

Tzu-An Chiang

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EDUCATION

Ph.D. Candidate in Public Administration and Policy January 2021 – May 2026
 Florida State University

- Fields: Governance; Public Budgeting and Finance; Performance Management; Higher Education
- Dissertation: The Role of Governance Structure in Higher Education (Advisor: Dr. Daniel Fay)

M.A. in Public Administration and Policy September 2017 – July 2019
 National Taipei University

B.A. in Public Administration and Policy September 2013 – June 2017
 National Taipei University

RESEARCH

Journal Articles

- **Tzu-An Chiang & Daniel Fay.** (2025). “[Governance Reorganization and Resilience: The Case of Florida Higher Education Systems](#).” *Public Management Review*, 1-34. (SSCI; Impact Factor: 4.9; 5-Year Impact Factor: 6.2)
- **Tzu-An Chiang.** (2020). “Adoption and Lessons of the PFI (Private Finance Initiative) Model in Taiwan: A Case Study of New Taipei City’s Energy Saving Street Lamp Project.” *Training & Development Fashion (T&D Fashion)*.

Book Chapters

- **Mauricio Astudillo-Rodas & Tzu-An Chiang.** (*Forthcoming*). “What We Mean When We Talk About Transparency in Latin America” in *Elgar Encyclopedia of Latin American Politics*, edited by Claudia N. Avellaneda, Ricardo A. Bello-Gomez, and Nathalie Mendez. Edward Elgar Publishing.

Manuscripts Under Review

- **Tzu-An Chiang.** “When STEM Metrics Backfire: How Governance Structures Shape Funding Incentives and Innovation Outcomes in Higher Education.” (Originally submitted to *The Journal of Technology Transfer*, June 2025; currently being prepared for resubmission.)

Manuscripts in Progress

- **Tzu-An Chiang & Daniel Fay.** “Under Multiple Pressures: How Isomorphic Forces Influence Governance and Performance in Higher Education.”
- **Tzu-An Chiang & Mauricio Astudillo Rodas.** “The Joint Effect of Governance Structure and Faculty Union Structure on Higher Education Performance.”
- **Tzu-An Chiang.** “Assessing the Role of R&D Tax Credits in Enhancing University-Industry Collaboration.”
- **Tzu-An Chiang, Marie Denis-Luque, & Marie Gabrielle Aurel.** “Assessing Organizational Effectiveness: A Case Study of Sonje Ayiti, a Small-Scale Organization in Haiti.”

Conference Presentations

- **Tzu-An Chiang**, Marie Denis-Luque, & Marie Gabrielle Aurel. “Assessing Organizational Effectiveness: A Case Study of Sonje Ayiti, a Small-Scale Organization in Haiti.” Paper presented at the 2025 ARNOVA Annual Conference. Indianapolis, IN, November 2025.
- **Tzu-An Chiang**. “Unpacking the Complexities of Oversight in Higher Education Governance.” Paper presented at the 2025 AERA Annual Meeting. Denver, CO. April 2025.
- **Tzu-An Chiang** & Mauricio Astudillo Rodas. “The Joint Effect of Governance Structure and Faculty Union Structure on Higher Education Performance.” Paper presented at the 2025 ASPA Annual Meeting. Washington, DC, March 2025.
- Marie F. Denis-Luque, **Tzu-An Chiang**, and David Berlan. “Exploring Organizations' Revenues and Transparency Seal: A Deep Dive Study.” Paper presented at the 2024 ARNOVA Annual Conference. Washington, DC. November 2024.
- **Tzu-An Chiang** & Daniel Fay. “The Joint effect of Governance Structure and Performance-Based Funding on Organizational Performance.” Paper presented at the Public Management Research Conference. Seattle, WA. June 2024.
- **Tzu-An Chiang** & Daniel Fay. “The Influence of Governance on Higher Education Performance in Florida.” Paper presented at the Public Management Research Conference. Phoenix, AZ. May 2022.
- **Tzu-An Chiang**. “A Case Study of Preschool Education Vouchers in Taiwan: A Policy Change Perspective.” Paper presented at the Annual Conference on Public Administration and Policy. Taipei, Taiwan. December 2019.
- **Tzu-An Chiang**. “Factors Affecting the Policies of Preschool Education: An Analysis Framework.” Paper presented at the International Conference on Public Affairs and Human Rights Protection. Taipei, Taiwan. June 2019.
- **Tzu-An Chiang**. “The Application of PFI: A Case Study of Replacing Energy Conservation Street Lamp in New Taipei City.” Paper presented at the Conference on Regional Governance and Cross-Boundary Management After Democratic Transformation. Tainan, Taiwan. November 2018.

RESEARCH GRANTS, FELLOWSHIPS, & AWARDS

Honorable Mention: Best Organized Op-Ed , Florida State University (USD \$250)	2025
Taiwanese Overseas Pioneers Grants (TOP Grants) (USD \$30,000)	2025
The Meier PMRC Travel Inclusion Award , Public Management Research Association (PMRA) (Awarded, but withdrawn due to inability to attend)	2025
De Guzman Best Graduate Paper Award , Florida State University	2025
The Meier PMRC Travel Inclusion Award , Public Management Research Association (PMRA)	2022
Master's Thesis Award , Taiwan Association for Schools of Public Administration and Affairs	2020
Master's Thesis Award , Chilin Education Foundation, Taiwan	2019
Research Excellence Award , National Taipei University, Taiwan	2019
Chancellor's Award for Student Excellence , National Taipei University, Taiwan	2019
Entrance Scholarship , National Taipei University, Taiwan	2017
Research Grant for University Students , Ministry of Science and Technology, Taiwan	2016
Dean's List Award , National Taipei University, Taiwan	2016

RESEARCH EXPERIENCE

Research Assistant , Florida State University	Spring 2021 – Spring 2024
<ul style="list-style-type: none"> • Work with Dr. Daniel Fay on policies and management in higher education. • Work with Dr. Danielle Atkins on race, equity, diversity, and inclusion (REDI) in public health. • Work with Dr. Linda Schrader on nonprofit organizations and performance measurement. • Work with Dr. Mauricio Astudillo Rodas on public sector human resource management. 	

TEACHING EXPERIENCE

Instructor , Florida State University	Fall 2024 – Fall 2025
<ul style="list-style-type: none"> • PAD3003 Public Administration in American Society • PAD1000 Introduction to Public Administration 	
Guest Speaker	Spring 2024
<ul style="list-style-type: none"> • Presented on the topic of "Organizational Theory and Contemporary Ethical Issues in the Workplace" in the Public Management and Sustainability class at National Chengchi University. • Presented on the topic of "Disciplinarity and Literature Review Skills" in the Interdisciplinary Public Management class at National Chengchi University. • Presented on the topic of "Evaluating Public Programs" for PAD3003 Public Administration in American Society at Florida State University. 	
Teaching Assistant , Florida State University	Fall 2022 – Summer 2025
<ul style="list-style-type: none"> • PAD5417 Human Resource Management • PAD5327 Public Program Evaluation • PAD5041 Public Service Ethics • PAD4144 Managing the Nonprofit Organization • PAD3003 Public Administration in American Society 	
Student Teacher , New Taipei Municipal Ming Der High School, Taiwan	Fall 2019
<ul style="list-style-type: none"> • Taught civics to 11th and 12th graders, acted as a homeroom teacher, and held administrative roles in both the Academic Affairs Office and the Student Affairs Office. 	

PROFESSIONAL SERVICE

American Educational Research Association , Reviewer	2025
Public Administration Review , Reviewer	2024
Research Mentor , Florida State University	Fall 2022 – Spring 2023
<ul style="list-style-type: none"> • Instructed students in the Undergraduate Research Opportunity Program to conduct research. 	

REFERENCES

Daniel Fay Associate Professor Askew School of Public Administration and Policy Florida State University dfay@fsu.edu	Danielle Atkins Associate Professor Askew School of Public Administration and Policy Florida State University datkins2@fsu.edu	Mauricio Astudillo Rodas Assistant professor Askew School of Public Administration and Policy Florida State University mastudillorodas@fsu.edu
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