KDI SCHOOL
KDI School of Public Policy and Management

MINSUNG MICHAEL KANG

KDI School of Public Policy and Management (KDI School)
S323, 263 Namsejong-ro, Sejong, 30149, Republic of Korea
Email mmkang@kdis.ac.kr | Phone +82) 44.550.1287 | Faculty Page [Link] | Twitter [@mm_kang]

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 (ΠAA)*
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 (ΠAA) 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

KDI SCHOOL
KDI School of Public Policy and Management

강민성

한국개발연구원 국제정책대학원(KDI School) 행정학 조교수
대한민국 세종특별자치시 남세종로 263 교수연구실 323 (우:30149)
Email mmkang@kdis.ac.kr | Phone +82) 44.550.1287 | Faculty Page [Link] | Twitter [@mm_kang]

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.**, 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.*
3. 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.*
4. **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.
5. **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.*
6. 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.
7. **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.
8. 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:

9. 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
10. **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
11. 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*.

Under Reviews:

12. **Kang, M.M.** Can Whistleblowing Reshape Organizations? Exploring the Internal Consequences of Whistleblowing Outcomes on Public Organizations. *In R&R stage in the International Public Management Journal.*
13. **Kang, M.M.**, Lee, D., & Kim, H.J. Enacting Smart City Policies from the Residential Viewpoints: The Determinants of Citizens' Smart City Policy Literacy. *In R&R stage in the International Review of Administrative Science.*
14. 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. *Submitted to International Public Management Journal*.

Manuscripts in Progress:

15. Ethics Reform and Civil Service Compliance: Experimental Evidence on the Effects of the Conflict-of-interest Management. *In analysis stage*.
16. Instrumentality or Non-instrumentality? Organizational Justice and Performance in Public Organizations. *In data collection stage*.
17. The Nature of Civil Services' Ethicality: Empirical Analysis on the Formation Process of Ethical Competence. *In data collection stage.*
18. What Makes Anti-Corruption Policies Effective? Three-dimensional Approach to Ethics Management and Anti-corruption Literacy. *In data collection stage.*
19. Politics or Facts? A Comparative Study on Citizens' Motivated Reasoning in the US and Korea. *In data collection stage.*
20. Working, Shirking, and Sabotage: A Conjoint Experiment on Bureaucratic Response to a Democratic Public in Korea.

21. Administrative Burden and Social Capital: The Case of Tax Reporting and Earned Income Tax Credit in the U.S. and Korea
22. Kim, S., Lee, H., & Kang, M.M. Ethics Systems, Leadership, and Public Employees' Willingness to Voice. *In analysis stage*.

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

Talks and Presentations

Invited Talks:

- **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 Sharping 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.