# Keunyoung "Eli" Lee

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## EDUCATION

**Ph.D.**  *(Candidate)* Public Policy and Management, University of Southern California, Los Angeles, US,
**Thesis: Three Essays on the Impact of Federal Agency Reputation on Retention and
Recruitment in the Federal Labor Market**
*Committee: Dr. William Resh (Chair), Dr. Shui Yan Tang, Dr. Nicolas Duquette* (Expected) 2025

**M.P.A**  Public Administration, University of Southern California, Los Angeles, US, 2020

**M.P.A**  Public Administration, Seoul National University, Seoul, South Korea, 2018

**B.A.**  International Liberal Studies *(Psychology Track)*, Waseda University, Tokyo, Japan, 2016

## HONORS/AWARDS

2024  *APSA Herbert Kaufman Best Paper Award*

2024  *AOM PNP Doctoral Consortium Scholarship*

2024  *The Meier PMRC Travel Inclusion Award*

2024  *ASPA Section on Korean Public Administration (SKPA) Student Paper Award*

2024  *ASPA Section on Professional Development (SPOD) Scholarship*

2023  *APPAM- Korean Association for Policy Studies (KAPS) Korean Junior Scholar Award*

2021–  *Pi Alpha Alpha Honor Society*

2020  *Nu Lambda Mu International Honor*

## RESEARCH AREAS

Public Management, Organizational Theory/Behavior, Behavioral Public Administration, Human Resource
Management, Executive/Bureaucratic Politics, Public Procurement and Contract Administration,
Political Appointments/Leadership, Data Science

## PUBLICATIONS

### Journal Articles

2022  Resh, W. G., Napolio, N. G., and **Lee, E. K.** "The Pivotal and Distributive Politics of
Senate-Confirmed Appointee Vacancies." *Presidential Studies Quarterly*, 52 (1), 60–83.
doi.org/10.1111/psq.12769

2018  **Lee, E. K.**, and Jung, K. "Exploring institutional reform of Korean civil service pension: advocacy
coalition framework, policy knowledge and social innovation." *Journal of Open Innovation: Technology,
Market, and Complexity*, 4, 1–23. doi.org/10.1186/s40852-018-0089-0

2017    Jun, S., and **Lee, E. K.** "The Effect of Governance Structure on Local Public Enterprise's Performance using by Earnings Management Model." *Korean Association for Local Government Studies*, 29(3), 1–28. dbpia.co.kr/journal/articleDetail?nodeId=NODE07252012

## Under Review

R/R    Resh, W. G., Ahn, Y., Wang, W., and **Lee, E. K.** "Turnover Effects of Government Shutdowns on the US Federal Labor Market" *Public Administration Review* dx.doi.org/10.2139/ssrn.4578878
*The Recipient of the 2024 APSA Herbert Kaufman Best Paper Award*

U/R    **Lee, E. K.** "The Effects of Agency Reputation on Federal Workforce Turnover" *Journal of Public Administration Research and Theory* dx.doi.org/10.2139/ssrn.4622675
*Accepted to the 2024 PMRC/2023 APPAM/2022 ASPA conference*

## Working Papers

In-prog.    **Lee, E. K.** and Yi Ming "The Impact of Agency Reputation on Recruitment Efficiency in the Federal Workforce" *Accepted to the 2024 APPAM conference*

In-prog.    Resh, W. G. and **Lee, E. K.** "Representational Change in Polycentric U. S. Federal Contracting Markets" *Available at SSRN* dx.doi.org/10.2139/ssrn.4117993
*Accepted to the 2024 PIPE/2023 APPAM/2023 APSA/2023 MPSA conference*

In-prog.    Resh, W. G., **Lee, E. K.**, and Ahn, Y. "Recruitment Effects of Government Shutdowns on the United States Federal Labor Market." *Accepted to the 2024 APSA conference / 2024 PMRC conference*

In-prog.    Resh, W. G., Barboza-Wilkes, C., **Lee, E. K.**, O'Connell A., and Onur Tezcan "Never a Slam Dunk: Testing Multidisciplinary Hypotheses on the Effects of Interim Leadership with NBA Case and Data Analyses." *Accepted to the 2022 APPAM conference*

In-prog.    Resh, W. G., **Lee, E. K.**, and Yi Ming "Navigating the Mad Dash to Public Data Dashboards: Why Traditional Social Science Still Matters."

## Book Chapters

2025    Resh, W. G., **Lee, E. K.** and Ha, H. "Understanding the Political Dynamics in Public Procurement" In: *Teaching Public Procurement:Bridging Theory and Practice* (Chap. 6), edited by Drs. Ana-Maria Dimand, Benjamin Brujnes, and Andrea Patrucco. Routledge.

## Datasets

2024    Resh, W. G.; **Lee, E. K.**; Ming, Y; Yongjin, A; Darren, C; Sukwon, C; Anderson, L; Josephina, B; Nicole, D. "U.S. Federal Public Sector Labor Market Dashboard". www.uscclear.com, USC CLEAR Initiative, V1.

2023    Resh, William; Hollibaugh, Gary; Roberts, Patrick; Dull, Matthew; **Lee, E. K.**."Appointee Vacancies in U.S. Executive Branch Agencies". doi.org/10.7910/DVN/FYTCEW, Harvard Dataverse, V3.

## Policy Analysis Report for Practitioners

2024    **Lee, E. K.**. "Utilization of data-based administration and digital platforms in Los Angeles, California - 'Los Angeles GeoHub' and 'Data Analysis Solutions for Homelessness (DASH) platform" Korea Research Institute for Local Administration. December. *Publication Link*

2023    **Lee, E. K.**. "Contingency Management Program in the State of California: Drug Recidivism Prevention and Management Policy through Voucher Provision" Korea Research Institute for Local Administration. December. *Publication Link*

–    **Lee, E. K.**. "Turf Replacement Program in the City of Los Angeles: Rebate policy for water resource conservation" Korea Research Institute for Local Administration. August. *Publication Link*

– **Lee, E. K.**. "From Vacant to Vibrant in the City of San Francisco: Policies for activating and supporting urban regeneration." Korea Research Institute for Local Administration. June. *Publication Link*

– **Lee, E. K.**. "Sustainable Water Resource Facility Project in the City of Santa Monica: Drought Preparedness Program" Korea Research Institute for Local Administration. February. *Publication Link*

2022 **Lee, E. K.**. "Community Air Toxic Initiative in the City of Compton: Local Community Air Pollution Monitoring and Response Policy" Korea Research Institute for Local Administration. November. *Publication Link*

– **Lee, E. K.**. "Oxford Retention Basin Multi-Use Enhancement Project in the County of Los Angeles" Korea Research Institute for Local Administration. January. *Publication Link*

2021 **Lee, E. K.**. "SEED (Stockton Economic Empowerment Demonstration) program - Universal Basic Income Guarantee Program in the City of Stockton" Korea Research Institute for Local Administration. September. *Publication Link*

– **Lee, E. K.**. "Pit Stop - 24-hour One-stop Public Sanitation Facility in the city of San Francisco: Improving Environment for Vulnerable Populations" Korea Research Institute for Local Administration. May. *Publication Link*

– **Lee, E. K.**. "CleanStat Program in the City of Los Angeles: Public Data Collection and Transparency for Smart City Sanitation Improvement" Korea Research Institute for Local Administration. April. *Publication Link*

– **Lee, E. K.**. "Project imPACT in the City of Los Angeles- Recidivism Prevention Policy through Employment Support for Former Offenders." Korea Research Institute for Local Administration. January. *Publication Link*

2020 **Lee, E. K.**. "Project Roomkey: Support for Homeless Individuals and Economic Revitalization Policy in response to COVID-19 in the State of California" Korea Research Institute for Local Administration. November. *Publication Link*


## CONFERENCE ACTIVITY

### Conference Papers Presented

2024 Resh, W. G., Ahn, Y., and Lee, E. K. "The Impacts of the Political Environment on the Public Sector Labor Market: Assessing the 2019 US Federal Government Shutdown"American Political Science Association (APSA) Annual Meeting and Exhibition. Philadelphia, Pennsylvania. Sep. 5–8.

– Resh, W. G.and Lee, E. K. "Representational Change in Polycentric U. S. Federal Contracting Markets" SoCal Political Economy and Institutions Workshop. California Institute of Technology. Jul. 25.

– Lee, E. K. "The Effects of Agency Reputation on Federal Workforce Turnover" 2024 Public Management Research Association (PMRA) Conference (PMRC). Seattle, Washington. Jun. 26–29.

– Resh, W. G., Ahn, Y., and Lee, E. K. "The Impacts of the Political Environment on the Public Sector Labor Market: Assessing the 2019 US Federal Government Shutdown" 2024 Public Management Research Association (PMRA) Conference (PMRC). Seattle, Washington. Jun. 26–29.

– Resh, W. G., Ahn, Y., Wang, W., and Lee, E. K. "The Effect of the 2018-2019 United States Government Shutdown on Federal Workforce Turnover." 2024 American Society for Public Administration (ASPA) Conference. Minneapolis, Minnesota. Apr. 12–16.

2023 Lee, E. K. "An Armor and Helmet? The Effects of Agency Reputation on Federal Workforce Turnover." Association for Public Policy Analysis and Management (APPAM) Fall Conference. Atlanta, Georgia. Nov. 9–11.

– Resh, W. G.and Lee, E. K. "Measuring Patronage in U. S. Federal Procurement Markets." Association for Public Policy Analysis and Management (APPAM) Fall Conference. Atlanta, Georgia. Nov. 9–11.

–  Resh, W. G., Ahn, Y., Wang, W., and Lee, E. K. "The Effect of the 2018-2019 United States Government Shutdown on Federal Workforce Turnover." American Political Science Association (APSA) Annual Meeting and Exhibition. Los Angeles, California. Aug. 31–3.

–  Resh, W. G.and Lee, E. K. "Measuring Contract Patronage in US Federal Government Contract Markets–An Exploratory Analysis." Midwest Political Science Association (MPSA) Annual Conference. Chicago, Illinois. Apr. 13–16.

2022  Resh, W. G., Barboza-Wilkes, C., Lee, E. K., O'Connell A., and Onur Tezcan. "Never a Slam Dunk: Testing Multidisciplinary Hypotheses on the Effects of Interim Leadership with NBA Case and Data Analyses." Association for Public Policy Analysis and Management (APPAM) Fall Conference. Washington, DC. Nov. 17–19.

–  Resh, W. G.and Lee, E. K. "Measuring Contract Patronage in US Federal Government Contract Markets–An Exploratory Analysis." Public Management Research Association (PMRA) Conference (PMRC). Phoenix, Arizona. May 25–28.

–  Lee, E. K. "An Armor and helmet? Assessing the effects of agency reputation on public employee's turnover intention." American Society for Public Administration (ASPA). Jacksonville, Florida. Mar. 18–22.


## RESEARCH SKILLS AND TRAINING

### Language

Korean, English, and, Japanese - Fluent

Chinese - Beginner


### Computer

Microsoft, SAS, STATA, PQMethod - Fluent

*Statistical Programming With R* - "PM560 - 2 credit, Grade: *A*; Led by biostatistician Arthur Li" Keck School of Medicine, University of Southern California. Summer Semester, 2021.

*R Software Part 1 and 2* - "MPP/MPA Lab Series Bootcamp Led by Senior Associate Michael Cheng-Yi Lin" Center for Regional Economics, University of Southern California. March 18 and 25, 2019.

*Python* - "Python for Public Policy and Management Lecture by Dr. Nicolas Duquette" *(Audit)*. Sol Price School of Public Policy, University of Southern California, 2022.

*Introduction to GIS* - "MPP/MPA Lab Series Bootcamp Led by USC Adjunct Dan Inloes" Sol Price School of Public Policy, University of Southern California. March 22, 2019.

Tableau (Data Visualization), LaTeX - Beginner


## RESEARCH EXPERIENCE

2024  Research Assistant/Data Analyst: *Estimating the Federal Workforce Labor Market: Supply and Demand on a Region - by - Region Basis* (CLEAR X The Volcker Alliance), University of Southern California.

2023–  Project Leader: *CLEAR Integrated Network Solutions In Government Hiring Trends (INSIGHT) Project* (Led by Dr. William Resh), University of Southern California.

2020–  Core Investigator: *Civic Leadership Education and Research (CLEAR) Initiative* (Led by Dr. William Resh), University of Southern California.

| 2019–20 | Research Assistant/Data Analyst: *Center for Social Innovation (CSI)* (Led by Dr. Gary Painter), University of Southern California. |
| 2018–19 | Research Assistant/Data Analyst: Dr. Nicolas Duquette, University of Southern California. |
| 2017–18 | Research Assistant/Data Analyst: *Brain Korea 21* (Led by Dr. KwangHo Jung), Seoul National University. |
| 2016–17 | Research Assistant/Data Analyst: *Brain Korea 21* (Led by Dr. KwangHo Jung), Seoul National University. |
| 2016 | Research Assistant/Data Analyst: *Center for International Development Evaluation (CIDE)* (Led by Dr. Sukwon Lee), Seoul National University. |

## TEACHING EXPERIENCE

### Guest Lecture

*Introduction to Public Administration (Undergraduate): Week 6 - Human Resource Management*, School of Public Affairs and Administration (SPAA), Rutgers University. *Course Evaluation Link*

### Teaching Assistant

PPD 240: *Public Ethics and Citizenship (Undergraduate)*, Sol Price School of Public Policy, University of Southern California

PPD 303: *Statistics for Policy, Planning, and Development (Undergraduate)*, Sol Price School of Public Policy, University of Southern California

PPD 373: *Public Policy and Planning Analysis (Undergraduate)*, Sol Price School of Public Policy, University of Southern California

PPD 554: *Foundations of Policy Analysis (Graduate)*, Sol Price School of Public Policy, University of Southern California

### Teaching Training Course

Future Faculty Training Institute Workshop, USC Center for Excellence in Teaching. 2023

PPD 700 Teaching Seminar, University of Southern California, 2022

## SERVICE

### Academic Journal Editorship

Assistant Journal Editorial, *Journal of Behavioral Public Administration*, 2023–

### Academic Journal Peer Review

*Academy of Management(AoM), International Journal of Public Sector Management(IJPSM)*

## MEMBERSHIPS

American Political Science Association (APSA)

Midwest Political Science Association (MPSA)

Association for Public Policy Analysis and Management (APPAM)

Public Management Research Association (PMRA)

American Society for Public Administration (ASPA)

Academy of Management (AOM)

Association of Government Accountants (AGA)

Western Public Administration Research Group (WePARG)

## REFERENCE

**Dr. William G. Resh** *(Faculty Advisor)*
University of Southern California
C.C. Crawford Professor in Management
and Performance

**Dr. Shui Yan Tang**
University of Southern California
Frances R. and John J. Duggan Professor in Public
Administration

**Dr. Nicolas Duquette**
University of Southern California
Associate Professor

**Dr. John Marvel**
American University
Associate Professor

**Dr. Kwangho Jung**
Seoul National University
Professor, President of Korean Association
for Public Administration

**Dr. Eunju Rho**
Northern Illinois University
Associate Professor

## PROFESSIONAL EMPLOYMENT

2016–20    "Nesal-Nessal" – NPO/Social Enterprise ***Founder/Advisory Board***, Seoul, South Korea. **News Article Link**

Updated October 2024