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ACADEMIC APPOINTMENTS

Assistant Professor *2022-present*
Department of Public Administration and Policy, University of Georgia

Faculty Fellow *2022-present*
Center for International Trade & Security, University of Georgia

EDUCATION

Ph.D. in Public Administration, Rutgers University – Newark *2018-2022*
* Dissertation: Bureaucratic Behavior at the Frontline: Three Essays on the Police and the Public

M.A. in Public Policy, Seoul National University *2014-2016*

B.A. in Public Administration, Korea National Police University *2010-2014*

PEER-REVIEWED PUBLICATIONS

* Co-First Author, † Student Coauthor

Headley, A. M., Baker, D., & **Kang, I.*** (2024). Body-worn cameras, police arrests and bureaucratic discretion: A large-scale causal analysis across the United States. *Public Administration Review*, forthcoming.

Kang, I. & Choi, S.† (2024). Redirecting law enforcement revenues toward funding local nonprofits: A policy design proposal. *Journal of Public Policy*, forthcoming.

Kang, I. & Lee, S. (2024). Client credibility judgment: A barrier to social equity in street-level implementation. *Policy Studies Journal*, forthcoming.

Kang, I. & Lee, C. (2024). Recategorization: An approach to extending the symbolic benefits of bureaucratic representation to the majority group. *American Review of Public Administration*, 54(2), 163-179. <https://doi.org/10.1177/02750740231200446>

Kang, I. & Gilke, S. (2024). Mapping out the motivational basis of active representation as intergroup behavior. *Public Administration*, 102(1), 164–187. <https://doi.org/10.1111/padm.12908>

Kang, I. (2023). How does technology-based monitoring affect street-level bureaucrats' behavior? An analysis of body-worn cameras and police actions. *Journal of Policy Analysis and Management*, 42(4), 971–991. <https://doi.org/10.1002/pam.22493>

Na, C., Lee, S., & **Kang, I.** (2023). Police effectiveness and procedural justice as competing public values: Moving beyond the instrumental-versus-normative model of police legitimacy. *Policing: A Journal of Policy and Practice*, 17, 1-20. <https://doi.org/10.1093/police/paad025>

Kang, I. (2022). Beyond street-level procedural justice: Social construction, policy shift, and ethnic disparities in confidence in government institutions. *Governance*, 35(3), 737-755. <https://doi.org/10.1111/gove.12593>

MANUSCRIPTS IN PROGRESS

* Co-First Author, † Student Coauthor

Kang, I. & Headley, A. M. Bureaucrats' valence of organizational change toward representative bureaucracy: A mechanism of active representation beyond demographic match (R&R at *American Review of Public Administration*)

Kang, I., Sievert, M., & Na, C. Perceived administrative burdens: A large-scale, cross-national survey scale development (R&R at *Governance*)

Kang, I., Lee, S., & Na, C. Conditions of the public support for bureaucratic control: A theoretical framework and empirical assessment (under review at *Journal of Public Administration Research and Theory*)

Kang, I., Sievert, M., & Na, C. Administrative burdens as a form of rhetorical politics, and its polarization effects (under review at *Public Administration Review*)

Kang, I. When client satisfaction data compromises bureaucrats' work motivation—and the role of leadership in reconciling the two (under review at *Review of Public Personnel Administration*)

Kang, I. The use of contracting in government agencies increases under weak political control (preliminary draft completed)

Kang, I. & Yung, C. Bureaucratic circumvention: A blame-avoiding strategy manifesting in the task performance of public agencies (preliminary draft completed)

Anastasopoulos, L. Jason & **Kang, I.*** Time and causal inference in public administration research: A unified framework (preliminary draft completed)

Kang, I. Legislative term limits expand the discretion of executive agency leaders: Evidence from US state governments, 1978-2008 (preliminary findings gathered)

Kang, I. How strong legislatures disrupt executive agencies' focus on internal organizational management (preliminary findings gathered)

Kang, I. & Favero, N. Cracks in the satisfaction mirror: When higher client satisfaction does not coincide with greater employee job satisfaction (preliminary findings gathered)

OTHER PUBLICATIONS

Kang, I. 2021. Why improving police behavior may not be enough. *Medium*, July 2. <https://medium.com/3streams/why-improving-police-behavior-may-not-be-enough-6ee63a1cfa9b>

RESEARCH EXPERIENCE

Statistical Analysis Consultant 2024-2027

Center for Innovations in Community Safety, Georgetown Law School

Statistical Analysis Consultant 2022

New Jersey State Policy Lab

Research Associate 2018-2021

Center for Experimental and Behavioral Public Administration, Rutgers University – Newark

Editorial Assistant 2018-2021

Journal of Behavioral Public Administration

TEACHING EXPERIENCE

University of Georgia

- PADP 6960 Public Management, Graduate level
- POLS 4900 Law Enforcement Administration, Undergraduate level

Rutgers University – Newark

- 20:834:563 Applied Research Design, Graduate level
- 20:834:517 E-governance & Digital Services, Graduate level
- 20:834:517 Managing Public Organizations, Graduate level

PROFESSIONAL EXPERIENCE

Police Inspector, National Police Agency, South Korea

2014-2018

* Performed Responsibilities: Platoon leader, Case investigation, Frontline patrol and calls for service

SERVICE TO PROFESSION

Ad-hoc Journal Reviewer

* Journal of Public Administration Research and Theory, Public Administration Review, Policy Studies Journal, Governance, Perspectives on Public Management and Governance, International Public Management Journal, Public Management Review, Review of Public Personnel Administration, Public Performance and Management Review, State and Local Government Review, International Review of Public Administration, Journal of Policy Studies

Conference Proposal Reviewer

* APPAM conference, Public and Non-Profit Management and Finance sub-committee, 2023-2024

Doctoral Student Mentor

* MPSA conference, mentor-mentee program, 2024

CONFERENCE PRESENTATIONS

American Society for Public Administration (ASPA): 2022

Association for Public Policy Analysis and Management (APPAM): 2020, 2022-2024

International Research Society for Public Management (IRSPM): 2020-2022

Midwest Political Science Association (MPSA): 2021-2024

Public Management Research Conference (PMRC): 2018, 2022, 2024

Southeastern Conference for Public Administration (SECoPA): 2023

Transatlantic Dialogue (TAD 15): 2019

Indiana University – Bloomington Mini-conference on Methodological Pluralism in Public Management: 2023

Rutgers University – Newark Mini-conference on Democracy, Performance & the Challenge of Inclusive Governance: 2022

PROFESSIONAL AFFILIATIONS

Association for Public Policy Analysis and Management

Midwest Political Science Association

Public Management Research Association

AWARDS AND GRANTS

Paul Volcker Junior Scholar Research Grant, American Political Science Association	<i>2023</i>
Faculty Seed Grant, University of Georgia	<i>2022, 2024</i>
Outstanding PhD Student Award, Rutgers University – Newark	<i>2022</i>

ACADEMIC REFERENCE

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Professor

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