

# Euipyo Lee

## Academic Position

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The University of Texas at El Paso

Assistant Professor

2024 - present

Department of Political Science and Public Administration

## Education

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Ph.D. in Public Affairs, Indiana University Bloomington

May 2024

Fields: Public Management (Major), Policy Analysis (Minor)

Committee: Sean Nicholson-Crotty (chair), Sergio Fernandez, Jill Nicholson-Crotty, Daniel Simon

Dissertation: *Unpacking Public Sector Innovation: Causes and Effects of Innovation in Korea, Taiwan and the United States*

M.P.A. Public Management, Indiana University Bloomington

May 2019

M.P.A. Public Management, Korea University

February 2018

B.A. Public Administration, Korea University

August 2015

## Publications

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**Lee, E., & Jung, Y. H.** (2024) Linking innovation climate to innovative behavior in public organizations: Exploring the role of psychological needs. *International Public Management Journal*, 1–23. <https://doi.org/10.1080/10967494.2024.2407493>

**Lee, E., Lewis-Liu, T., Khurana, S., & Lu, M.** (2024). A systematic review of the link between public service motivation and ethical outcomes. *Asia Pacific Journal of Public Administration*, 46(3), 236-263  
<https://doi.org/10.1080/23276665.2023.2247101>

Nicholson-Crotty, S., Nicholson-Crotty, J., & **Lee, E.** (2023). Police unions and use-of-force reforms in American cities. *Policy Studies Journal*, 51(4), 887–904. <https://doi.org/10.1111/psj.12491>

**Lee, E., & Nicholson-Crotty, S.** (2022). Symbolic representation, expectancy disconfirmation, and citizen complaints against police. *The American Review of Public Administration*, 52(1), 36-45.  
<https://doi.org/10.1177/02750740211034427>

Liu, T., Wightman, G. B., **Lee, E.**, & Hunter, J. (2021). Revisiting “Big questions” of public administration after COVID-19: A systematic review. *Asia Pacific Journal of Public Administration*, 43(3), 131-168.  
<https://doi.org/10.1080/23276665.2021.1947862>

## Manuscripts Under Review

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Nicholson-Crotty, S., Nicholson-Crotty, J., Hugenberg, K., & **Lee, E.** Seeing is believing: Symbolic representation, expectations, and observed behavior in citizen evaluations of government. (Conditionally accepted from *International Public Management Journal*)

**Lee, E.** The effects of organizational culture on the innovative behavior: A multi-level analysis. (Revise and resubmit from *Review of Public Personnel Administration*)

**Lee, E.** Assessing innovation and performance in public services: impact on citizen satisfaction in local governments. (Submitted to *International Journal of Public Administration*)

## Works in Progress

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**Lee, E., & Lee, J.** The Influence of public service motivation and parental expectations on career choice in the public sector.

Cheema, F., **Lee, E.**, Gupta, R., & Perry, J. How can we construct the concept of Street-level bureaucrats?

**Lee, E. & Chung, J.** Intergenerational Transmission of Careers in the Public Sector: Are Public Employees Reproduced?

**Lee, E., Kim, E., & Jung, Y. H.** Bureaucrats' political attitudes: Does SNS use matter?

Gupta, R., **Lee, E.**, Cheema, F., & Perry, J. Systematic literature review on Street-level bureaucrats.

## Selected Conference Presentations

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**Lee, E., & Lee, J.** Effects of Public Service Motivation on sector choice. *Midwest Political Science Association Conference*, Chicago, Illinois, April 2023.

**Lee, E., & Jung, Y. H.** Innovative intention in the Taiwanese public service: A Self-Determination perspective. *Korean Association for Public Administration International Conference*, Online, June 2022.

**Lee, E.** The effects of organizational culture on the innovative behavior: A multi-level analysis. *Public Management Research Conference*, Phoenix, Arizona, May 2022.

**Lee, E.** The effects of organizational culture on the innovative behavior: A multi-level analysis. *American Society for Public Administration Annual Conference*, Jacksonville, Florida, March 2022.

**Lee, E., & Nicholson-Crotty, S.** Black versus Blue: Does racial representation influence citizen complaints against police? *Southern Political Science Association Annual Conference*, San Juan, Puerto Rico, January 2020.

**Lee, E.** Street-level bureaucrats' coping behaviors: Based on Job Demands-Resources theory. *Public Management Research Conference*, Singapore, June. 2018.

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### **Research Experience**

Research Assistant, Indiana University Bloomington, Fall 2019-Spring 2021:  
Sean Nicholson-Crotty and Jill Nicholson-Crotty

Research Assistant, Korea University, Spring 2016-Spring 2017: Dong Chul Shim

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### **Research Interests**

Public Sector Innovation, Organizational Behavior, Policing, Representative Bureaucracy, Public Policy Process

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### **Teaching Experience**

University of Texas at El Paso  
PAD 5353 Human Resources Management (Graduate, Online), Fall 2024

Indiana University Bloomington  
SPEA V185 Management of Public Problems and Solutions (Undergraduate, In-person), Fall 2021, 2022, 2023  
Spring 2022, 2023

Graduate Teaching Assistant, Korea University  
Statistical Analysis of Public Policy (Undergraduate), Fall 2015  
Organization and Innovation (Graduate), Spring 2016  
Individual Psychological Analysis (Graduate), Fall 2016  
Organizational Theory (Undergraduate), Spring 2017

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### **Teaching Interests**

Public Management, Policy Process, Public Sector Innovation, Organization Theory and Behavior, Policing Behavior

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### **Awards and Honors**

The Roy W. Shin Fellowship Award, the O'Neill School of Public and Environmental Affairs, Indiana University Bloomington, 2023 (\$ 5,000)

## **Professional Service**

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Editorial Assistant, *Asia Pacific Journal of Public Administration*, Fall 2023 – Spring 2024

Financial Director, O'Neill PhD Students Association, Indiana University Bloomington, Fall 2022 - Spring 2023

Mentor, Undergraduate Honors Thesis Program, the O'Neill School of Public and Environmental Affairs, Indiana University Bloomington, Fall 2023

Mentor, Ph.D. Program in Public Affairs, the O'Neill School of Public and Environmental Affairs, Indiana University Bloomington, Fall 2021 – Spring 2022

Ad-hoc Reviewer, *Journal of Public Administration Research and Theory*, *Public Management Review*, *International Journal of Public Administration*, *Asia Pacific Journal of Public Administration*, *International Review of Public Administration*, *International Journal of Public Sector Management*

## **Languages**

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Korean (Native language), English (Professional proficiency)