

MINSUNG MICHAEL KANG

KDI School of Public Policy and Management (KDI School)

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Academic Appointments

- 2022** Assistant Professor of Public Administration and Governance
KDI School of Public Policy and Management, Sejong, Korea
- 2020** Adjunct Faculty, College at Brockport—State University of New York
- 2019** Rockefeller College Instructor, University at Albany—State University of New York

Education

- 2022** Ph.D. in Public Administration and Policy
Rockefeller College of Public Affairs and Policy
University at Albany—State University of New York, Albany, NY, U.S.
- 2017** Master of Public Administration, with *Pi Alpha Alpha (ΠΑΑ)*
Rutgers University-Newark, NJ, U.S.
- 2015** Master of Public Policy, with *Outstanding Thesis Award*
Seoul National University, Seoul, Korea.
- 2013** Bachelor of Arts in Public Policy Studies, with *Cum Laude*
Doshisha University, Kyoto, Japan.

Research Areas: Public Administration and Policy

Public management; Public organizations; Public personnel Management; Civil service systems; Administrative ethics; Local governments, Education policy; and Research methods.

Honors and Grants

- 2023** NRF Korea Humanities & Social Sciences Research Grant
National Research Foundation of Korea (NRF)
- 2022** NASPAA STAATS Emerging Scholars Award
Networks of Schools of Public Policy, Affairs, and Administration (NASPAA)
- 2021** APSA Paul Volcker Junior Scholar Research Award
American Political Science Association (APSA)
- 2021** Rockefeller College Steve Jackson Excellence in Teaching Award
Rockefeller College of Public Affairs and Policy, University at Albany–SUNY
- 2020** ASPA Founder’s Fellow
American Society of Public Administration (ASPA)
- 2019** PMRA Diversity and Inclusion Award
Public Management Research Associations (PMRA)
- 2019** ASPA SKPA Scholar Best Paper Award
American Society of Public Administration (ASPA)
- 2017** NASPAA Pi Alpha Alpha (ΠΑΑ) Academic Honor Society of Public Administration
Networks of Schools of Public Policy, Affairs, and Administration (NASPAA)
- 2015** SNU Outstanding Master of Public Policy Thesis Awards
Graduate School of Public Administration, Seoul National University
- 2014** SNU Emeritus Professor Cho Fellowship for Academic Excellence
Seoul National University
- 2013** Brain Korea 21+ Fellowship
National Research Foundation of Korea

강민성

한국개발연구원 국제정책대학원(KDI School) 행정학 조교수

대한민국 세종특별자치시 남세종로 263 교수연구실 323 (우:30149)

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경력

- 2022 KDI 국제정책대학원 조교수
- 2020 뉴욕주립대학교-브록포트 행정학과 겸임교수
- 2019 뉴욕주립대학교-알바니 록펠러행정대학원 강사

학력

- 2022 행정학박사 미국 뉴욕주립대학교 (알바니) 록펠러행정대학원
- 2017 행정학석사 미국 럿거스대학교 행정대학원
- 2015 정책학석사 한국 서울대학교 행정대학원
- 2013 정책학학사 일본 도시샤대학교 정책학부 정책학과

연구분야: 행정학 및 정책학

공공관리, 공공조직, 인사행정, 공무원제도, 행정윤리, 지방행정, 교육정책, 및 연구방법론

상훈

- 2023 한국연구재단 (NRF) 인문사회계열 신진연구자 지원사업
- 2022 전미행정대학원연합회 (NASPAA) 스탯츠(STAATS) 신진행정학자상
- 2021 미국정치학회 (APSA) 폴 볼커 (Paul Volcker) 신진정치학자상
- 2021 록펠러행정대학원 (Rockefeller College of Public Affairs and Policy) 스티브 잭슨 우수강의교수상
- 2020 미국행정학회 (ASPA) 파운더즈 펠로우 (Founder's Fellow)
- 2019 미국공공관리학회 (PMRA) 다양성 및 인클루전상 (Diversity and Inclusion Award)
- 2019 미국행정학회 (ASPA) SKPA 섹션 최우수논문상
- 2017 전미행정대학원연합회 (NASPAA) 최우수행정학석사 인증 (Pi Alpha Alpha; ΠAA)
- 2015 서울대학교 행정대학원 우수석사논문상
- 2014 서울대학교 행정대학원 명예교수 조석준 펠로우
- 2013 서울대학교 행정대학원 BK21+ 펠로우

Publications

Ph.D. Dissertation:

1. **Kang, M.M.** (2022) From Dissenting-Voice to Democratic Bureaucracy: Three Essays on Bureaucratic Whistleblowing [[Ph.D. Dissertation](#)]. Rockefeller College of Public Affairs & Policy, University at Albany—State University of New York.

Dissertation Committee: Ellen V. Rubin (Chair), Gene A. Brewer (External), Lucy C. Sorensen (Internal 1), and Hongseok Lee (Internal 2)

Peer-reviewed Journal Articles:

2. **Kang, M.M.** (forthcoming). Can Whistleblowing Reshape Organizations? Exploring the Internal Consequences of Whistleblowing Outcomes on Public Organizations. *International Public Management Journal (SSCI)*. Manuscript available upon request.
3. **Kang, M.M.**, Lee, D., & Kim, H.J (forthcoming). Enacting Smart City Policies from the Residential Viewpoints: The Determinants of Citizens' Smart City Policy Literacy. *International Review of Administrative Sciences (SSCI)*. Manuscript available upon request.
4. **Kang, M.M.**, Lee, D., & Park, N. (forthcoming). Does Whistleblowing Always Compromise Bureaucratic Reputation? Exploring the Role of Accountability Institutions Through Bureaucratic Reputation Theory. *Public Management Review (SSCI)*. Manuscript available upon request.
 - Media coverage: **Kang, M.M.**, Lee, D., Park, N. (2023). Does Whistleblowing Always Compromise Bureaucratic Reputation? In: [Korea Public Administration Forum. The Korean Association for Public Administration.](#)
5. Lee, D., Kim, H.J., **Kang, M.M.** (forthcoming). Examining the Role of Social Capital and Socioeconomic Status on Anti-foreigner Sentiment in South Korea. *Korea Observer (SSCI)*. Manuscript available upon request.
6. **Kang, M.M.** (2023). Bureaucratic Whistleblowing in the Public Sector: A Systematic Literature Review. *Review of Public Personnel Administration (SSCI)*.
<https://doi.org/10.1177/0734371X221078784>.
7. **Kang, M.M.** & Rubin, E.V. (2023). The Efficacy of Protection: The Effects of the Whistleblower Protection Enhancement Act of 2012 on the TSA—A Natural Experiment. *International Public Management Journal (SSCI)*.
<https://doi.org/10.1080/10967494.2022.2124336>.
 - Media coverage: **Kang, M.M.** (2023). [On the Efficacy of Whistleblower Protection: Evidence from a Natural Experiment. In: Policy Library Magazine. National Library of Korea, Sejong. Ministry of Culture, Sports, and Tourism of Korea.](#)
8. Lee, H., **Kang, M.M.**, & Kim, S. (2022). A Psychological Process of Bureaucratic Whistleblowing: Applying the Theory of Planned Behavior. *American Review of Public Administration (SSCI)*. <https://doi.org/10.1177/02750740211003345>.

9. **Kang, M.M.**, Park, S., & Sorensen, L. (2022). Empowering the Frontline: Organizational Environments, Resources, Performance Pressures, and Empowerment. *Public Management Review (SSCI)*. <https://doi.org/10.1080/14719037.2021.1919185>.
10. Lee, J., **Kang, M.M.**, Lee, S.J. (2015). The Effects of Urban Risks on Citizens' Subjective Well-being: The Case of Seoul. *Journal of Local Government Studies (KCI)*. <https://dbpia.co.kr/Journal/articleDetail?nodeId=NODE06532253>.

Books and Book Chapters:

11. Rubin, E. V. & **Kang, M. M.** (2022). Linking justice and employee performance in public organizations. In: Davis. R & Stazyk. E (2022), *Research Handbook on Motivation in Public Administration*, 293. Edward Elgar. <https://www.e-elgar.com/shop/usd/research-handbook-on-motivation-in-public-administration-9781789906790.html>
12. **Kang, M.M.** & Holzer, M. (2017): e-Communication Policy. In: Holzer, M. & Manoharan, A. (2017), *e-Governance Study: Best Practices for Policy Adoption*. Seoul Metropolitan Government & Rutgers University e-Government Institute. https://seoulsolution.kr/sites/default/files/policy/Seoul%20E-Government_EN.pdf
13. Kang, H., Choi, Y., **Kang, M.M.** (2013), The Determinants of Citizen Happiness from the Public Policy Perspective. Jeju-Development Institute. *Manuscript available upon request*.

Manuscripts in Progress and Under Review:

1. Lee, S., Lee, D., **Kang, M.M.**, & Bustos, E. The Effects of Organizational Reputation on Job Satisfaction in U.S. Federal Agencies: Exploring the Mediating Role of Perceived Organizational Identity. *In R&R stage in the International Public Management Journal*.
2. Ethics Reform and Civil Service Compliance: Experimental Evidence on the Effects of the Conflict-of-interest Management. *In analysis stage*.
3. Instrumentality or Non-instrumentality? Organizational Justice and Performance in Public Organizations. *In data collection stage*.
4. The Nature of Civil Services' Ethicality: Empirical Analysis on the Formation Process of Ethical Competence. *In data collection stage*.
5. What Makes Anti-Corruption Policies Effective? Three-dimensional Approach to Ethics Management and Anti-corruption Literacy. *In data collection stage*.
6. Politics or Facts? A Comparative Study on Citizens' Motivated Reasoning in the US and Korea. *In data collection stage*.
7. Working, Shirking, and Sabotage: A Conjoint Experiment on Bureaucratic Response to a Democratic Public in Korea.
8. Administrative Burden and Social Capital: The Case of Tax Reporting and Earned Income Tax Credit in the U.S. and Korea

Professional Research Project

1. Ethical Competence and Anti-corruption Systems in Korean Local Government: An Organizational Behavior Approach. Project Manager (\$120,000). Funded by the National Research Foundation of Korea. 2023-2025.
2. A Comparative Research on Citizen-State Interactions Through Experimental Approaches in the United States and Korea. Co-Project Manager (\$20,000). Funded by the Yonsei University Signature Research Cluster Project. 2024-2026.
3. Developing Assessment Tools for Evaluating New Public Managers' (deputy directors) Policy Planning Capability. Co-Project Manager (\$30,000). Funded by the Ministry of Personnel Management of Korea. 2023.
4. Consultancy for the Evidence-Based Study of Korea's Public Official Asset E-Filing System. Co-Project Manager (\$100,000). Funded by the Inter-American Development Bank (IDB) and World Bank (WB). 2022-2024.
5. Preliminary Study for the Promotion of Tailored Mutual Growth Public Project between Korea and Central Asia. Co-Project Manager (\$150,000). Funded by the National Research Council for Economics, Humanities, and Social Sciences (NRC) and KDI School of Public Policy and Management. 2023.

Teaching Areas: Public Administration and Policy

Public Administration/Policy: Public Administration/Management; Administrative Ethics; Local Government; Organizational Theory/Behavior; and Public Personnel Management.
 Research Methods: Research Design; Statistics; and Policy Analysis/Evaluations.

Teaching Experiences: Courses Taught

2022-	<p><i>Assistant Professor</i>, KDI School of Public Policy and Management.</p> <p>Foundations of Public Management. Ph.D. level core course.</p> <p>Public Organizations and Management. Master's level core course.</p> <p>Local Government Management. Master's level course.</p> <p>Public Organizations and Personnel Management. Master's level core course.</p>
2021-22	<p><i>Adjunct Faculty</i>, College at Brockport—SUNY, Dept of Public Administration.</p> <p>RPAD688 Research Methods and Statistics. MPA core course.</p>
2021	<p><i>Instructor</i>, University at Albany—SUNY, Rockefeller College.</p> <p>RPAD506 Foundations of Public Management. MPA core course.</p>
2020	<p><i>Instructor</i>, University at Albany—SUNY, Rockefeller College.</p> <p>RPAD504 Policy Evaluation and Analysis. MPA research method course.</p>
2018-19	<p><i>Instructor</i>, University at Albany—SUNY, Rockefeller College.</p> <p>RPAD302 Understanding Public Organizations. BA core course.</p>

Invited Talks and Presentations

Invited Talks:

- **Kang, M.M.** "Anti-Corruption Governance in Korea: Reconciling the Two Dominant Approaches for Public Sector Integrity," UN Global Development Learning Network, March 2024. [\[Link\]](#)
- **Kang, M.M.** "Evaluating the implementation phase for the National Action Plan of Anti-Corruption in Sri Lanka," Anti-Corruption and Civil Rights Commission of Korea (ACRC) Training Session, May 2023. [\[Link\]](#)
- **Kang, M.M.** "Ethics Management and Anti-Corruption Systems in Korea," UN Global Development

- Learning Network, March 2023. [\[Link\]](#)
- **Kang, M.M.** "The Efficacy of Protections," NASPAA STAATS Emerging Scholar Research Presentation Session, November 2021. [\[Link\]](#)
 - **Kang, M.M.** "Bureaucratic Whistleblowing as An Accountability Mechanism," ASPA Founders' Fellow Panel, April 2021.
 - **Kang, M.M.** "Bureaucratic Whistleblowing and Whistleblower Protection Systems," The Consulate General of the Republic of Korea Comparative Policy Study Conference, New York, NY, December 2019. [\[Link\]](#)
 - **Kang, M.M.** "Is the New Shield Effective? A Natural Experiment on the Whistleblower Protection Enhancement Act of 2012," Rockefeller Brown Bag Research Talk, University at Albany-SUNY, February 2019.

Conference Presentations:

- **Kang, M.M.** & Lee, D.S. "Ethics Reform and Civil Service Compliance: Evidence from a List Experiment." KAPA International Conference, Korea, June 2023.
- **Kang, M.M.** & Lee, D.S. "Private Gains from Public Loss? Managing Conflict of Interests in Public Organizations: The Case of South Korea." IRSPM, Budapest, Hungary, April 2023.
- **Kang, M.M.**, Lee, D., & Park, N. "Does Whistleblowing Always Compromise Bureaucratic Reputation? Exploring the Role of Accountability Institutions Through Bureaucratic Reputation Theory." APPAM, Washington DC, November 2023.
- **Kang, M.M.** & Lee, D. "Why Ethics of Government? Bureaucratic Reputation, Whistleblowing Management, and the Roles of Accountability Institutions," ASPA, Jacksonville, FL, March 2022.
- Lee, H. & **Kang, M.M.** "Examining the Roles of Leadership and Ethics Systems in Shaping Public Employees' Whistleblowing Attitudes," ASPA, Jacksonville, FL, March 2022.
- **Kang, M.M.** "Can Whistleblowing Reshape Organizations? the Consequence of Bureaucratic Whistleblowing in US Federal Bureaucracies," APPAM, Austin, TX, 2021 to March 2022.
- **Kang, M.M.** "Can Whistleblowing Reshape Organizations? The Effects of Bureaucratic Whistleblowing on Organizational Performance, Empowerment, and Justice," PMRC, Virtual/Hawaii, June 2021.
- **Kang, M.M.** "Bureaucratic Whistleblowing: A Systematic Literature Review," PMRC, Virtual/Hawaii, June 2021.
- **Kang, M.M.** & Lee D. "Bureaucratic Reputation, Whistleblowing Management, and the Roles of Accountability Institutions," KAPA, June 2021.
- **Kang, M.M.** & Rubin, E.V. "Linking Justice and Performance in Public Organizations," ASPA, Virtual, April 2021.
- Lee, D. & **Kang, M.M.** "Bureaucratic Whistleblowing, Agency Reputation, and Citizens' Reactive Judgments," ASPA, Virtual, April 2021.
- Lee, H., **Kang, M.M.** "'A Psychological Process of Bureaucratic Whistleblowing: Applying the Theory of Planned Behavior," APPAM, Virtual, November 2020.
- Kim, S., Lee, H., & **Kang, M.M.** "Examining the Roles of Leadership and Ethics Systems in Sharpening Public Employees' Whistleblowing Intention," NECoPA, Boston, MA, November 2020.
- Lee, H., **Kang, M.M.** "'A Psychological Process of Bureaucratic Whistleblowing: Applying the Theory of Planned Behavior," PMRC, Hawaii, June 24-27, 2020. *Canceled.*
- **Kang, M.M.**, Park, S. & Sorensen, L. "How Does High-Stakes Accountability Pressure Affect Frontline Public Service Empowerment? Evidence from North Carolina Teachers," APPAM, Denver, CO, November 2019.
- **Kang, M.M.** "The Efficacy of the Shield," AoM, Boston, MA, August 2019.
- **Kang, M.M.** "Is the New Shield Effective? The Impact of Whistleblower Protection Enhancement Act of 2012 on US Federal Bureaucracies: A Natural Experiment," PMRC, Chapel Hill, NC, June 2019.
- **Kang, M.M.** "The Efficacy of the Shield: A Natural Experiment of the Whistleblower Protection Enhancement Act of 2012 – Employing causal methods in public management research," PMRC pre-conference workshop on Methods Innovation in Public Administration Management Research, Chapel Hill, NC, June 2019.

- **Kang, M.M.** & Sorensen, L. "How Do Accountability Systems Affect Frontline Public Service Empowerment? Evidence from North Carolina Teachers," PMRC, Chapel Hill, NC, June 2019.
- **Kang, M.M.** "Is the New Shield Effective? The Impact of Whistleblower Protection Enhancement Act of 2012 on the U.S. Federal Bureaucrats' Whistleblowing Intention: A Quasi-Experimental Analysis," ASPA, Washington D.C., March 2019.
- **Kang, M.M.**, Sorensen, L. "How Do Accountability Systems Affect the Frontline Public Service Empowerment? Evidence from North Carolina Teachers," ASPA, Washington D.C., March 2019.
- **Kang, M.M.** "Does e-Government Really Improve Trust? Evidence from the Expectancy-Disconfirmation Theory," ASPA, Atlanta, GA, March 2017.
- Holzer, M., Manoharan, A., Yang, H., Choi, E., **Kang, M.M.**, Lee, S. "Establishment of Bridgehead for Policy Export and International Relations: Digital e-governance of Seoul Metropolitan Government," ASPA, Seattle, WA, March 2016.
- Lee, J., **Kang, M.M.**, & Jeon M., "The Impact of Risk-Perception on Residents' Happiness: The Case of Seoul Metropolitan Government." The annual conference of Korean Association for Local Governments Studies (KALGS), Gwangju, Korea, October 2014.
- **Kang, M.M.** "An Actual Policy Suggestion with respect to Public Transportation System for Kyoto City: The Applicability of Zoning and Automatic Transfer System." The annual conference of the University Consortium for Policy Studies, Kyoto, Japan. December 2011.

Academic Services

- 2022- Korean Association for Policy Studies (KAPS): Director of Emerging Scholar Committee, Director of International Cooperation Committee.
- 2022- Korean Association of Public Administration (KAPA): Director of International Cooperation Committee.
- 2022- Korean Society for Public Personnel Administration (KOSPPA): Director of Trustee.
- 2021- Networks of Schools of Public Policy, Affairs, and Administration (NASPAA): Best Dissertation Committee, NASPAA STAATS Emerging Scholar Award Committee, and Member
- 2020- American Political Science Association (APSA): Member.
- 2019- Public Management Research Association (PMRA): Member and pre-conference presenter.
- 2017- American Society for Public Administration (ASPA): Member.
- 2019- Academy of Management (AoM): Member and Section reviewer.
- 2013- Korean Association of Public Administration (KAPA): Member.
- 2013- Korean Association for Local Government Studies(KALGS): Member.

Social Services

- 2019-22 Managing Organizer, US Embassy of Korea Comparative Study Initiative, NY.
- 2019-20 Treasury, Rockefeller Graduate Students' Organization, University at Albany-SUNY.
- 2013-14 Vice President, Grad-Student's Council of GSPA, Seoul National University, Korea.
- 2009-10 President, International Students' Associated Council of Doshisha University, Japan.