Fangda Ding

Assistant Professor in Public Administration
Department of Politics & Public Administration
University of Hong Kong (HKU)
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Academic Positions

The University of Hong Kong
Assistant Professor, Department of Politics and Public Administration **August 2023-**

Education

Rutgers University, Newark **Ph.D., Public Administration, May 2023**
School of Public Affairs and Administration
Committee: Norma M Riccucci(Chair), Gregg Van Ryzin, Miyeon Song, Jason A Coupet (external)
Dissertation: *How can bureaucratic representation and diversity contribute to public service? Four essays*
Best Dissertation Award, Section on Personnel Administration and Labor Relations, American Society of Public Administration

Peking University **M.A., Public Administration, June 2019**
School of Government

London School of Economics & Political Science **MSc., Public Administration, December 2018**
Department of Government

Wuhan University **B.A., Translation & Interpretation, June 2016**
School of Foreign Languages and Literature

Wuhan University **B.S., Finance, June 2016**
School of Economics and Management

Publication

Peer-Reviewed Journal Articles & Book Chapters

- **Ding, F**. & Chen, Y. (2026). "Is public sector a better place for moms to work? Exploring sector difference in child penalty on women." *Public Administration Review*.
- **Ding, F**. (2026). "Symbolic Effect of Bureaucratic Representation Under Labor Shortage: Can It Still Motivate Citizens to Co-produce?" *Review of Public Personnel Administration*. 46(4): 820-861. doi:10.1177/0734371X251337430.
- **Ding, F.**, & Riccucci, N. M. (2024). DEI and Representative Bureaucracy, in *Elgar Handbook of Diversity, Equity, and Inclusion in Public Administration*. Elgar Publications.
- **Ding, F**., Wen, B., & Shon, J. (2023). "Frontline Bureaucratic Attitude Towards Administrative Integration: Does Organizational Configuration Matter?" *Administration & Society*. 55(7): 1255-1289. doi:10.1177/00953997231165995.
- **Ding, F**. & Riccucci, N. M. (2023). "How Diversity Affects Public Organizational Performance: A Meta-Analysis." *Public Administration*. 101(4): 1367–1393. doi:10.1111/padm.12885.

- **Ding, F.**, Riccucci, N. M., & Lu, J. (2021). "How Bureaucratic Representation Affects Public Organizational Performance: A Meta-Analysis." *Public Administration Review.* 81(6): 1003-1018. doi:10.1111/puar.13361.
- Zhang, Y., Holzer, M., Mao, H., **Ding, F.**, & Li, H. (2022). "The Fruits of Diversity and Globalization: Participation and Contributions of East-Asian Scholars in Public Administration." *Public Integrity*. 24(6): 586–599. doi:10.1080/10999922. 2022.2086739.
- **Ding, F.**, & Riccucci, N. M. (2020). "The Value of Alumni Networks in Responding to the Public Administration Theory and Practice: Evidence from the COVID-19 Pandemic in China." *Administrative Theory & Praxis* 42(4): 588-603. doi:10.1080/10841806.2020.1798694.
- **Ding, F**. (2019). A New Probe into the Reform of Law Enforcement System of Urban Management in China—an Analysis from the Perspective of Hood's Bureaucratic Control Theory. *Theory and reform* 1: 175-188. (in Chinese)
- **Ding, F**. (2017). Lesson from the Global Practice of P2P Regulation and its Implication to China. *Journal of Sichuan Administration College* 1: 9-16. (in Chinese)
- Rhodes, R.A.W. & **Ding, F**. (2016). Understand 'Governance': A Twenty Year's Glance. *The Forum of Leadership Science* 17: 5-17. (in Chinese)

Policy report

- **Ding, F**., Chan, K., Chung, P. (2026). *Study on Improving Social Wellbeing of Ethnic Minorities in Hong Kong through Ameliorating the Digital Divide*. Equal Opportunities Commission, Hong Kong. https://www.eoc.org.hk/en/policy-advocacy-and-research/research-reports/2026-1

Manuscripts under review

- **Ding, F**. & Chen, Y. "How social media exposure affects ethnic minorities' utilization of digital public services: Evidence from a mixed-methods study in Hong Kong". *Revised and resubmitted to Public Management Review*
- **Ding, F**. & Shon, J. "The effects of fiscal conditions on public employees' organizational commitment: Do organizational attributes matter?" *Revised and resubmitted to Journal of Public Administration Research and Theory*
- **Ding, F**. & Wang, R. "How gender and racial minority representation is achieved in government workforce: Does leader partisanship matter?" *Revised and resubmitted to Public Management Review*
- **Ding, F**., Meng, C., Yuan, Y., & Tang, L. "Female editor-in-chief appointments precede narrower gender gaps in leading authorship and novel research"
- **Ding, F**., Yuan, Y., Gaozhao, D., & Chen, Y. "Replace or Complement Humans? Configurations of Local Conditions and AI Adoption Emphasis in Chinese Local Governments"
- **Ding, F**. & Wang, H. "A flash in the pan: The Impact of equity-related performance goal on sustained government commitment"
- Wang, Q., Xi, J., & **Ding, F**. "Unveiling citizen trust in government chatbots: can anthropomorphic design and human fallback mitigate emotional frictions?"
- **Ding, F**. & Wang, X. "Understanding Inequality in Interlocal Government Collaboration: Is There a Public Service Island?"
- **Ding, F**., Yuan, Y., & Chen, Y. "Unveiling gender inequality in outsider participation in research innovation: does insider leadership gender homophily matter?"
- Meng, C., Yuan, Y., & **Ding, F**. "Wellbeing dilemma of AI adoption in local governance: Does administrative division enlarge the regional disparity?"
- Liu, Z., Huang, B., Koh, K., **Ding, F**., Zhang, S., & Bannister, J. "European refugee crises reshape cross-border sentiment and framing while hate speech varies with socioeconomic conditions"

Work in progress

- **Ding, F**. & Chen, Y. "Understanding innovation in China through university technology transfer: When government brokerage outperforms the Bayh-Dole model"
- **Ding, F**., He, Z., & Li, Q. "Special economic zones in Africa raise local economic activity but reduce green space per resident"
- **Ding, F**., & Li, Q. "Self-employed business and local political environments"
- **Ding, F**., Meng, C., & Liu, Y. "inequality in the mandated network implementation"
- **Ding, F**., Yuan, Y., & Chen, Y. "Academic leadership transfer and knowledge production in public administration"
- **Ding, F**. "Loss before the game: How gender stereotypes shape public-sector internship opportunities"
- Meng, C., & **Ding, F**. "How symbolic representation differs in bureaucratic and political contexts: a meta-analysis"

Grants

2026-2027 Internal Seed Grant Scheme under the Faculty's Strategic Research Theme (SRT) "Culture, Equity & Community Development", The University of Hong Kong (HKD 120,000)

2025-2027 Social Sciences Internal Seed Grant Scheme 2024-2025 "Analyzing the Socioeconomic Impacts of Compound Extreme Events on Rice Production in Asia: Implications for Food Security, Trade, and Equity", The University of Hong Kong (HKD 149,320)

2025-2027 Internal Seed Grant Scheme under the Faculty's Strategic Research Theme (SRT) "Population, Wellbeing & Human Behaviour", The University of Hong Kong (HKD 120,000)

2024-2026 Early Career Scheme (ECS), Research Grant Council (RGC), "Conditionality of female representation in China's public sector: Institutional barriers, organizational inclusiveness, and social dynamics" (HKD 471,344)

2023-2026 Social Sciences Internal Seed Grant Scheme 2023-2024, "Exploring the impacts of air pollution on Chinese women in rural areas: labor dynamic and income structure", The University of Hong Kong (HKD 148,780)

2024-2025 "Study on Improving Social Wellbeing of Ethnic Minorities in Hong Kong through Ameliorating the Digital Divide", Equal Opportunity Commission (HKD 474,665)

2023-2025 Social Sciences Internal Seed Grant Scheme 2023-2024, "Innovation and its discontents: multi-disciplinary approaches to planetary sustainability", The University of Hong Kong (HKD 150,000)

2023-2025 Seed Fund for Basic Research, The University of Hong Kong (HKD 144,798)

Awards & Honors

2025 Faculty Merit-based Achievement Recognition Award 2024–2025, Faculty of Social Sciences, The University of Hong Kong (HKD 120,000)

2024 Best Dissertation Award, Section on Personnel Administration and Labor Relations at American Society for Public Administration (SPALR at ASPA)

2022 Dean's Dissertation Fellowship, Rutgers University-Newark ($25,000)

2022 CPSG DEI Advocacy Award, China Policy Scholars Group at Association for Public Policy Analysis & Management

2022 Founders' Fellowship, American Society for Public Administration ($499)

2021 Equity and Inclusion Fellowship, Association for Public Policy Analysis & Management ($499)

2019-2023 Graduate Fellowship, Rutgers University-Newark ($28,888)

2017-2018 Winner of the MSc Public Administration and Government Prize for Best Dissertation, London School of Economics and Political Science
2017-2018 Self-Funded Scholarship from China Scholarship Council, State Scholarship Fund (£10,000)
2016-2017 Leo Koguan Scholarship, Academic Scholarship, Peking University (¥25,000)
2013-2016 National Scholarship, Wuhan University (¥30,000)

Conference Presentations

2026 PMRC (Public Management Research Conference), APSA (American Political Science Association Annual Conference)
2025 PMRC, APPAM (Association of Public Policy Analysis and Management Annual Conference)
2024 PMRC, APSA, APPAM
2023 APSA, APPAM
2022 ASPA (American Public Administration Association Annual Conference), PMRC, APSA, APPAM
2021 NASPAA (Network of Schools of Public Policy, Affairs, and Administration Annual Conference)

Teaching

The University of Hong Kong

2026 Fall lecturer, POLI7031 (MPA) Diversity and Equity in Public Administration
2024, 2025, 2026 Spring lecturer, POLI3161 (UG) E-Government: frameworks, instruments, and applications
2024, 2025, 2026 Spring lecturer, POLI3153 (UG) Diversity and Equity in Public Administration
2023, 2024, 2025 Fall lecturer, POLI3034 (UG) Public Administration in China

China-America Association of Public Affairs (CAAPA)

2022-2026 Summer Instructor, Interdisciplinary Approach to Public Policy and Public Management in the New Era of Big Data. 2022 CAAPA-Zhejiang University Summer Methods Workshop

Rutgers University-Newark

2022 Spring Instructor, E-Governance and Digital Services 20:834:517:01 [syllabus] [Teaching Evaluation]
2021 Fall Instructor, Introduction to Public Administration 40:834:200:90 [syllabus] [Teaching Evaluation]

Academic Service

Committee Member

2023 Selection committee for the Riccucci-O'Leary Award (Best article on diversity published in JPART or PPMG)
2024 Selection committee for ASPA's Section on Personnel and Labor Relations (SPALR) Dissertation Award
2023-2026 Policy consultancy, Shanghai Institute of Digital Governance
2024-2025 Policy consultancy, Equal Opportunities Commission, Hong Kong

Referee

Journal of Public Administration Research and Theory, Public Administration Review, Review of Public Personnel Administration, Public Administration, Governance, International Public Management Journal, Public Performance Management Review, Administration & Society, Journal of Asian Public Policy, Chinese Public Administration Review

Professional Memberships

APSA, ASPA, PMRA, APPAM, The Network of Schools of Public Policy, Affairs, and Administration (NASPAA), CAAPA, Chinese Policy Scholars Group, Section on Chinese Public Administration of ASPA

Referees

Norma M Riccucci

- Email: riccucci@rutgers.edu
- Board of Governors Distinguished Professor
- School of Public Affairs and Administration
- Rutgers University–Newark

Miyeon Song

- Email: misong@cau.ac.kr
- Assistant Professor
- School of Public Service
- Chung-Ang University

Gregg Van Ryzin

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- Professor
- School of Public Affairs and Administration
- Rutgers University–Newark

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- Department of Public Administration and Policy
- University of Georgia

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- Associate Professor of Public Management and Policy
- Andrew Young School of Policy Studies
- Georgia State University

Jiahuan Lu

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- Associate Professor
- Maxwell School of Citizenship & Public Affairs
- Syracuse University