (Award number: RC0043) School of Public Service, Boise State University (\$3,600)
2018 May	SPS Small Research Grant for the experimental survey on intersectionality and representation (Award number: RC0033) School of Public Service, Boise State University (\$1,908)
2017-2018	SPS Commitment to Research Award (\$500)
2016-2017	Paul A. Volcker Junior Endowment Scholar Research Grant Award through the Centennial Center for Political Science and Public Administration Section of the American Political Science Association. (\$2,000)
2013 Sep-	Research Grant for Part-time Lecturers by the National Research Foundation
2014 Aug	(NRF) of Korea (₩12,000,000, approximately \$10,800)
2010 Oct-	Post-Doctoral Fellowship by the Korean National Research Foundation (NRF)
2011 Oct	(₩23,000,000, approximately \$21,600)
2005-2009	Research and Teaching Assistantship from the Brain Korea 21 Scholarship Program (₩7,200,000 per year, approximately \$6,800 per year)

### CONFERENCE PRESENTATIONS/ INVITED TALK

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- 2022 Sep American Political Science Association. September 15-18, 2022. “Representative Bureaucracy Making a Difference in Transportation Justice” (with Eun Jin Shin and Jiaqi Liang) (proposal accepted)
- 2022 Apr International Research Society for Public Management (Virtual). April 20, 2022. IRSPM Rosemary O’Leary prize award and presentation by the winners (with Yesse Charles Mwihambi).
- 2022 Apr Midwest Political Science Association Conference (Virtual). April 7-10, 2022. “Linking Policy Adoption and Policy Outcomes: The role of bureaucratic and political representation” (with Joel Vallett); “Cutback Management, Representative Bureaucracy, and Environmental Justice” (with Jiaqi Liang and Jun Li)
- 2021 Aug Workshop for PhD Students (Virtual). Seoul National University, Graduate School of Public Administration. August 19, 2021.
- 2021 Apr Midwest Political Science Association Conference (Virtual). April 14-18, 2021. “Cutback Management, Representative Bureaucracy, and Environmental Justice.” (with Jiaqi Liang and Jun Li)
- 2021 Jan Southern Political Science Association Conference, Virtual, January 6-9, 2020. “Politics of Expertise in Policy Adoption: Combating child abuse in the U.S. states.” (with Joel Vallett)
- 2020 Nov Association for Public Policy Analysis & Management Conference, Denver, CO, November 7-9, 2019. “Regulatory Effectiveness and Social Equity in Cutback Management: Evidence from U.S. States’ Environmental Policy Implementation.” (with Jiaqi Liang)
- 2020 Jun Public Management Research Conference, Honolulu, HI June 24-27, 2020. “Exploring Immigrants’ Access to Public Benefits: Does Representative Bureaucracy Moderate the Chilling Effect of States’ Immigrant Policies?” (with Jiaqi Liang and Agustina Laurito) (*Conference cancelled due to COVID-19*)
- 2020 Apr Midwest Political Science Association Conference, Chicago, IL April 16-19, 2020. (*Conference cancelled due to COVID-19*)
- 2020 Feb Asia Pacific Public Policy Network (AP-PPN) Annual Conference 2020, February 13-14, Perth, Australia. “Minorities of Minorities at the Intersection of Gender and Race: An experimental research.” (with M. Jin Lee)
- 2019 Nov Association for Public Policy Analysis & Management Conference, Denver, CO, November 7-9, 2019. “Minorities of Minorities at the Intersection of Gender and Race: An experimental research.” (with M. Jin Lee)
- 2018 Nov Association for Public Policy Analysis & Management Conference, Washington, D. C., November 8-10, 2018. “Representative Bureaucracy, Distributional Equity, and Environmental Justice.” (with Jiaqi Liang, and Tina Zhao)

- 2018 Apr Midwest Political Science Association Conference, Chicago, IL April 5-8, 2018. “A Comparative Study on Representative Bureaucracy: Examining the effect of gender representation on social equity.” (with Jiaqi Liang)
- 2017 Aug American Political Science Association Conference, San Francisco, CA August 30- September 3, 2017. “Merit Principles Merit Further Investigation: The Influence on Government Legitimacy.” (with Sohee Jeon)
- 2017 Apr Midwest Political Science Association Conference, Chicago, IL April 6-9, 2017. “Merit, Diversity, and Performance of Federal Workforce: Does Diversity Management Moderate the Effect of Merit-based Practices on Organizational Performance?” (with Jiaqi Liang); “A Token for Diversity or Taken for Performance? The Contingent Effects of Representation in the Governing Board of Quasi-Government Agencies.”; “Economic and Political Dimensions of Local Savings Behavior” (with Cheong Kim)
- 2016 Oct Politics & Policies Brownbag Series, “Incentivizing Public Sector Debt.” Center for Idaho History and Politics, School of Public Service, Boise State University, Boise, ID. October 14, 2016.
- 2015 Jun – 14 items are dropped (available upon request)

#### COURSES TEACHING

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- PUBADM 500 Introduction to Public Administration
- PUBADM 501 Public Policy Process
- PUBADM 570 Public Management Skills and Techniques
- PUBADM 511 Decision Making in Public and Nonprofit Organizations
- PUBADM 507 Intermediate Quantitative Methods
- PUBADM 604 Advanced Techniques in Policy Research
- PUBADM 609 Advanced Research Design
- MPA Method Series:
- PUBADM 533 Research Design and Measurement
- PUBADM 534 Descriptive Statistics
- PUBADM 535 Inferential Statistics
- PUBADM 536 Introduction to Survey Research
- PUBADM 537 Advanced Statistical Techniques
- SPS Method Courses:
- SPS 501 Research Design
- SPS 502 Quantitative Methods in Social Science
- SPS 506 Program Evaluation

#### SERVICE

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- Member**, APSA Public Administration Division Executive Committee, Fall 2022 (three-year term)
- External Referee**, Promotion & Tenure to Associate Professor, Summer 2022
- Member**, Leadership Team for the Healthy Idaho Grand Challenge (SPS representative), Summer 2022 -

- Member**, Graduate College Policy Development Committee (SPS representative), Fall 2021-Spring 2022
- Member**, 2022 Leonard D. White Award Committee, American Political Science Association. With MC Binz-Scharf (chair) and Scott Lamothe (member).
- Co-Chair**, Public Administration Section, Western Political Science Association, 75<sup>th</sup> Annual Meeting. March 10-12, 2022. With David Paul Carter (co-chair).
- Chair**, 2022 Charles Redd Center Award Committee for Best Paper on the Politics of the American West, 2022-23. WPSA and the Charles Redd Center for Western Studies of Brigham Young University. With Matto Mildenberger and Lisa Argyle
- Member**, PhD Comprehensive Exam Grading Committee, Fall 2021 -
- Member**, Editorial Board, *Journal of Policy Studies*, February 2021 -
- Member**, SPS Research Committee, Boise State University, Fall 2017 - Fall 2018; Fall 2019 -
- Faculty Senator**, Faculty Senate, Boise State University, Fall 2017 - Fall 2018
- Member**, Public Policy & Administration Curriculum Development Committee, Fall 2019 -
- Member**, 2017 Kenneth J. Meier Award committee for the best paper in bureaucratic politics, public administration, or public policy presented at the 2017 Midwest Political Science Association conference. With Amanda Rutherford (chair) and Christoffer Green-Pederson (member).
- Chair**, PhD Dissertation Committee: Joel Vallett, Yesse Charles Mwihambi, Brian Stelbotsky
- Member**, PhD Dissertation Committee: Carson Howell, Michael Wallner, Lantz McGinnis Brown, Jeff Skinner, Megan Simila, Briana Krebs
- Member**, Search Committee for Assistant/Associate Professor and Director of Conflict Management, Fall 2016
- Member**, Search Committee for Assistant Professor, Spring 2015 (*Search suspended*)
- Member**, SPS Promotion & Tenure Committee, Fall 2015
- Panel Chair & Discussant** for various conferences
- Reviewer**, [Publons verified records](#): 93 verified reviews (as of July 26, 2022): *Journal of Public Administration Research and Theory* (2019, 2021), *Local Government Studies* (2017, 2018, 2019, 2020, 2021), *Public Administration Review* (2014, 2017, 2018, 2020, 2021), *Public Management Review* (2014, 2016, 2017, 2019, 2020, 2021), *Public Performance Management Review* (2019, 2020, 2021), *Public Personnel Management* (2014, 2016, 2019), *Social Science Journal* (2016, 2019, 2020, 2021), among others

## PROFESSIONAL DEVELOPMENT TRAINING

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Ten Before Tenure Program, Center for Teaching and Learning. 2014-2017.

Flexible Teaching for Student Success Initiative – Tier 2, Center for Teaching and Learning, e-Campus Center, Summer 2020.



Ethical Collection, Dissemination, and Use of Data on American Indian and Alaska Native Populations” ICPSR Summer Program. Various instructors. July 26-28, 2021.

Multilevel and Mixed Models Using Stata. Statistical Horizons. Instructor: Stephen Vaisey, July 15-18, 2021.

Modern Difference in Difference Designs. ICPSR Summer Program. Instructor: John Poe, University of Michigan, July 6-10, 2020.