

4.1 Narrative Summary of Service Activities

Service is an integrative and critical part of my job at the Humphrey School. I regard service as learning opportunities to know how our school, university, community, and profession work. More importantly, doing service is the best way to pay back the support and kindness I have received from my institution and profession. Therefore, I never waited for or run away from service activities. Instead, I actively seek service opportunities that are aligned with my values and priorities in supporting student development, creating a more inclusive academy, and bridging academia and practice. My public and professional service activities are integrated with my research and teaching activities. Here I expand on a few examples of my service to the School, the University, my profession, and the public community.

Service to the Humphrey School and University of Minnesota

I am a faculty member and advisor in the Public and Nonprofit Management & Leadership area of the Humphrey School. I am involved in the Master of Public Policy, Master of Public Affairs, Doctor of Philosophy in Public Affairs, and Certificate in Nonprofit Management programs at Humphrey. Since 2020, I have served as the Director of Graduate Studies for the Graduate Certificate in Nonprofit Management. I redesigned the curriculum of the certificate program so the processes of course selection and degree completion are more streamlined and easier to navigate through. The certificate program used to be a five-school collaboration and the courses were all over the place and outdated. The revised curriculum highlights the ownership of the Humphrey School and makes it more flexible for students to complete the certificate program.

Another highlight of my service at the Humphrey School and the University is the Humphrey School Dean Search Committee. As the only junior faculty member serving on the committee, I deeply valued this opportunity of representing the public and nonprofit management and leadership area and building a diverse pool of candidates who provide future leadership for the Humphrey School. On the committee, I was not hesitant to voice my opinions and I participated in all of the twelve semi-finalist interviews. The result was a diverse and exciting pool of finalists. I truly enjoy this service with my colleagues in different areas of the Humphrey School.

I have also been a member of the Equity & Inclusion Council since 2019 and a member of the search committee for the President's Postdoctoral Fellowship Program, which is oriented to diversifying academia. Since two postdoc fellows joined Humphrey, I have also served as their mentors to help them navigate the publishing process and teaching responsibilities. These services played important roles in making Humphrey a more inclusive and diverse place to work and study. Finally, I have served on the Lloyd B. Short Award Committee and Doctoral Dissertation Fellowship Review Committee. These committee services showcase my commitment to student development. I aim to be both a fair reviewer and a helpful consultant for students in those committee service opportunities.

Service to the Profession

My service to the profession demonstrates my strong reputation in public and nonprofit management research and my commitment to enhancing diversity and inclusion in academia. I

serve as the Managing Editor for *Public Administration Review* which is a top journal in public management. My central goal in this managing editorship role is to help *PAR* identify junior scholars from less represented backgrounds so their voices can be incorporated in the journal review process and they can build a scholarly reputation through review services. My international and interdisciplinary backgrounds also allow me to help *PAR* engage more international scholars from diverse disciplines and methodological backgrounds. As it is quite unconventional in my field for a junior scholar to serve such editorial positions, I hope my experiences can encourage more junior scholars to step up to provide key academic leadership for the development of public and nonprofit management research.

I currently serve on the Editorial Board of *Nonprofit Management and Leadership* and *Journal of Nonprofit Education and Leadership*. Over the last five years, I have reviewed for over twenty different journals and four academic conferences, many among the top journals and most highly respected conferences in public and nonprofit management research. I also helped organize the first international workshop on the coproduction of public services under comparative perspectives in Hangzhou, China, and served as the guest editor for that special issue in *Journal of Chinese Governance*. These experiences made me a respected voice in my field.

With my international background as an Asian scholar, I regard the globalization of public and nonprofit management as a key purpose of my service. This is critical as public and nonprofit management research is quite U.S. and Europe-centric and the field desperately needs more comparative research between the East and West. I have been nominated and selected as the conference program committee member for the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Asia Conferences in 2019 and 2021. I helped started and coordinated the ARNOVA Common Interest Group in Chinese Nonprofit Research so scholars who are from China or interested in doing research related to the nonprofit sector in China can find an academic home and support each other.

I emphasize mentorship and the cultivation of the next generation of public affairs scholars in my service to the profession. Through my leadership at the ARNOVA Theory, Issues, and Boundaries Section (TIBS), I have also helped organize a professional development workshop on theory development which had a packed room during the 2021 ARNOVA Conference in Atlanta. Starting in 2022, I became the co-chair of the Professional Development Workshop Subcommittee of the ARNOVA Conference. I actively participate in the ARNOVA Research Roundtables which aim at helping doctoral students and junior scholars develop their papers. Over the years, I have been nominated to conduct some of the most important services for my profession, including serving on the committees of the RGK-ARNOVA President's Award, Felice Davidson Perlmutter Best Paper Award, and ARNOVA Distinguished Achievement in Leadership and Nonprofit and Voluntary Action Research Award. These experiences engage me with the top research in the field and build my reputation as a public and nonprofit management scholar.

Service to the Public Community

In recognition of my scholarship and reputation in government-nonprofit relations and urban greenspace, I have been invited to serve on several boards and committees. I am a board member of the Minneapolis Parks Foundation, assisting them with their project on the North Commons

Park and their involvement with the Reimagine the Civic Commons initiative. I have also served as a member of the Community Advisory Committee for the Minneapolis Park & Recreation Board Parks for All Comprehensive Plan 2021-2036, and the organizing committee of the Nonprofit Leadership Conference hosted by the Minnesota Council of Nonprofits. These service opportunities provide the gateway for me to do engaged scholarship and build deep connections with community-based organizations in Minnesota. As I have stated in my research statement, doing locally engaged scholarship is my current and future research priority.

I appreciate these opportunities of introducing my research to the practitioner community. Thus, in addition to my committee and board service, I have also been invited to speak by government and nonprofit agencies, including the Government Accountability Office, Mounds View City Council, and the Minnesota Chinese Association of Science and Technology. As the COVID-19 pandemic hit the world, I have also done major outreach in my home country – China. My colleagues and I engaged in several research projects examining how the government worked with community-based organizations to coproduce pandemic responses. We emphasized policy advocacy as much as academic publishing. In particular, we wrote a popular press article in Chinese to reflect on grassroots and nonprofit activities during the pandemic, titled “One Year Anniversary of the Wuhan Lockdown: What Nonprofit Organizations Do We Need in a Risk Society?” We also wrote an English version article in *Nonprofit Quarterly* which is a respected venue for bridging research and practice. It is my goal to write public-facing articles along with my academic publications, as part of my ongoing commitment to integrate my research, teaching, and service activities.