

Hongseok Lee

Curriculum Vitae

University at Albany, State University of New York (SUNY)
Rockefeller College of Public Affairs and Policy
Department of Public Administration and Policy
313A Milne Hall
135 Western Ave., Albany, NY 12222
Email: hlee5@albany.edu

EDUCATION

- 2013-2018 **Ph.D. Public Affairs**, O'Neill School of Public and Environmental Affairs,
Indiana University Bloomington
- Dissertation: *Examining Meanings and Consequences of Bureaucratic
Representation and Workforce Diversity: The United States and South
Africa Cases*
- Committee: Sergio Fernandez (Chair), Michael McGuire, Jill Nicholson-
Crotty, Thomas Rabovsky
- Minor: Inquiry Methodology
- 2011-2013 **Master of Public Affairs**, O'Neill School of Public and Environmental
Affairs, Indiana University Bloomington
- 2005-2011 **B.A. Public Administration**, Hankuk University of Foreign Studies, South
Korea (I served in the South Korean military from 2006 to 2008 as part of
my mandatory service)

ACADEMIC POSITIONS

- 2018-present **Assistant Professor**, Department of Public Administration and Policy,
Rockefeller College of Public Affairs and Policy, University at Albany,
SUNY
- 2022-present **Faculty Fellow**, Center for Technology in Government, University at
Albany, SUNY

HONORS & AWARDS

- Volcker Junior Scholar Research Grant (with Sean Webeck at Naval Postgraduate School). American Political Science Association Public Administration Section. 2019. \$3,000
Title: *Bureaucratic Discretion, Psychology, and the Micro-Foundations of Active Representation*
- Best Paper Award in Public Management. SPEA Doctoral Student Conference, Indiana University Bloomington. 2017

PUBLICATIONS

* *Current or former PhD student*

Peer-Reviewed Articles

- 15) Pyo, Sunyoung, and **Hongseok Lee**. “Gender Representation in Police Organization: How Upper-level and Street-level Female Bureaucrats Differ in Their Roles?” *Governance* (2023): First published online on January 17th, 2023.
- 14) **Lee, Hongseok**, and Mila Gascó-Hernández. “The Perspective of Non-teleworkers on the Impacts of Co-workers’ Telework: Assessing Individual and Organizational Outcomes.” *Public Performance and Management Review* 46, no. 3 (2023):563-584.
- 13) Fernandez, Sergio, Robert Cameron, and **Hongseok Lee**. “Representation, Diversity, and Organizational Performance: A Theoretical and Empirical Exploration in the Context of South African Local Government.” *Administration & Society* 55, no. 6 (2023): 1066-1092.
- 12) Hameduddin, Taha, and **Hongseok Lee**. “Sexual Harassment and Employee Engagement: Exploring the Roles of Gender, Perceived Supervisory Support, and Gender Equity Climate.” *Review of Public Personnel Administration* (2022): First published online on May 18th, 2022.
- 11) **Lee, Hongseok**. “Perceived Racial Discrimination in the Workplace: Considering Minority Supervisory Representation and Inter-Minority Relations.” *Public Management Review* 24, no. 4 (2022): 512-535.
- 10) Min, Mina, **Hongseok Lee**, Carrie Hodge, and Natalie Croxton. “What Empowers Teachers to Become Social Justice-oriented Change Agents? Influential Factors on Teacher Agency Towards Culturally Responsive Teaching.” *Education and Urban Society* 54, no. 5 (2022): 560-584.
- 9) Webeck, Sean, and **Hongseok Lee**. “The Behavioral Foundations of Representative Bureaucracy.” *Perspectives on Public Management and Governance* 5, no. 3 (2022): 209-221.

- 8) Min, Mina, **Hongseok Lee**, and Patricia Kubow. "Effects of Local Culture and Teacher Efficacy on Teacher Enactment of Curriculum Reform in South Korea." *International Journal of Educational Reform* 31, no. 3 (2022): 336-359.
- 7) **Lee, Hongseok**, Minsung Michael Kang*, and Sun Young Kim. "A Psychological Process of Bureaucratic Whistleblowing: Applying the Theory of Planned Behavior." *The American Review of Public Administration* 51, no. 5 (2021): 374-392.
- 6) **Lee, Hongseok**. "The Role of Intersectionality in Exploring the Asymmetrical Effects of Demographic Dissimilarity on Employees." *International Public Management Journal* 24, no. 4 (2021): 476-498.
- 5) **Lee, Hongseok**. "The Implications of Organizational Structure, Political Control, and Internal System Responsiveness on Whistleblowing Behavior." *Review of Public Personnel Administration* 40, no. 1 (2020): 155-177.
- 4) **Lee, Hongseok**. "Does Increasing Racial Minority Representation Contribute to Overall Organizational Performance? The Role of Organizational Mission and Diversity Climate." *The American Review of Public Administration* 49, no. 4 (2019): 454-468.
- 3) Rabovsky, Thomas, and **Hongseok Lee**. "Exploring the Antecedents of the Gender Pay Gap in US Higher Education." *Public Administration Review* 78, no. 3 (2018): 375-385.
- 2) Fernandez, Sergio, Samuel Koma, and **Hongseok Lee**. "Establishing the Link between Representative Bureaucracy and Performance: The South African Case." *Governance* 31, no. 3 (2018): 535-553.
- 1) Fernandez, Sergio, and **Hongseok Lee**. "The Transformation of the South African Public Service: Exploring the Impact of Racial and Gender Representation on Organizational Effectiveness." *The Journal of Modern African Studies* 54, no. 1 (2016): 91-116.

Manuscripts Under Review in Peer-Reviewed Journals

- 1) Min, Mina., Rachel Nelson, **Hongseok Lee**, and Kristin Wilcox. "Exploring the Factors Influencing the Development of Teacher Agency for Culturally Responsive Teaching." (Under review at *The High School Journal*)

Work in Progress

- 4) **Lee, Hongseok**, Heasun Choi*, and Zhongnan Jiang. "Salient and Visible Signals? The Empirical Test of Diversity Goals, Human Resources Practices, and Employee Perceptions of Organizational Support for Diversity." (Work in progress)
- 3) Pyo, Sunyoung, and **Hongseok Lee**. "Ensuring Gender Representation and Law Enforcement: The Case of Female Police Officers in South Korea." (Draft available)
- 2) **Lee, Hongseok**, and Taha Hameduddin. "Sexual Harassment Experiences in the Public Workplace: Do Workplace Gender Context and Gender of Target Matter?" (Draft available)

- 1) Kim, Sun Young, **Hongseok Lee**, and Minsung Michael Kang* “Examining the Roles of Leadership and Ethics Systems in Shaping Public Employees’ Intention to Disclose Wrongdoings.” (Work in progress)

GRANTS SUBMITTED

Role: Principal Investigator

Project: The Success Factors for Telework Implementation in the U.S. Federal Government
(Under review)

Source: IBM Center for The Business of Government Research Report Stipends

Period: 1/2024-7/2024

Total Funding: \$20,000

PRESENTATIONS

**Current or former PhD student, +Presenting author*

Invited Presentations

Webeck, Sean⁺, and **Hongseok Lee**. “The Behavioral Foundations of Representative Bureaucracy.” PhD Doctoral Consortium at Public Management Research Conference, May 2022.

Lee, Hongseok⁺, Minsung Michael Kang^{*}, and Sun Young Kim. “A Psychological Process of Bureaucratic Whistleblowing: Applying the Theory of Planned Behavior.” Korean Association for Organizational Studies Seminar, September 2021.

Conference Presentations

Pyo, Sunyoung, and **Hongseok Lee**⁺. “Ensuring Gender Representation and Law Enforcement: The Case of Female Police Officers in South Korea.” American Society for Public Administration Annual Conference, Virtual, March 2023.

Kim, Sun Young, **Hongseok Lee**⁺, and Minsung Michael Kang^{*}. “Examining the Roles of Leadership and Ethics Systems in Shaping Public Employees’ Intention to Disclose Wrongdoings.” Public Management Research Conference, Phoenix, AZ, May 2022. (Accepted but withdrawn)

Lee, Hongseok⁺, Heasun Choi^{*}, and Zhongnan Jiang. “Salient and Visible Signals? The Empirical Test of Diversity Goals, Human Resources Practices, and Employee Perceptions of Organizational Support for Diversity.” Public Management Research Conference, Phoenix, AZ, May 2022. (Accepted but withdrawn)

Kim, Sun Young, **Hongseok Lee**⁺, and Minsung Michael Kang^{*}. “Examining the Roles of Leadership and Ethics Systems in Shaping Public Employees’ Intention to Disclose

Wrongdoings.” American Society for Public Administration Annual Conference, Jacksonville, FL, March 2022. (Accepted but withdrawn)

Lee, Hongseok, Heasun Choi^{*+}, and Zhongnan Jiang. “Salient and Visible Signals? The Empirical Test of Diversity Goals, Human Resources Practices, and Employee Perceptions of Organizational Support for Diversity.” American Society for Public Administration Annual Conference, Jacksonville, FL, March 2022.

Pyo, Sunyoung⁺, and **Hongseok Lee**. “Gender Representation in Police Organization: How Upper-level and Street-level Female Bureaucrats Differ in Their Roles?” Public Management Research Conference, Virtual, June 2021.

Lee, Hongseok⁺, Minsung Michael Kang^{*}, and Sun Young Kim. “A Psychological Process of Bureaucratic Whistleblowing: Applying the Theory of Planned Behavior.” Association for Public Policy Analysis and Management Fall Research Conference, Virtual, November 2020.

Kim, Sun Young⁺, **Hongseok Lee**, and Minsung Michael Kang^{*}, “Examining the Roles of Leadership and Ethics Systems in Shaping Public Employees’ Whistleblowing Intention” Northeast Conference on Public Administration, Virtual, November 2020.

Lee, Hongseok⁺, and Taha Hameduddin. “Sexual Harassment Experiences in the Public Workplace: Do Workgroup Gender Context and Gender of Harasser Matter?” *Public Administration Review* symposium on Race, Gender, and Social Equity in Governance, Virtual, September 2020.

Lee, Hongseok⁺, Minsung Michael Kang^{*}, and Sun Young Kim. “A Psychological Process of Bureaucratic Whistleblowing: Applying the Theory of Planned Behavior.” Public Management Research Conference, Honolulu, HI, June 2020. (Cancelled due to COVID-19)

Webeck, Sean⁺, and **Hongseok Lee**⁺. “Identity and Deservingness as Behavioral Elements of Representative Bureaucracy.” American Political Science Association Annual Conference, Washington DC, August 2019.

Lee, Hongseok, and Taha Hameduddin⁺. “Sexual Harassment Behaviors in the Public Workplace: Do Workgroup Gender Context and Organizational Climate Matter?” Midwest Political Science Association Annual Conference, Chicago, IL, April 2019.

Hameduddin, Taha⁺, and **Hongseok Lee**. “Sexual Harassment and Employee Engagement: Evidence from the U.S. Federal Context.” American Political Science Association Annual Conference, Boston, MA, September 2018.

Lee, Hongseok⁺. “Minority Representation and Performance in the U.S. Federal Government.” Public Management Research Conference, Washington D.C., June 2017.

Lee, Hongseok⁺. “Minority Representation and Performance in the U.S. Federal Government.” Midwest Political Science Association Annual Conference, Chicago, IL, April 2017.

Fernandez, Sergio, and **Hongseok Lee**⁺. “Demographic Representation, Workforce Diversity and Organizational Effectiveness: The Case of the South African Public Service.” American Political Science Association Annual Conference, Philadelphia, PA, August 2016.

Rabovsky, Thomas, and **Hongseok Lee**⁺. “Gender Pay Equity in U.S. Universities.” Midwest Political Science Association Annual Conference, Chicago, IL, April 2016.

Lee, Hongseok⁺. “Testing the Missing Link of Performance-based Accountability and Performance.” American Society for Public Administration Annual Conference, Chicago, IL, March 2015.

Fernandez, Sergio⁺, and **Hongseok Lee**. “Representative Bureaucracy in South Africa.” Presented at the Project for Equity, Representation, and Governance, Texas A&M University, College Station, TX, October 2014.

Fernandez, Sergio⁺, and **Hongseok Lee**. “The Transformation of the South African Public Service: Exploring the Effects of Racial and Gender Representation on Organizational Effectiveness.” The 14th International Winelands Conference, Stellenbosch, South Africa, April 2014.

TEACHING AND MENTORING

Courses Taught, University at Albany

RPAD 506 Foundations of Public Management (Summer 2023, master’s)

RPAD 502 Valuing People in Public and Nonprofit Organizations (Fall 2022-Present, master’s)

RPAD 541 Managing Diversity in Organizations (Spring 2019-Present, master’s)

RPAD 399 Human Behavior and Human Resource Management (Fall 2019-Spring 2022, undergraduate)

RPAD 302 Understanding Public Organizations (Fall 2018-Present, undergraduate)

Courses Taught, Indiana University Bloomington

K 300 Statistical Techniques (Spring 2016-Spring 2018, undergraduate)

Doctoral Dissertation Committee

Howard Tzuhao Chen (Spring 2023-Present). Rockefeller College. **Member**

Beomgeun Cho (Fall 2021-Present). *Title: How Regional Innovation Networks Are Governed: Three Essays on the Roles of Network Management in Network Effectiveness and Evolution.* Rockefeller College. **Member**

Minsung Michael Kang (Spring 2020-Spring 2022). *Title: From Dissenting-Voice to Democratic Bureaucracy: Three Essays on Bureaucratic Whistleblowing.* Rockefeller College. **Member**

Doctoral Candidacy Committee

Seunghwa Kim (Spring 2023-Present). Rockefeller College. **Member**

Howard Tzuhao Chen (Spring 2021-Fall 2022). Rockefeller College. **Member**

Beomgeun Cho (Spring 2020-Fall 2020). Rockefeller College. **Member**

Minsung Michael Kang (Spring 2019-Spring 2020). Rockefeller College. **Member**

Sungyoon Lee (Fall 2019-Spring 2020). Rockefeller College. **Member**

Luigi Reggi (Spring 2019). Rockefeller College. **Member**

Doctoral Independent Study

Minsung Michael Kang (Spring 2019). Rockefeller College. **Faculty Mentor**

Seunghwa Kim (Spring 2022). Rockefeller College. **Faculty Mentor**

Undergraduate Honors Thesis

Abigail Evans (Fall 2021-Spring 2022). *Title: Restructuring the Federal Election Commission: A Nonpartisan Solution.* Rockefeller College. **Advisor**

SERVICE

Professional Service

Ad-hoc Journal Reviewer, *Public Administration Review*, *Public Management Review*, *Public Administration*, *Journal of Policy Analysis and Management*, *Governance*, *Review of Public Personnel Administration*, *International Public Management Journal*, *Administration and Society*, *Public Performance and Management Review*, *Public Personnel Management*, *Perspectives on Public Management and Governance*, *Journal of Public and Nonprofit Affairs*, *Regulation & Governance*, *International Review of Public Administration*, *Australian Journal of Public Administration*, *International Journal of Public Sector Performance Management*, *Advanced Journal of Social Science*, *Transforming Government*

Expert Panel on the New York State's Study on Equitable Wage Compensation, hosted by University at Albany, Center for Women in Government and Civil Society, January 2020- March 2020

Public Management Research Conference 2020 Reviewer Committee, Fall 2019

Panel Discussant, *Association for Public Policy Analysis and Management Fall Research Conference*, *Midwest Political Science Association Conference*

Conference Committee, Association of SPEA PhD Students 16th Annual Conference, SPEA, Indiana University Bloomington, 2016

University Service

Member at large, University Senate, Fall 2021 - Present
Member, University Planning and Policy Council

College Service

Chair, Rockefeller College Diversity Climate Committee, Spring 2022 - Present

Department Service

Junior faculty representative, Executive Committee, Spring 2023

Member, Undergraduate Program Committee, Fall 2021 - Present

Member, Committee to Assess Concerns and Preferences for the Next Department Chair, Spring 2022

Member, PhD Student Awards Committee, Spring 2020

Member, Faculty Promotion Committee for Dina Refki, Fall 2019

Member, PAD Welcome Week for MPA Students, Excel and Memo Writing Teams, University at Albany, SUNY, Fall 2018-Fall 2022

PROFESSIONAL AFFILIATIONS

Public Management Research Association
Academy of Management
American Society for Public Administration
American Political Science Association