

Bo Wen

Mailing Address: Room B-7324, Yeung Kin Man Academic Building
City University of Hong Kong, 83 Tat Chee Ave, Kowloon Tong, Hong Kong SAR
☎ +852-3442-8911 ✉ Wen.Bo@cityu.edu.hk 🌐 <https://wenbo.us/>

ACADEMIC APPOINTMENT

Assistant Professor of Public Management Aug. 2018-Present

- Department of Public Policy (POL), College of Liberal Arts and Social Sciences (CLASS), City University of Hong Kong (CityU)

EDUCATION

Ph.D. in Public Policy and Management, University of Southern California, US 2013-2018

- Advisory Committee: Dr. Terry L. Cooper (chairperson), Dr. Shui-Yan Tang, Dr. Peter J. Robertson, Dr. Daniel A. Mazmanian, and Dr. Dowell Myers
- Dissertation Committee: Dr. Shui-Yan Tang (chairperson), Dr. Terry L. Cooper, and Dr. William G. Resh
- Dissertation: *Three Essays on the Causes and Consequences of China's Governance Reforms*

Graduate Certificate in Digital Media and Culture, University of Southern California, US 2014-2018

- Compulsory Coursework in the Department of Cinematic Arts: Seminar in Contemporary Digital Media (IML 501L); Digital Pedagogies (IML 555); Transdisciplinary Media Design Practicum (IML 543)

Master of Public Policy, University of California, Los Angeles, US 2011-2013

- APP (Applied Policy Project) Advisor: Dr. Mark A.R. Kleiman

Bachelor of Arts in Communication and Journalism, Shenzhen University, Shenzhen, China 2007-2011

- Graduated with the highest grade point average from the College of Mass Communication in the class of 2011

AREAS OF SPECIALIZATION

Organization Theory and Behavior (in the context of public management); Chinese Politics (from the perspective of institutional analysis and design); Public Personnel Management (with an emphasis on public service motivation); Civic Engagement; Policy Implementation

REFEREED JOURNAL ARTICLES

"Changing Levels of Job Satisfaction among Local Environmental Enforcement Officials in China," *The China Quarterly* (co-authored by Shui-Yan Tang and Carlos Wing-Hung Lo) Forthcoming

"What Makes Neighborhood Associations Effective in Urban Governance? Evidence from Neighborhood Council Boards in Los Angeles," *The American Review of Public Administration* (co-authored by Hui Li and Terry L. Cooper) Forthcoming

*Funded by The Judith and John Bedrosian Center on Governance and the Public Enterprise (\$4,300) as well as The Sol Price Center for Social Innovation (\$24,750)

"Implicit and Explicit Motivation Crowding in Prosocial Work," *Public Performance & Management Review* 42(4): 889-919 (co-authored by William G. Resh and John D. Marvel) 2019

"The Persistence of the Prosocial Work Effort as a Function of Mission Match," *Public Administration Review* 78(1): 116-25 (co-authored by William G. Resh and John D. Marvel) 2018

WORKING MANUSCRIPTS

“What Affects the Attitudes China’s Local Bureaucrats Hold towards Administrative Reforms?” (co-authored by Fangda Ding)	2019
“Top-Down and Bottom-up Approaches to Environmental Governance in China: Evidence from the River Chief System” (co-authored by Kezhong Zhang, Jie Ouyang, and Yuanping Lu)	2019
“Old Problems and New Dilemmas: The Conundrum of Environmental Management Reform in China” *Under peer review (revise & resubmit)	2019
“Internal Capacity and Neighborhood Council Performance: A Fuzzy-Set Qualitative Comparative Analysis” (co-authored by Terry L. Cooper and Hui Li) *Winning proposal for the Capstone Grant Award (\$10,000)	2018
“Beyond Governance for Economic Growth: Fiscal and Personnel Incentive Distortions in China” (co-authored by Shui-Yan Tang) *To be published as a chapter in the <i>Handbook of Chinese Public Administration</i> (edited by Xiaowei Zang)	2018

WORKS IN PROGRESS [SELECTED]

How Does Anti-Money Laundering Facilitate Extra-Territorial Anti-Corruption Enforcement? (data collection and analysis)

Fostering Ethical Leadership: How to Nurture Responsible Public Leaders at the Highest Level in A Democracy (data collection and analysis)

RESEARCH AND TEACHING GRANTS

Internal SRG Funding Support (from CityU), for “Results of Where They Sit or Determinants of Where They Stand: Demystifying Public Employees’ Higher Levels of Public Service Motivation (PSM),” **Principal Investigator**; awarded \$100,000 (HKD) for two years. 2019-

SELECTED FELLOWSHIPS & AWARDS

Graduate Lectureship Award , Sol Price School of Public Policy, USC	2017
Conference Travel Award , Graduate Student Government, USC	2015, 2017
IPPAM Endowed Fellowship , International Public Policy and Management, USC	2016
Outstanding Achievement Award , Sol Price School of Public Policy, USC	2015
Doctoral Student Summer Institute Award & Research Grant , Office of the Provost, USC	2014
Graduate Assistantship , Sol Price School of Public Policy, USC	2013-2017
Community Partners Fellowship , Luskin School of Public Affairs, UCLA	2011-2012
National Scholarship , Ministry of Education, China	2009-2010
Outstanding Project Award , Tencent Technology Ltd., China	2008-2009
WING HANG Bank Fellowship , Wing Hang Bank Ltd., Hong Kong	2008-2009
University Academic Fellowship (Top Prize) , Shenzhen University, China	2008-2009

CONFERENCE PRESENTATIONS & INVITED LECTURES

“Old Problems and New Dilemmas: The Conundrum of Environmental Management Reform in China.”

*Paper presented

- At the School of Public Administration at Southwestern University of Finance and Economics, Sichuan, China. May 27, 2019
- At the “Public Management Research Conference,” Lee Kuan Yew School of Public Policy (NUS), Singapore. May 31-June 2, 2018

“The Performance of Neighborhood Councils in Los Angeles: A Fuzzy-Set Qualitative Comparative Analysis,” co-authored by Hui Li and Terry L. Cooper.

May 31-June 2, 2018

*Paper presented at the “Public Management Research Conference,” Lee Kuan Yew School of Public Policy (NUS), Singapore.

“Reforming Civil Service When Employees are Unhappy,” co-authored by Shui-Yan Tang and Carlos Wing-Hung Lo.

*Paper presented

- At the School of Politics, Public Affairs & International Studies (SPPAIS), University of Wyoming. Apr. 6, 2018
- At the Department of Politics and Public Administration, University of Hong Kong. Mar. 19, 2018
- At the Center for Public Administration and Policy (CPAP) School of Public and International Affairs (SPIA), Virginia Polytechnic Institute and State University. Feb. 6, 2018
- At the “Public Management Research Conference,” Washington, D.C. June 8-10, 2017
- At the Departmental Research Seminar (by invitation of the Department of Management and Marketing), Hong Kong Polytechnic University. Jan. 16, 2017

“Revisiting the Neighborhood Council System in Los Angeles: Is it Effective in Promoting Civic Engagement?” co-authored by Li and Terry L. Cooper.

Mar. 17-21, 2017

*Paper presented at the “American Society for Public Administration’s Annual Conference on Saluting the Public Service: A Bold & Noble Profession,” Atlanta, GA.

“Beyond Governance for Economic Growth: Fiscal and Personnel Incentive Distortions in China,” co-authored by Shui-Yan Tang.

Oct. 16-17, 2015

*Paper presented at the Conference on “Quality of Government: Understanding the Post-1978 Transition and Prosperity of China,” School of International Relations and Public Affairs, Fudan University, Shanghai, China.

“Results of Where They Sit or Determinants of Where They Stand: Understanding the Effect of Public Employees’ Higher Levels of Public Service Motivation (PSM).”

Sept. 30-Oct. 3, 2015

*Paper presented at the “Southeastern Conference for Public Administration (SECoPA) on Research & Application: Promoting Effective Public Service,” Charleston, SC.

TEACHING EXPERIENCE

Sole Instructor of Record

Course Title: *Quantitative Methods* (POL 8621), CityU Fall 2019

Course Title: *Managing Organizations and People* (POL 5301), CityU Spring 2019

- Spring 2019 enrollment: 53 students. Overall professor rating: 5.87 [1-7 scale].

Course Title: *Social Science Research Methods* (POL 2603), CityU Spring 2019

- Spring 2019 enrollment: 211 students. Overall professor rating: 5.88 [1-7 scale].

- Course Title: *Principles of Public Sector Management* (POL 2307), CityU Fall 2018
- Fall 2018 enrollment: 85 students. Overall professor rating: 6.02 [1-7 scale].
- Course Title: *Statistics for Policy, Planning, and Development* (PPD 303), USC Fall 2017
- Fall 2017 enrollment: 33 students. Overall professor rating: 3.88 [1-5 scale].

Lead Teaching Assistant

- For Dr. Shui-Yan Tang, Professor in Public Administration Fall 2016
- Course Title: *Public Policy and Management* (PPD-225), USC
 - Average TA Rating: 4.45/5.0 (Response Rate: 71.74%)
- For Dr. Glenn Daley, Economist Fall 2014
- Course Title: *Economics for Policy, Planning and Development* (PPD 501 A & B), USC
 - Average TA Rating: 4.27/5.0 (Response Rate: 45.71%)

Teaching Assistant

- For Dr. Qingyuan (Lori) Yue, Associate Professor of Management and Organization Spring 2016
- Course Title: *Strategic Management* (BUAD-497), Marshall School of Business, USC
- For Dr. Mark Velez, Captain of Palos Verdes Estates Police Department Spring, Fall 2015
- Course Title: *Statistics for Policy, Planning, and Development* (PPD 303 & 502), USC

RELEVANT PROFESSIONAL EXPERIENCE

- Managerial Intern, China UnionPay** (Representative Office for North America), Jersey City, NJ 2013
- Evaluated the completion status of UnionPay & Elavon during a contract-based project (phase II), the purpose of which was to increase consumer awareness of the former and promote it internationally; prepared respective monitoring report and made suggestions for further enhancement of UnionPay's brand recognition in the US for 2013.
- Research Intern, China Chamber of International Commerce-Shenzhen, China** 2012
- Carried out an independent research project entitled "Exploring the Myth of NGOs' Development in China and Respective Strategies to Strengthen Their Independence," which explored the intricacies of China's NGOs.
- Research Intern, CEIBS Lujiazui International Finance Research Center-Shanghai, China** 2012
- Participated in a research project entitled "The Feasibility of Issuing Municipal Bonds in China," an analysis of the impacts of municipal bond issuance on local governments and related policy designs to minimize default risk.
- Intern with Scholarship, WING HANG Bank-Shenzhen, China** 2010
- Co-contributor to an analysis of client information; compiled a company report on employee morale.

SKILLS & QUALIFICATIONS

Technical Skills

- Proficient in SPSS, STATA, Scalar, Adobe Premiere Pro CS6, and Adobe Photoshop

Languages

- Fluent in English, Chinese (Mandarin and Cantonese)

Teaching Assistant Qualifications

- TA Qualification Test (Oral): Passed (Unrestricted), UCLA
- ITA (International Teaching Assistant) Exam: Qualified to Teach with No Restrictions, USC

Translations

- Simultaneous & Consecutive Interpreter for the following:

- Delegation of faculty and school administrators from Hainan University. Selected works included: “Cultural Soft Power” by Dr. Jay Wang; “The Importance of Engaging China” by Former Assistant Secretary of State for South and Central Asian Affairs Robert O. Blake, Jr.; “An Introduction on APRU (Association of Pacific Rim Universities)” by Dr. Shantanu Dutta; “Diversity and Inclusion” by Dr. LaVonna B. Lewis; and “China from a US Policy Perspective” by Dr. Eric J. Heikkila. 2017
- The 6th Chinese International Co-Production Film Screening Event (November 1) held by Sony Pictures Entertainment Inc. Major responsibilities included 1) leading a group of Chinese actors on a tour of Sony Pictures Studios, Culver City, California; 2) providing high-ranking officials from China’s State Administrative Bureau of Press, Publication, Radio, Film and Television with a detailed overview of the role of sound stages in Sony Pictures’ feature films and television projects; and 3) assisting Mr. Nicholas Velasquez, Vice President of Government Affairs at Sony, in explaining how filming locations are chosen for sitcoms such as *The Goldbergs*. 2016
- Public officials from Shanghai Municipal Administration of Culture, Radio, Film, and Television (SACRFT). Selected works included: “Public-Private Partnerships for Public Interests” presented by Dr. Elizabeth Graddy; “Cultural Communication and Cultural Industry” by Dean Willow Bay; “Communication Policy” by USC University Professor Geoffrey Cowan; “Museum Operation and Finance” by the former president of the Los Angeles County Natural History Museum Jane Pisano; “Public Art in Los Angeles: History, Policy, and Trends” by, Mr. Tanner Blackman, a board member of the Do Art Foundation; and “Cities and Culture” by Dr. Eric Heikkila. 2016
- Delegations of senior public servants from Shenzhen. Selected works included: “Organizational Theory” by Dr. Peter Robertson; “Social Innovation and How It Complements Other Innovations and Growth Strategies” by Dr. Gary Painter; “Rethinking the Administrative Presidency” by Dr. William Resh; “Innovation in Times of Change” by Dr. Robert Myrtle; “The Web and Online Trends” by journalism professor Marc Cooper; “Innovative Approaches to Meeting Affordable Housing Challenges” by housing developer Kevin Rodin; “Ethical Decision-making” by Dr. Terry Cooper; “Ten Principles for a Rule-Ordered Society: Enhancing China’s Governing Capacity” by Dr. Shui-Yan Tang; and Congratulatory Remarks by Dean Jack Knott. 2015-2016
- Dr. Frank V. Zerunyan’s consulting trip to Shenzhen, China. Translated two lectures on collaborative governance—the first for an audience of 250 local community leaders from the Bao’an District (Shenzhen), the second for an audience of 100 public service academy instructors, professors and scholars. Assisted in presenting research papers and ideas to a group of public administration researchers and public officials during an intensive two-day workshop at the Bao’an Party School (Shenzhen); addressed questions and concerns regarding essential collaborative governance issues raised throughout the tour. 2015
- Delegation of high-ranking personnel from the Bureau of Industrial and Commercial Administration, Guangxi Provincial Government. Selected works included: “Trends & Best Practices in Cybersecurity – for Networks, Cloud Computing and Mobile” presented by Ernie Edmonds; “The Role of Government in Economic Development: Achievement and Challenges” by former Los Angeles Mayor Antonio Villaraigosa; “U.S. Judicial and Police System; Industrial, Commercial and E-Business Laws, Practices, and Regulations” by Dr. Mark Velez; and “The Future of Digital Business Development and Marketing: Competing With Free or Zero Budget Marketing” by Dr. Ira Kalb. 2015
- Translated Documents:
 - “Interpreting China-India Economic Differences: An Overlooked Factor” (Authors: S. 2012

Ramakrishna Velamuri and Shengjun Liu), published in the *Financial Times* (Chinese Version).

LEADERSHIP EXPERIENCE

USC Chapter President Pi Alpha Alpha Global Honor Society for Public Affairs and Administration	2014-2015
Community Activities Committee Appointee (Stipend) Graduate Student Association, UCLA	2012-2013
Vice President Debate Team of Mass Communication, Shenzhen University, China	2008-2010
Elected Officer Association Union, Shenzhen University, China	2008-2010

MEDIA COVERAGE

Cover image in IELTS E-magazine, published by the British Consulate General, Guangzhou	2012
Interviewed by <i>Sina News of China</i> on the merits of utilizing IELTS for English studies	2011

DISSERTATION/THESIS COMMITTEES AND STUDENT SUPERVISING

Dissertation Chair or Co-Chair <ul style="list-style-type: none">Lei TaoRan Liu (Joint Ph.D. Scheme with Nanjing University)	2019- 2019-
Thesis Advisor <ul style="list-style-type: none">Lap-Ming Raymond Tang	2019-
Student Collaborators <ul style="list-style-type: none">Yuyang LiWing-Shing Liu	

UNIVERSITY AND DEPARTMENTAL ACTIVITIES/SERVICE

Admission Officer, Master of Arts in Public Policy and Management Committee, CityU POL	2019-
Member, Departmental Promotion and Website Design Task Force, CityU POL	2019-
Expert Commentator, ECF Secondary School Outreach Program (Behavioral Insight in Environmental Public Policy), CityU CLASS	2019
Library Liaison, CityU POL	2018-
Member, Research Education Committee, CityU POL	2018-

PROFESSIONAL MEMBERSHIPS & AFFILIATIONS

Association for Public Policy Analysis and Management	2014-2019
American Society for Public Administration	2017-2019
American Planning Association	2014-2015
American Political Science Association	2014-2015

REFERENCES

- Shui-Yan TANG, PhD
University of Southern California
stang@usc.edu
Phone: (213) 740-0379
- William G. RESH, PhD
University of Southern California
wresh@usc.edu
Phone: (213) 821-7844
- Terry L. COOPER, PhD
University of Southern California
tlcooper@usc.edu
Phone: (213) 740-0371
- Richard M. WALKER, PhD
City University of Hong Kong
rmwalker@cityu.edu.hk
Phone: +852 3442-8760