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Education

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

Academic Positions

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

Publications

- Meier, Kenneth J., and Austin M. McCrea. Forthcoming. "Sit it Out or Dance: Representative Bureaucracy Contagion Effects in Healthcare." *International Public Management Journal*.
- 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.
- 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.
- Cheon, Ohbet, Miyeon Song, Austin M. McCrea, and Kenneth J. Meier. 2019. "Healthcare in America: The Relationship between Subjective and Objective Assessments of Hospitals." *International Public Management Journal* <https://doi.org/10.1080/10967494.2018.1553808>.

- 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.

Other Publications

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

Working Papers

- McCrea, Austin M., and Nathan Favero. "Getting 'Em Through the Door: A Conjoint Experiment on Bureaucratic Selection and Value Congruity."
- McCrea, Austin M., Delilah Mochoge, and Danie Vaughn. "Impatiently Waiting: Women Managers, Psychological Costs, and the Reduction of ER Wait Times"
- McCrea, Austin M., Ricardo Bello-Gomez, and Sung-Wook Kwon. "Attribution Framing and the Public's Trust in Bureaucracies, Bureaucrats, and Public Servants."
- Li, Danyao, and Austin M. McCrea "Micro, Meso, Macro Intersectionality: A Critique and Framework for Public Administration."
- McCrea, Austin M., Kenicia Wright, and Xiaoyang Xu. "Pathways for Social Equity: Bureaucratic Representation, Diversity Management, and Cultural Competency in Florida Nursing Homes."

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

- 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

- 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.

Service

- Professional Service
 - Editorial Board, International Public Management Journal (IPMJ), 2021-
 - Referee, Administration and Society, International Journal of Public Administration, International Public Management Journal, Journal of Public Administration Research and Theory, Public Administration Review, Public Management Review, Public Personnel Management
 - Panel Chair, MPSA 2023
 - Panel Discussant, MPSA 2022
 - Graduate Student Advisory Board, IPMJ, 2019-2021
- Departmental Service
 - MPA Admissions Committee, Fall 2022-
 - MPA Search Committee, Spring 2021 (Assistant), Fall 2022 (Director)
 - MPA Portfolio Defense, Spring 2022
 - PhD Committee, Delilah Mochoge
 - PhD Comprehensive Exam Writer and Grader (Public Administration), Fall 2022