

Xuhong Su (Su Su)

The Howard Baker Jr. School of Public Policy and Public Affairs
University of Tennessee, Knoxville, TN
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ACADEMIC APPOINTMENTS

- 2023 - Director of Graduate Studies and Associate Professor, The Howard Baker Jr. School of Public Policy and Public Affairs, University of Tennessee, Knoxville, TN
- 2022 - 2023 MPPA Director and Associate Professor, Department of Political Science, University of Tennessee, Knoxville
- 2019-2022 MPA Director (2020-2022, Interim 2019-2020), Department of Political Science, University of South Carolina, Columbia
- 2010~2022 Assistant Professor /Associate Professor, Department of Political Science, University of South Carolina, Columbia

EDUCATION

- M.A. Applied Statistical Analysis, University of South Carolina, USA, 2022
- Ph.D. Public Administration and Public Policy, University of Georgia, USA, 2010
- M.A. Department of Public Administration, Wuhan University, China, 2002
- B.A. Department of Public Administration, Wuhan University, China, 1999

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
- 2017~2020 Visiting fellow, College of Public Management, Zhongnan University of Economics and Law, Wuhan, China
- 2013~2022 Senior Research Associate, Walker Institute of International and Area Studies, University of South Carolina, Columbia, SC

HONORS AND AWARDS

- Global Carolina Travel Fund (\$1000), Office of the Provost's International Advisory Committee, University of South Carolina, 2020 (Canceled due to the pandemic)
- Faculty Research Initiative Fund (\$2400), College of Arts & Science, University of South Carolina, 2019
- Faculty Research Fund (\$7500), College of Arts & Science, University of South Carolina, 2018
- Faculty Research Initiative Fund (\$3500), College of Arts & Science, University of South Carolina, 2018
- Faculty Travel Fund (\$1500), College of Arts & Science, University of South Carolina, 2018
- Summer Research Grant (\$1500), Department of Political Science, University of South Carolina, 2011

PROFESSIONAL TRAINING

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

PEER-REVIEWED JOURNAL PUBLICATIONS

24. Su Su and Rui Wang (forthcoming), shirking when bureaucratic accountability is due? Evidence from managing severe safety accidents, *Public Performance and Management Review*
23. Liying Zhang and Su Su (2023), It is top-down governance: examining environmental PPPs. *Asian Pacific Journal of Public Administration*
22. Su Su and Wenbo Chen (2023), Pathways to women's electoral representation: The global effectiveness of legislative gender quotas over time, *Journal of Legislative Studies*
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
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. Ni Xing and Xuhong Su (2019), Institutional anticorruption in China: Effectiveness on bribery incidence, *Public Administration Review*, 79(4), 538-551
15. 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
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

2024 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, Beihang 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 24th 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, Beihang 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, Beihang 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, 13th 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, 11th 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 (2022-present)

- ❖ 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 (2010-2022)

- ❖ 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

- 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

- 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
- 2021-2024 Global Editorial Committee, International Review of Administrative Sciences

Dissertation and Thesis Committees

Brian Warby (2012, Ph.D.)
Jonathan Rauh (2014, Ph.D.)
Xueyang Li (Co-chair, Ph.D.)
Carolyn Betha (2014, Honors College)
Caitlin Costner (Chair, 2021, Honors College)
Caroline Farrell (2021, Honors College)

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