

# Danyao Li

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## Academic Positions

Assistant Professor, Sol Price School of Public Policy, University of Southern California, August 2022 – Present

## Education

Ph.D. Public Affairs, Indiana University, Bloomington, 2022

M.P.A. Fudan University, Shanghai, China, 2016

B.A. Public Administration. Fudan University, Shanghai, China, 2013

## Peer-Reviewed Publications

- [10] Nicholson-Crotty, J., & **Li, D.** (2022). When Intragroup Conflict is A Good Thing: Team Diversity and Use of Force by Police. Forthcoming at *International Public Management Journal*.
- [9] **Li, D.** (2021). Spillover Effects of Minority Representation on Majority Bureaucrats' Behavioral Change. *Public Administration Review*, 81(6), 1071-109. <https://doi.org/10.1111/puar.13428>
- [8] **Li, D.**, Nicholson-Crotty, S., & Nicholson-Crotty, J. (2021). Creating Guardians or Warriors? Examining Effects of Non-Stress Training on Policing Outcomes. *The American Review of Public Administration*, 51(1), 3-16. <https://doi.org/10.1177/0275074020970178>
- [7] Nicholson-Crotty, S., Nicholson-Crotty, J., **Li, D.**, & Christensen R. K. (2021). Exploring the Conditionality of Public Service Motivation: Evidence from a Priming Experiment. *Asia Pacific Journal of Public Administration*, 1-15. <https://doi.org/10.1080/23276665.2021.1934052>
- [6] Nicholson-Crotty, S., Nicholson-Crotty, J., **Li, D.**, & Mughan, S. (2021). Race, Representation and Asset Forfeiture. *International Public Management Journal*, 24(1), 47-66. <https://doi.org/10.1080/10967494.2020.1728454>
- [5] Mughan, S., **Li, D.**, & Nicholson-Crotty, S. (2020). When Policing Pays: Costs and Benefits for Elected versus Appointed Administrators Engaged in Asset Forfeiture. *The American Review of Public Administration*, 50(3), 297-314. <https://doi.org/10.1177/0275074019891993>

- [4] **Li, D.**, Richards, M. R., & Wing, C. (2019). Economic downturns and nurse attachment to federal employment. *Health economics*, 28(6), 808-814. <https://doi.org/10.1002/hec.3886>
- [3] Nicholson-Crotty, J., Nicholson-Crotty, S., & **Li, D.** (2019). Recruit Screening, Representation, and the Moral Hazard Problem in Policing. *Public Performance & Management Review*, 42(2), 483-503. <https://doi.org/10.1080/15309576.2018.1470992>
- [2] Jing, Y., & **Li, D.** (2018). Private roles in enhancing multi-level governance: China's "Internet+" national strategy. *Public Policy and Administration*, 34(2), 144-164. <https://doi.org/10.1177/0952076718764012>
- [1] Jing, Y., Cui, Y., & **Li, D.** (2015). The politics of performance measurement in China. *Policy and Society*, 34(1): 49-61. <https://doi.org/10.1016/j.polsoc.2015.02.001>

## Manuscripts Under Review

**Li, D.** Identity, Intersectionality and Bureaucratic Decision Making.

**Li, D.** Critical Mass Conditions of Bureaucratic Behavioral Change in Representative Bureaucracy: A Theoretical Clarification and A Nonparametric Exploration.

Nicholson-Crotty, S., **Li, D.**, & Nicholson-Crotty, J. Social Identity and Cooperative Behavior by Public Administrators.

## Works in Progress

**Li, D.**, & Nicholson-Crotty, J. Race and Gender in Confrontational Police-Citizen Interactions: Evidence from Dallas Police Department Response to Resistance Data.

**Li, D.**, & Nicholson-Crotty, J. Gender across the Organization: The Interaction of Female Leaders and Subordinates in the Production of Organizational Policies.

**Li, D.**, Richards, M., & Wing, C. Public Quality Reporting in the Absence of Market Forces: Evidence from the Veterans Health Administration.

Mughan, S. & **Li, D.** Cross Border Effects of Marijuana Legalization: An Application to Asset Forfeiture.

Nicholson-Crotty, S., Nicholson-Crotty, J., **Li, D.**, & Wright, J. Social Construction, Critical Race Theory and Fungible Punishment: Evidence from Dallas Rapid Integrated Group Healthcare Team (RIGHT Care) Program.

## Conference Presentations

“Critical Mass Condition of Majority Behavioral Change in Representative Bureaucracy: A Nonparametric Exploration.” *Association for Public Policy Analysis & Management Fall Research Conference (APPAM)*, Austin, TX, November 2021 (accepted).

“Conditional Intersectionality? Race, Gender and Group Dynamics in Police-Citizen Interactions”

- with Jill Nicholson-Crotty. *Public Management Research Association Conference (PMRC)*, Honolulu, HI, virtually through Zoom, June 2021.
- “When Intragroup Conflict is A Good Thing: Team Diversity and Use of Force by Police” with Jill Nicholson-Crotty. *Social Equity and Public Administration: The Behavioral Perspective*, American University, Washington D.C., virtually through Zoom, April 2021.
- “‘Race versus Gender’ or ‘Race and Gender?’ Identity, Intersectionality and Bureaucratic Decision Making in Traffic Law Enforcement.” *Association for Public Policy Analysis & Management Fall Research Conference (APPAM)*, virtually through Zoom, November 2020.
- “Identity, Intersectionality and Decision-making: Race and Gender on Police and Citizen Interactions” with Jill Nicholson-Crotty. *Beyond Representative Bureaucracy: Race, Gender, and Social Equity in Governance, Public Administration Review (PAR) Symposium*, virtually through Cisco Webex, September 2020.
- “Whose Behavior Changes in Representative Organizations? A Microlevel Examination of Majority and Minority Police Officers in Traffic Law Enforcement.” *Association for Public Policy Analysis & Management Fall Research Conference (APPAM)*, Washington, D.C., November 2019.
- “Exploring the Conditionality of Public Service Motivation: Evidence from a Priming Experiment” with Sean Nicholson-Crotty, Jill Nicholson-Crotty and Robert Christensen. *BYU Aspen Grove Public Service Motivation Conference*, Sundance, UT, September 2019.
- “Race, Sympathy, and Cooperation: An Experimental Test of the Assumptions of Representative Bureaucracy” with Sean Nicholson-Crotty and Jill Nicholson-Crotty. *Public Management Research Association Conference (PMRC)*, Chapel Hill, NC, June 2019.
- “Public Service Motivation’s Conditional Beneficiaries: A Recall Experiment Reflecting Social Dominance Theory” with Sean Nicholson-Crotty, Jill Nicholson-Crotty and Robert Christensen. *Public Management Research Association Conference (PMRC)*, Chapel Hill, NC, June 2019.
- “Race, Representation and Asset Forfeiture” with Sean Nicholson-Crotty and Jill Nicholson-Crotty. *Midwest Political Science Association Annual Meeting (MPSA)*, Chicago, IL, April 2019.
- “Public Quality Reporting in the Absence of Market Forces: Evidence from the Veterans Health Administration” with Michael Richards and Coady Wing. *Association for Public Policy Analysis & Management Fall Research Conference (APPAM)*, Washington, D.C., November 2018.
- “Gender Across the Organization: The Interaction of Female Leaders and Subordinates in the Production of Organizational Policies” with Jill Nicholson-Crotty. *Midwest Political Science Association Annual Meeting (MPSA)*, Chicago, IL, April 2018.
- “Creating Guardians, Calming Warriors? An Examination on Impact of Non-Stress Training on Policing Outcomes” with Sean Nicholson-Crotty. *Association for Public Policy Analysis & Management Fall Research Conference (APPAM)*, Chicago, IL, November 2017.
- “Conflict Resolution and Community Policing: Gender and Management in Police Use of Force” with Jill Nicholson-Crotty and Kimberly Madsen. *American Political Science Association Annual Meeting (APSA)*, San Francisco, CA, September 2017.
- “Recruit Screening, Representation, and Racial Disproportion in Policing” with Jill Nicholson-Crotty

and Sean Nicholson-Crotty. *Public Management Research Association Conference (PMRC)*, Washington, D.C., June 2017.

“Recruit Screening, Representation, and Racial Disproportion in Policing” with Jill Nicholson-Crotty and Sean Nicholson-Crotty. *Midwest Political Science Association Annual Meeting (MPSA)*, Chicago, IL, April 2017.

“Private Roles in Enhancing Multi-Level Governance: China's "Internet +" National Strategy” with Yijia Jing. *HKU-USC-IPPA Conference on Public Policy*, Hong Kong, June 2016.

“Private Roles in Enhancing Multi-Level Governance: China's "Internet +" National Strategy” with Yijia Jing. *American Society for Public Administration Annual Meeting (ASPA)*, Seattle, WA, March 2016.

## **Additional Training and Research Skills**

*Multilevel Models: Advanced Topics*, Inter-university Consortium for Political and Social Research (ICPSR) Summer Program, University of Michigan, Ann Arbor, 2020.

*Race, Ethnicity and Quantitative Methodology*, ICPSR Summer Program, University of Michigan, Ann Arbor, 2020.

*Introduction to the R Statistical Computing Environment*, ICPSR Summer Program, University of Michigan, Ann Arbor, 2020.

*Introduction to the LaTeX Text Processing System*, ICPSR Summer Program, University of Michigan, Ann Arbor, 2020.

*Introduction to Python*, ICPSR Summer Program, University of Michigan, Ann Arbor, 2020.

*Doctoral Student Professional Development Workshop*, Public Management Research Association, Chapel Hill, NC, June 2019.

## **Grant Writing Experience**

**Li, D.** “Getting to Know You: A Micro-level Examination of Police Representation, Officer Behavior and Racial Disparities in Traffic Law Enforcement,” \$7,500, Horowitz Foundation for Social Policy Grant. Not funded.

**Li, D.** “Three Essays on Representation, Diversity and Bureaucratic Performance,” \$10,000, APSA Doctoral Dissertation Research Improvement Grant (NSF Grant). Not funded.

Nicholson-Crotty, S., Nicholson-Crotty, J., & **Li, D.** “Police Training Reforms and Racial Disparities in Policing Outcomes,” \$15,210, Indiana University Racial Justice Research Fund. Funded.

## **Research Experience**

*Research Assistant* – Public Policy Institute Faculty Fellows Program (led by Sean Nicholson-Crotty and Jill Nicholson-Crotty), Indiana University, May 2018 – May 2019.

*Research Assistant* – Sean Nicholson-Crotty, August 2016 – May 2022.

*Research Assistant* – Coady Wing, August 2016 – May 2022.

*Research Associate* – Emergency Response and Crisis Management Center, Fudan University, September 2011 – February 2012.

*Research Associate & Grant Writer* – Multiple National Social Science Funding Projects (led by Yijia Jing), Fudan University, December 2012 – May 2016.

## **Research Interests**

Public Administration, Representation and Diversity, Decision Making, Organization Behavior, Social Equity and Justice, Law Enforcement, Research Design and Quantitative Methods

## **Teaching Interests**

Public Administration, Organization Theory, Policy Process, Program Evaluation and Policy Analysis, Social Equity and Public Policy, Race and Policing, Research Design and Methods

## **Teaching Experience**

### **Sol Price School of Public Policy, University of Southern California**

*Instructor* – Fundamentals of Public Administration, Fall 2022

### **Sol Price School of Public Policy, University of Southern California**

*Instructor* – Public Policy and Management, Spring 2023 (scheduled)

### **O’Neill School of Public and Environmental Affairs, Indiana University Bloomington**

*Instructor* – SPEA-V185 Management of Public Problems and Solutions, Fall 2018 – Fall 2021.

*Observe & Learn* – SPEA-V550 Topics in Public Affairs: Race and Policing in the United States, Spring 2021.

*Observe & Learn* – SPEA-V550 Topics in Public Affairs: Social Equity and Justice, Spring 2021.

### **School of International Relations and Public Affairs, Fudan University**

*Teaching Assistant* – Research Methodology in Public Administration, Fall 2013.

## **Honors and Awards**

*APPAM Equity & Inclusion Student Fellowship*, Association for Public Policy Analysis & Management, 2021

*Robert Agranoff Ph.D. Fellowship*, O’Neill School of Public and Environmental Affairs, Indiana University, 2020-2021

*China National Scholarship*, China, 2015-2016

*Fudan Education Foundation Oversea Scholarship*, Fudan University, 2014-2015

*Shanghai Municipal Government First-Class scholarship*, Shanghai, China, 2009-2016

## **Academic Service**

Expert Review Panel – Census of Law Enforcement Training Academies (CLETA), Bureau of Justice Statistics, Department of Justice, March 9, 2022

Editorial Board – *International Public Management Journal (IPMJ)*, 2020 – Present.

Graduate Student Advisory Board – *International Public Management Journal (IPMJ)*, 2019 – 2020.

Reviewer – *Public Administration Review*, *International Public Management Journal*, *The American Review of Public Administration*, *Public Performance & Management Review*.

Assistant to Associate Editor – *Public Administration Review (PAR)*, 2014 – 2016.

## **Mentoring**

Esther Gonzalez, Qualification Exam Committee, Sol Price School of Public Policy, University of Southern California