

Sangwon Ju

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EDUCATION

American University	Washington D.C., United States
Ph.D. Student in Public Administration & Policy	2024-2028 (Expected)
Public Administration Concentration	
Seoul National University	Seoul, Republic of Korea
Master of Public Policy	2021-2023
Thesis: The Role of Information Technology on Improving Organizational Performance [in Korean]	
Advisor: Dr. ByeongJo Kim	
Yonsei University	Seoul, Republic of Korea
B.A. in Public Administration & B.B.A. in Business Administration	2015-2021
Minor in Applied Statistics	

RESEARCH INTERESTS

Public Management, Organizational Theory and Behavior, Behavioral Public Administration, Organizational Design, Human-AI Interaction, Bureaucratic Politics, Computational Social Science

PEER-REVIEWED PUBLICATIONS

In English

1. Lee, J., **Ju, S.**, & Kim, B.J. (Forthcoming). Policy Compliance under Disagreement: The Joint Roles of Duty/Deterrence Beliefs, Symbolic Ideology, and Policy Environment. *Review of Policy Research*

In Korean

2. Jeon, Y. & **Ju, S.** (2024). A Study on the Cost Behavior of LPEs: Focusing on the Geographical Features of Auditors. *Public Audit and Inspection Review*, 43, 59–78. ([Link](#))
3. Lee, J., & **Ju, S.** (2024). Effects of local government leaders' characteristics on institutionalized citizen participation: Evidence from participatory budgeting. *The Korean Journal of Local Government Studies*, 28(2), 55–86. ([Link](#))
4. **Ju, S.**, Lee, J., & Kim, B.J. (2022). Evidence-Based Policy in Asian Countries: A Comparative Analysis of Evidence-Based Policy Implementation in Myanmar, Indonesia, Hong Kong, Japan, and South Korea. *Korean Society and Public Administration*, 33(3), 97-131. ([Link](#))

MANUSCRIPTS UNDER REVIEW

- “Large Language Models and Conversational Counter-Argument to Anti-Public Sector Bias”
 - With John Marvel, Sheeling Neo, Rachel Cho ([Preprint](#))
 - [Revise and Resubmit](#) at *Journal of Public Administration Research and Theory*

WORK IN PROGRESS

Organizational Design

- “Size is Interesting: A Socio-Cognitive Perspective on Frontline Teams in U.S. Federal Agencies”
 - *With John Marvel*
 - *Accepted for presentation at PMRC 2025, DC Consortium 2025*
- “Organizational Design and Institutional Interactions: A Comparative Experiment of Citizen Expectations in the United States and South Korea”
 - *With Kenneth Meier*
 - *Accepted for presentation at PMRC 2026, MPSA 2026*
- “The Long-Run Socialization Effects of Female Teacher Representation on Marriage and Fertility: A Natural Experiment in Korean High Schools”

Behavioral Public Administration

- “What is the Public Employee Identity? A Cross-National Analysis”
 - *With Sheeling Neo; Recipient of the 2025 APSA Paul Volker Junior Scholar Research Grant*
 - *Accepted for presentation at PMRC 2025, EGPA 2025*
- “Maximizing Efficiency with a Within-Subjects’ Forced-Choice Design”
 - *With Kenneth Meier, Grant Mobley*
- “Motivated Reasoning Meets LLMs: Textual Analysis on Citizen Evaluation of Public Performance”
 - *With John Marvel*
 - *Accepted for presentation at PMRC 2026*

CONFERENCE PRESENTATIONS (* *planned*)

In English

* Public Management Research Conference (PMRC), Washington, DC	2026
* Midwest Political Science Association Annual Conference (MPSA), Chicago, IL	2026
European Group of Public Administration (EGPA), Glasgow, Scotland, UK	2025
Public Management Research Conference (PMRC), Seoul, South Korea	2025
Midwest Political Science Association Annual Conference (MPSA), Chicago, IL	2025
DC Public Management Consortium (Georgetown University), Washington, DC	2025
American Society for Public Administration Annual Conference (ASPA), Minneapolis, MN	2024
SNU-VUW BK21 Conference, Auckland Central, Auckland, New Zealand	2024

In Korean

Korea Productivity Association Spring Conference, Seoul, Korea	2024
• <i>Best Paper Award (\$500), Korea Productivity Association & Institute Audit and Inspection Research</i>	

RESEARCH EXPERIENCE

Department of Public Administration & Policy, AU	Washington D.C., United States
• Research Assistant (Advisor: Dr. John D. Marvel, Dr. Sheeling Neo)	2024-2026
◦ Contributed to the 2025 APSA Volcker Junior Scholar Research Grant application	
• Research Assistant (Advisor: Dr. Kenneth J. Meier)	2025

Evidence-Based Lab for Public Policy and Management, SNU	Seoul, Republic of Korea
• Research Assistant (Advisor: Dr. ByeongJo Kim)	2021-2024
• Participated in biannual research-oriented seminars on selected topics	
◦ Contemporary Research in OB and PA II	Jul 2024
◦ Contemporary Theories in OB and PA	Feb 2024
◦ Contemporary Research in OB and PA I	Aug 2023
◦ Research Methods: HLM, PLM, Meta-analysis and SR, LPA/LCA, SEM	Feb 2023
◦ Organizational Behavior & Organizational Psychology	Aug 2022
◦ Evidence-based Management and Measurement Issues	Jan-Feb 2022
◦ Evidence-based Policy: Current Issues	Oct-Nov 2021

Korea Research Institute for Local Administration	Wonju, Republic of Korea
• Research Assistant, Office of Local Administration and Innovation	2022
◦ Conducted Data collection and analysis for the “Studies on the Analysis and Diagnosis of Local Government Organizations (2022)”	

TEACHING EXPERIENCE

American University

• Intro to Public Administration and the Policy Process (MPA; PUAD-612)	Spring, Fall 2025
◦ Teaching Assistant (Instructor: Dr. Sheeling Neo)	
◦ Supervised and graded student research proposals	

Seoul National University

• Evidence-based Public Policy and Management (Global MPA; M2856.001900)	Spring 2023
◦ Teaching Assistant (English-Taught; Instructor: Dr. Kim, ByeongJo)	
◦ Supervised the development of research proposals for Global MPA students	
• Research Methods for Public Policy Case Study (Global MPA; 920.703)	Winter 2023
◦ Teaching Assistant (English-Taught; Instructor: Dr. Kum, Hyunsub & Kim, ByeongJo)	
◦ Stata programming sessions, developed and graded assignments for MPA students	

WORK EXPERIENCE

Korean Augmentation to the United States Army	Seoul, Republic of Korea
Administrative Assistant / Translator (Sergeant)	2016-2017
• Mandatory Military Service in United States Forces Korea Transformation & Restationing	
• Served in the Director's Office (Major General) and was discharged upon completing military duty	

SCHOLARSHIP & AWARD

Scholarship

• Graduate Assistantship and Tuition Scholarship, American University	2024-2028
• Brain Korea 21 Scholarship, National Research Foundation of Korea (\$7,500)	2023-2024
• Graduate Student Instructor Scholarships, Seoul National University (\$5,000)	2021, 2023
• Merit-based Scholarship (High Honor: top 3 percent), Yonsei University (\$ 3,000)	2021

Award

- Yonsei Certificate For Excellence: Understanding and Using AI 2021
 - Project: Disaster Management and AI: CNN Algorithms on Satellite Images

GOVERNMENTAL AND PUBLIC SECTOR PROJECTS

1. "Establishment and Plans for a Sustainable Development Research Center (2024)", Research Assistant, *The Korean Association for Policy Studies*, prepared for the *Office for Government Policy Coordination of Korea*
2. "Quantitative Housing Demand Estimation in Cheonan-Jiksan District (2024)", Research Assistant, *The International Convergence Management Association*, prepared for the *Korea Land and Housing Corporation*
3. "Developing Framework for Efficient Management of Public Assets: Cost-Benefit Analysis (2024)", Research Assistant, *Korean Urban Management Association*, prepared for the *Seoul Metropolitan City*

PROFESSIONAL SERVICE AND AFFILIATIONS

Ad hoc Journal Referee Service

- Review of Public Personnel Administration (x1)

Professional Membership

- Public Management Research Association
- Midwest Political Science Association

SELECTED COURSEWORK

American University (Doctoral)

Seminar in Public Management, Seminar in Organizational Theory, Proseminar in Public Administration
Conduct of Inquiry I (Intro), II (Econometrics), III (Causal Inference), Advanced Text Analytics with AI and ML, Machine Learning for Social Science Research

Seoul National University (Master/Doctoral)

Economics of Information Systems, Seminar on Theories of Strategy in the Global Knowledge-based Economy, Seminar on AI & Evidence-based Decision-Making, Seminar on Policy Analysis, Seminar on Governance and Public Leadership

ML and DL for Data Science I, Experimental and Quasi-Experimental Policy Evaluation, Data Analytics

Yonsei University (Undergraduate)

Honors Program in Social Science, Organizational Behavior I/II, Human Resource Management, Strategic Management, Microeconomics, Financial Management, Intermediate Accounting I/II

Calculus, Linear Algebra, Mathematical Statistics I/II, Regression, Exploratory Data Analysis

SKILLS

Methodology: Experimental Methods, Panel Data Analysis, Multilevel Modelling, Structural Equation Modelling, Choice Data Modeling (Conjoint & Discrete Choice), GIS, Machine Learning, Text Analysis, Web-Scraping, Visualization, Qualitative Methods

Software: R (w/ tidyverse; proficient), Stata (proficient), Python, Tableau, PostgreSQL, QGIS, LaTeX