INKYU KANG, PH. D.

Department of Public Administration and Policy
School of Public and International Affairs
University of Georgia
355 S. Jackson Street, Athens, GA 30602

Email   Website   Linkedin   Google Scholar

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

- **Inkyu Kang**, Martin Sievert, & Chongmin Na. (forthcoming). Development of a Scale to Measure Perceived Administrative Burden, with Broad Applicability Beyond Direct Policy Clients. *Governance.* https://doi.org/10.1111/gove.70026

- **Inkyu Kang** & Andrea M. Headley. (forthcoming). Valence for Representation-Enhancing Organizational Change: A Driver of Active Representation Beyond Bureaucrat-Client Social Identity Match. *American Review of Public Administration.* https://doi.org/10.1177/02750740251332945

- Andrea M. Headley., Daniel Baker, & **Inkyu Kang.*** (forthcoming). Body-worn Cameras, Police Arrests, and Bureaucratic Discretion: A Large-Scale Causal Analysis Across the United States. *Public Administration Review.* https://doi.org/10.1111/puar.13927

- **Inkyu Kang** & Su Young Choi.† (2025). Redirecting Revenues from Law Enforcement Fines, Forfeitures, and Related Fees to Fund Local Nonprofits: A Policy Design Proposal. *Journal of Public Policy.* https://doi.org/10.1017/S0143814X25000017

- **Inkyu Kang** & Seulki Lee. (2024). Client Credibility Judgment: A Barrier to Social Equity in Street-level Implementation. *Policy Studies Journal.* https://doi.org/10.1111/psj.12580

- **Inkyu Kang** & Cheon Lee. (2024). Recategorization: An Approach to Extending the Symbolic Benefits of Bureaucratic Representation to the Majority Group. *American Review of Public Administration.* https://doi.org/10.1177/02750740231200446

- **Inkyu Kang** & Sebastian Jilke. (2024). Mapping out the Motivational Basis of Active Representation as Intergroup Behavior. *Public Administration.* https://doi.org/10.1111/padm.12908

- **Inkyu Kang.** (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.* https://doi.org/10.1002/pam.22493

- Chongmin Na, Seulki Lee, & **Inkyu Kang.** (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.* https://doi.org/10.1093/police/paad025

- **Inkyu Kang** (2022). Beyond Street-level Procedural Justice: Social Construction, Policy Shift, and Ethnic Disparities in Confidence in Government Institutions. *Governance.* https://doi.org/10.1111/gove.12593

MANUSCRIPTS IN PROGRESS

* Co-First Author, † Student Coauthor

- L. Jason Anastasopoulos & **Inkyu Kang.*** Mapping Out the Temporal Dynamics of Causal Effects in Public Administration and Policy Research (R&R at *Journal of Public Administration Research and Theory*)

- **Inkyu Kang.** Client Satisfaction Versus Employee Motivation, Bureaucracy-Democracy Dilemma in Public Sector Human Resource Management (under review)

- **Inkyu Kang**, Martin Sievert, & Chongmin Na. Administrative Burdens, Rhetorical Politics, Polarizing Effects (under review)

- **Inkyu Kang**, Seulki Lee, & Chongmin Na. Public Support for Bureaucratic Control, and Its Interaction With Trust (under review)

- **Inkyu Kang** & Yung Chun. Bureaucratic Circumvention: A Blame-Avoiding Strategy Manifesting in Public Agencies' Task Performance (close to submission)

- **Inkyu Kang** & Danyao Li. Bureaucratic Motivation as a Cue of Stewardship for External Audiences (close to submission)

- **Inkyu Kang.** Contracting-out in Government Agencies Increases Under Weak Legislative Control (preliminary draft completed)

- **Inkyu Kang.** When Term Limits Weaken—or Do Not Weaken—Legislative Control over Executive Agencies (preliminary findings gathered)

- **Inkyu Kang.** How Government Agency Leaders' Focus on Internal Management Diminishes Under High-Capacity Legislatures (preliminary findings gathered)

- **Inkyu Kang** & Nathan Favero. Cracks in the Satisfaction Mirror: When Higher Client Satisfaction Does Not Coincide With Greater Employee Job Satisfaction (preliminary findings gathered)

- **Inkyu Kang** & Danyao Li. "Most Employees Were Not Involved": When Protective Framing Hurts—or Does Not Hurt—Public Agencies' Moral Reputation (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, Journal of Public Policy, 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): 2021-2025

Public Management Research Conference (PMRC): 2018, 2022, 2024-2025

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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