

# SEONGDEOK OH

Public and Nonprofit Management  
School of Economic, Political, and Policy Sciences (EPPS)  
The University of Texas at Dallas  
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## EDUCATION

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| Aug. 2021 – May 2025<br><i>Dallas, Texas, USA</i> | Ph.D. in Public Affairs (expected)<br><i>Department of Public and Nonprofit Management</i><br><br>Master of Science in Social Data Analytics and Research (expected)<br><i>School of Economic, Political, and Policy Sciences (EPPS)</i><br><b>University of Teaxas at Dallas</b> |
| Mar. 2016 – Aug. 2018<br><i>Republic of Korea</i> | Ph.D. Student in Policy Studies ( <i>Ph.D. coursework finished</i> )<br><i>Department of Public Administration</i><br><b>Korea University</b>   |
| Mar. 2012 – Aug. 2014<br><i>Republic of Korea</i> | Master of Public Policy<br><i>Department of Public Policy</i><br><b>Korea University</b><br><br>Thesis: “A Study on the Types of Policy Implementation Errors:<br>Centering on Content Analysis on Audit Reports of The Board<br>of Audit and Inspection of Korea (BAI)”          |
| Mar. 2004 – Feb. 2012<br><i>Republic of Korea</i> | B.A. in Public Administration<br><i>Department of Public Administration</i><br><br>B.A. in Journalism & Mass Communication (Dual degree)<br><i>School of Media &amp; Communication</i><br><b>Korea University</b>   |

## RESEARCH AND TEACHING INTERESTS

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Public Management and Leadership  
Organizational Theory and Behavior in the Public Sector  
Human Resource Management  
Performance Management  
Collaborative Public Management, Co-production, Citizen Participation  
Science and Technology Policy Process, Policy Implementation and Evaluation  
Research Design and Quantitative Methods

## PUBLICATIONS

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### Peer-Reviewed Articles

Meghna Sabharwal, Aurora M. Becerra, & **Seongdeok Oh**. 2022. “From the Chinese Exclusion Act to the COVID-19 Pandemic: A historical Analysis of Racism Experienced by Asian American in the United State.” *Public Integrity*, pp.535-549. (Co-Author) DOI: <https://doi.org/10.1080/10999922.2022.2120292>

**Seongdeok Oh** & 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*, Vol. 57 No. 2. pp.169-200. (KCI: Lead Author, written in Korean) DOI: <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, & **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 the Distant Water Fishing Vessels.” *Legislation and Policy Studies*, Vol. 11 No. 1. pp.145-175. (KCI: Co-Author, written in Korean) DOI: <http://doi.org/10.22809/nars.2019.11.1.006>

Kwang-ho Sim, Seung-Jun Baek, & **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*, Vol. 21 No. 2. pp.1-36. (KCI: Co-Author, written in Korean) DOI: <http://dx.doi.org/10.15617/psc.2018.6.21.2.1>

**Seongdeok Oh**, Hyunkoo Cho, Cheouljoo Lee, & 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*, Vol. 18 No. 1. pp.127-163. (KCI: Lead Author, written in Korean) DOI: <http://doi.org/10.15617/psc.2015.02.18.1.127>

### Non-Peer-Reviewed Articles, Reports, and Other Publications

Meghna Sabharwal, Aurora M. Becerra, & **Seongdeok Oh**. (2023). From marginalization to resilience: Understanding the “Otherness” journey of Asian American in the United States – The Academic. The Academic – Research, explained. <https://theacademic.com/journey-of-asian-americans-in-the-united-states/>

## WORKING PAPERS

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

**Seongdeok Oh** and Meghana Sabharwal “Catalyzing Job Performance: Unveiling the Interplay of Transformational Leadership, Public Service Motivation, and Innovative Organizational Culture.”

**Seongdeok Oh** and Meghana Sabharwal “Fostering Innovation at Work: The Synergy of Inclusive Leadership, Job Autonomy, and Innovative Organizational Culture for Driving Innovative Work Behaviors.”

**Seongdeok Oh** and Meghna Sabharwal “The Impact of Remote Work Satisfaction on Organizational Performance: Moderating Effect of Communication and Task Autonomy.”

## SELECTED ACADEMIC CONFERENCE PRESENTATIONS

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**Seongdeok Oh** and Meghna Sabharwal. 2023. “Fostering Innovative Work Behavior to Improve Organizational Performance: The Role of Public Service Motivation and Innovative Organizational Culture” *Southeastern Conference for Public Administration (SECoPA) 2023 Annual Conference*, September 29, in Atlanta. (planned)

**Seongdeok Oh** and Meghna Sabharwal. 2023. “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 March 21.

Meghana Sabharwal, Aurora M. Becerra, and **Seongdeok Oh**. 2022. “The Invisible Group: A historical Analysis of Racism Experienced by Asian Americans in the US” *National Academy of Public Administration, 21<sup>st</sup> Annual Social Equity Leadership Conference*, June 10, virtually in Washington.

Meghna Sabharwal, Aurora M. Becerra, and **Seongdeok Oh**. 2022. “The Othering Experience: A historical analysis of racism experienced by Asian American in the USA” *COMPA (Conference of Minority Public Administration) 2022 Virtual Conference*, March 3, virtually in New Orleans. (Won the **Best Paper Award (2<sup>nd</sup>)** of 2022)

## TEACHING AND ACADEMIC EXPERIENCE

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### Instructor (August 2022~Present)

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

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

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. ([Teaching Evaluation](#))

### Graduate Teaching Assistant (August 2021~May 2022)

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

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

### **Research Assistant (2016~2018)**

Supervisor: Prof. Hyun Joon Kim, Department of Public Administration, Korea University.

- Assist faculty member in conducting research and analysis according to provided guidelines.

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

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

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

### **Research Assistant (2012)**

Supervisor: Prof. Kwang-ho Sim, Department of Public Administration, Korea University.

- Assist faculty member in conducting research and analysis according to provided guidelines.

## **PROFESSIONAL EXPERIENCE**

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Researcher (Sep.2019-July. 2021), **Institute of Governmental Studies**, Korea University, Seoul, Republic of Korea, (Academic Advisor: Prof. Hyun Joon Kim)

Research Assistant (Nov.2018-June.2019), **Research Institute of Basic Sciences**, Center for Science and Culture Research, Seoul National University, Seoul, Republic of Korea, (Advisor: Prof. Sangook Park)

Research Assistant (Sep.-Oct.2018), **Korea Institute of Public Administration** (KIPA-government research institute under Office for Government Policy Coordination), Division of Regulatory Innovation Research, Seoul, Republic of Korea, (Advisor: Director Min-ho Lee)

Researcher (May-Dec.2016), **Public Policy Research Institute**, Center for Public Audit Studies, Korea University, Sejong, Republic of Korea, (Academic Advisor: Prof. Kwang-ho Sim)

Researcher (Jan.2015-Mar.2016), **Korea Institute of Science & Technology Evaluation and Planning** (KISTEP-related government research institute of the Ministry of Science and ICT), Regulatory Reform Center, Seoul, Republic of Korea, (Advisor: Director Juho Kim)

## **PUBLIC RESEARCH PROJECTS**

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(Mar.-Nov.2021) “Designing Collaborative Governance for Digital Transformation” (\$80,000)

- Project funded by Korea Information Society Development Institute, Republic of Korea.
- Tasks as a researcher included literature review and case studies.
- Collaborated with Prof. Hyun Joon Kim (PI), Ukjun Sung, Junmo An, Seokjin Eom, Yeongjun Choi, Ph.D. Sijeoung Kim, & Ph.D. candidate Sun Hee Kim

(July.2020-July.2021) “The Design of Detailed Action Plans for the NST’s Unified Audit System for its Research Institutes” (\$55,000)

- Project Funded by National Research Council of Science & Technology, Republic of Korea

- Tasks as a researcher included literature review, case studies, survey data collection and quantitative analysis.

- Collaborated with Prof. Kwang-ho Sim (PI), Ph.D. Cheouljoo Lee, & Lawyer. Seonghoon Choi.

(April-Sep.2020) “The Improvement of the Effectiveness of the Educational Administration Audit” (\$24,000)

- Project funded by Ministry of Education, Republic of Korea.
- Tasks as a researcher included literature review, data collection, and content analysis.
- Collaborated with Prof. Kwang-ho Sim (PI), & Ph.D. Cheouljoo Lee.

(July.2019-July.2020), “The ‘Decoupling’ Experienced by Employees of Public Research Institute in the Use of Performance Information” (\$2,500)

- Project funded by Korea University Graduate School, Republic of Korea.
- Tasks as a Researcher (PI) included literature review, interviews, grounded theory approach, analysis, draft and final report.

(Jan.-June.2019) “Organizational Diagnosis of the Ministry of Trade, Industry and Energy: Changing the Policy Environment and Seeking the Ideal Direction” (\$60,000)

- Project funded by Ministry of Trade, Industry and Energy, Republic of Korea.
- Tasks as a research assistant included analysis of organization, foreign countries case studies, supporting interview, and drafting of final report.
- Collaborated with Prof. Sangook Park (PI), Jiung Yoon, Ilhwan Jung, Ph.D. Bomi Kim and Myeongrok Do.

(Nov.-Dec.2018) “A Survey on University R&D Management and its Policy Implications” (\$40,000)

- Project Funded by Ministry of Science and ICT, Republic of Korea.
- Tasks as a research assistant included literature review, data collection, survey quantitative analysis, and drafting final report.
- Collaborated with Prof. Sangook Park (PI), Jongbok Park, Ph.D student Gyeongjun Oh, Sangun Yoo, Wontae Ko, & M.A student Geonhui Kim.

(Sep.-Oct.2018) “The Practical Method of Regulatory Consultation for Improving Policy Effectiveness”

- Project funded by Korea Institute of Public Administration, Republic of Korea.
- Tasks a research assistant included literature review and foreign countries case studies
- Collaborated with Ph.D. Minho Lee (PI), Shin Kim, Jaeho Eun, Prof. Jinsik Choi, RA. Myongjin Kim, and Yujin Choi.

(May-Dec.2016) “Development of Audit in Education and Arts” (\$30,000)

- Project funded by National Council of Governors of Education, Republic of Korea.
- Tasks as a research assistant included case studies, supporting data collection, cleaning, survey quantitative and content analysis
- Collaborated with Prof. Kwang-ho Sim (PI), & Ph.D. Cheouljoo Lee.

(Jan.2015-Mar.2016) “Evaluation of the Government-Funded Research Institutes Under Ministry of Science and ICT” (\$430,000)

- Project funded by Ministry of Science and ICT, Republic of Korea.
- Tasks as a researcher included supporting performance measurement, evaluation, editing and drafting final reports.
- Collaborated with Ph.D. Juho Kim (PI), jihyeon Seo, Seungtae Kim, Researcher Taeyun Kim, Namhyo Kim, & Suhyeon Chung.

## **SELECTED AWARDS, HONORS, GRANTS, AND SCHOLASHIPS**

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### **Award and Honors**

April. 2023	Keith Lankford Taylor Fellowship (\$1,000), School of Economics, Political and Policy Sciences, The University of Texas at Dallas
Aug. 2022 - Present	Brian J.L. Berry Scholar (tuition waived), School of Economics, Political and Policy Sciences, The University of Texas at Dallas
March 2022	The Best Paper Award (2 <sup>nd</sup> ) (\$500), Conference of Minority Public Administration (COMPA)
Feb. 25. 2020	The Best Paper Award (\$1,800), Korea University Graduate School

### **Grants Proposals**

July 2019	Junior Fellow-Research Grant (\$2,500), Korea University Graduate School PI. "The 'Decoupling' Experienced by Employees of Public Research Institute in the Use of Performance Information."
July 2017	KISTEP Creative Fellowship (\$1,500), Korea Institute of Science & Technology Evaluation and Planning (KISTEP) PI. "An Empirical Study of Organizational Factors Influencing Performance Information Use: Based on the Perception of Employees in Government-Funded Science and Technology Research Institutes."

### **Scholarships**

Aug.2021-Present	Graduate Teaching Assistantship (stipend monthly, \$2,000), School of Economics, Political and Policy Sciences, The University of Texas at Dallas
Aug. 2021~ Aug. 2022	Graduate Studies Scholarship (tuition waived), School of Economics, Political and Policy Sciences, The University of Texas at Dallas
Feb. 2020 & 2014	Research Encouragement Scholarship (\$1,200), Korea University Graduate School
Nov. 06. 2019	Academic Excellence Scholarship for Public Administration Graduate Students (\$1,500), Korea University in Department of Public Administration
2018, 2017, 2016, 2012	Research Assistant Scholarships (tuition waived), Korea University Graduate School

2017	Academic Research Scholarship (\$1,000), Korea University Graduate School
2017 & 2013	General Scholarships for Research Encouragement (\$1,000), Korea University Graduate School
2016, 2014, 2013, 2012	Core Curriculum Assistant Scholarships (\$800), Korea University Graduate School
2013	Teaching Assistant Scholarship (tuition waived), Korea University Graduate School
2011, 2010, 2009	Creative Challenger Scholarship (\$600), Korea University
2011, 2010, 2009, 2004	Academic Excellence Honors & Study Scholarship (tuition waived), Korea University
2004	Social Service Scholarship (\$200), Korea University

## **VOLUNTARY AND EXTRA-CURRICULAR ACTIVITIES**

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April 2023 - Present <i>Dallas, Texas, USA</i>	Advanced Graduate Teaching Certificate (in progress) by the Office of Graduate Studies & Center for Teaching and Learning, The University of Texas at Dallas.
January – April 2023 <i>Dallas, Texas, USA</i>	Graduate Teaching Certificate by the Office of Graduate Studies & Center for Teaching and Learning, The University of Texas at Dallas.
March 2016 – July 2021 <i>Seoul, Republic of Korea</i>	Academic Research Society Member, Korea University, <i>Member of Academic Research Society in Department of Public Administration</i> As a leader and member of research team on delivery system of public service, arranged and participated in monthly academic sessions ( <i>with Academic Advisor: Prof. Hyun Joon Kim</i> )
May 2018 – Feb. 2019 <i>Seoul, Republic of Korea</i>	Citizen Participation Group Member, Ministry of Science and ICT, <i>Member of Citizen participation group</i> 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.” Participated as a representative of the citizen participation group in the government’s R&D mid-to long term investment strategies discussion meeting and presented the topic of “government R&D investment strategy and citizen participation.” (Nov.28, 2018) Attended the 2020 government R&D investment direction and standard(plan) public hearing as representatives of the citizen participation group to present and discuss “the 2020 government R&D direction and standards from the citizen perspective.” (Feb. 26, 2019)

June 2005 – June 2007    Honorable Discharged of Military Service and the Republic of Korea Army,  
Gangwon-do, Republic of Korea    *Administrative Supply Soldier, Sergeant*

## **PROFESSIONAL AND ACADEMIC MEMBERSHIPS**

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American Society for Public Administration (ASPA), 2021-present  
Association for Public Policy Analysis and Management (APPAM), 2021-present  
Conference of Minority Public Administration (COMPA), 2022  
National Academy of Public Administration (NAPA), 2022  
Southeastern Conference for Public Administration (SECoPA), 2023-present  
The Korean Association for Policy Studies, 2016-2021  
The Korean Association of Political Science & Communication, 2015-2019

## **CERTIFICATIONS**

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April. 2023 –Present	Advanced Graduate Teaching Certificate (in progress) Center for Teaching and Learning, The University of Texas at Dallas
April. 2023	Graduate Teaching Certificate Center for Teaching and Learning, The University of Texas at Dallas
Dec. 2018	Level 2 Certificate in Specialist of Policy Analysis Korea Public Policy Evaluation Association, Republic of Korea
Dec. 2012	Certified Privacy Protection General Korea CPO Forum, Republic of Korea
Nov. 2011	Engineer Information Processing Human Resources Development Service of Korea, Ministry of Science and ICT, Republic of Korea.

## **TECHNICAL SKILLS AND LANGUAGES**

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Data Analysis: STATA, SPSS, AMOS, R, Python  
Other Computer Skills: MS Office Suite (Word, Excel, PowerPoint)  
Languages: English, Korean (native)

**(Last Updated: August 13, 2023)**