INKYU KANG, PH. D.

Department of Public Administration and Policy
School of Public and International Affairs
University of Georgia
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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 (advisor Gregg Van Ryzin), *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

Kang, I. & Headley, A. M. (2025). Valence for representation-enhancing organizational change: A driver of active representation beyond bureaucrat-client social identity match. *American Review of Public Administration*, forthcoming.

Kang, I. & Choi, S.† (2025). Redirecting revenues from law enforcement fines, forfeitures, and related fees to fund local nonprofits: A policy design proposal. *Journal of Public Policy*, forthcoming. https://doi.org/10.1017/S0143814X25000017

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. https://doi.org/10.1111/puar.13927

Kang, I. & Lee, S. (2024). Client credibility judgment: A barrier to social equity in street-level implementation. *Policy Studies Journal*, forthcoming. https://doi.org/10.1111/psj.12580

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. & Jilke, 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., Sievert, M., & Na, C. Measuring perceived administrative burden among stakeholders beyond policy clients: Scale development and validation (R&R at *Governance*)

Anastasopoulos, L. Jason & **Kang, I.**[*] Mapping out the temporal dynamics of causal effects in public administration research (under review)

Kang, I., Lee, S., & Na, C. Public support for bureaucratic control and trust in government (under review)

Kang, I., Sievert, M., & Na, C. Administrative burdens, rhetorical politics, polarization consequences (under review)

Kang, I. Client satisfaction versus employee motivation, bureaucracy-democracy dilemma in public sector human resource management (under review)

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)

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
- PADP 7270 Case Studies in Criminal Justice Administration, 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

Selection Committee Member
* Midwest Public Administration Caucus (MPAC) president selection committee, MPSA, 2025

Conference Proposal Reviewer
* APPAM conference, Public and Non-Profit Management and Finance sub-committee, 2023-2024
* PMRC conference, 2025

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	*2023*
Faculty Seed Grant, University of Georgia	*2022, 2024*
Outstanding PhD Student Award, Rutgers University – Newark	*2022*

ACADEMIC REFERENCE

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