

# Seongdeok Oh

Public and Nonprofit Management  
School of Economic, Political, and Policy Sciences (EPPS)  
The University of Texas at Dallas  
800 W. Campbell, GR 31, Office: GR 2.512, Richardson, TX 75080-3021

[Seongdeok.Oh@UTDallas.edu](mailto:Seongdeok.Oh@UTDallas.edu) | <https://seongdeokoh.github.io> | [Google Scholar](#)

## Education

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Expected May 2025	<b>Ph.D. in Public Affairs</b> Department of Public and Nonprofit Management <b>M.S. in Social Data Analytics and Research</b> School of Economic, Political, and Policy Sciences The University of Texas at Dallas
2016 - 2018	Ph.D. Student in Policy Studies ( <i>Ph.D. coursework completed</i> ) Department of Public Administration Korea University
August 2014	<b>M.A. in Public Policy</b> Department of Public Policy 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)" Committee: Kwang-ho Sim (Chair), Hyunkoo Cho, and Cheouljoo Lee
February 2012	<b>B.A. in Public Administration</b> Department of Public Administration <b>B.A. in Journalism &amp; Mass Communication (Dual degree)</b> School of Media & Communication Korea University

## 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
- 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

1. Meghna Sabharwal, Aurora M. Becerra, and **Seongdeok Oh**. (2022). “From the Chinese Exclusion Act to the COVID-19 Pandemic: A Historical Analysis of Racism Experienced by Asian Americans in the United States.” *Public Integrity*, pp.535-549. (Co-Author) DOI: <https://doi.org/10.1080/10999922.2022.2120292>
2. **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*, Vol. 57 No. 2, pp.169-200. (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)
3. 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*, Vol. 11 No. 1, pp.145-175. (Co-Author, written in Korean) DOI: <http://doi.org/10.22809/nars.2019.11.1.006>
4. 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*, Vol. 21 No. 2, pp.1-36. (Co-Author, written in Korean) DOI: <http://dx.doi.org/10.15617/psc.2018.6.21.2.1>
5. **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*, Vol. 18 No. 1, pp.127-163. (Lead Author, written in Korean) DOI: <http://doi.org/10.15617/psc.2015.02.18.1.127>

### Peer-Reviewed Conference Proceedings

1. **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>

### Reports and Other Publications

1. 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](#)
2. 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](#)

3. **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.
4. 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.
5. 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](#)
6. Minhoo 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](#)
7. **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).
8. 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](#)
9. 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.

## Manuscripts in Submission

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1. “Fostering Innovative Work Behavior to Improve Organizational Performance: The Role of Public Service Motivation and Innovative Organizational Culture.” - **Seongdeok Oh** and Meghna Sabharwal. Submitted to *International Journal of Public Administration* (July 22, 2024)
2. “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. Submitted to *Public Personnel Management* (July 22, 2024)

## Working Manuscripts

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

2. Does Extra-Role Behavior Elevate Job Stress? Exploring the Roles of Innovative Work Behavior, Knowledge Sharing, and Public Service Motivation.”- **Seongdeok Oh** and Meghna Sabharwal. *In the data collection stage.*
3. “Individual Innovation in Public Organizations: How Transformational Leadership, Public Service Motivation, and Organizational Justice Shape Innovative Work Behavior.”- **Seongdeok Oh** and Meghna Sabharwal. *In the data collection stage.*
4. “Innovative Work Behavior in Public Service: Unpacking the Impact of Transformational Leadership, Organizational Commitment, and Public Service Motivation.” - **Seongdeok Oh** and Meghna Sabharwal. *In the data analysis stage.*

## Conference Presentations

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

- Southeastern Conference for Public Administration (SECoPA) 2024 Annual Conference, September 18-21, in Memphis, Tennessee (Planned).

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

- 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.

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

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

“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 (*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, South 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, at Toyota Stadium in Frisco, Texas.

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

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

- 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*)

## Research Experiences

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**Researcher** (September 2019 - July 2021) Institute of Governmental Studies

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

**Research Assistant** (September - October 2018) Korea Institute of Public Administration (KIPA)

- Government research institute under the Office for Government Policy Coordination
- Division of Regulatory Innovation Research, Seoul, Republic of Korea
- Advisor: Dr. Min-ho Lee

**Researcher** (May - December 2016) Public Policy Research Institute

- Center for Public Audit Studies, Korea University, Sejong, Republic of Korea
- 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: 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, & Sunhee Kim

Role: Researcher

- Tasks included literature review and case studies.

Amount: KRW ₩100,000,000 (Approximately \$80,000)

Period: March – November 2021

- Recently, with the implementation of policies related to digital transformation and the realization of their effects, the political and social benefits and threats, as well as positive and negative prospects, are diverging. This study aims to explore the impact of new technologies on our public life and administration in the era of digital transformation, examine the role of the government in this process, and assess the potential for a shift towards a new governance paradigm.

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

- Despite ongoing educational administration audits, recurring findings and corruption persist. We propose a new paradigm to proactively address these issues, focusing on identifying root causes, providing targeted education, and strengthening risk management. Our approach aims to eliminate repeated corruption in education, suggest policy alternatives, induce system improvements, and leverage the expertise of the Ministry of Education's audit bodies for enhanced effectiveness.

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), my 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

- This study delves into the decoupling phenomenon within public research institutes, examining the gap between performance creation and its actual utilization in processes like performance planning, measurement, evaluation, and utilization. Using a grounded theory

paradigm analysis model, we explore the structural relationship between the performance management system and the behaviors of institute members. This exploratory, descriptive study aims to identify key themes in the decoupling phenomenon, offering insights into how public research institute members utilize performance information.

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

- In South Korea's 4th industrial revolution, a shift towards a post-chasing strategy focusing on disruptive innovation and new industry creation is crucial. Fostering a private sector innovation ecosystem is vital to succeed, and the government must adapt proactively to changing policy demands, enhancing agility for survival. The country's industrial technology policy should evolve into a comprehensive system emphasizing the linkage between research, innovation, and production. Organizational restructuring is also needed to bridge the gap between research and industrial policies. This study aims to analyze policy demand changes, propose improved strategies in industry, energy, trade, and information communication technology, and suggest optimal organizational structures.

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 (KISTEP) , 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

- The research aims to analyze the current state and challenges of research administration and support services, focusing on understanding the needs of on-site researchers. It also seeks to strengthen industry-academic cooperation units, improve the relationship between universities and industrial complexes, and enhance the administrative efficiency and well-being of student researchers. The overarching goal is to advance and streamline research administration practices for a more effective and supportive ecosystem.

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

- This project uniquely focuses on overcoming obstacles that hinder the expansion of regulatory consensus in the current policy process, aiming to enhance its effectiveness. It aims to define and develop tailored mechanisms at each stage, considering stakeholder and public involvement and strategically selecting consensus-building approaches. Additionally, the research seeks to institutionalize the principles of social value and consensus advocated by the current administration in the regulatory reform process, promoting societal participation and dialogue.

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 (KISTEP), Republic of Korea.

Principal Investigator: **Seongdeok Oh**

- As a Researcher (PI), my 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

- This project explores the use of performance information in South Korean science and technology governmental research institutions. Recognizing the broader goal of performance management, the research addresses a gap in understanding how performance evaluation outcomes are utilized and the influencing factors in this specific context. The study proposes an integrated research model and conducts surveys targeting personnel in these institutions to gain insights into factors affecting performance information use.

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



- This project highlights the Superintendent of Education's role in auditing educational and cultural affairs based on local autonomy laws. Given deficiencies in the current audit system and independence within education offices, the research focuses on consolidating and analyzing audit results, identifying policy errors, and developing a model to enhance the independence and professionalism of educational and cultural affairs audits.

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

- This project aims to assess the management performance and research outcomes of participating research institutions to improve the efficiency of research and development investments. It aligns with legal frameworks such as the "Act on the Performance Evaluation and Management of National Research and Development Projects" and the "Framework Act on Science and Technology," utilizing a structured system involving ministries, committees, and research councils for self-assessment.

Status: Funded

## Teaching Experiences

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### Instructor (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, and [Spring 2023](#), Online, Undergraduate
- Department of Public and Nonprofit Management, The University of Texas at Dallas.
- (Teaching Evaluations: [Spring 2024](#), and [Spring 2023](#))

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.

### **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.

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

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### **Awards**

April 19. 2024	The Meier PMRC Travel Inclusion Award (\$250), Public Management Research Association (PMRA).
April 5. 2024	The Best Paper Poster Award (\$100), The 8 <sup>th</sup> Annual Public and Nonprofit Conference, The University of Texas at Dallas.
Feb. 2024	SPOD Annual Scholarship Award (\$500), American Society for Public Administration (ASPA) Section on Professional and Organizational Development (SPOD).
Jan. 2024	Wallace O. Keene Conference Scholarship Award (\$250), American Society for Public Administration (ASPA).
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.

### **Honors**

April 2024	Pi Alpha Alpha Honor Society <ul style="list-style-type: none"><li>• Recognized for academic excellence in public administration, policy, and affairs, with a GPA above 3.7 (by NASPAA).</li></ul>
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.

## Grants

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. “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.”

## Scholarships

2021 - Present Public and Nonprofit Management Doctoral Student Travel Scholarship  
 • Department of Public and Nonprofit Management, The University of Texas at Dallas.  
 • 2024 Spring - 2023 Fall (\$2,000), 2023 Spring - 2022 Fall (\$750), 2022 Spring - 2022 Spring (\$500).  
 August 2021 ~ Present Graduate Teaching Assistantship (stipend monthly, \$2,200), 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.

## Service to Profession

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### Educational Development

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.

### Professional Development

August 12, 2024	Serving as the Moderator for the session titled “Money & Morality: Exploring the Motivational Contours of Public Sector Employment” at the 84 <sup>th</sup> Annual Meeting of the Academy of Management (AOM) on August 12 in Chicago (Planned).
April 13, 2024	Invited discussant for the session “Cybersecurity in Local Government: Challenges and Financial Lessons Learned” by Dr. Abraham Benavides at the American Society for Public Administration (ASPA) 2024 Annual Conference on April 13 in Minneapolis, Minnesota.
January 2024 - Present	Ad-hoc Reviewer <ul style="list-style-type: none"> <li>• Review of Public Personnel Administration (ROPPA)</li> <li>• Public Administration</li> <li>• Academy of Management Annual Meetings</li> </ul>
October 2023 <i>Dallas, Texas, USA</i>	Completed CITI Program Course: Human Subject Research, HSP – Social and Behavioral, Collaborative Institutional Training Initiative.

### Community Engagement

April, 2024 <i>Dallas, Texas, USA</i>	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 5, 2024 <i>Dallas, Texas, USA</i>	Volunteer, The 8 <sup>th</sup> Annual Public and Nonprofit Management Conference, The University of Texas at Dallas, in Toyota Stadium Frisco, Texas. <ul style="list-style-type: none"> <li>• Volunteered for event setup, guiding support, and session assistance.</li> </ul>

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.
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: Dr. 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>

## Military Service

June 2005 - June 2007 <i>Gangwon Provinc, Republic of Korea</i>	Honorable Discharged from Military Service in the Republic of Korea Army as an Administrative Supply Soldier, Sergeant.
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## Professional and Academic Memberships

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Academy of Management (AOM): 2023 - present

- Public and Nonprofit Division
- Organizational Behavior Division

American Society for Public Administration (ASPA): 2021 - present

- Section on Korean Public Administration
- Section on Professional and Organizational Development
- South Asian Section for Public Administration

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  
 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 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.