

# **Xuhong Su (Su Su)**

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Professor, Director of Graduate Studies  
Howard Baker Jr. School of Public Policy and Public Affairs  
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## **ACADEMIC APPOINTMENTS**

- 2025~ Professor, Director of Graduate Studies, Howard Baker Jr. School of Public Policy and Public Affairs, University of Tennessee, Knoxville
- 2022~2025 Associate Professor, Director of Graduate Studies, Baker School (2023~25); Associate Professor, MPPA Director, Department of Political Science, University of Tennessee, Knoxville
- 2010~2022 Assistant /Associate Professor, MPA Director (2019-2022), Department of Political Science, University of South Carolina, Columbia

## **EDUCATION**

- M.A. Applied Statistical Analysis, University of South Carolina
- Ph.D. Public Administration and Public Policy, University of Georgia
- M.A. Department of Public Administration, Wuhan University, China
- B.A. Department of Public Administration, Wuhan University, China

## **HONORARY APPOINTMENTS**

- 2020~ Individual member, United Nations Convention Against Corruption
- 2017~ Chair (2019-2020), Advisory board (2018-) and member (2017-), Center for Organization Research & Design (CORD), School of Public Affairs, Arizona State University
- 2013~2022 Senior Research Associate, Walker Institute of International and Area Studies, University of South Carolina, Columbia, SC

## **PROFESSIONAL TRAINING**

- Expanding Horizons, Office of Research, Innovation & Economic Development, University of Tennessee, Knoxville, 2024-2025
- Leadership Acceleration and Development for Rising Stars (LADRS), AY2024, Provost Office, University of Tennessee, Knoxville
- Workshop on Research Design for Causal Inference, Northwestern University, Law School, August 8-12 (Main workshop) and Aug 15-17 (Advanced workshop), 2022
- Certificate, Technology of Online Teaching and Learning, Center of Teaching Excellence, University of South Carolina, Oct 2020
- Certificate, Winter School on Federalism and Governance (Invited and Funded), the European Academy of Bozen/Bolzano (EURAC), Austria and Italy, Feb.1-14, 2015

## **HONORS AND AWARDS**

- Faculty Research Fund, Department of Political Science, University of Tennessee, Knoxville, 2022

Global Carolina Travel Fund, Office of the Provost's International Advisory Committee, University of South Carolina, 2020 (Canceled due to the pandemic)

Faculty Research Initiative Fund, College of Arts & Science, University of South Carolina, 2019

Faculty Research Fund, College of Arts & Science, University of South Carolina, 2018

Faculty Research Initiative Fund, College of Arts & Science, University of South Carolina, 2018

Faculty Travel Fund, College of Arts & Science, University of South Carolina, 2018

Summer Research Grant, Department of Political Science, University of South Carolina, 2011

## **PEER-REVIEWED JOURNAL PUBLICATIONS**

24. Su Su and Wenbo Chen (2025), Pathways to women's electoral representation: The global effectiveness of legislative gender quotas over time, *Journal of Legislative Studies*, 31:1, 108-129, DOI: 10.1080/13572334.2022.2160859

23. Liying Zhang and Su Su (2025), It is top-down governance: examining environmental PPPs. *Asian Pacific Journal of Public Administration*, 47:1, 28-49

22. Su Su and Rui Wang (2024), shirking when bureaucratic accountability is due? Evidence from managing severe safety accidents, *Public Performance and Management Review*, 47:4, 873-896, DOI: 10.1080/15309576.2024.2335298

21. Su Su and Xing Ni (2023), Corruption in social relations: bribe-taking, corruptibility and corruption risks, *Public Administration*, 101(2), 481-499

20. Su Su (2023), Governance resilience in China: informal control, repressive welfare, and cultural experimentation (review article), *Democratization*, 30(1), 139-143, DOI: 10.1080/13510347.2022.2095559

19. Fanyi Kong and Su Su (2022) The paradox of citizen grievances in China: an institutional logics perspective, *International Review of Administrative Sciences*, 88(4), 1192-1210

18. Su Su (2020), Why so few acting whistleblowers? Impacts of institutional anticorruption, *Governance: An International Journal of Policy, Administration, and Institution*, 33(2), 227-247

17. Fanyi Kong and Xuhong Su (2020). The weakness of strong and (weak) ties: Obtaining a government job, *International Journal of Public Administration*, 43 (9), 790-803

16. Xuhong Su, Kelan Lu, Yuqiong Xiang, Xiangming Hu (2019). Experimenting with county-level fiscal governance: impact on urban-rural inequity, *International Review of Public Administration*, 24(2), 81-100

15. Ni Xing and Xuhong Su (2019), Institutional anticorruption in China: Effectiveness on bribery incidence, *Public Administration Review*, 79(4), 538-551

14. Xuhong Su and Xing Ni (2018) Citizens on patrol: understanding public whistleblowing against government corruption, *Journal of Public Administration Research and Theory*, 28(3), 406-422

13. Xuhong Su (2017) Dimensional publicness and serving the vulnerable: analyses of substance abuse treatment organizations, *American Review of Public Administration*, 47(8), 898-913

12. Xuhong Su, Xueyang Li and Endra Curry (2017), Understanding workplace flexibility in state agencies: what facilitates employee access? *American Review of Public Administration*, 47(8), 977-990

11. Xuhong Su and Barry Bozeman (2016), Family friendly policies in STEM departments: awareness and determinants. *Research in Higher Education*, 57(8), 990-1009.

10. Barry Bozeman and Xuhong Su (2015), Public service motivation concepts and theory: a critique. *Public Administration Review*, 75(5), 700-710
9. Xuhong Su, Japera Johnson, and Barry Bozeman (2015), Gender diversity strategy in S&E academic departments: exploring organizational determinants, *Higher Education*, 69(5), 839-858
8. Xuhong Su (2014), Affiliation with university research centers: selection dynamics. *Research Policy*, 43(2), 382-390
7. Xuhong Su and Monica Gaughan (2014). The status of faculty women report as policy innovation in research extensive universities: 1970 to 2007. *Higher Education Policy*, 27(4), 529-544
6. Xuhong Su (2014). Career Advancement in Academia: what are the roles of postdoctoral training? *Journal of Higher Education*, 85(1), 65-90
5. Xuhong Su (2013). Examining the impacts of postdoc training on scientists' academic employment. *Journal of Higher Education*, 84(2), 239-265
4. Xuhong Su (2013). International doctoral students in S&E academic departments: Their impact on cohort's career prospects. *Journal of Studies in International Education*, 17(5), 589-605
3. Xuhong Su. (2011). Postdoctoral training, departmental prestige and scientists' research productivity. *Journal of Technology Transfer*, 36 (3), 275-291
2. Xuhong Su and Barry Bozeman (2009). Do expectations meet aspirations? The relation of public managers' job choice motives to job satisfaction. *International Review of Public Administration*, 14(1): 1-9.
1. Xuhong Su and Barry Bozeman (2009). Dynamics of sector switching: Hazard models predicting changes from private jobs to public and nonprofit sectors. *Public Administration Review*, 69 (6): 1106-1114

### **Book Chapters and Proceedings**

Xuhong Su and Mary Alexandar (2017). Postdoc scholars in S&E departments: plights, departmental expectations, and policies, Audrey J. Jaeger and Alessandra J. Dinin (ed). *The Postdoc Landscape: The Invisible Scholars*, 69-87 Elsevier Press.

The book won **Outstanding Publication Award** by American Educational Research Association in 2019.

Xuhong Su and Gretchen Keneson (2013). Is cooperative research center affiliation amongst academic researchers stratifying the academy? The impacts of departmental prestige, career trajectory, and productivity on center affiliation. Boardman, C., Gray, D, and Drew Rivers (ed). *Cooperative Research Centers and Their Stakeholders: public policies, industry strategies and organizational dynamics of the New Science and Engineering Management*, Springer publishing.

Monica Gaughan and Xuhong Su (2011). Gender health in American universities: Documentation from the field, Marian Meyers (ed) *Women in Higher Education: The Fight for Equity*, Hampton Press.

Yu Meng and Xuhong Su. (2009). The impacts of postdoc training on academic research productivity: what are the gender differences? *Atlanta Conference on Science and Innovation Policy Proceedings*, IEEEExplore.

### **Book Reviews**

Xuhong Su (2016), *Environmental Taxation and Green Fiscal Reform: Theory and Impact*. Edited by Larry Kreiser, Soocheol Lee, Kazuhiro Ueta, Janet E. Milne & Hope Ashiabor, *Science and Public Policy*, 43(5)

Xuhong Su (2014), “*Is American Science in Decline*”, Yu Xie & Alexandra Killewald for *Science and Public Policy*.

### **Conference Papers and Presentations**

**2025** NASPAA 2025 Annual Conference: *Leading by Governing, Shaping the Future of Public Policy, Public Affairs and Public Administration*, Oct 23-25, Flagstaff, AZ, NASPAA; Accreditation Institute,

Status of Automated License Plate Reader in Tennessee Policing Departments, *Public Management Research Conference*, National University of Seoul, Korea, June 23- 28

Blowing a whistle: experiments on incentives and corruption, *International Research Society of Public Management (IRSPM)*, April 7-11, Bologna, Italy

**2024** NASPAA 2024 Annual Conference: *Leading by Governing, Shaping the Future of Public Policy, Public Affairs and Public Administration*, Oct 23-25, Washington D.C. NASPAA; Accreditation Institute, 10/23

Embeddness, incentives, and public whistleblowing, International Research Society of Public Management (IRSPM), April 16-18, Tampere, Finland

Prosocial behaviors in politicized contexts: The roles of transformational leadership and performance management, IRSPM, April 16-18, Tampere, Finland

**2023** Leniency with bribers: Experimental evidence on bribery Engagement, International Research Society of Public Management (IRSPM), April 3-5, Budapest, Hungary

workplace aggression in the public sector: a meta-analysis, Southern Political Science Association, Jan 11-15, St. Peter, FL

**2022** Coping with workplace aggression: antecedents and organizational strategies. Southern Political Science Association, Jan 14-16, San Antonio, TX

**2021** NASPAA 2021 Virtual Conference: *Reimagining the Civic Square*, Oct 25-29, NASPAA; Accreditation institute, 10/27

Governance resilience in Belt and Road Initiative, Keynote speaker for “Sino-East Forum on Rural Education and Governance”, Oct 29-30, Guizhou Normal University

Trends and dynamics of HR practices in the public sector, Beijing University, Nov 21, 2021

**2020** NASPAA 2020 Virtual Conference: *Building the New Civic Square*, Oct 13-15, NASPAA

*Public-Private partnerships and spillovers on volunteering*, the 24<sup>th</sup> International Public Management Network (IPMN) conference, “Leading and Managing in the Global Context”, July 9-10, 2020, Seoul, South Korea

*Gender quotas and women representation: modeling temporal effectiveness in legislative bodies*, Southern Political Science Annual Conference, Puerto Rico, Jan 9-11, 2020

**2019.** *Public values: aspired, realized and public value deficiency*, International Research Society on Public Management, Wellington, New Zealand, April 15-18, 2019

**2018.** *Governmental corruption and environmental performance: a meta-analysis*, Renmin University, Beijing, China, June 15-16, 2018.

*Public whistleblowing in actions: effects of governmental anticorruption*, Public Management Research Conference, National University of Singapore, Singapore, May 31- June 2, 2018

*Understanding whistleblowing acts*, International Symposium of Public Administration Frontier and Best Practice, Tsinghua University, Beijing, May 25-26, 2018

*Bribery incidences and effectiveness of institutional anticorruption practices: evidence from China.* Annual Conference, American Association of Public Administration, Denver, CO, March 9, 2018

**2017.** *Person-organization fit and career advancement in government,* Public Management Research Conference, American University, Washington D.C. June 8-10, 2017

**2015.** *Experimenting with county-level fiscal governance in china: Impact on urban-rural income inequity,* Winter School on Federalism and Governance, the European Academy of Bozen/Bolzano (EURAC), Austria and Italy, Feb.1-14, 2015

**2014.** *Dimensions of publicness and targeted substance abuse treatment services for the vulnerable groups.* Southern Political Science Conference, Orlando, FL. Jan 9-12

**2013.** *Organizational strategies and affiliates' working expectations: a case of academic departments.* Political Science Research Workshop, Department of Political Science, University of South Carolina, Sep 9.

*A helping hand or a blind eye? When women oversee academic departments, do they advance women* Southern Political Science Conference, Orlando, FL. Jan 2-5

*The dynamics of policy learning: the case of family friendly policies.* Southern Political Science Conference, Orlando, FL. Jan 2-5

**2011.***Institutional Commitment, Performance Indicators and Strategy Making: Diversity Strategy in Academic Departments.* Southeastern Conference for Public Administration, New Orleans, LA Sep 21-24, 2011

*Job Performance of Middle Managers in Public Agencies: The Effects of Boundary Spanning and Sector Switching,* Public Management Research Conference, Syracuse, New York. June 2-4.

*Embedded career paths: academic advancement.* Political Science Research Workshop, Department of Political Science, University of South Carolina, 09/09

**2009.** *Job choice motivation among public and nonprofit managers: the impacts of sector switching.* Public Management Research Conference, Columbus, OH Oct 2009

**\*\*** *The impacts of postdoc training on academic research productivity: what are the gender differences?* Atlanta Conference on Science and Innovation Policy, Atlanta, GA Oct 2009 (\*\* indicates being panel chairs in the conferences).

**2008.** *Examining the impacts of postdoc training on female scientists' productivity.* American Association of Public Analysis and Management. Los Angeles. Nov 2008

**2007.** *The Status of Women Report as Policy Innovation in Research Extensive Universities: 1970 to 2007.* American Association of Public Analysis and Management Washington D.C. Nov. 2007

*Institutionalization of policy innovation: Empirical analysis of status of women report.* Public Management Research Conference, Tucson, Arizona, Oct 2007

*The status of women reports in American research universities: what are they, what do they say, and what do they mean?* The 2007 meeting of American Sociological Association, New York, Aug 2007

**2006.** *University research centers: Institutionalizing research over formal teaching.* Technology Transfer Society Conference, Atlanta, Sep 2006

*Job satisfaction of scientists and engineers: Do perceptions matter?* Conference on S&T policy 2006: US-EU Policies for Research and Innovation, Atlanta, May 2006

## INVITED TALKS

*Corruption in social relations: bribe-taking, corruptibility and corruption risks*, University of Tennessee, Knoxville, May 2022

*Shirking when bureaucratic accountability is due, evidence from severe safety accident management*, Oakland University, Feb 2022

*Public Employee Theories and Practices: Rigor and Research*, School of Public Administration, Beijing University, China, Dec 19, 2020

*Public whistleblowing in action: effects of governmental anticorruption*, School of Public Administration, Zhongnan University of Economics and Law, June 11, 2018

*Institutional anticorruption in China: Effectiveness on bribery incidence*, University of Alabama Birmingham, Feb 19, 2018

*Government employees' career trajectories: job finding methods and sector switching*, School of Public Administration, Sun Yat-Sen University, June 12, 2017

*Experimenting with county-level fiscal governance in china: Impact on urban-rural income inequity*. Zhongnan University of Economics and Law, June 5, 2017

*Government employees' career trajectories: job finding methods and sector switching*, School of Public Administration, Beijing University, May 26, 2017

*Postdoc training, career trajectories, and departmental practices*, School of Public Affairs, Arizona State University, Feb 6, 2017

*Workforce flexibility policies in the United States: access and use patterns*, Sun Yat-Sen University, June 13, 2016

*Understanding workforce flexibility in U.S. governments: what facilitates employees to have access*, Nantong University, June 8, 2016.

*Understanding workplace flexibility policies: access and potential use*, Zhongnan University of Economics and Law, June 3, 2016

*Gender, Race and Workplace Policies*, 13<sup>th</sup> Annual Women Leadership Institute Conference, Provost's Advisory Committee on Women's Issues (PACWI), University of South Carolina, Columbia. April 27, 2016

*Federalism and Institutional Arrangements in China: Theory and Assessment*, Winter School on Federalism and Governance, the European Academy of Bozen/Bolzano (EURAC), Austria and Italy, Feb.1-14, 2015

*Gender equity in the workplace: institutional views*, 11<sup>th</sup> Annual Women Leadership Institute Conference, Provost's Advisory Committee on Women's Issues (PACWI), University of South Carolina, Columbia. April 30, 2014

*Dimensions of publicness and targeted substance abuse treatment services for the vulnerable groups*, Auburn University, Sep 3, 2014

## TEACHING

### Teaching at the University of Tennessee, Knoxville

- ❖ Public Administration Capstone Seminar
- ❖ Human Resources Management in the Public Sector
- ❖ Public Administration Internship Course
- ❖ MPPA comprehensive exam course

## Teaching at the University of South Carolina, Columbia

- ❖ Public Administration Capstone Seminar
- ❖ Human Resources Management
- ❖ Contemporary Organization Theory
- ❖ Perspectives on Public Administration
- ❖ Public Budgeting
- ❖ Comparative Public Administration
- ❖ Introduction to Public Administration

## University and Department Services

- 2025 Graduate Council, Faculty Search Committees (quite a few), Expand Horizons Program, Graduate Curriculum Committee, Director of Graduate Studies
- 2024 Graduate Council, Faculty Search Committees (quite a few), Expand Horizons Program, Graduate Curriculum Committee, Director of Graduate Studies
- 2023 Graduate Council, Faculty Search Committees (chairs for 2, members for 5), Graduate Curriculum Committee, Leadership Acceleration and Development for Rising Stars (LADRS), Director of Graduate Studies
- 2022 Committee of Graduate Studies, Department Advisory Committee, MPPA Comps Committee, Faculty Search Committees,
- 2021 Department Scholarship Committee, Department Advisory Committee, Doctoral Comprehensive Exam Committee, MPA Committee, Search Committee for IR Instructor
- 2020 MPA Director, Department Advisory Committee, Comprehensive exam committees, Advisor for MPA Student Association
- 2019 Interim MPA Director, Department Advisory Committee, PA adjunct faculty search committee (Chair), PA faculty search committee (Chair), Committee of Tenure & Promotion, Comprehensive exam committees, Advisor for MPA Student Association
- 2018 Faculty senator, PA faculty search committee, Committee of diversity & inclusion (Chair), Faculty Annual Review Committee, Interview by the Post and Courier
- 2017 Committee of Diversity & Inclusion (Chairing); Committee of third year review; Committee of Tenure and Promotion
- 2016 Undergraduate Student Committee, Department of Political Science
- 2015~ MPA diversity committee, Department of Political Science
- 2012~ MPA Admission Committee, Department of Political Science
- 2012-2015 Committee on Curricula & Courses, USC
- 2011-2014 Faculty Senator, USC
- 2013 Interview by *PRISM* magazine on how international science and engineering students affect the attraction of scientific careers among American students, July.
- 2011 Faculty Search Committee, Search Committee for PA Postdoctoral Scholar, Interview with *Nature* correspondent on postdocs' career trajectories, April
- 2010~ Comprehensive Exam Committees, Department of Political Science, USC

## Professional and Community Services

- 2025 NASPAA Dissertation Award Committee member  
NASPAA site visit team (Chair), Eastern Kentucky University
- 2024 NASPAA site visit team, California State University, Fullerton
- 2023 NASPAA site visit team, Western Kentucky University

2022 NASPAA site visit team, Eastern Carolina University.  
External tenure reviewer (University of Idaho)

2021 NASPAA site visit team, University of Dayton  
External tenure reviewer (University of Michigan -Dearborn)

2016-2019 Editorial board, Journal of Technology Transfer

2021-2027 Global Editorial Committee, International Review of Administrative Sciences