

## Curriculum Vitae

Name: Chung-An CHEN

Date of Birth: 13/09/1975

Employer: Nanyang Technological University

Major: Public administration



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### A. PROFESSIONAL EXPERIENCES

#### (1) Academic Qualification

Ph.D. Public administration and policy, University of Georgia, USA (August 2009)

M.A. Public administration, Tunghai University, Taiwan (January 2002)

B.A. Public administration, National Chengchi University, Taiwan (June 1997)

#### (2) Professional Memberships

American Society for Public Administration (ASPA): since 2006

China-America Association for Public Affairs (CAAPA): since 2015

Public Management Research Association (PMRA): since 2010

#### (3) Areas of Specialization

Major: Public management, organization theory, organizational behavior, human resources management, nonprofit management

Secondary: Happiness and public policy, policy analysis, policy implementation

#### (4) Summary of Working Experience

06. 2010 ~ present     Assistant professor, School of Humanities and Social Sciences, Nanyang Technological University, Singapore

01. 2010 ~ 05. 2010     Post-doctoral research fellow, Midwest Center for Nonprofit Leadership, University of Missouri–Kansas City, USA

08. 2009 ~ 12. 2009     Post-doctoral research fellow, Department of Public Administration and Policy, University of Georgia, USA

- 08. 2005 ~ 05. 2009 Instructor of Mandarin Chinese, Department of Comparative Literature, University of Georgia, USA
- 09. 2000 ~ 06. 2001 Teaching assistant of Introductory Public Administration, Department of Public Administration, Tunghai University, Taiwan
- 06. 2000 ~ 09. 2000 Research assistant of civil pension and environmental policies, Legislative Yuan, Taiwan
- 09. 1999 ~ 06. 2000 Research assistant of E-government, Department of Public Administration, Tunghai University, Taiwan
- 01. 1998 ~ 06. 1999 Criminal personnel specialist, Xindian Military Prison, Taiwan

## **B. RESEARCH**

### **(1) Research Honors and Awards**

- 12. 2015 *Best conference paper award*, International Conference on Public Administration (ICPA) annual conference
- 08. 2010 *Best conference paper award*, Academy of Management (AOM) annual conference
- 04. 2009 *Best conference paper award for junior scholars*, American Society for Public Administration (ASPA) annual conference
- 05. 2008 *Doctoral dissertation fellowship*, Chiang Ching-Kuo Foundation for International Scholarly Exchange
- 09. 2001 *Student scholarship for excellence in character and academic performance*, C. C. Chang Scholarship Foundation of Administrative Science

### **(2) Journal Publications**

Chen, C. A. & Hsieh, C. W. (2017). Confucian Values in Public Organizations. *Chinese Public Administration Review*, accepted for publication.

Chen, C. A., Bozeman, B., & Berman, E. M. (2017). The Grass is Greener, but Why? Evidence of Employees' Perceived Sector Mismatch. *International Public Management Journal*, accepted for publication. (SSCI)

Chen, C. A., Berman, E. M., & Wang, C. Y. (2017). Middle Managers' Upward Roles in the Public Sector. *Administration & Society*, 49(5), 700-729. (SSCI)

Chen, C. A. & Xu, C. (2016). Public Service Motivation: Review, Reflection, and Reorientation. *Journal of Public Administration*, 51, 69-96. (TSSCI)

Park, S. M., Min, K. R., & Chen, C. A. (2016). Do Monetary Rewards Bring Happiness? Comparing the Impacts of Pay-for-Performance in the Public and Private Sectors. *International Review of Public Administration*, 21(3), 199-215.

Chen, C. A. & Hsieh, C. W. (2015). Knowledge Sharing Motivation in the Public Sector: The Role of Public Service Motivation. *International Review of Administrative Science*, 81(4), 812-832. (SSCI)

Chen, C. A. (2015). Comparing Performance Pay in Public and Private Organizations: Evidence from the US General Social Survey. *National Elite Quarterly*, 11(3), 97-118.

Chen, C. A. & Hsieh, C. W. (2015). Does Pursuing External Incentives Compromise Public Service Motivation? Comparing the Effects of Job Security and High Pay. *Public Management Review*, 17(8), 1190-1213. (SSCI)

Chen, C. A. & Lee, Y. (2015). A Closer Look at the Difference between Public and Nonprofit Employees' Volunteering. *International Public Management Journal*, 18(1), 108-129. (SSCI)

Chen, C. A., Hsieh, C. W., Chen, D. Y. (2014). Fostering Public Service Motivation through Workplace Trust: Evidence from Public Servants in Taiwan. *Public Administration*, 92(4), 954-973. (SSCI)

Chen, C. A. & Rainey, H. G. (2014). Personnel Formalization and the Enhancement of Teamwork: A Public-Private Comparison. *Public Management Review*, 16(7), 945-968. (SSCI)

Chen, C. A. (2014). Nonprofit Managers' Motivational Styles: A View beyond the Intrinsic-Extrinsic Dichotomy. *Nonprofit and Voluntary Sector Quarterly*, 43(4), 737-758. (SSCI)

Chen, C. A. & Bozeman, B. (2014). Am I a Public Servant or Am I a Pathogen? Public Managers' Sector Comparison of Worker Abilities. *Public Administration*, 92(3), 549-564. (SSCI)

Chen, C. A. (2014). Revisiting Organizational Age, Inertia, and Adaptability: Developing and Testing a Multi-Stage Model in the Nonprofit Sector. *Journal of Organizational Change Management*, 27(2), 251-272. (SSCI)

Berman, E. M., Wang, C. Y., Chen, C. A., Wang X., Lovrich, N., Jan, C. Y., Jing Y., Liu, W., Gomes, R., Sonco, T. J., Melendez, C., Hsieh, J. Y. (2013). Public Executive Leadership in East and West: An Examination of HRM Factors in Eight Countries. *Review of Public Personnel Administration*, 33(2), 164-184. (SSCI)

Berman, E., Sabharwal, M., Wang, C. Y., West, J., Jing, Y., Jan, C. Y., Liu, W., Brillantes, A., Chen, C. A., Gomes, R. (2013). The Impact of Societal Culture on the Use of Performance Strategies in East Asia: Evidence from a Comparative Survey. *Public Management Review*, 15(8), 1065-1089. (SSCI)

Chen, C. A. & Bozeman, B. (2013). Understanding Public and Nonprofit Managers' Motivation through the Lens of Self-Determination Theory. *Public Management Review*, 15(4), 584-607. (SSCI)

Chen, C. A., Berman, E. M., West, J. P., & Eger III, R. J. (2013). Community Commitment in Special Districts. *International Public Management Journal*, 16(1), 113-140. (SSCI)

Chen, C. A. & Bozeman, B. (2012). Organizational Risk Aversion: Comparing Public and Nonprofit Organizations. *Public Management Review*, 14(3), 377-402. (SSCI)

Chen, C. A. (2012). Explaining the Difference of Work Attitudes between Public and Nonprofit Managers: The Views of Rule Constraints and Motivation Styles. *American Review of Public Administration*, 42(4), 437-460. (SSCI)

Chen, C. A. (2012). Sector Imprinting: Exploring its Impacts on Managers' Perceived Formalized Personnel Rules, Perceived Red Tape, and Current Job Tenure. *American Review of Public Administration*, 42(3), 320-340. (SSCI)

Chen, C. A. (2012). The Dynamics of Agency Tenure: A Non-Linear Relationship with Turnover Intention. *Fudan Review of Public Administration*, 8, 108-139. (CSSCI)

Chen, C. A. (2011). Revisiting Contracting: Grounding Theories, Performance Measurement, and Epistemology. *Journal of Public Administration*, 40, 111-143. (TSSCI)

Chen, C. A. & Brudney, J. L. (2009). A Cross-Sector Comparison of Using Nonstandard Workers: Explaining Use and Impacts on the Employment Relationship. *Administration & Society*, 41(3), 313-339. (SSCI)

Chen, C. A. (2009). Antecedents of Contracting-Back-In: A View beyond the Economic Paradigm. *Administration & Society*, 41(1), 101-126. (SSCI)

Chen, C. A. (2008). Linking the Knowledge Creation Process to Organizational Theories: A Macro View of Organization-Environment Change. *Journal of Organizational Change Management*, 21(3), 259-279. (SSCI)

Chen, C. A. (2007). Analysis of the Knowledge Creation Process. *International Journal of Organizational Theory and Behavior*, 10(3), 287-313.

### **(3) Articles under R&R**

Chen, C. A., Chen, D. Y., & Liao, Z. P. (2017). Winnowing Out High-PSM Candidates: The Adverse Selection Effect of Public Service Exam in an East Asian Context. *Public Administration*. (SSCI)

Chen, C. A. (2017). "A Little Is Better than Zero" or "Pay Enough or Don't Pay at All"? Evidence on the Size of Pay-for-Performance (PFP) across the Sectors. *Public Personnel Management*. (SSCI)

Chen, C. A., Chen, D. Y., & Xu, C. (2017). New Hires' Motivation for a Public Service Career in an East Asian Context. *Public Performance and Management Review*. (SSCI)

#### **(4) Book Chapters**

Xu, C. & Chen, C. A. (2017). Moving from Public Service Motivation (PSM) to Motivation for Public Service (MPS): Through the Lens of Self-Determination Theory. In *Self-Determination Theory: Perspective, Applications and Impact* (pp.77-94), Nova Science Publishers.

Chen, C. A. (2017). Employee Work Motivation. In L. Vya (ed.) *Global Encyclopedia of Public Administration, Public Policy, and Governance* (pp.1-9), Springer International Publishing.

#### **(5) Book Reviews**

Chen, C. A. (2014). Book review on “Public Service Efficiency: Reframing the Debate” by R. Andrews and T. Entwistle. *International Review of Public Administration*, 19(4), 401-403.

Chen, C. A. (2013). Book review on “Rules and Red Tape: A Prism for Public Administration Theory and Research” by M. K. Feeney and B. Bozeman. *Journal of Public Administration*, 44, 161-166.

#### **(6) Involvement in other Professional Publications**

UNDP Global Centre for Public Service Excellence (2016). *The SDGs and New Public Passion: What Really Motivates the Civil Service?* (Serving as a consultant)

#### **(7) Projects and Grants**

08. 2016 *Preparing Public Affairs (PA) Students for future public service: Examining a long-term change of students' public service perceptions, values, and propensity in Singapore and the world.* Ministry of Education (MOE) Academic Research Funding, Singapore (SGD 81,918)

07. 2016 *HASS Incentive Scheme for the Development of Competitive Grant Applications: Preparing future leaders for Singapore through social sciences education.* Nanyang Technological University, Singapore. (SGD 5,000)

07. 2013 *Academic Research Funding (AcRF) Tier-1 grant (PI): Theorizing the research on public service motivation (PSM): a self-determination approach in an international context.* Ministry of Education (MOE) Academic Research Funding (M4011138.100), Singapore (SGD 60,000)

05. 2013 *Research grant (Co-PI, with Don-Yun Chen as PI): Who wants to be, and who can be public servants? A view of public service motivation, innovativeness, and political capability.* National Science Council (102-2410-H-004-124-MY2), Taiwan (NTD 2,042,000 = SGD 88,000)

01. 2011 *Start-up grant (PI): The public sector knowledge sharing behavior and its relationship with public service motivation, social capital, and human resource*

*management: comparing Singapore, Taiwan, China, and the US.* Nanyang Technological University, Singapore (SGD 35,000)

05. 2010 *Research grant (Co-PI, with Evan Berman as PI): Public Managers in the Policy-Making Process: Exploring the Contribution of Middle and Senior Managers.* National Science Council (99-2410-H-004-122), Taiwan (NTD 535,000 = SGD 23,000)

12. 2009 *Post-doctoral research grant (PI): Revitalizing the nonprofit sector: the views of social capital, resource dependence, and institutional change.* National Science Council, Taiwan (NTD 1,300,000 = SGD 56,000)

#### **(8) Involvement in International Projects**

Study into Motivation of Public Officials in Myanmar (2017). Organized by UNDP Global Centre for Public Service Excellence. (Serving as an investigator)

Study into Motivation of Public Officials in Kazakhstan (2016). Organized by UNDP Global Centre for Public Service Excellence. (Serving on the Project Advisory Group)

Study into Motivation of Public Officials in Pakistan (2106). Organized by UNDP Global Centre for Public Service Excellence. (Serving on the Project Advisory Group)

#### **(9) Invited Talks/Speeches at International Workshops/Conferences**

07. 2017 Knowledge Forum on Public Service Motivation (hosted by the Union Civil Service Board of Myanmar), Nay Pyi Taw, Myanmar

06. 2017 International Conference on State Capacity and Democratic Governance (hosted by Chinese Cultural University, Taiwan), Taipei, Taiwan

11. 2016 Workshop on Developing the Public-sector Leadership Framework (hosted by Asian Productivity Organization, APO), Manila, Philippines

08. 2016 International Conference on Public-sector Productivity (hosted by Asian Productivity Organization, APO), Putrajaya, Malaysia

05. 2016 Transformational Leadership for Delivering the 2030 Agenda: Learning from Singapore's Success workshop (hosted by United Nations Development Programme, UNDP), Singapore

11. 2015 PSP-2015 Conference: Motivation in Public Service – What's Next for Developing Countries (hosted by United Nations Development Programme, UNDP), Singapore

10. 2015 International Conference on Local Government and Public Management (hosted by Chinese Association of National Competitiveness), Taipei, Taiwan

06. 2015 International Conference on Public Sector Human Resource Development (hosted by Chinese Association of Public Personnel Administration &

Tamkang University), Hsinchu, Taiwan

#### **(10) Invited Research-Based Seminars**

- 2017 National Taiwan University, Taiwan  
Shanghai Jiaotong University, China
- 2016 Zhejiang University, China  
Xi'an Jiaotong University, China
- 2015 Tunghai University, Taiwan  
Central Police University, Taiwan
- 2014 Singapore Management University, Singapore  
National Chengchi University, Taiwan  
Chinese University of Hong Kong, Hong Kong
- 2013 Lee Kuan Yew School of Public Policy (NUS), Singapore  
Sun Yat-Sen University, China
- 2012 Tamkang University, Taiwan  
National Development Council, Taiwan
- 2011 Fudan University, China  
National Chiao-Tung University, Taiwan

#### **(11) Working as a Resource Person for Professional Organizations**

Asian Productivity Organization, Japan (since 2016)  
Center of Excellence on Public Sector Productivity, the Philippines (since 2016)  
Regional Hub of Civil Service in Astana, Kazakhstan (since 2016)

#### **(12) Conference Presentations**

##### Annual/Biennial conferences

Academy of Management (AOM) conference: 2011, 2010, 2008  
American Society for Public Administration (ASPA) conference: 2017, 2013, 2012, 2011,  
2009, 2008, 2007  
Asia-Pacific Public Policy Network (APPN) conference: 2017  
Asian Group for Public Administration (AGPA) conference: 2016  
Association for Nonprofit Organizations and Voluntary Action (ARNOVA) conference:  
2012, 2011, 2010  
International Conference on Public Administration (ICPA): 2015  
International Conference on Public Policy (ICPP): 2017  
International Conference on Public Management in the 21<sup>st</sup> Century (ICPM): 2012  
International Forum in Chinese Public Administration: 2017, 2016  
International Research Society for Public Management (IRSPM) conference: 2017, 2013  
Public Management Research Association (PMRA) conference: 2015, 2014, 2013, 2012,  
2011, 2010  
Sino-US Conference on Public Administration: 2016, 2012, 2010

### Ad doc conferences

Public Administration Review 75<sup>th</sup> Anniversary International Conference: 2014  
'Refining Public Service Motivation Theory and Research Methods' conference: 2013  
Workshop on Behavioral Foundations of Public Service Motivation: 2014  
World Conference on Public Administration: 2014

## **C. TEACHING**

### **(1) Teaching Honors and Awards**

- 10. 2015 *Nanyang Education Award nomination (by the School of Humanities and Social Sciences)*, Nanyang Technological University, Singapore
- 03. 2009 *2<sup>nd</sup> Award of Teaching Chinese Abroad*, Ministry of Education, Taiwan
- 08. 2008 *1<sup>st</sup> Award of Teaching Chinese Abroad*, Ministry of Education, Taiwan
- 04. 2008 *Excellence in Documentation of Teaching Proficiency*, University of Georgia, USA
- 03. 2008 *Outstanding Teaching Award*, University of Georgia, USA

### **(2) Courses Taught**

#### Undergraduate teaching

HA1004 Introduction to Public Policy  
HA2020 Socio-Political Analysis in Public Policy  
HA3013 Behavioral Management in the Public Sector  
HA4011 Public Administration: Past, Present, and Future

#### Graduate (MPA) teaching

PA6009 Introduction to Public Administration  
PA6200 Happiness and Public Policy (co-teaching)  
PM8131 Introduction to Public Policy  
PM8133 Behavioral Management in the Public Sector

#### Graduate (PhD) teaching

HA9001 Theories of Public Policy  
HA9002 Theories of Public Administration  
HA9004 Quantitative Methods (co-teaching)  
HA9203 Organizational Behavior in the Public Sector  
HA9207 Advanced Public Management Seminar

### **(3) Academic Supervision**

#### Undergraduate

Academic year 2016-17: 7 (with one URECA student: LOW Yi Hui)  
Academic year 2015-16: 1



## MPA

Academic year 2016-2017: 6

Academic year 2015-2016: 3

Academic year 2014-2015: 1

Academic year 2012-2013: 1

## PhD

Academic year 2017-2018: 1 (XU Chengwei)

## **D. SERVICE**

### **(1) NTU Administrative Services**

PPGA undergraduate curriculum design coordinator

PPGA undergraduate curriculum committee member

PPGA seminar series coordinator

PPGA mentor for undergraduate students

PPGA students interview committee member

PPGA scholarship interview committee member

ECPP (Economics-PPGA) scholarship interview committee member

HSS undergraduate curriculum committee member

HSS mentor for international students: the LEARN Programme

HSS supervisor for Professional Attachment Programme (HPAP)

### **(2) Serving as Examiner for PhD Dissertation**

QIN Xuan (2018)

Gayathri HARIDAS (2017)

WONG Teck Yuen (2012)

### **(3) Serving as an Editorial Board Member of an International Journal**

International Journal of Policy Studies (2014 ~ now)

### **(4) Serving as an External Referee for Promotion & Tenure**

School of Government, SunYat-Sen University, Guangzhou, China (2013 ~ now)

### **(5) Serving as a Journal Reviewer**

Administration & Society (SSCI)

American Review of Public Administration (SSCI)

European Management Journal (SSCI)

International Journal of Human Resource Management (SSCI)

International Journal of Manpower (SSCI)

International Journal of Public Sector Management

International Public Management Journal (SSCI)

International Review of Administrative Science (SSCI)

International Review of Public Administration  
Journal of Asian Public Policy  
Journal of Organizational Change Management (SSCI)  
Journal of Public Administration, China (CSSCI)  
Journal of Public Administration, Taiwan (TSSCI)  
Journal of Public Administration Research and Theory (SSCI)  
Local Government Studies (SSCI)  
Nonprofit and Voluntary Sector Quarterly (SSCI)  
Public Administration (SSCI)  
Public Administration Review (SSCI)  
Public Integrity  
Public Management Review (SSCI)  
Public Performance and Management Review (SSCI)  
Public Personnel Management (SSCI)  
Review of Public Personnel Administration (SSCI)  
Voluntary Sector Review  
Voluntas (SSCI)

**(6) Serving as a Conference Panel Chair**

06. 2017 International Conference on Public Policy (ICPP)  
03. 2017 ASPA annual conference  
11. 2015 Lien Conference on Good Governance: Global Issues, Local Context  
06. 2015 Public Management Research Association (PMRA) conference  
07. 2014 Public Management Research Association (PMRA) conference  
06. 2013 Public Management Research Association (PMRA) conference  
06. 2012 Public Management Research Association (PMRA) conference  
06. 2012 Sino-US International Conference on Public Administration  
04. 2010 ASPA annual conference