

Fangda Ding

PhD Student in Public Administration
School of Public Affairs & Administration
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Education

Rutgers University, Newark

Ph.D., Public Administration, expected 2023

School of Public Affairs and Administration

Committee: Norma M Riccucci(Chair), Gregg Van Ryzin, Jason A Coupet, Miyeon Song

Dissertation: How can bureaucratic representation and diversity contribute to public service? Four essays

Peking University

MSc., Public Administration and Government, 2019

School of Government

London School of Economics and Political Science

MSc., Public Policy and Administration, 2018

Department of Government

Wuhan University

B.A., Translation & Interpretation, 2016

School of Foreign Languages and Literature

Wuhan University

B.S., Finance, 2016

School of Economics and Management

Publication

Peer-Reviewed Journal Articles

- **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. Forthcoming. The Fruits of Diversity and Globalization: Participation and Contributions of East-Asian Scholars in Public Administration. *Public Integrity*. 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)

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.** & Riccucci, N. M. “How Diversity Affects Public Organizational Performance: A Meta-Analysis” (Revise and resubmit to *Public Administration*)
- **Ding, F.**, Wen, B., & Shon, J. “Frontline Bureaucratic Attitude Towards Administrative Integration: Does Organizational Configuration Matter?” (Revise and resubmit to *Public Performance & Management Review*)
- **Ding, F.** & Shon, J. “Budget as an Evil to Loyalty: Evidence from Federal Employees”
- **Ding, F.**, & Riccucci, N. M. “DEI and Representative Bureaucracy” (book chapter)

Working Papers

- **Ding, F.** “Impact of Executive Leadership Political Ideology on Bureaucratic Representation in American States: Evidence from A Regression Discontinuity Design”
- **Ding, F.** “Gender Representation in Public Organizations under Labor Shortage: Can it Still Motivate Citizens to Coproduce?”
- **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?”

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
 2021 Fall Instructor, Introduction to Public Administration 40:834:200:90
 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 2019:834:561:03 (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

Academic Awards

2022 Dean's Dissertation Fellowship, Rutgers University-Newark
 2022 CPSG DEI Advocacy Award, China Policy Scholars Group at Association for Public Policy Analysis & Management
 2022 Founders' Fellowship, American Society for Public Administration
 2021 Equity and Inclusion Fellowship, Association for Public Policy Analysis & Management
 2019-2023 Graduate Fellowship, Rutgers University-Newark
 2017-2018 Winner of the MSc Public Administration and Government Prize for Best Dissertation, London School of Economics and Political Science
 2017-2018 Scholarship from China Scholarship Council, State Scholarship Fund
 2016-2017 Leo Koguan Scholarship, Academic Scholarship, Peking University
 2013-2016 National Scholarship, Wuhan University

Conference Presentations

"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) 2022 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)

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

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

Gregg Van Ryzin

- Email: vanryzin@rutgers.edu

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

Jason A Coupet

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

Miyeon Song

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

June 23, 2022