

Seongdeok Oh

Program in Public and Nonprofit Management
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EDUCATION

May 2026 (Expected)	PhD , Public Affairs, School of Economic, Political and Policy Sciences, University of Texas at Dallas. <i>Navigating the Innovation Landscape: Leadership, Culture, and Engagement in Fostering Innovative Work Behavior for Organizational Success</i> . Committee: Meghna Sabharwal (Chair), Eugenia Gorina, Sean McCandless, and Allison Russell
2025	Master of Science , Social Data Analytics and Research, School of Economic, Political and Policy Sciences, University of Texas at Dallas
2018	PhD, Public Policy (Coursework completed; degree not conferred), Korea University, Republic of Korea
2014	Master of Arts , Public Policy, Korea University, Republic of Korea. <i>Types of Policy Implementation Errors: Centering on Content Analysis of Audit Reports by the Board of Audit and Inspection of Korea (BAI)</i> . Committee: Kwang-ho Sim (Chair), Hyunkoo Cho, and Cheouljoo Lee
2012	Bachelor of Arts , Public Administration and Journalism, Korea University, Republic of Korea

ACADEMIC APPOINTMENTS

Fall 2025 - Present	Research Assistant, University of Texas at Dallas
Spring 2025	Graduate Teaching Assistant, University of Texas at Dallas
2022 - 2024	Instructor, University of Texas at Dallas
2021 - 2022	Graduate Teaching Assistant, University of Texas at Dallas
2016 - 2018	Research Assistant, Korea University
2013	Teaching Assistant, Korea University
2012	Research Assistant, Korea University

RESEARCH AND TEACHING INTERESTS

Public Management and Leadership, Public Sector Innovation,
Organizational Theory and Behavior, Human Resource Management,
Performance Management, Research Design and Quantitative Methods

PUBLICATIONS (ORCID: 0000-0002-6391-3769)

Peer-Reviewed Journal Articles

- Oh, Seongdeok** and Meghna Sabharwal. 2025. "Fostering Innovation at Work: The Synergy of Transformational Leadership, Job Autonomy, and Innovative Organizational Culture for Driving Innovative Work Behavior." *Public Personnel Management*. **Accepted**, September 2025. [**Best Paper Poster Award**, PNM Conference, University of Texas at Dallas, 2024.]
- Sabharwal, Meghna, Aurora M. Becerra, and **Seongdeok Oh**. 2022. "From the Chinese Exclusion Act to the COVID-19 Pandemic: A Historical Analysis of 'Otherness' Experienced by Asian Americans in the United States." *Public Integrity* 24 (6): 535-49. <https://doi.org/10.1080/10999922.2022.2120292> [**Best Paper Award** (2nd place), Conference of Minority Public Administration (COMPA), 2022.]
- Oh, Seongdeok** and Kwang-ho Sim. 2019. "Organizational Factors Influencing Performance Information Use: Based on the Perception of Employees in Government-Funded Science and Technology Research Institutes." *Korean Journal of Public Administration* 57(2): 169-200. (In Korean). <http://doi.org/10.24145/KJPA.57.2.6> [**Best Paper Award**, Korea University Graduate School, 2020.]
- Sim, Kwang-ho, Shin-hee Cho, and **Seongdeok Oh**. 2019. "Impacts of Institutional Factors on the South Korean Government's Capacity to Control the Illegal, Unreported and Unregulated (IUU) Fishing by Distant Water Fishing Vessels." *Legislation and Policy Studies* 11(1): 145-175. (In Korean). <http://doi.org/10.22809/nars.2019.11.1.006>
- Sim, Kwang-ho, Seung-Jun Baek, and **Seongdeok Oh**. 2018. "Effects of Institutional Factors on the Fairness of Election Opinion Polls in the 20th Election of National Assembly Members of the Republic of Korea." *The Journal of Political Science & Communication* 21(2): 1-36. (In Korean). <http://dx.doi.org/10.15617/psc.2018.6.21.2.1>
- Oh, Seongdeok**, Hyunkoo Cho, Cheouljoo Lee, and Kwang-ho Sim. 2015. "Types of Policy Implementation Errors: Centering on Content Analysis of Audit Reports by the Board of Audit and Inspection of Korea (BAI)." *The Journal of Political Science & Communication* 18(1): 127-163. (In Korean). <http://doi.org/10.15617/psc.2015.02.18.1.127>

Peer-Reviewed Conference Proceedings

- Oh, Seongdeok** and Meghna Sabharwal. 2024. "Fostering Innovative Work Behavior to Improve Organizational Performance." *Academy of Management Proceedings*, 2024, <https://doi.org/10.5465/AMPROC.2024.15748abstract>

Other Publications

- Sabharwal, Meghna, Aurora M. Becerra, and **Seongdeok Oh**. 2023. "From marginalization to resilience: Understanding the 'Otherness' journey of Asian Americans in the United States." *The Academic*. [Link Here](#)

MANUSCRIPTS UNDER REVIEW

Oh, Seongdeok and Meghna Sabharwal. “Fostering Innovative Work Behavior to Improve Organizational Performance: The Role of Public Service Motivation and Innovative Organizational Culture.” (Revise and Resubmit, *International Journal of Public Administration*)

WORKING MANUSCRIPTS

Close to submission

Oh, Seongdeok and Jaehee Jong. When Loyalty Breeds Misconduct: Ethical Leadership, Organizational Identification, and Unethical Pro-Organizational Behavior in Public and Private Organizations. *Manuscript in preparation for submission to the Review of Public Personnel Administration in September 2025.*

Oh, Seongdeok and Meghna Sabharwal. Linking the Dynamics of Inclusive Leadership: Exploring the Roles of Psychological Safety and Work Engagement in Innovative Work Behavior. *Manuscript in preparation for submission to the American Review of Public Administration in October 2025.*

Early stages

Oh, Seongdeok and Meghna Sabharwal. How DEI Climate Drives Individual Innovation: The Roles of Autonomy and Innovation Orientation in Public and Private Organizations. Target Journal: *Public Management Review*. (Data analysis complete; manuscript in preparation)

Oh, Seongdeok and Jaehee Jong. Individual Innovation in Public Organizations: How Transformational Leadership, Public Service Motivation, and Organizational Justice Shape Innovative Work Behavior. Target Journal: *International Public Management Journal*. (Data analysis complete; manuscript in preparation)

Oh, Seongdeok. Merit and Equity in Public Organizations: Multi-Level Analysis of Minority-Majority Gaps in Engagement and Organizational Justice. Target Journal: *Public Administration Review*. (Data analysis in progress)

Oh, Seongdeok. Whistleblowing, Retaliation, and Ethical Climate in the U.S. Federal Workforce: Difference-in-Differences Analysis of Before and During the Pandemic. Target Journal: *Journal of Public Administration Research and Theory*. (Data analysis in progress)

Oh, Seongdeok and Jaehee Jong. Telework and the Costs of Emotional Labor: A Quasi-Experimental Analysis Using Matching Methods. Target Journal: *Review of Public Personnel Administration*. (Data analysis in progress)

CONFERENCE PRESENTATIONS

Panel Presentations

AI-Fayez, Diana, Imane Hijal-Moghrabi, **Seongdeok Oh**, Jinju Suk, and Meghna Sabharwal. “The Role of Ethical Leadership in Driving Organizational Innovation: A Moderated Mediation Model.”

- Public Management Research Conference (PMRC) 2025, June 27, in Seoul, South Korea.

Oh, Seongdeok and Meghna Sabharwal. “Linking the Dynamics of Inclusive Leadership: Exploring the Role of Psychological Safety and Work Engagement in Innovative Work Behavior.”

- American Society for Public Administration (ASPA) 2025 Annual Conference, March 29, in Washington, DC.

Oh, Seongdeok. “Linking the Dynamics of Inclusive Leadership: Unveiling the Interplay Between Psychological Safety, Work Engagement, and Innovative Work Behavior.”

- Southeastern Conference for Public Administration (SECoPA) 2024 Annual Conference, September 20, in Memphis, Tennessee.

Oh, Seongdeok and Meghna Sabharwal. “Fostering Innovative Work Behavior to Improve Organizational Performance: The Role of Public Service Motivation and Innovative Organizational Culture.”

- Academy of Management (AOM) Annual Meeting 2024, August 12, in Chicago, Illinois.
- Southeastern Conference for Public Administration (SECoPA) 2023 Annual Conference, September 29, in Atlanta.

Oh, Seongdeok and Meghna Sabharwal. “Transformational Leadership, Autonomy, and Organizational Culture: A Model for Workplace Innovation and Innovative Work Behavior.”

- Public Management Research Conference (PMRC) 2024, June 27, in Seattle, Washington.

Oh, Seongdeok and Meghna Sabharwal. “Fostering Innovation at Work: The Synergy of Transformational Leadership, Job Autonomy, and Innovative Organizational Culture for Driving Innovative Work Behavior.”

- The Korean Association for Public Administration (KAPA) 2024 Summer International Conference, June 19, virtually in Yeosu, Republic of Korea.
- American Society for Public Administration (ASPA) 2024 Annual Conference, April 15, in Minneapolis, Minnesota.
- The 8th Public and Nonprofit Management Conference, University of Texas at Dallas, April 05, 2024, at Toyota Stadium in Frisco, Texas.

Oh, Seongdeok and Meghna Sabharwal. “The Impact of Innovative Behavior on Organizational Performance: Moderating Effect of PSM and Organizational Culture.”

- American Society for Public Administration (ASPA) Virtual Conference, March 21, 2023.

Sabharwal, Meghna, Aurora M. Becerra, and **Seongdeok Oh**. “The Invisible Group: A Historical Analysis of Racism Experienced by Asian Americans in the US.”

- National Academy of Public Administration (NAPA), 21st Annual Social Equity Leadership Conference (SELC), June 10, 2022, virtually in Washington.

Sabharwal, Meghna, Aurora M. Becerra, and **Seongdeok Oh**. “The Othering Experience: A historical analysis of racism experienced by Asian Americans in the USA.”

- Conference of Minority Public Administration (COMPA) 2022 Conference, March 3, virtually in New Orleans.

Panel Discussant, Moderator, and Invited Talks

“Money & Morality: Exploring the Motivational Contours of Public Sector Employment.”

Served as a moderator at the 84th Annual Meeting of the Academy of Management (AOM), August 12, 2024, in Chicago.

“Cybersecurity in Local Government: Challenges and Financial Lessons.” Served as a discussant at the American Society for Public Administration Society for Public Administration (ASPA) 2024 Annual Conference, April 13, in Minneapolis, Minnesota.

“Government R&D Investment Strategy and Citizen Participation.” Invited Talk at the Government’s R&D Mid-to Long-Term Investment Strategies Discussion Meeting, November 28, 2018, in Seoul, Republic of Korea. Presented and discussed as a representative of the citizen participation group.

“The 2020 Government R&D Direction and Standards from the Citizen Perspective.” Invited Talk at the 2020 Government R&D Direction and Standards (Plan) Public Hearing, February 26, 2019, in Seoul, Republic of Korea. Presented and discussed as a representative of the citizen participation group.

TEACHING EXPERIENCES

Instructor of Record, University of Texas at Dallas (Fall 2022 - Fall 2024)

PA 4345 Negotiation and Conflict Resolution: Fall 2024, In-person, Undergraduate

PA 3380 Organizational Theory and Behavior: Summer 2024, In-person; Spring 2024, Online; Summer 2023, In-person; Spring 2023, Online, Undergraduate

PA 3306 Advanced Research and Writing for the Policy Sciences: Fall 2023, In-person, Undergraduate

EPPS 2302 Methods of Quantitative Analysis in the Social and Policy Sciences: Fall 2022, In-person, Undergraduate

Graduate Teaching Assistant, University of Texas at Dallas

PA 6389 Volunteer Management: Spring 2022, Graduate; Supervisor: Dr. Allison Russell

PA 6320 Organizational Theory: Fall 2021, Graduate; Supervisor: Dr. Meghna Sabharwal

Teaching Assistant, Korea University

DPAK 364 Policy Evaluation: Fall 2013, Undergraduate; Supervisor: Dr. Kwang-ho Sim

DPAK 473 Government Performance Management: Spring 2013, Undergraduate; Supervisor: Dr. Kwang-ho Sim

RESEARCH EXPERIENCES

Research Assistant (August 2025 - Present), School of Economic, Political and Policy Sciences, University of Texas at Dallas; Advisor: Dr. Eugenia Gorina.

Researcher (September 2019 - July 2021), Institute of Governmental Studies, Korea University, Republic of Korea; Advisor: Dr. Hyun Joon Kim.

Research Assistant (November 2018 - June 2019), Research Institute of Basic Sciences, Center for Science and Culture Research, Seoul National University, Republic of Korea; Advisor: Dr. Sangwook Park.

Research Assistant (2016 - 2018), Korea University, Department of Public Administration; Advisor: Dr. Hyun Joon Kim.

Research Assistant (September - October 2018), Korea Institute of Public Administration (KIPA), Division of Regulatory Innovation Research, Republic of Korea; Advisor: Dr. Min-ho Lee.

Researcher (May - December 2016), Public Policy Research Institute, Center for Public Audit Studies, Korea University, Republic of Korea; Advisor: Dr. Kwang-ho Sim.

Researcher (January 2015 - March 2016), Korea Institute of Science & Technology Evaluation and Planning (KISTEP), Republic of Korea; Advisor: Dr. Juho Kim.

Research Assistant (2012), Korea University, Department of Public Administration; Advisor: Dr. Kwang-ho Sim.

FUNDED PUBLIC RESEARCH PROJECTS

1. Project Title: *Designing Collaborative Governance for Digital Transformation*
 - Funding Agency: Korea Information Society Development Institute (KISDI), Republic of Korea.
 - Principal Investigator: Hyun Joon Kim; Collaborators: Ukjun Sung, Junmo An, Seokjin Eom, Yeongjun Choi, Sijeoung Kim, and Sunhee Kim
 - Role: Researcher (Tasks included literature review and case studies); Amount: KRW ₩100,000,000 (≈ \$80,000); Period: March – November 2021; Status: Funded; Report: Korean, [Link Here](#)
2. Project Title: *Improvement of the Effectiveness of the Educational Administration Audit*
 - Funding Agency: Ministry of Education, Republic of Korea.
 - Principal Investigator: Kwang-ho Sim; Collaborators: Cheouljoo Lee & Seonghoon Choi
 - Role: Researcher (Tasks included a literature review, case studies, survey data collection, and quantitative analysis); Amount: KRW ₩70,000,000 (≈ \$55,000); Period: July 2020 – July 2021; Status: Funded; Report: Korean
3. Project Title: *The ‘Decoupling’ Experienced by Employees of Public Research Institute in the Use of Performance Information*
 - Funding Agency: Korea University Graduate School, Republic of Korea.
 - Principal Investigator: **Oh, Seongdeok**; As a Researcher (PI), tasks included a literature review, interviews, a grounded theory approach, analysis, and a draft and final report; Amount: KRW ₩3,000,000 (≈ \$2,500); Period: July 2019 – July 2020; Status: Funded; Report: Korean
4. Project Title: *Organizational Diagnosis of the Ministry of Trade, Industry and Energy: Changing the Policy Environment and Seeking the Ideal Direction*
 - Funding Agency: Ministry of Trade, Industry and Energy, Republic of Korea.

- Principal Investigator: Sangwook Park; Collaborators: Jiung Yoon, Illhwan Jung, Bomi Kim, & Myeongrok Do.
 - Role: Researcher (Tasks included analyzing the organization, foreign country case studies, supporting interviews, and drafting the final report); Amount: KRW ₩80,000,000 (≈ \$60,000); Period: January – June 2019; Status: Funded; Report: Korean
5. Project Title: *Survey on University R&D Management and its Policy Implications*
 - Funding Agency: Korea Institute of S&T Evaluation and Planning, Republic of Korea.
 - Principal Investigator: Sangwook Park; Collaborators: Jongbok Park, Gyeongjun Oh, Sangun Yoo, Wontae Ko, & Geonhui Kim.
 - Role: Researcher (Tasks included a literature review, data collection, survey quantitative analysis, and drafting the final report); Amount: KRW ₩50,000,000 (≈ \$40,000); Period: August - December 2018; Status: Funded; Report: Korean, [Link Here](#)
 6. Project Title: *The Practical Method of Regulatory Consultation for Improving Policy Effectiveness*
 - Funding Agency: Korea Institute of Public Administration (KIPA), Republic of Korea.
 - Principal Investigator: Minho Lee; Collaborators: Shin Kim, Jaeho Eun, Jinsik Choi, Myongjin Kim, & Yujin Choi.
 - Role: Research Assistant (Tasks included literature review and foreign countries case studies); Period: November - December 2018; Status: Funded; Report: Korean, [Link Here](#)
 7. Project Title: *Types of Use and Factors Influencing the Use of Performance Information in Public Research Institutions: Focusing on Government-funded Research Institutes in the Science and Technology Sector*
 - Funding Agency: Korea Institute of S&T Evaluation and Planning, Republic of Korea.
 - Principal Investigator: **Oh, Seongdeok**; As a Researcher (PI), tasks included literature review, survey design, data collection, survey quantitative analysis, and drafting the final report; Amount: KRW ₩2,000,000 (≈ \$1,500); Period: July - December 2017; Status: Funded; Report: Korean
 8. Project Title: *Development of Audit in Education and Arts*
 - Funding Agency: National Council of Governors of Education, Republic of Korea.
 - Principal Investigator: Kwang-ho Sim; Collaborators: Cheouljoo Lee
 - Role: Researcher (Tasks included case studies, supporting data collection, quantitative and content analysis); Amount: KRW ₩40,000,000 (≈ \$30,000); Period: May - December 2016; Status: Funded; Report: Korean, [Link Here](#)
 9. Project Title: *Evaluation of the Government-Funded Research Institutes Under Ministry of Science and ICT*
 - Funding Agency: Ministry of Science and ICT, Republic of Korea.
 - Principal Investigator: Juho Kim; Collaborators: Jihyun Seo, Seungtae Kim, Taeyun Kim, Namhyo Kim, & Suhyeon Chung.

- Role: Researcher (Tasks included supporting performance measurement, evaluation, editing and drafting final reports); Amount: KRW ₩500,000,000 (≈ \$430,000); Period: January 2015 - December 2016; Status: Funded; Report: Korean

GRANTS, HONORS, AWARDS, AND SCHOLARSHIPS

Grants

Junior Fellow-Research Grant, Korea University Graduate School; Principal Investigator: “The ‘Decoupling’ Experienced by Employees of Public Research Institute in the Use of Performance Information.” **\$2,500**. July 2019.

KISTEP Creative Fellowship, Korea Institute of Science & Technology Evaluation and Planning (KISTEP); Principal Investigator: “Types of Use and Factors Influencing the Use of Performance Information in Public Research Institutions: Focusing on Government-funded Research Institutes in the Science and Technology Sector.” **\$1,500**. July 2017.

Honors

Pi Alpha Alpha Honor Society, recognized for academic excellence in public administration, policy, and affairs, with a GPA above 3.7 (by NASPAA). April 2024.

Keith Lankford Taylor Fellowship, School of Economics, Political and Policy Sciences, University of Texas at Dallas. **\$1,000**. April 2023.

Brian J.L. Berry Scholar, School of Economics, Political and Policy Sciences, University of Texas at Dallas. **Tuition waived**. Duration: August 2022 - Present.

Awards

Meier PMRC Travel Inclusion Award, Public Management Research Association (PMRA). **\$250**. April 19, 2024.

Best Paper Poster Award, The 8th Annual Public and Nonprofit Conference, University of Texas at Dallas. **\$100**. April 5, 2024.

SPOD Annual Scholarship Award, American Society for Public Administration (ASPA) Section on Professional and Organizational Development. **\$500**. February 2024.

Wallace O. Keene Conference Scholarship Award, American Society for Public Administration (ASPA). **\$250**. January 2024.

Best Paper Award (2nd), Conference of Minority Public Administration. **\$500**. March 2022.

Best Paper Award, Korea University Graduate School. **\$1,800**. February 25, 2020.

Scholarships

UTD-Korean Alumni Scholarship, University of Texas at Dallas. **\$1,000**, May 16, 2025.

Graduate Teaching Assistantship, School of Economics, Political and Policy Sciences, University of Texas at Dallas. Stipend monthly: **\$2,200**. August 2021 - Present.

Graduate Studies Scholarship, School of Economics, Political and Policy Sciences, University of Texas at Dallas. **Tuition waived**. August 2021 - August 2022.

Research Encouragement Scholarship, Korea University. **\$1,200**. 2020, 2014.

Academic Excellence Scholarship, Korea University. **\$1,500**. November 06, 2019.

Research Assistantships, Korea University. **Tuition waived**. 2018, 2017, 2016, 2012.

Academic Research Scholarship, Korea University. **\$1,000**. 2017.

General Scholarships for Research, Korea University. **\$1,000**. 2017, 2013.

Core Curriculum Assistant Scholarship, Korea University. **\$800**. 2016, 2014, 2013, 2012.

Teaching Assistant Scholarship, Korea University. **Tuition waived**. 2013.

Creative Challenger Scholarship, Korea University. **\$600**. 2011, 2010, 2009.
Academic Excellence Honors & Study Scholarship, Korea University. **Tuition waived**.
2011, 2010, 2009, 2004.
Social Service Scholarship, Korea University. **\$200**. 2004.

SERVICE TO PROFESSION

Professional Development

Ad-hoc Reviewer, *Review of Public Personnel Administration (ROPPE)*, *Public Personnel Management (PPM)*, *Public Administration*, *Public Performance & Management Review (PPMR)*, *Academy of Management Annual Meetings*. January 2024 - Present.

Community Engagement

Volunteer, the 9th & 8th Annual Public and Nonprofit Management Conference, University of Texas at Dallas. Volunteered for event setup, guiding support, and session assistance. April 2025 and April 2024.

Volunteer as a Tutor for a graduate student supporting EPPS 6313 Introduction to Quantitative Methods, University of Texas at Dallas. April 2024.

Member, Public Policy and Political Science Association (PPPSA), School of Economic, Political and Policy Sciences, University of Texas at Dallas. August 2023 - Present.

Member, Korea Student Association, University of Texas at Dallas. August 2021 - Present.

Representative and Member, Academic Research Society, Korea University. As a leader and member of research team on delivery system of public service, arranged and participated in monthly academic sessions (with Advisor: Dr. Hyun Joon Kim). March 2016 - July 2021.

Representative and Member, Citizen Participation Group, Ministry of Science and ICT. As a member of citizen participation group in Ministry of Science and ICT, participated in activities for "Establishment of Mid-to Long-Term Investment Strategies of the Government." May 2018 - February 2019, Seoul, Republic of Korea.

Military Service

Honorable Discharged from Military Service in the Republic of Korea Army as an Administrative Supply Soldier, Sergeant. June 2005 - June 2007, Gangwon Province, Republic of Korea.

CERTIFICATIONS

Graduate Teaching Certificate, Center for Teaching and Learning, The University of Texas at Dallas. April 2023.

PROFESSIONAL AND ACADEMIC MEMBERSHIPS

Academy of Management (AOM): Public and Nonprofit; Organizational Behavior Divisions. 2023 - present

American Society for Public Administration (ASPA): Section on Korean Public Administration; Professional and Organizational Development. 2021 - present

Association for Public Policy Analysis and Management (APPAM): 2021 - present

Conference of Minority Public Administration (COMPA): 2022

Public Management Research Association (PMRA): 2024 - present
Social Equity Leadership Conference (SELC): 2022
Southeastern Conference for Public Administration (SECoPA): 2023 - present
The Korean Association for Policy Studies: 2016 - 2021
The Korean Association for Public Administration (KAPA): 2024 - present
The Korean Association of Political Science & Communication: 2015 - 2019

TECHNICAL SKILLS AND TRAINING

Statistical Packages: STATA, R, SPSS, AMOS, SmartPLS, Python

Quantitative and Qualitative Research Methods Training:

- Causal Inference, Ordinary Least Squares (OLS), Multiple Regression Model, Time Series, and Panel Data Analysis: Spring & Fall 2022, Fall 2021 (UTD), Spring & Fall 2017, Spring 2016, Spring 2012 (Korea University).
- Survey Research, Structural Equation and Multilevel Modeling, Experiment, and Quasi-experimental Designs (Difference-in-Difference, Regression Discontinuity, and Instrumental Variables): Fall 2021 - Fall 2023 (UTD), Spring 2017 (Korea University).
- Machine Learning Social Text Data Analysis: Fall 2023 (UTD).
- Cost-Benefit Analysis: Spring 2023 (UTD).
- Social and Geospatial Science Programming Fundamentals: Summer 2022 (UTD).
- Policy Analysis and Evaluation: Spring 2022 (UTD), Spring 2018, Fall 2017 (Korea University).
- Qualitative Research Methods and Grounded Theory: Spring 2018 (Korea University).
- Public Choice and Game Theory: Fall 2012 (Korea University).

Other Computer Skills: MS Office Suite (Word, Excel, PowerPoint), Blackboard

REFERENCES

Meghna Sabharwal, PhD

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Relation: Dissertation Chair and Advisor

Eugenia Gorina, PhD

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Relation: Dissertation Committee Member

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Relation: Dissertation Committee Member

Allison Russell, PhD

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Relation: Dissertation Committee Member

Jaehee Jong, PhD

Associate Professor

Department of Public Administration

Northern Illinois University

Phone: 815-753-0183

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Relation: Mentor, ASPA Section on KPA