

# Xuhong Su (Su Su)

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## ACADEMIC APPOINTMENTS

- 2019-2020 Interim MPA Director, Department of Political Science, University of South Carolina, Columbia
- 2017~ Associate professor, Department of Political Science, University of South Carolina, Columbia
- 2010-2017 Assistant professor, Department of Political Science, University of South Carolina, Columbia

## HONORARY APPOINTMENTS

- 2017~ Chair (2019-2020), Advisory board (2018-2019) and member (2017-), Center for Organization Research & Design (CORD), School of Public Affairs, Arizona State University
- 2017~2019 Visiting fellow, College of Public Management, Zhongnan University of Finance and Law, Wuhan, China
- 2013~ Senior Research Associate, Walker Institute of International and Area Studies, University of South Carolina, Columbia, SC

## EDUCATION

- Ph.D. Public Administration and Public Policy, University of Georgia, USA
- M.A. Department of Public Administration, Wuhan University, China
- B.A. Department of Public Administration, Wuhan University, China

## HONORS AND AWARDS

- Global Carolina Travel Fund, Office of the Provost's International Advisory Committee, University of South Carolina, 2020
- Dean's Research Initiative Fund, College of Arts & Science, University of South Carolina, 2019
- Faculty Research Initiative Fund, College of Arts & Science, University of South Carolina, 2018
- Faculty Travel Fund, College of Arts & Science, University of South Carolina, 2018
- Winter School on Federalism and Governance (Invited and Funded), the European Academy of Bozen/Bolzano (EURAC), Austria and Italy, Feb.1-14, 2015
- Summer Research Grant, Department of Political Science, University of South Carolina, 2011

## PEER-REVIEWED ARTICLES

### Public Administration and Management

18. Xuhong Su (2020), Why so few acting whistleblowers? Impacts of institutional anticorruption, *Governance: International Journal of Public Administration, Policy and Institutions*

17. Xuhong Su, Kelan Lu, Yuqiong Xiang, Xiangming Hu (2019). Experimenting with county-level fiscal governance: impact on urban-rural inequity, *International Review of Public Administration*
16. Ni Xing and Xuhong Su (2019), Institutional anticorruption in China: Effectiveness on bribery incidence, *Public Administration Review*, 79(4), 538-551
15. Fanyi Kong and Xuhong Su (2019). The weakness of strong and (weak) ties: Obtaining a government job, *International Journal of Public Administration*
14. Xuhong Su and Xing Ni (2018) Citizens on patrol: understanding public whistleblowing against government corruption, *Journal of Public Administration Research and Theory*, 28(3), 406-422
13. Xuhong Su (2017) Dimensional publicness and serving the vulnerable: analyses of substance abuse treatment organizations, *American Review of Public Administration*, 47(8), 898-913
12. Xuhong Su, Xueyang Li and Endra Curry (2017), Understanding workplace flexibility in state agencies: what facilitates employee access? *American Review of Public Administration*, 47(8), 977-990
11. Barry Bozeman and Xuhong Su (2015), Public service motivation concepts and theory: a critique. *Public Administration Review*, 75(5), 700-710
10. Xuhong Su and Barry Bozeman (2009). Do expectations meet aspirations? The relation of public managers' job choice motives to job satisfaction. *International Review of Public Administration*, 14(1): 1-9.
9. Xuhong Su and Barry Bozeman (2009). Dynamics of sector switching: Hazard models predicting changes from private jobs to public and nonprofit sectors. *Public Administration Review*, 69 (6): 1106-1114

### **Science and Technology Policy**

8. Xuhong Su and Barry Bozeman (2016), Family friendly policies in STEM departments: awareness and determinants. *Research in Higher Education*, 57(8), 990-1009.
7. Xuhong Su, Japera Johnson, and Barry Bozeman (2015), Gender diversity strategy in S&E academic departments: exploring organizational determinants, *Higher Education*, 69(5), 839-858
6. Xuhong Su (2014), Affiliation with university research centers: selection dynamics. *Research Policy*, 43(2), 382-390
5. Xuhong Su and Monica Gaughan (2014). The status of faculty women report as policy innovation in research extensive universities: 1970 to 2007. *Higher Education Policy*, 27(4), 529-544
4. Xuhong Su (2014). Career Advancement in Academia: what are the roles of postdoctoral training? *Journal of Higher Education*, 85(1), 65-90
3. Xuhong Su (2013). Examining the impacts of postdoc training on scientists' academic employment. *Journal of Higher Education*, 84(2), 239-265
2. Xuhong Su (2013). International doctoral students in S&E academic departments: Their impact on cohort's career prospects. *Journal of Studies in International Education*, 17(5), 589-605
1. Xuhong Su. (2011). Postdoctoral training, departmental prestige and scientists' research productivity. *Journal of Technology Transfer*, 36 (3), 275-291

### **Book Chapters and Proceedings**

4. Xuhong Su and Mary Alexandar (2017). Postdoc scholars in S&E departments: plights, departmental expectations, and policies, Audrey J. Jaeger and Alessandra J. Dinin (ed). *The Postdoc Landscape: The Invisible Scholars*, 69-87 Elsevier Press.

The book won **Outstanding Publication Award** by American Educational Research Association in 2019.

3. Xuhong Su and Gretchen Keneson (2013). Is cooperative research center affiliation amongst academic researchers stratifying the academy? The impacts of departmental prestige, career trajectory, and productivity on center affiliation. Boardman, C., Gray, D, and Drew Rivers (ed). *Cooperative Research Centers and Their Stakeholders: public policies, industry strategies and organizational dynamics of the New Science and Engineering Management*, Springer publishing.

2. Monica Gaughan and Xuhong Su (2011). Gender health in American universities: Documentation from the field, Marian Meyers (ed) *Women in Higher Education: The Fight for Equity*, Hampton Press.

1. Yu Meng and Xuhong Su. (2009). The impacts of postdoc training on academic research productivity: what are the gender differences? *Atlanta Conference on Science and Innovation Policy Proceedings*, IEEEExplore.

### **Book Reviews**

Xuhong Su (2014), “*Is American Science in Decline*”, Yu Xie & Alexandra Killewald for *Science and Public Policy*.

Xuhong Su (2016), *Environmental Taxation and Green Fiscal Reform: Theory and Impact*. Edited by Larry Kreiser, Soocheol Lee, Kazuhiro Ueta, Janet E. Milne & Hope Ashiabor, *Science and Public Policy*, 43(5)

### **Conference Papers and Presentations**

**2020** *Gender quotas and women representation: modeling temporal effectiveness in legislative bodies*, Southern Political Science Annual Conference, Puerto Rico, Jan 9-11, 2020

**2019**. *Public values: aspired, realized and public value deficiency*, International Research Society on Public Management, Wellington, New Zealand, April 15-18, 2019

**2018**. *Governmental corruption and environmental performance: a meta-analysis*, Renmin University, Beijing, China, June 15-16, 2018.

*Public whistleblowing in actions: effects of governmental anticorruption*, Public Management Research Conference, National University of Singapore, Singapore, May 31- June 2, 2018

*Understanding whistleblowing acts*, International Symposium of Public Administration Frontier and Best Practice, Tsinghua University, Beijing, May 25-26, 2018

*Bribery incidences and effectiveness of institutional anticorruption practices: evidence from China*. Annual Conference, American Association of Public Administration, Denver, CO, March 9, 2018

**2017**. *Person-organization fit and career advancement in government*, Public Management Research Conference, American University, Washington D.C. June 8-10, 2017

**2015**. *Experimenting with county-level fiscal governance in china: Impact on urban-rural income inequity*, Winter School on Federalism and Governance, the European Academy of Bozen/Bolzano (EURAC), Austria and Italy, Feb.1-14, 2015

**2014.** *Dimensions of publicness and targeted substance abuse treatment services for the vulnerable groups.* Southern Political Science Conference, Orlando, FL. Jan 9-12

**2013.** *Organizational strategies and affiliates' working expectations: a case of academic departments.* Political Science Research Workshop, Department of Political Science, University of South Carolina, Sep 9.

*A helping hand or a blind eye? When women are in charge of academic departments, do they advance women* Southern Political Science Conference, Orlando, FL. Jan 2-5

*The dynamics of policy learning: the case of family friendly policies.* Southern Political Science Conference, Orlando, FL. Jan 2-5

**2011.** *Institutional Commitment, Performance Indicators and Strategy Making: Diversity Strategy in Academic Departments.* Southeastern Conference for Public Administration, New Orleans, LA Sep 21-24 2011

*Job Performance of Middle Managers in Public Agencies: The Effects of Boundary Spanning and Sector Switching,* Public Management Research Conference, Syracuse, New York. June 2-4.

*Embedded career paths: academic advancement.* Political Science Research Workshop, Department of Political Science, University of South Carolina, 09/09

**2009.** *Job choice motivation among public and nonprofit managers: the impacts of sector switching.* Public Management Research Conference, Columbus, OH Oct 2009

**\*\*** *The impacts of postdoc training on academic research productivity: what are the gender differences?* Atlanta Conference on Science and Innovation Policy, Atlanta, GA Oct 2009 (\*\* indicates being panel chairs in the conferences).

**2008.** *Examining the impacts of postdoc training on female scientists' productivity.* American Association of Public Analysis and Management. Los Angeles. Nov 2008

**2007.** *The Status of Women Report as Policy Innovation in Research Extensive Universities: 1970 to 2007.* American Association of Public Analysis and Management Washington D.C. Nov. 2007

*Institutionalization of policy innovation: Empirical analysis of status of women report.* Public Management Research Conference, Tucson, Arizona, Oct 2007

*The status of women report in American research universities: what are they, what do they say, and what do they mean?* The 2007 meeting of American Sociological Association, New York, Aug 2007

**2006.** *University research centers: Institutionalizing research over formal teaching.* Technology Transfer Society Conference, Atlanta, Sep 2006

*Job satisfaction of scientists and engineers: Do perceptions matter?* Conference on S&T policy 2006: US-EU Policies for Research and Innovation, Atlanta, May, 2006

## **INVITED TALKS**

*Public whistleblowing in action: effects of governmental anticorruption,* School of Public Administration, Zhongnan University of Economics and Law, June 11, 2018

*Government employees' career trajectories: job finding methods and sector switching,* School of Public Administration, Sun Yat-Sen University, June 12, 2017

*Experimenting with county-level fiscal governance in china: Impact on urban-rural income inequity.* Zhongnan University of Economics and Law, June 5, 2017

*Government employees' career trajectories: job finding methods and sector switching,* School of Public Administration, Beihang University, May 26, 2017

*Postdoc training, career trajectories, and departmental practices,* School of Public Affairs, Arizona State University, Feb 6, 2017

*Workforce flexibility policies in the United States: access and use patterns,* Sun Yat-Sen University, June 13, 2016

*Understanding workforce flexibility in U.S. governments: what facilitates employees to have access,* Nantong University, June 8, 2016;

*Understanding workplace flexibility policies: access and potential use,* Zhongnan University of Economics and Law, June 3, 2016

*Gender, Race and Workplace Policies,* 13<sup>th</sup> Annual Women Leadership Institute Conference, Provost's Advisory Committee on Women's Issues (PACWI), University of South Carolina, Columbia. April 27, 2016

*Federalism and Institutional Arrangements in China: Theory and Assessment,* Winter School on Federalism and Governance, the European Academy of Bozen/Bolzano (EURAC), Austria and Italy, Feb.1-14, 2015

*Gender equity in the workplace: institutional views,* 11<sup>th</sup> Annual Women Leadership Institute Conference, Provost's Advisory Committee on Women's Issues (PACWI), University of South Carolina, Columbia. April 30, 2014

## **TEACHING**

- ❖ Human Resources Management (MPA):  
Spring 2011, 2012, 2013, 2014, 2015, Fall 2015, 2016, 2017, 2019
- ❖ Perspectives on Public Administration (MPA):  
Fall 2010, 2011, 2013, 2014
- ❖ Public Budgeting (MPA)  
Spring 2016, Spring 2017
- ❖ Comparative Public Administration (MPA)  
Spring 2013, 2014
- ❖ Introduction to Public Administration (Undergraduate twice per year):  
Spring 2010, 2011, Fall 2010, 2011, Fall 2013, Fall 2014, 2015, 2016, 2017
- ❖ Public Policy Analysis (MPA):  
Fall 2003, 2004, 2005
- ❖ Public Organization Theory (MPA):  
Spring 2003, 2004, 2005

## **University, Department and Community Services**

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| 2019 | Interim MPA Director, Department Advisory Committee, PA adjunct faculty search committee (Chair), PA faculty search committee (Chair), Committee of Tenure & Promotion, Comprehensive exam committees, Advisor for MPA Student Association |
| 2018 | Faculty senator, PA faculty search committee, Committee of diversity & inclusion (Chair), Faculty Annual Review Committee, Interview by the Post and Courier   |
| 2017 | Committee of Diversity & Inclusion (Chair); Committee of third year review; Committee of Tenure and Promotion  |
| 2016 | Undergraduate Student Committee, Department of Political Science   |

- 2015~ MPA diversity committee, Department of Political Science
- 2012~ MPA Admission Committee, Department of Political Science
- 2012-2015 Committee on Curricula & Courses, USC
- 2011-2014 Faculty Senator, USC
- 2013 Interview by *PRISM* magazine on how international science and engineering students affect the attraction of scientific careers among American students, July
- 2011 Faculty Search Committee, Department of Political Science, USC
- 2011 Search Committee for PA Postdoctoral Scholar, Department of Political Science
- 2011 Interview with *Nature* correspondent on postdocs' career trajectories, April
- 2010~ Comprehensive Exam Committees, Department of Political Science, USC

**Editorial Board and Reviewer**

2016-2019 Editorial board, Journal of Technology Transfer

*Public Administration field: Journal of Public Administration Theory and Research; Public Administration Review, Public Administration; Administration & Society; Human Resource Development, Review of Public Personnel Administration; Public Personnel Management, Crime, Law and Social Change.....*

*Scientific workforce policy field: American Educational Research Journal; Research Policy; Journal of Technology Transfer, Journal of Engineering and Technology Management; Academy of Management, Higher Education; Studies in Higher Education; Journal of Higher Education.....*

**Dissertation and Thesis Committees**

- Brian Warby, (2012, Ph.D.)
- Carolyn Betha, (2014, Honors student)
- Jonathan Rauh, (2014, Ph.D.)
- Xueyang Li (Comps, Ph.D.)