

# Seongdeok Oh

Department of Public and Nonprofit Management  
School of Economic, Political and Policy Sciences  
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[Google Scholar](#)  
[LinkedIn](#)

## Education

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### Ph.D. in Public Affairs

August 2021 - May 2025 (Expected)

The University of Texas at Dallas

Fields: Public Organization Theory and Behavior

Dissertation: “Navigating the Innovation Landscape: A Comprehensive Analysis of Leadership, Culture, and Engagement in Fostering Innovative Work Behavior for Organizational Success”

Committee: Meghna Sabharwal (Chair), Eugenia Gorina, Sean McCandless, and Allison Russell

### M.S. in Social Data Analytics and Research

August 2023 - May 2025 (Expected)

The University of Texas at Dallas

### M.A. in Public Policy

August 2014

Korea University

Thesis: “A Study on the Types of Policy Implementation Errors: Centering on Content Analysis of Audit Reports by the Board of Audit and Inspection of Korea (BAI)”

Committee: Kwang-ho Sim (Chair), Hyunkoo Cho, and Cheouljoo Lee

### B.A. in Public Administration

February 2012

### B.A. in Journalism & Mass Communication (Dual degree)

Korea University

## Other Education

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Ph.D. Student in Policy Studies (*Ph.D. coursework completed*), Korea University

2016 - 2018

## Research and Teaching Interests

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Public Management, Organizational Behavior, Human Resource Management, Performance Management, Public Sector Innovation, Innovative Work Behavior, Collaborative Public Management, Co-production, Citizen Participation, Science and Technology Policy Process, Implementation, and Evaluation, Research Design and Quantitative Methods

## Publications (ORCID: 0000-0002-6391-3769)

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### Peer-Reviewed Journal Articles

Meghna Sabharwal, 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>

**Seongdeok Oh**, and Kwang-ho Sim. 2019. “An Empirical Study of 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. (Written in Korean).  
<http://doi.org/10.24145/KJPA.57.2.6> (Won the **Best Paper Award** of 2020 at Korea University Graduate School)

Kwang-ho Sim, Shin-hee Cho, and **Seongdeok Oh**. 2019. “An Analysis on the Impacts of Institutional Factors upon 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. (Written in Korean).  
<http://doi.org/10.22809/nars.2019.11.1.006>

Kwang-ho Sim, Seung-Jun Baek, and **Seongdeok Oh**. 2018. “The 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. (Written in Korean). <http://dx.doi.org/10.15617/psc.2018.6.21.2.1>

**Seongdeok Oh**, Hyunkoo Cho, Cheouljoo Lee, and Kwang-ho Sim. 2015. “A Study on the Types of Policy Implementation Errors: Centering on Content Analysis on Audit Results Reports of The Board of Audit and Inspection of Korea (BAI).” *The Journal of Political Science & Communication* 18(1): 127-163. (Written in Korean).  
<http://doi.org/10.15617/psc.2015.02.18.1.127>

## Peer-Reviewed Conference Proceedings

**Seongdeok Oh** 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>

## Research Reports

Hyun Joon Kim, Ukjun Sung, Junmo An, Seokjin Eom, Yeongjun Choi, Sijeoung Kim, Sun Hee Kim, and **Seongdeok Oh**. 2021. “Designing Collaborative Governance for Digital Transformation.” (Written in Korean). Korea Information Society Development Institute (KISDI). [Link Here](#)

**Seongdeok Oh**. 2019. “The ‘Decoupling’ Experienced by Employee of Public Research Institute in the Use of Performance Information.” (Written in Korean). Korea University Graduate School.

Sangwook Park, Jiung Yoon, Ilhwan Jung, Bomi Kim, Myeongrok Do, and **Seongdeok Oh**. 2019. “Organizational Diagnosis of the Ministry of Trade, Industry and Energy: Changing the

Policy Environment and Seeking the Ideal Direction.” (Written in Korean). Ministry of Trade, Industry and Energy, Republic of Korea.

Sangwook Park, Jongbok Park, Gyeongjun Oh, **Seongdeok Oh**, Sangun Yoo, Wontae Ko, and Geonhui Kim. 2018. “A Survey on University R&D Management and its Policy Implications.” (Written in Korean). Korea Institute of S&T Evaluation and Planning (KISTEP). [Link Here](#)

Minho Lee, Shin Kim, Jaeho Eun, Jinsik Choi, Myongjin Kim, Yujin Choi, **Seongdeok Oh**, and Gilho Jung. 2018. “A Study on the Practical Method of Regulatory Consultation for Improving Policy Effectiveness.” (Written in Korean). Korea Institute of Public Administration (KIPA). [Link Here](#)

**Seongdeok Oh**. 2017. “A Study on the 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.” (Written in Korean). Korea Institute of S&T Evaluation and Planning (KISTEP).

Kwang-ho Sim, Cheouljoo Lee, and **Seongdeok Oh**. 2016. “Development of Audit in Education and Arts.” (Written in Korean). National Council of Governors of Education, Republic of Korea. [Link Here](#)

Juho Kim, Jihyun Seo, Seungtae Kim, Taeyun Kim, Namhyo Kim, **Seongdeok Oh**, and Suhyeon Chung. 2016. “Evaluation of the Government-Funded Research Institutes Under Ministry of Science and ICT.” (Written in Korean). Ministry of Science and ICT, Republic of Korea.

## Other Publications

Meghna Sabharwal, 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 in Submission

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**Seongdeok Oh** and Meghna Sabharwal. “Fostering Innovation at Work: The Synergy of Transformational Leadership, Job Autonomy, and Innovative Organizational Culture for Driving Innovative Work Behavior.” (Under Review, *Public Personnel Management*)

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

## Working Manuscripts

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**Seongdeok Oh** and Meghna Sabharwal. Linking the Dynamics of Inclusive Leadership: Exploring the Role of Psychological Safety and Work Engagement in Innovative Work Behavior.” *The initial draft is completed.*

Imane Hijal-Moghrabi, Meghna Sabharwal, and **Seongdeok Oh**. Managing Workplace Bullying in Public Organizations: The Role of Psychological Safety, Public Service Motivation, and PIRK Information in Enhancing Job Satisfaction. In the data analysis stage.

**Seongdeok Oh** and Jaehee Jong. Innovative Work Behavior in Public Service: Unpacking the Impact of Transformational Leadership, Organizational Commitment, and Public Service Motivation. *In the data analysis stage*.

**Seongdeok Oh** and Jaehee Jong. Does Extra-Role Behavior Elevate Job Stress? Exploring the Roles of Innovative Work Behavior, Knowledge Sharing, and Public Service Motivation. *In the data collection stage*.

**Seongdeok Oh** and Meghna Sabharwal. Individual Innovation in Public Organizations: How Transformational Leadership, Public Service Motivation, and Organizational Justice Shape Innovative Work Behavior. *In the data collection stage*.

## Conference Presentations

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### Panel Presentations

**Seongdeok Oh**. “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 18-21, in Memphis, Tennessee (Planned).

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

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

**Seongdeok Oh** 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.

**Seongdeok Oh** and Meghna Sabharwal. “Fostering Innovation at Work: The Synergy of Transformational Leadership, Job Autonomy, and Innovative Organizational Culture for Driving Innovative Work Behavior.” (Won the **Best Paper Poster Award** of 2024 in PNM Conference at the University of Texas at Dallas)

- 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 8<sup>th</sup> Public and Nonprofit Management Conference, The University of Texas at Dallas, April 05, 2024, at Toyota Stadium in Frisco, Texas.

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

- American Society for Public Administration (ASPA) 2023 Annual Conference, virtually on March 21, 2023.

Meghana Sabharwal, 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), 21<sup>st</sup> Annual Social Equity Leadership Conference (SELC), June 10, 2022, virtually in Washington.

Meghna Sabharwal, 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 Virtual Conference, March 3, virtually in New Orleans. (Won the **Best Paper Award (2<sup>nd</sup>)** of 2022)

### **Panel Discussant, Moderator, and Invited Talks**

“Money & Morality: Exploring the Motivational Contours of Public Sector Employment.” The 84<sup>th</sup> Annual Meeting of the Academy of Management (AOM), August 12, 2024, in Chicago. (Planned as a moderator).

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

“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).

### **Research Experiences**

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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 (September - October 2018), Korea Institute of Public Administration (KIPA), Division of Regulatory Innovation Research, Republic of Korea; Government research institute under the Office for Government Policy Coordination; 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), Regulatory Reform Center, Government Research Institute of the Ministry of Science and ICT, Republic of Korea; Advisor: Dr. Juho Kim.

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

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

## Funded Public Research Projects

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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 (Approximately \$80,000); Period: March – November 2021; Status: Funded
2. Project Title: *The 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 (Approximately \$55,000); Period: July 2020 – July 2021; Status: Funded
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: **Seongdeok Oh**; 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 (Approximately \$2,500); Period: July 2019 – July 2020; Status: Funded
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 (Approximately \$60,000); Period: January – June 2019; Status: Funded

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 (Approximately \$40,000); Period: August - December 2018; Status: Funded
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
7. Project Title: *A Study on the 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: **Seongdeok Oh**; 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 (Approximately \$1,500); Period: July - December 2017; Status: Funded
8. Project Title: *Development of Audit in Education and Arts*  
Funding Agency: Korea Institute of Public Administration (KIPA), Republic of Korea.  
Principal Investigator: Kwang-ho Sim  
Collaborators: Cheouljoo Lee  
Role: Researcher (Tasks included case studies, supporting data collection, cleaning, survey quantitative and content analysis); Amount: KRW ₩40,000,000 (Approximately \$30,000); Period: May - December 2016; Status: Funded
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 (Approximately \$430,000); Period: January 2015 - December 2016; Status: Funded

## Teaching Experiences

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### Instructor of Record (August 2022 - Present)

PA 4345 Negotiation and Conflict Resolution (Fall 2024, In-person expected, Undergraduate), Department of Public and Nonprofit Management, The University of Texas at Dallas.

PA 3380 Organizational Theory and Behavior (Summer 2024, In-person; Spring 2024, Online; Summer 2023, In-person; Spring 2023, Online, Undergraduate), Department of Public and Nonprofit Management, The University of Texas at Dallas.

PA 3306 Advanced Research and Writing for the Policy Sciences (Fall 2023, In-person, Undergraduate), Department of Public and Nonprofit Management, The University of Texas at Dallas.

EPPS 2302 Methods of Quantitative Analysis in the Social and Policy Sciences (Fall 2022, In-person, Undergraduate), School of Economic, Political & Policy Sciences, The University of Texas at Dallas.

### **Graduate Teaching Assistant (August 2021 - May 2022)**

PA 6389 Volunteer Management (Spring 2022, Graduate), Department of Public and Nonprofit Management, The University of Texas at Dallas; Supervisor: Dr. Allison Russell.

PA 6320 Organizational Theory (Fall 2021, Graduate), Department of Public and Nonprofit Management, The University of Texas at Dallas; Supervisor: Dr. Meghna Sabharwal.

### **Teaching Assistant (2013)**

DPAK 364 Policy Evaluation (Fall 2013, Undergraduate), Department of Public Administration, Korea University; Supervisor: Dr. Kwang-ho Sim

DPAK 473 Government Performance Management (Spring 2013, Undergraduate), Department of Public Administration, Korea University; Supervisor: Dr. Kwang-ho Sim

## **Grants, Honors, Awards, and Scholarships**

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### **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.” Amount: \$2,500. July 2019.

KISTEP Creative Fellowship, Korea Institute of Science & Technology Evaluation and Planning (KISTEP); Principal Investigator: “A Study on the 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.” Amount: \$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, The University of Texas at Dallas. Amount: \$1,000. April 2023.

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

## **Awards**

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

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

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

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

The Best Paper Award (2nd), Conference of Minority Public Administration (COMPA). Amount: \$500. March 2022.

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

## **Scholarships**

Public and Nonprofit Management Doctoral Student Travel Scholarship, Department of Public and Nonprofit Management, The University of Texas at Dallas. 2023 Fall - 2024 Spring (\$2,000), 2022 Fall - 2023 Spring (\$750), 2021 Fall - 2022 Spring (\$500).

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

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

Research Encouragement Scholarship, Korea University Graduate School. Amount: \$1,200. February 2020, 2014.

Academic Excellence Scholarship for Public Administration Graduate Students, Korea University, Department of Public Administration. Amount: \$1,500. November 06, 2019.

Research Assistant Scholarships, Korea University Graduate School. Tuition waived. 2018, 2017, 2016, 2012.

Academic Research Scholarship, Korea University Graduate School. Amount: \$1,000. 2017.

General Scholarships for Research Encouragement, Korea University Graduate School. Amount: \$1,000. 2017, 2013.

Core Curriculum Assistant Scholarships, Korea University Graduate School. Amount: \$800. 2016, 2014, 2013, 2012.

Teaching Assistant Scholarship, Korea University Graduate School. Tuition waived. 2013.

Creative Challenger Scholarship, Korea University. Amount: \$600. 2011, 2010, 2009.

Academic Excellence Honors & Study Scholarship, Korea University. Tuition waived. 2011, 2010, 2009, 2004.

Social Service Scholarship, Korea University. Amount: \$200. 2004.

## **Service to Profession**

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### **Educational Development**

Completed a Graduate Teaching Certificate, Office of Graduate Studies & Center for Teaching and Learning, The University of Texas at Dallas. January - April 2023. Dallas, Texas, USA.

### **Professional Development**

Ad-hoc Reviewer, *Review of Public Personnel Administration (ROPPA)*, *Public Administration, Academy of Management Annual Meetings*. January 2024 - Present.

Completed CITI Program Course: Human Subject Research, HSP – Social and Behavioral, Collaborative Institutional Training Initiative. October 2023. Dallas, Texas, USA.

### **Community Engagement**

Volunteer as a Tutor for a graduate student supporting EPPS 6313 Introduction to Quantitative Methods, School of Economic, Political and Policy, The University of Texas at Dallas. April 2024, Dallas, Texas, USA.

Volunteer at The 8th Annual Public and Nonprofit Management Conference, The University of Texas at Dallas, in Toyota Stadium Frisco, Texas. Volunteered for event setup, guiding support, and session assistance. April 5, 2024, Dallas, Texas, USA.

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

Member, Korea Student Association (KSA), The University of Texas at Dallas. August 2021 - Present, Dallas, Texas, USA.

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, Seoul, Republic of Korea.

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.

## **Professional and Academic Memberships**

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Academy of Management (AOM): Public and Nonprofit Division, Organizational Behavior Division. 2023 - Present.

American Society for Public Administration (ASPA): Section on Korean Public Administration, Section on Professional and Organizational Development, South Asian Section for Public Administration. 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

## Certifications

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

Level 2 Certificate in Specialist of Policy Analysis, Korea Public Policy Evaluation Association, Republic of Korea. December 2018.

Certified Privacy Protection General, Korea CPO Forum, Republic of Korea. December 2012.

Engineer Information Processing, Human Resources Development Service of Korea, Ministry of Science and ICT, Republic of Korea. November 2011.

## Technical Skills and Training

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Statistical Packages: STATA, SPSS, AMOS, R, 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, Hierarchical Linear, Multilevel Modeling, Experiment, and Quasi-experimental Designs (Difference-in-Difference, Regression Discontinuity, and Instrumental Variables): Fall 2023, Fall 2022, Fall 2021 (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.