

# Inkyu Kang, Ph.D. | Curriculum Vitae

Department of Public Administration and Policy  
School of Public and International Affairs  
University of Georgia  
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ACADEMIC APPOINTMENTS      **Assistant Professor**, Department of Public Administration and Policy, University of Georgia      2022 – Present

**Faculty Fellow**, Center for International Trade & Security, University of Georgia      2022 – Present

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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

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PEER REVIEWED PUBLICATIONS      **Kang, I.** & Lee, C. (2023). 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>

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/policing/paad025>

**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>

**Kang, I.** & Gilke, S. (2022). Mapping out the motivational basis of active representation as intergroup behavior. *Public Administration (forthcoming)*. <https://doi.org/10.1111/padm.12908>

**Kang, I.** (2021). 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>

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MANUSCRIPTS IN      **Kang, I.** & Lee, S. Client credibility judgment: A source of inequity in street-level

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PROGRESS

implementation (conditional accept at *Policy Studies Journal*)

\* CO-FIRST AUTHOR

Headley, A. M., Baker, D., & **Kang, I.**\* Body-worn cameras, bureaucratic oversight and discretion, large-scale staggered difference-in-differences

† STUDENT COAUTHOR

(R&R at *Public Administration Review*)

**Kang, I.** & Choi, S.† Political economy of law enforcement, public funding for nonprofits, public attitudes toward police (R&R at *Journal of Public Policy*)

**Kang, I.** Managerial challenges arising from the weak translation of bureaucratic performance into client satisfaction (R&R at *International Public Management Journal*)

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

**Kang, I.**, Sievert, M, & Na, C. Perceived administrative burdens: A large-scale, cross-national scale development and validation (under review at *Public Administration Review*)

**Kang, I.**, Sievert, M, & Na, C. Administrative burdens, rhetorical politics, polarization effects (under review at *Journal of Public Administration Research and Theory*)

**Kang, I.** How strong political oversight discourages the use of contracting in public agencies (preliminary draft completed)

**Kang, I.**, Lee, S, & Na, C. The interplay between public trust in bureaucracy and support for bureaucratic 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 public agencies' focus on internal management (preliminary findings gathered)

**Kang, I.** & Favero, N. Cracks in the satisfaction mirror: When higher client satisfaction does not lead to increased employee satisfaction (preliminary findings gathered)

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| OTHER PUBLICATIONS           | <b>Kang, I.</b> (2021). <a href="#">Why improving police behavior may not be enough</a> . <i>Medium</i> , (July 2).  |             |
| RESEARCH EXPERIENCE          | <b>Statistical Analyst</b> , Center for Innovations in Community Safety, Georgetown Law School   | 2024 –      |
|                              | <b>Quantitative Data Analyst</b> , NJ State Policy Lab   | 2022        |
|                              | <b>Research Associate</b> , Center for Experimental and Behavioral Public Administration, Rutgers University – Newark  | 2018 – 2021 |
|                              | <b>Editorial Assistant</b> , <i>Journal of Behavioral Public Administration</i>  | 2018 – 2021 |
| SELECTED TEACHING EXPERIENCE | <b>PADP6960 Public Management</b> , Graduate, University of Georgia<br><b>POLS4900 Law Enforcement Administration</b> , Undergraduate, University of Georgia<br><br><b>20:834:563 Applied Research Design</b> , Graduate, Rutgers University – Newark<br><b>20:834:517 E-governance &amp; Digital Services</b> , Graduate, Rutgers University – Newark<br><b>20:834:522 Managing Public Organizations</b> , Graduate, Rutgers University – Newark  |             |
| PROFESSIONAL EXPERIENCE      | <b>Police Inspector</b> , National Police Agency, South Korea<br>* Performed Responsibilities: Platoon leader, Case investigation, Frontline patrol and calls for service  | 2014 – 2018 |
| SERVICE TO PROFESSION        | <b>Ad-hoc Journal Reviewer</b><br>* 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<br><br><b>Conference Abstract Reviewer</b><br>* APPAM conference, Public and Non-Profit Management and Finance sub-committee, 2023 – 2024<br><br><b>Mentoring for Doctoral Students</b><br>* MPSA conference, 2024 |             |
| CONFERENCE PRESENTATIONS     | American Society for Public Administration (ASPA): 2022<br>Association for Public Policy Analysis and Management (APPAM): 2020, 2022-2023<br>International Research Society for Public Management (IRSPM): 2020-2022<br>Midwest Political Science Association (MPSA): 2021-2024  |             |

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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

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PROFESSIONAL  
AFFILIATIONS

Association for Public Policy Analysis and Management  
Midwest Political Science Association  
Public Management Research Association

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AWARDS AND  
GRANTS

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

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ACADEMIC  
REFERENCE

**Gregg G. Van Ryzin**  
Professor  
School of Public Affairs and Administration  
Rutgers University – Newark  
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Last updated: August 2024