

# Fangda Ding

Assistant Professor in Public Administration  
Department of Politics & Public Administration  
University of Hong Kong (HKU)  
Room 948, The Jockey Club Tower, Centennial Campus, HKU  
Pokfulam Road, Hong Kong

Email: [dfd1224@hku.hk](mailto:dfd1224@hku.hk)  
<https://fangda1224.github.io/>  
Cell Phone (H.K.): (852) 6731 7562  
Cell Phone (Mainland China): (86) 18995607070  
Twitter @BobKing1224

## Academic Positions

### The University of Hong Kong

Assistant Professor, Department of Politics and Public Administration

August 2023-

## Education

### Rutgers University, Newark

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

**Ph.D., Public Administration, May 2023**

### Peking University

School of Government

**M.A., Public Administration, June 2019**

### London School of Economics & Political Science

Department of Government

**MSc., Public Administration, December 2018**

### Wuhan University

School of Foreign Languages and Literature

**B.A., Translation & Interpretation, June 2016**

### Wuhan University

School of Economics and Management

**B.S., Finance, June 2016**

## Publication

### Peer-Reviewed Journal Articles

- **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. (SSCI Impact Factor: 3.121)
- **Ding, F.** & Riccucci, N. M. (2022). How Diversity Affects Public Organizational Performance: A Meta-Analysis. *Public Administration*. 1-27. doi:10.1111/padm.12885. (SSCI Impact Factor: 4.013)

- **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. (SSCI Impact Factor: 8.114)
- 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*. doi:10.1080/10999922.2022.2086739. (ESCI)
- **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. (ESCI)
- **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) (CSSCI)
- **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) (CSSCI)
- Rhodes, R.A.W. & **Ding, F.** (2016). Understand ‘Governance’: A Twenty Year’s Glance. *The Forum of Leadership Science* 17: 5-17. (in Chinese) (CSSCI)

### Other Academic Publications

- Rhodes, R.A.W., Ding, H. & **Ding, F.** (2020). Understanding Governance: Policy Networks, Governance, Reflexivity, and Accountability (Translation). Beijing: China Renmin University Press
- **Ding, F.** (2013). Melting Boundaries: Rethinking Arctic Governance (Translation). Beijing: State Oceanic Administration.

### Manuscripts under review

- **Ding, F.** “Impact of Executive Leadership Political Ideology on Bureaucratic Representation in American States: Evidence from A Regression Discontinuity Design” (Job Market Paper)
- **Ding, F.**, & Riccucci, N. M. “DEI and Representative Bureaucracy” (book chapter, revised and resubmitted)
- **Ding, F.** & Shon, J. “Budget as an Evil to Loyalty: Evidence from Federal Employees”
- **Ding, F.** “Gender Representation in Public Organizations under Labor Shortage: Can it Still Motivate Citizens to Coproduce?”
- **Ding, F.** “Firm’s intention to collaborate with state in environmental governance: the effect of institutional pressures”

### Working Papers

- **Ding, F.** ”Symbolic Representation in Bureaucratic and Political lenses: A Meta-Analysis”
- **Ding, F.** Wen, B., Lu, Z., & Ho, A. “Exploring Local Government Studies Using Machine Learning: Historical Focus, Institutional Variation, and Academic-Practice Match”

- **Ding, F.** “Governmental Advocates for Social Equity, Social Media Promotions, and Institutionalization: Is There a Path Dependence?”
- **Ding, F.** “Impacts of Institutional Uncertainty on the Relationship between Bureaucratic Response to Social Equity and Civic Social Media Feedback: More than Resource Dependence?”
- **Ding, F.**, Riccucci, N. M., & Lu, Z. “Examining Inquiry of Social Equity in Public Administration Using Big Data: Does Academia Guide Policy Practice or The Reverse?”
- **Ding, F.**, Meng, C. ”Can governmental investment in environmental protection and the density of environmental nonprofits benefit each other: provincial level evidence from China”
- **Ding, F.** ”Can density of environmental nonprofits affect citizen participation in environmental protection: evidence from China”
- **Ding, F.** ”Dissecting the interaction between citizen participation and eNPO development in China: is it a response to more transparent environmental governance?”

## Grants, Awards & Honors

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)

2019-2023 SPAA Conference Travel Grant, Rutgers University-Newark Newark (\$1,000)

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

”The Role of Race, Gender and Policy Attributes in Citizens’ Trust, Engagement and Coproduction in Governance” *Association of Public Policy Analysis and Management (APPAM) 2022 Annual Conference*, Washington DC, November 18, 2022 (Organizer/Presenter)

”Policy Roles of Leadership in an Interdisciplinary Lens” *Association of Public Policy Analysis and Management (APPAM) 2022 Annual Conference*, Washington DC, November 17, 2022 (Organizer/Presenter)

”How Diversity Affects Public Organizational Performance: A Meta-Analysis” *American Political Science Association 2022 Annual Conference*, Montréal, Québec, Canada, Sept 15, 2022

”Impact of Executive Leadership Political Ideology on Bureaucratic Representation in American State: Evidence from A Regression Discontinuity Design” *Public Management Research Conference (PMRC) 2022*, Phoenix,

Arizona, May 25, 2022

"How Diversity Affects Public Organizational Performance: A Meta-Analysis" *Association of Public Policy Analysis and Management (APPAM) 2021 Annual Conference*, Washington DC, March 27, 2022

"Workforce Diversity In Public Organizations: How to Make Good Use of It for Public Service?" *American Society of Public Administration (ASPA) 2022 Annual Conference*, Jacksonville, Florida, March 18, 2022

"Contributions of East-Asian Scholars to American Public Administration" *The Network of Schools of Public Policy, Affairs, and Administration (NASPAA)* virtually through Zoom, October 2021

"How Diversity Affects Public Organizational Performance: A Meta-Analysis" *Public Management Research Conference (PMRC) 2021*, virtually through Zoom, June 2021

"What Affects the Attitudes China's Local Bureaucrats Hold towards Administrative Reforms? Evidence from an Attitudinal Survey Conducted in Two Chinese Municipalities." *Public Management Research Conference (PMRC) 2020*, (Cancelled)

## Academic Service

### Teaching

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

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]

2021 Spring Teaching Assistant, Economics in Public Administration 20:834:541:02 (Instructor: Prof. Pengju Zhang)

2021 Spring Teaching Assistant, Economics in Public Administration 20:834:541:01 (Instructor: Prof. Pengju Zhang)

2020 Fall Teaching Assistant, Economics in Public Administration 20:834:541:90 (Instructor: Prof. Pengju Zhang)

2019 Fall Teaching Assistant, Applied Statistics 20199:834:561:03 (Instructor: Prof. Jongmin Shon)

### Research

2019- Research Assistant, School of Public Affairs and Administration, Rutgers University-Newark

2019- Graduate fellow, Rutgers University-Newark

2016-2019 Research Assistant, Peking University

2016-2018 Part-time Policy Consultant, Government of Hubei Province

### Referee

Public Administration Review

Public Administration

Administration & Society

Chinese Public Administration Review

## Professional Memberships

- American Political Science Association
- American Society for Public Administration
- Association for Public Policy Analysis & Management
- Public Management Research Association
- The Network of Schools of Public Policy, Affairs, and Administration
- China-America Association for Public Affairs
- Chinese Policy Scholars Group
- Section on Chinese Public Administration of ASPA

## Skills

- Computer: Python, R, Stata, Matlab, LaTeX, Microsoft Office;
- Language: English (fluent), French (basic), Chinese (native)

## 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: miyeon.song@rutgers.edu
- Assistant Professor
- School of Public Affairs and Administration
- Rutgers University–Newark

### Gregg Van Ryzin

- Email: vanryzin@rutgers.edu
- Professor
- School of Public Affairs and Administration
- Rutgers University–Newark

### Eric Zeemering

- Email: Eric.Zeemering@uga.edu
- Associate Professor
- Department of Public Administration and Policy
- University of Georgia

### Jason A Coupet

- Email: jcoupet@gsu.edu
- Associate Professor of Public Management and Policy
- Andrew Young School of Policy Studies
- Georgia State University

### Jiahuan Lu

- Email: jl2129@newark.rutgers.edu
- Associate Professor
- School of Public Affairs and Administration
- Rutgers University–Newark

August 1, 2023