

# Austin M. McCrea

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## Academic Positions

- Fall 2021-present, Assistant Professor of Public Administration, Department of Political Science, Texas Tech University.

## Education

- Ph.D. Public Administration and Policy, American University, May 2021.
- M.A. Political Science, Texas A&M University, December 2018.
- B.A. Political Science, Kent State University, 2016.

## Publications

### *Peer-Reviewed Journal Articles*

- McCrea, Austin M., Ricardo Bello-Gomez, and Sung-Wook Kwon. 2025. "Attribution Framing and Citizens' Perceptions of Bureaucracies, Bureaucrats and Public Servants." *Public Performance and Management Review* 48(14): 932-947.
- La, Hoan (*TTU PhD Student*), and Austin M. McCrea. 2025. "A Capacity for War: Armed Conflict, Administrative Capacity, and Health Outcomes." *International Journal of Public Administration* 48(4): 793-819.
- Hawes, Daniel P. and Austin M. McCrea. 2025. "A Hard Pill to Swallow: Social Capital, Opioids, and Health Outcomes in the United States." *Journal of Public Policy* 45(2): 321-348.
- McCrea, Austin M., Kenicia Wright, Xioayang Xu, and Noah Pruitt (*TTU PhD Student*). 2025. "Pathways for Social Equity: An Audit of Bureaucratic Representation, Diversity, and Cultural Competency in Florida Nursing Homes." *Journal of Social Equity and Public Administration* 3(1): 54-68.
- McCrea, Austin M. 2025. "Impatiently Waiting: Women Managers, Psychological Costs, and the Reduction of ER Wait Times." *American Review of Public Administration* 55(4): 350-366.
- Meier, Kenneth J., and Austin M. McCrea. 2024. "Sit it Out or Dance: Representative Bureaucracy Contagion Effects in Healthcare." *International Public Management Journal* 27(3): 401-421.
- McCrea, Austin M. 2022. "The Role of Organizational Slack and Human Capital in Managing Performance Shocks: How US Nursing Homes Buffered Hurricane Katrina." *Journal of Policy Studies* 37(3):1-14.
- McCrea, Austin M. 2022. "Coping with Representation: The Moderating Effect of Workload on Individual-Level Representation." *International Public Management Journal* 25(3): 321-342.

- McCrea, Austin M., Ling Zhu, and Morgen Johansen. 2022. "Managing Diversity Differently: The External Environment and Cross-Sector Differences in Diversity Management." *Journal of Public Administration Research and Theory* 32(2): 436-454.
- McCrea, Austin M. 2021. "The Cost of Representation: Insurance Status, Gender, and Cardiac Outcomes in Emergency Department Care." *Public Administration Review* 81(6): 1092-1101.
- Cheon, Ohbet, Miyeon Song, Austin M. McCrea, and Kenneth J. Meier. 2021. "Healthcare in America: The Relationship between Subjective and Objective Assessments of Hospitals." *International Public Management Journal* 24(5): 596-622.
- McCrea, Austin M. 2020. "Can Administrative Capacity Address Wicked Problems?: Evidence from the Frontlines of the American Opioid Crisis." *Administration & Society* 52(7): 983-1008.
- McCrea, Austin M., and Ling Zhu. 2019. "The Environmental Determinants of Diversity Management: Competition, Collaboration, and Clients." *Public Administration* 97(4): 942-959.
- Amirkhanyan, Anna A., Stephen B. Holt, Austin M. McCrea, and Kenneth J. Meier. 2019. "Managing Racial Diversity: Matching Internal Strategies to Environmental Needs." *Public Administration Review* 79(1): 69-81.
- Hawes, Daniel P. and Austin Michael McCrea. 2018. "Give Us Your Tired, Your Poor and We *Might* Buy Them Dinner: Social Capital, Immigration and Welfare Generosity in the American States." *Political Research Quarterly* 71(2): 347-360.

### Book Chapters

- Meier, Kenneth J. and Austin M. McCrea. 2023. "Managing Social Welfare Policy: Lessons from the Evidence-based Management Literature." in *The Oxford International Handbook of Public Administration for Social Policy*.

### Public Engagement

- Amirkhanyan, Anna, Austin M. McCrea, and Kenneth J. Meier. 2020. "Why Some Nursing Homes Are Better Than Others At Protecting Residents And Staff From COVID-19." *The Conversation*.
- Hawes, Daniel P., and Austin M. McCrea. 2018. "How white middle class social capital can lock immigrants out of more generous state welfare policies". *London School of Economics USAPP Blog*.

### Under Review

- Li, Danyao, and Austin M. McCrea "Identity and Intersectionality in Public Administration: A Layered and Integrated Framework." Invitation to Revise and Resubmit at *Administration & Society*.
- McCrea, Austin M., and Nathan Favero. "Getting 'Em Through the Door: How Institutional Context and Personal Preferences Jointly Shape Citizens' Selection of Bureaucrats."

### Working Papers

- Favero Nathan, and Austin M. McCrea. "Client Preferences for Bureaucratic Representation: A Conjoint Experiment Involving Symbolic Representation and Representative Role Acceptance Cues."
- Zhu, Ling, Miyeon Song, Austin M. McCrea, and Ohbet Cheon. "Networking for the Honor Roll: Unpacking the Relational Foundation of Organizational Reputation."

- McCrea, Austin M., Miyeon Song, and Ling Zhu. "Physician Concentration, Shortage, and Effective Health Care in Resource-Constrained Settings."
- Pruitt, Noah (*TTU PhD Student*), and Austin M. McCrea. "Public Service Provision and Satisfaction with Democracy in Latin America."

## Awards

- Charles H. Levine Best PhD Paper Award, Department of Public Administration and Policy, American University, 2020.
- School of Public Affairs Graduate Student Research Award, American University, 2021.

## External Grant Applications

- Workforce and Expertise Research Stipend, Volcker Alliance, with Sheeling Neo, Ricardo Bello-Gomez, and John Marvel, under review.
- American Political Science Association, Paul Volcker Junior Scholar Research Grant, \$3,000, Spring 2022 (not funded).

## Presentations

### *Invited Presentations*

- "The Cost of Representation: Insurance Status, Gender, and Cardiac Outcomes in Emergency Department Care." University of Konstanz, April 28, 2021.

### *Conference Presentations*

- Zhu, Ling, Miyeon Song, and Austin M. McCrea. "Networking for the Honor Roll: Unpacking the Relational Foundation of Organizational Reputation." MPSA 2026.
- Zhu, Ling, Miyeon Song, and Austin M. McCrea. "Networking for the Honor Roll: Unpacking the Relational Foundation of Organizational Reputation." APSA 2025.
- Zhu, Ling, Miyeon Song, and Austin M. McCrea. "Networking for the Honor Roll: Unpacking the Relational Foundation of Organizational Reputation." PMRC 2025.
- Pruitt, Noah, and Austin M. McCrea "Public Service Provision and Satisfaction with Democracy in Latin America." MPSA 2025.
- McCrea, Austin M., Miyeon Song, and Ling Zhu. "Physician Concentration, Shortage, and Effective Health Care in Resource-Constrained Settings." APSA 2024.
- McCrea, Austin M., and Nathan Favero. "Client Preferences for Bureaucratic Representation: A Conjoint Experiment Involving Symbolic Representation and Representative Role Acceptance Cues." PMRC 2024.
- McCrea, Austin M., Miyeon Song, and Ling Zhu. "Physician Concentration, Shortage, and Effective Health Care in Resource-Constrained Settings." MPSA 2024.

- McCrea, Austin M., and Nathan Favero. "Getting 'Em Through the Door: Understanding the Values Which Drive Citizens' Selection of Bureaucrats." MPSA 2023.
- McCrea, Austin M., and Danyao Li. "Micro, Meso, Macro Intersectionality: A Critique and Framework for Public Administration." MPSA 2023.
- McCrea, Austin M., Kenicia Wright, and Xiaoyang Xu. "Pathways for Social Equity: Bureaucratic Representation, Diversity Management, and Cultural Competency in Florida Nursing Homes." MPSA 2023.
- McCrea, Austin M., Delilah Mochoge, and Danie Vaughn. "Representation by Other Means: The Link between Managerial Representation and the Reduction of Administrative Burdens in Emergency Department Care." PMRC 2022.
- McCrea, Austin M., and Ling Zhu. "Don't Leave, It's My Fault: Managerial Turnover and Gender Representation at the Individual-Level." MPSA 2022.
- Meier, Kenneth J., and Austin M. McCrea. "Sit it Out or Dance: Contagion Effects in Representative Bureaucracy." MPSA 2022.
- McCrea, Austin M. "Coping With Representation: The Moderating Effect of Workload on Individual-Level Representation." APPAM 2020.
- McCrea, Austin M., Ling Zhu, and Morgen Johansen. "Managing Diversity Differently: How the External Environment Shapes Cross-Sector Differences in Diversity Management." PMRC 2019.
- McCrea, Austin M., Ling Zhu, and Morgen Johansen. "Managing Diversity Differently across Environments and Sectors." IRSPM 2019.
- McCrea, Austin M., and Daniel P. Hawes. "A Hard Pill to Swallow? Social Capital, Opiates, and Health Outcomes in the American States." MPSA 2019.
- McCrea, Austin, and Daniel P. Hawes. "Social Capital and Opioid Use in the American States." SPSA 2019.
- Johansen, Morgen, Austin McCrea, and Ling Zhu. "Managing Environments Differently: Sector, Environments, and Diversity Management." SPSA 2019.
- McCrea, Austin M. "Managerial Strategy and Gendered Skill: Gender Differences in US Nursing Home Administrators." MPSA 2018
- Cheon, Ohbet, Miyeon Song, Austin M. McCrea, and Kenneth J. Meier. "Healthcare in America: The Relationship between Subjective and Objective Assessments of Hospitals." SPSA 2018.
- McCrea, Austin M., and Ling Zhu. "Managing Diversity: Clients, External Environment and the Practice of Diversity Management." SPSA 2018.
- Amirkhanyan, Anna A., Stephen Holt, and Austin M. McCrea. "Representation and Performance in U.S. Nursing Homes." PMRC 2017.
- Meier, Kenneth J., Austin M. McCrea, Angela Allison, and Chandler Dawson. "Paying the High Price: Politics and the Public Health of Medical Marijuana Policy." MPSA 2017.

## Teaching

### *Texas Tech University*

- Doctoral Research Workshop. Summer 2023, 2024 (Doctoral).
- Introduction to Political Analysis. Fall 2023, Spring 2025, 2026 (Undergraduate, Political Science).
- Program Evaluation and Quantitative Analysis for Public Managers. Fall 2021, 2022, 2023, 2024, 2025 (MPA in-person and online synchronous).
- Human Resource Management. Spring 2022, 2023, 2024, 2025, 2026 (MPA).
- The Politics of Healthcare Inequality. Fall 2021 (Undergraduate, Political Science).
- Race, Gender, and Social Issues in Public Administration, Spring 2024 (MPA).

### *American University*

- Introduction to Public Administration and the Policy Process. Fall 2020 (MPA).
- Quantitative Methods for Public Managers. Spring 2021 (MPA).

## Service

- Professional Service
  - Representative Bureaucracy Workshop Co-Chair, MPSA 2024-present.
  - Summer Academy, American University, 2022 (Invited Panelist), 2023 (Invited Panelist and Mentor), 2024 (Assistant Director).
  - Best Book Award Committee, Academy of Management's Public and Nonprofit (PNP) Division, 2023.
  - Referee, *Administration and Society*, *Governance*, *International Journal of Public Administration*, *International Public Management Journal*, *Journal of Public Administration Research and Theory*, *Journal of Social Equity and Public Administration*, *Perspectives on Public Management and Governance*, *Public Administration*, *Public Administration Review*, *Public Health Challenges*, *Public Management Review*, *Public Personnel Management*, *Review of Public Personnel Administration*.
  - Judge, Charles H. Levine Doctoral Student Research Award, American University 2024.
  - Survey Questionnaire and Reviewer, *Empirical Research and Writing*, 2nd edition, *Cambridge University Press*.
- University Service
  - Knight-Hennessy Scholars Mock Interview, Office of Prestigious External Student Awards, Spring 2023.
- Departmental Service
  - PhD Comprehensive Exam Writer and Grader (Public Administration), 2022, 2023.
  - MPA Admissions Committee, Fall 2022-present.
  - MPA Search Committee, Spring 2021 (TT Assistant), Fall 2022 (Director), Fall 2023 (TT Assistant).

- MPA Portfolio Defense Committee Chair/Member, 2022, 2023, 2024, 2025, 2026.
- MPA Access and Engagement Committee, 2022-2025 (member), 2025-present (chair).
- PhD Committee Member, Noah Pruitt, Delilah Mochoge.
- PhD 2nd Year Paper Committee, Hoan La.
- External Speaker Co-Organizer, Fall 2023-present.
- Community Service
  - "The Road to the White House" presentation. McWhorter Elementary School, Lubbock, Texas. 2024