

Angel Luis Molina, Jr., Ph.D.

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Employment & Affiliations

Assistant Professor, School of Public Affairs, Arizona State University.
August 2017 – Current.

Steering Committee Member, Center for Latina/os and American Politics Research,
Arizona State University.
August 2017 – Current.

Faculty Affiliate, School of Politics and Global Studies, Arizona State University.
August 2017 – Current.

Postdoctoral Research Fellow, Center for Organization Research and Design, School of
Public Affairs, Arizona State University.
January 2016 – July 2017.

Lecturer, The Bush School of Government and Public Service, Texas A&M University.
August 2015 – December 2015.

Associate Economist, The Border Region Modeling Project at the University of Texas at El Paso.
May 2007 – May 2010.

Education

Ph.D., Political Science, Texas A&M University, 2015

Fields: Public Policy, Public Administration, Race & Ethnic Politics

Dissertation: “Guided by Governance: New Perspectives on the
Political Dynamics of Latino Education”

M.S. Economics, University of Texas at El Paso, 2007

Masters Thesis: “Economic Growth in the El Paso-Ciudad Juarez Borderplex: Which Causes
Which? A Study of Economic Causality in a U.S-Mexico International Border Economy”

B.B.A., Finance, University of Texas at El Paso, 2003

Research

Peer-Reviewed Journal Articles

16. Funk, Kendall D., Jensen, Ulrich, Molina, Jr., Angel L., and Justin Stritch. 2021. “Does Leader Gender Matter for Performance Evaluations? Evidence from Two Experiments.” Forthcoming at *Public Management Review*.
15. Funk, Kendall D., and Angel L. Molina, Jr. 2021. “Closing the Gap: How Mayors’ Individual Attributes Affect Gender Wage Disparities in Local Bureaucracies.” Forthcoming at *Review of Public Personnel Administration*.

14. Flink, Carla M., and Angel L. Molina, Jr. 2021. "Improving the Performance of Public Organizations: Financial Resources and the Conditioning Effect of Clientele Context." *Public Administration*. 99(2): 387-404
13. Molina, Jr., Angel L. 2020. "Ethnoracial Representation and the Politics of Public Sector Responsiveness." *The American Review of Public Administration*. 50(2): 193-204.
12. Stritch, Justin, Molina, Jr., Angel L., and Nathan Favero. 2020. "Pushing Too Hard? Unattainable Goals and Frontline Employee Turnover." *Review of Public Personnel Administration*. 40(2): 272-296.
11. Corley, Elizabeth A., Ahn, Jeong-Joo, Kim, Yushim, Lucio, Joanna, Rugland, Erin, and Molina, Jr., Angel L. 2018. "Conceptualizing Lenses, Dimensions, Constructs and Indicators for Urban Park Quality." *Environmental Justice*. 11(6): 208-221.
10. Molina, Jr., Angel L. 2018. "Strategic Responsiveness and the Minority Public Manager." *Public Performance & Management Review*. 41(4): 790-814.
9. Bozeman, Barry, Molina, Jr., Angel L., and Wesley Kauffman. 2018. "Angling for Sharks, Not Pilot Fish: Deep Corruption, Venal Corruption and Public Values Failure." *Perspectives on Public Management and Governance*. 1(1): 5-27.
8. Molina, Jr., Angel L., and Kenneth J. Meier. 2018. "Demographic Dreams, Institutional Realities: Election Design and Latino Representation in American Education." *Politics, Groups, and Identities*. 6(1): 77-94.
7. Favero, Nathan, and Angel L. Molina, Jr. 2018. "Is Active Bureaucratic Representation an Organizational-Level Process? The Indirect Effect of Bureaucrats on Clients They Don't Directly Serve." *The American Review of Public Administration*. 48(1): 3-17.
6. Flink, Carla M., and Angel L. Molina, Jr. 2017. "Politics or Professionalism? Budgeting for Bilingual Education." *Urban Affairs Review*. 53(6): 1064-1087.
5. Molina, Jr., Angel L., and Francisco I. Pedraza. 2017. "Judging Dream Keepers: Latino Assessments of Schools and Educators." *Politics, Groups, and Identities*. 5(2): 242-262.
4. Molina, Jr., Angel L. 2016. "A Manager is a Manager is a Manager? Race and Managerial Impact on Organizational Performance." *Public Organization Review*. 16(1): 39-53.
3. Fullerton, Jr., Thomas M., Angel L. Molina, Jr., and Adam G. Walke. 2013. "Tolls, Exchange Rates, and Northbound International Bridge Traffic From Mexico." *Regional Science Policy & Practice*. 5 (3): 305-321.
2. Fullerton, Jr., Thomas M. and Angel L. Molina, Jr. 2010. "Municipal Water Consumption Forecast Accuracy." *Water Resources Research*. 46 (6): W06515.
1. Fullerton, Jr., Thomas M., Angel L. Molina, Jr., and Santiago Ibarreche. 2007. "Borderplex Economic Growth: Chicken, Egg, or Scrambled?" *International Journal of Business and Economic Perspectives*. 2 (1): 124-143.

Book Chapters

3. Molina, Jr., Angel L. 2019. "Latinos and Education." in *Latinos in the American Political System: An Encyclopedia of Latinos as Voters, Candidates, and Office Holders.*, ed. Jessica Lavariega Monforti.
2. Fullerton, Jr., Thomas M., James H. Holcomb, and Angel L. Molina, Jr. 2009. "Borderplex Population and Labor Force Trends." in *25 Años de Integración Económica en la Frontera Norte*

de México., ed. Departamento de Estudios Económicos. Tijuana, Mexico: El Colegio de la Frontera Norte.

1. Fullerton, Jr., Thomas M., Barraza de Anda, Martha Patricia, and Angel L. Molina, Jr. 2009. "Labor Market Evolution." in *Labor Market Issues Along the U.S.-Mexico Border.*, ed. Marie T. Mora and Alberto Davila. Tucson, AZ: The University of Arizona Press.

Policy and Management Briefs

4. "Management Matters and the Border Crisis." Invited contribution to *Management Matters*, the Public Management Research Association Newsletter. Volume 16, No.2. Fall 2018.
3. "Education, Infrastructure, and Border Economic Growth. " With Thomas M. Fullerton, Jr., Enequina Licerio, and Emmanuel Villalobos. Border Economic Series of the U.S.- Mexico Border Program. Published by the James A. Baker III Institute for Public Policy at Rice University. March 2010.
2. "Infrastructure Tolls in Texas: Evidence from the Borderplex." With Marycruz De Leon, Thomas M. Fullerton, Jr., and Brian Kelley. Bureau of Business Research IC² Institute ,Texas Business Review. Published by The University of Texas at Austin. April 2009.
1. "Prices, Petroleum, P/Es, and the Peso." Mexico Consensus Economic Forecast. Published by the W.P. Carey School of Business at Arizona State University. 2007.

Research in Progress

9. Jensen, Ulrich, Stritch, Justin, Molina, Jr., Angel L., and Kendall D. Funk. "Role Incongruity or Expectation Disconfirmation?"
8. Molina, Jr., Angel L. "Public Organizations and the Democratic Inclusion of Latino Communities."
7. Molina, Jr., Angel L., Vargas, Edward D., Lasala Blanco, Narayani, and Rodney Hero. "Revisiting Latino Core Political Values: A Comparative Examination of Arizonans in the 2018 Election."
6. García-Castañón, Marcela, Molina, Jr., Angel L., Cargile, Ivy, and Kiku Huckle. "Community Cultivates Democracy – How Efficacy, CBO Engagement, and Neighborhood Perceptions Influence White and Racial Minority Political Behavior."
5. Resh, William G., and Angel L. Molina, Jr. "Ethnoracial Congruence and Teacher Out-of-Pocket Spending in Public Schools."
4. Molina, Jr., Angel L., and Nathan Favero. "Organizational Inclusion, Accountability, and the Urban/Rural Divide."
3. García-Castañón, Marcela, and Angel L. Molina, Jr. "Invest in Kids, Engage the Parents: Parents' Political Engagements and Educational Institutional Investment in Latino Communities."
2. Molina, Jr., Angel L. "Separating Opportunity: Immigration Contexts and Exposure to Punitive Policies in Public Schools."
1. Molina, Jr., Angel L.. "New Growth, New Politics? Revisiting the Street-Level Politics of Latino Education."

Diversity, Equity, and Inclusion Initiatives

Princeton University, The Graduate School. Access, Diversity, & Inclusion's virtual recruitment event titled "Prospective PhD Preview (P3)." Invited Panelist. *October 6 – October 8, 2021.*

Co-Principal Investigator for Virtual Workshop titled "Digital Entrepreneurship in Communities of Color." Granted funded by the Ewing Marion Kauffman Foundation. \$20,000. With Dr. Karen Mossberger (PI) and Dr. Yushim Kim (Co-PI). *Spring 2021.* Hosted by ASU Center on Technology, Data, and Society.

Advisory Board, Consortium of Race and Gender Scholars (CORGES). *Spring 2021 – Current.*

Taskforce on Diversity and Equity in the Profession, Western Political Science Association. *Spring 2021.*

Building the Civic Square: Centering Racial Equity, Fall 2020 Cohort for Network of Schools of Public Policy, Affairs, and Administration (NASPAA) NEXT Leadership Development Institute for Public Affairs Education. *Fall 2021.*

History, Institutions, and Theory, Research Coordination Network on Racial and Ethnic Politics. Workshop sponsored by the American Political Science Association's Special Projects Fund. *February 2019.*

Committee on the Status of Latina/os in the Profession, Western Political Science Association. *Spring 2018 – Fall 2020.*

Selection Committee for Special Advisor on Diversity and Inclusion, ASU Watts College of Public Service and Community Solutions. *Spring 2019.*

Committee on Diversity and Inclusion, ASU Watts College of Public Service & Community Solutions *Fall 2017.*

Diversity Committee, ASU School of Public Affairs. *Fall 2017 – Current.*

Teaching

Leadership and Change

Fall 2021. Arizona State University. Two online sections.

Public Service Research Methods I

Fall 2017 through Spring 2021. Arizona State University. This includes two online sections and one synchronous Zoom section during the 2020-2021 academic calendar year. All other sections were delivered in an in-person format.

Applied Statistics

Spring 2018, Arizona State University.

Public Service & Policy in the 21st Century (Online)

Spring 2017, Arizona State University.

Sports and Public Policy (Online)

Fall 2016, Arizona State University.

Quantitative Methods in Public Management I

Fall 2015, Bush School of Government and Public Service, Texas A&M University.

Politics and The Bureaucracy

Spring 2015, Texas A&M University.

Awards & Honors

Recipient of the American Political Science Association 2018 Herbert Kaufman Award (with Nathan Favero) for work titled “Inclusion, Accountability, and the Urban/Rural Divide.” *August 2018.*

Recipient of 2018 American Political Science Association Fund for Latino Scholarship Grant. *July 2018.*

Recipient of 2015 American Political Science Association Fund for Latino Scholarship Grant. *July 2015.*

Recipient of the Southwestern Political Science Association Ted Robinson Memorial Award for best graduate student research proposal in the field of minority politics. Awarded for dissertation proposal entitled “Guided by Governance: New Perspectives on the Political Dynamics of Latino Education.” *Spring 2014.*

Enhancing Diversity in Graduate Education in the Social, Behavioral, and Economic Sciences (NSF EDGE-SBE) Travel Grant. *Fall 2013.*

Graduate Diversity Fellow, Texas A&M University. *Fall 2010 - Summer 2013.*

National Science Foundation, Enhancing Diversity in Graduate Education in the Social, Behavioral, and Economic Sciences (EDGE-SBE) Fellow, Texas A&M University. *Fall 2010 - Summer 2011.*

Board of Regents Fellow, Texas A&M University. *Fall 2010 - Summer 2011.*

Carlos Cantu Research Assistant, Texas A&M University. *Fall 2010.*

James Foundation Scholar, University of Texas at El Paso, Department of Economics & Finance. *August 2006- May 2007.*

Outstanding Graduate Thesis; M.S. Economics. Award granted by University of Texas at El Paso College of Business Administration, Department of Economics & Finance. *May 2007.*

Research Award presented by the International Academy of Business & Public Administration Disciplines (IABAPD) at the 2007 IABAPD in Dallas, Texas, for research entitled “Economic Growth in the El Paso — Ciudad Juarez Borderplex: Which Causes Which?” *Spring 2007.*

Select Conference Presentations

15. Molina, Jr., Angel L., Rocha, Rene, and Apolonia Calderon. 2020. “Immigration Enforcement and Latino Civic Capacity.” Western Political Science Association Annual Meeting, Los Angeles, CA.
14. García-Castañón, Marcela, and Angel L. Molina, Jr. 2019. “Parental Political Engagement and Institutional Investment.” American Political Science Association Annual Meeting, Washington, D.C.
13. García-Castañón, Marcela, Molina, Angel L., Huckle, Kiku, and Ivy Cargile. 2019. “Community Political Development and the Cultivation and Engagement.” Washington, D.C.
12. García-Castañón, Marcela, Molina, Angel L., Huckle, Kiku, and Ivy Cargile. 2019. “Institutions Plus Individuals Equals Community: A Meso-level Analysis of Political

- Development Through Institutional Engagement.” Western Political Science Association Annual Meeting, San Diego, CA.
11. Hero, Rodney, Molina, Angel L., and Edward Vargas. 2019. “Latina/o Participation and Policy Perspectives: A Comparative Examination of Arizonans in the 2018 Elections.” Western Political Science Association Annual Meeting, San Diego, CA.
 10. Molina, Angel L., and William Resh. 2019. “Ethnoracial Congruence and Teachers’ Out-of-Pocket Spending.” Midwest Political Science Association Annual Meeting.
 9. García-Castañón, Marcela, and Angel L. Molina, Jr. 2018. “Invest in Kids, Engage the Parents: Parents’ Political Engagements and Educational Institutional Investment in Latino Communities.” Western Political Science Association Annual Meeting, San Francisco, CA.
 8. Molina, Jr., Angel L. and Nathan Favero. 2017. “Organizational Inclusion, Accountability, and the Urban/Rural Divide.” American Political Science Association Annual Meeting, San Francisco, CA.
 7. Flink, Carla M., and Angel L. Molina, Jr. 2017. “Budgetary Changes and Organizational Performance: The Conditioning Impact of Clientele Context” Public Management Research Conference, Washington, D.C.
 6. Molina, Jr., Angel L. 2017. “Public Organizations and the Democratic Inclusion of Latino Communities” Race and Public Administration: Eighth Conference on Empirical Studies of Organizations and Public Management, Texas A&M University, College Station, TX.

Molina, Jr., Angel L., and Kendall D. Funk 2017. “Pushing the Borders of Gender Equality: The Nuances of Identity in Brazil’s Public Sector.” Midwest Political Science Association Annual Meetings, Chicago, IL.
 5. Molina, Jr., Angel L., and Kenneth J. Meier. 2015. “Election Systems and Policy Responsiveness in Latino Education Policy.” American Political Science Association Annual Meetings, San Francisco, CA.
 4. Pedraza, Francisco I., and Angel L. Molina, Jr. 2014. “Latino Bureaucratic Evaluations, Stakeholder Status, and Representative Bureaucracy.” American Political Science Association Annual Meetings, Washington, DC.
 3. Pedraza, Francisco I., and Angel L. Molina, Jr. 2014. “Stakeholders, Participatory Citizenship, and Evaluations of Street-Level Bureaucracy.” Western Political Science Annual Meetings, Seattle, WA.
 2. Favero, Nathan., and Angel L. Molina, Jr. 2014. “Inside the Black Box: Evaluating Whether Active Representation Changes the Behavior of Non-Minority Bureaucrats.” Southern Political Science Association Annual Meetings. New Orleans, LA.
 1. Flink, Carla M., and Angel L. Molina, Jr. 2013. “Politics or Professionalism? Budgeting for Bilingual Education.” Association for Budgeting & Financial Management Annual Meetings. Washington, D.C.

Professional Service

Editorial Board, *The American Review of Public Administration*, Spring 2021 – Current.

Section Chair – Public Administration Section, Annual Meetings of the Western Political Science Association. *Spring 2021*.

Executive Committee, Public Administration Section, American Political Science Association.
Fall 2018 – Fall 2021.

Communications Chair, Public Administration Section, American Political Science Association.
Fall 2018 – Fall 2021.

Volcker Award Committee, American Political Science Association. *Spring 2020.*

Public Administration Caucus Presidential Nomination Committee, Midwest Political Science Association, *Spring 2020.*

MPA/MPP Committee, ASU School of Public Affairs, *Fall 2018 – Spring 2021.*

Reviewer for: *The Journal of Politics, Journal of Public Administration Research and Theory, Academy of Management, Urban Affairs Review, Public Administration Review, Public Management Review, The American Review of Public Administration, Politics, Groups, and Identities, The Journal of Latinos and Education.*

Public Engagement

Invited Panelist. Webinar titled *“The Intersection of Public Administration and the Law: What Do Social Equity Scholars Think?”* Hosted by American University and the American Society for Public Administration. August 17, 2021.

Moderator and Discussant. Virtual workshop titled *“Digital Entrepreneurship in Communities of Color.”* Hosted by the Center on Technology, Data, and Society. Grant funded by the Ewing Marion Kauffman Foundation. April 9, 2021.

Invited Speaker. March 25, 2021. Presentation titled *“Navigating the First-Gen College Experience”* given to 1st Gen@ Watts, an organization of first-generation college students in the ASU Watts College of Public Service and Community Solutions.

Cohost and Organizer. Annual January meetings of the *Politics of Race, Immigration and Ethnicity Consortium* (PRIEC) at Arizona State University.

Invited Speaker. Event titled *“DACA and American Dreamers”*, a September 2017 public forum in College Station, Texas. Sponsored by the Carlos Cantu Hispanic Education and Opportunity Endowment at Texas A&M University.

Invited Speaker Event titled *“Where We Stand: Minority Voters in the 2012 Election,”* a 2012 election forum organized by the Black Graduation Student Association and the Hispanic/Latino Graduate Student Association at Texas A&M University.

Professional Associations

Member of *American Political Science Association, Public Management Research Association, Midwest Political Science Association, Western Political Science Association.*

Additional Skills

Fluent communicator in both English and Spanish.
Stata, R, L^AT_EX, Qualtrics, MTurk, and ArcGIS (novice).

Last updated: October 27, 2021 •