

# 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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August 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> <b>University of Texas at Dallas</b>
March 2016 - August 2018 <i>Republic of Korea</i>	Ph.D. Student in Policy Studies ( <i>Ph.D. coursework completed</i> ) <i>Department of Public Administration</i> <b>Korea University</b>
March 2012 - August 2014 <i>Republic of Korea</i>	Master of Public Policy <i>Department of Public Policy</i> <b>Korea University</b> 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)”
March 2004 - February 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 &amp; Communication</i> <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 – Research, explained*. <https://theacademic.com/journey-of-asian-americans-in-the-united-states/>

## WORKING PAPERS

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

“Catalyzing Job Performance: Unveiling the Interplay of Transformational Leadership, Public Service Motivation, and Innovative Work Behavior.” - **Seongdeok Oh** and Meghna Sabharwal

“The Impact of Inclusive Leadership on Innovative Work Behavior: Focusing on the Mediating Role of Political Support.” - **Seongdeok Oh** and Meghna Sabharwal

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

## SELECTED ACADEMIC CONFERENCE PRESENTATIONS

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

- American Society for Public Administration (ASPA) 2024 Annual Conference, April 12-16, in Minneapolis, Minnesota. (Planned)

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

- Southeastern Conference for Public Administration (SECoPA) 2023 Annual Conference, September 29, in Atlanta.

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

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

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

- National Academy of Public Administration, 21<sup>st</sup> Annual Social Equity Leadership Conference, June 10, virtually in Washington, 2022.

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

- 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 3380 Organizational Theory and Behavior

- [Spring 2024](#), Online, [Summer 2023](#), In-person, and [Spring 2023](#), Online, Undergraduate
- Department of Public and Nonprofit Management, The University of Texas at Dallas.
- ([Teaching Evaluation](#))

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.
- ([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: Dr. 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: Dr. 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 (September 2019 - July 2021) **Institute of Governmental Studies**

- Korea University, Seoul, Republic of Korea
- Academic 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, Seoul, Republic of Korea
- Advisor: Dr. Sangook Park

Research Assistant (September - October 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 - December 2016) **Public Policy Research Institute**

- Center for Public Audit Studies, Korea University, Sejong, Republic of Korea
- Academic Advisor: Dr. Kwang-ho Sim

Researcher (January 2015 - March 2016) **Korea Institute of Science & Technology Evaluation and Planning (KISTEP)**

- 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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(March - November 2021) “Designing Collaborative Governance for Digital Transformation” (\$80,000)

- 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)

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

- 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)

- 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.

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

- 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, Illhwan Jung, Ph.D. Bomi Kim and Myeongrok Do.

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

- 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.

(September - October 2018) “The Practical Method of Regulatory Consultation for Improving Policy Effectiveness”

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

- 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.

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

- 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

Dec. 2023	2024 Wallace O. Keene Conference Scholarship (\$250), American Society for Public Administration (ASPA).
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.

## Grant Proposals

July 2019	Junior Fellow-Research Grant (\$2,500), Korea University Graduate School <ul style="list-style-type: none"> <li>PI. “The ‘Decoupling’ Experienced by Employees of Public Research Institute in the Use of Performance Information.”</li> </ul>
July 2017	KISTEP Creative Fellowship (\$1,500), Korea Institute of Science & Technology Evaluation and Planning (KISTEP) <ul style="list-style-type: none"> <li>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.”</li> </ul>

## Scholarships

August 2021 ~ Present	Graduate Teaching Assistantship (stipend monthly, \$2,000), School of Economics, Political and Policy Sciences, The University of Texas at Dallas.
August 2021 ~ August 2022	Graduate Studies Scholarship (tuition waived), School of Economics, Political and Policy Sciences, The University of Texas at Dallas.
February 2020, 2014	Research Encouragement Scholarship (\$1,200), Korea University Graduate School.
November 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.

## **VOLUNTEER AND EXTRACURRICULAR ACTIVITIES**

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October 2023 <i>Dallas, Texas, USA</i>	Completed CITI Program Course: Human Subject Research, HSP – Social and Behavioral, Collaborative Institutional Training Initiative.
August 2023 - Present <i>Dallas, Texas, USA</i>	Member, Public Policy and Political Science Association (PPPSA), School of Economic, Political and Policy Sciences, The University of Texas at Dallas.
April 2023 - Present <i>Dallas, Texas, USA</i>	Pursuing an Advanced Graduate Teaching Certificate 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>	Completed a Graduate Teaching Certificate by the Office of Graduate Studies & Center for Teaching and Learning, The University of Texas at Dallas.
August 2021 - Present <i>Dallas, Texas, USA</i>	Member, Korea Student Association (KSA), The University of Texas at Dallas.
March 2016 - July 2021 <i>Seoul, Republic of Korea</i>	Representative and Member, Academic Research Society, Korea University. <ul style="list-style-type: none"><li>• 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>)</li></ul>
May 2018 - February 2019 <i>Seoul, Republic of Korea</i>	Representative and Member, Citizen Participation Group, Ministry of Science and ICT. <ul style="list-style-type: none"><li>• 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.”</li><li>• Participated as a representative of the citizen participation group in the government’s R&amp;D mid-to long term investment strategies discussion meeting and presented the topic of “government R&amp;D investment strategy and citizen participation.” (Nov. 28, 2018)</li><li>• Attended the 2020 government R&amp;D investment direction and standard(plan) public hearing as representatives of the citizen participation group to present and discuss “the 2020 government R&amp;D direction and standards from the citizen perspective.” (Feb. 26, 2019)</li></ul>
June 2005 - June 2007 <i>Gangwon-do, Republic of Korea</i>	Honorable Discharged from Military Service in the Republic of Korea Army as an Administrative Supply Soldier, Sergeant.

## **PROFESSIONAL AND ACADEMIC MEMBERSHIPS**

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Academy of Management (AOM): 2023 - present  
 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  
 The Korean-American Scientists and Engineers Association (KSEA): 2023 - present

## 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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### 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.

**Languages:** English, Korean (native)

**(Last Updated: January 13, 2024)**