

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

RESEARCH AND TEACHING INTERESTS

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

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 – Research, explained. <https://theacademic.com/journey-of-asian-americans-in-the-united-states/>

WORKING PAPERS

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 Work Behavior.”

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

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

SELECTED ACADEMIC CONFERENCE PRESENTATIONS

Seongdeok Oh and Meghana 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 Meghana 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, 21st Annual Social Equity Leadership Conference*, June 10, virtually in Washington.

Meghana 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 (2nd)* of 2022)

TEACHING AND ACADEMIC EXPERIENCE

Instructor (August 2022 ~ Present)

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.

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. Meghana 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

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 ~ March 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

(March ~ 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

Award and Honors

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| 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 nd) (\$500), Conference of Minority Public Administration (COMPA) |
| Feb. 25. 2020 | The Best Paper Award (\$1,800), Korea University Graduate School |

Grants Proposals

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| 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

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| 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 |

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| 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 |

VOLUNTEER AND EXTRACURRICULAR 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 from Military Service in the Republic of Korea Army
Gangwon-do, Republic of Korea as an Administrative Supply Soldier, Sergeant.

PROFESSIONAL AND ACADEMIC MEMBERSHIPS

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

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

(Last Updated: August 25, 2023)