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 Phone 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** & Danyao Li. (accepted). How Signals of Stewardship Motivation Counter Civil Service Politicization: Evidence from Trump-era Federal Workforce Policies. *Public Administration Review*.
- **Inkyu Kang.** (2026). Tensions Between Client Satisfaction and Employee Motivation in Public Organizations, and Their Reconciliation Through Leadership. *American Review of Public Administration*. https://doi.org/10.1177/02750740261469544
- L. Jason Anastasopoulos & **Inkyu Kang.*** (2026). Mapping the Temporal Evolution of Causal Effects in Public Administration and Policy Research. *Journal of Public Administration Research and Theory*. https://doi.org/10.1093/jopart/muag015
- Chongmin Na, **Inkyu Kang**, Seulki Lee, & Seonhwa Chae. (2026). How Policy Effectiveness Leads to Voluntary Policy Compliance During Crises: A Cross-national Comparison between the US and South Korea. *Crime, Law and Social Change*. https://doi.org/10.1007/s10611-026-10272-7
- **Inkyu Kang**, Martin Sievert, & Chongmin Na. (2025). 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. (2025). 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.*** (2025). 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
  ⋆ Best Journal Article Award, Academy of Management (Public and Nonprofit Division), 2026

- **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. (2025). 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

- **Inkyu Kang**, Martin Sievert, & Chongmin Na. Rhetorical Justification of Administrative Burdens and Its Polarizing Effects on Public Attitudes. (R&R at *Governance*)

- **Inkyu Kang**, Seulki Lee, & Chongmin Na. How Low Public Trust Shapes Preferences for Direct Citizen Control over Government Agencies. (R&R at *International Public Management Journal*)

- **Inkyu Kang.** Why Merit Protection for Agency Leadership Need Not Undermine Democratic Control. (R&R at *Public Administration Review*)

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

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

- **Inkyu Kang.** Recruitment as an Organizational Support Signal: How Job Posting Activity Shapes Employee Morale and Leadership Perceptions in U.S. Federal Agencies (preliminary findings gathered)

– **Inkyu Kang.** How Legislative Strength Shapes Government Agency Leaders' Internal-External Management Balance (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 2024-2026
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 4200 Public Management, Undergraduate 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

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

- *Public Administration and Management* — Journal of Public Administration Research and Theory, Public Administration Review, 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
- *Political Science and Public Policy* — Journal of Politics, Journal of Policy Analysis and Management, Policy Studies Journal, Governance, Journal of Public Policy

- *Policing and Crime* — Policing: A Journal of Policy and Practice, Crime Prevention and Community Safety, International Journal of Law, Crime and Justice

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, 2026
* PMRC conference, 2025

Doctoral Student Mentor

* MPSA mentor-mentee program, 2024
* ASPA (KAPA section) mentor-mentee program, 2025-2026

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, 2024-2026

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

Best Journal Article Award, Academy of Management (Public and Nonprofit Division) 2026

Paul Volcker Junior Scholar Research Grant, American Political Science Association 2023

Faculty Seed Grant, University of Georgia 2022, 2024, 2025

Outstanding PhD Student Award, School of Public Affairs and Administration at Rutgers University – Newark 2022

ACADEMIC REFERENCE

Gregg G. Van Ryzin, Ph.D.
Professor
School of Public Affairs and Administration
Rutgers University – Newark
vanryzin@rutgers.edu

Last updated: November 2026