**Yong-Chan Rhee**

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| **Education** | | | |
| Sept. 2020 ~ May 2024  Aug. 2018~  May 2020 | **Rutgers, The State University of New Jersey-Newark,** *Ph.D. in Public Administration*   * Dissertation Committee: Professors Charles E. Menifield (Chair), Gregg G. Van Ryzin, Yahong Zhang, Miyeon Song, Andres Rengifo * Dissertation Title: “*Policy Implementation and Leadership in the Context of Organizational Behavior and Culture: The Case of Police Killings*” * The dissertation identifies the sustainable security issues regarding racial disparities in policing and proposes possible policy solutions in terms of leadership, organizational culture and behavioral science.   **University of Southern California***, Master of Public Administration*  **Kyung Hee University**, South Korea, *Bachelor of Public Administration* | | |
| Mar. 2012 ~  Aug. 2018 |
| **Publications** | | | |
| Menifield, C. E., Shin, G. and **Rhee, Yong-Chan** (2024). Community Policing Policies and the Use of Lethal Force: Revisiting the Effects of Policing Policies on Police Department Organizational Culture. *Deviant Behavior*. doi: [10.1080/01639625.2024.2379931](https://doi.org/10.1080/01639625.2024.2379931) (Q2 by Impact Factor, Criminology (SSCI)).  **Rhee, Yong-Chan** (2024). Reexamination of Multi-level Representation and Critical Mass: The Roles of Black Leadership and its Relationship with Street-level Officers in Police Killings. *Review of Public Personnel Administration.* doi: [10.1177/0734371X241231785](https://doi.org/10.1177/0734371X241231785). (Q1 by Impact Factor, Public Administration (SSCI)).   * Pi Alpha Alpha Doctoral Manuscript Award 2023 from Network of Schools of Public Policy, Affairs, and Administration (NASPAA). * 2nd Place of ‘Best Paper Award’ at Conference of Minority Public Administrators (COMPA) 2022 (American Society for Public Administration Section).   **Rhee, Yong-Chan** & Menifield, C.E. (2024). Examining Community Policing Policy Implementation and Racial Disparities in Officer-Involved Lethal Encounters. *Policing: An International Journal of Police Strategies & Management.* doi: [10.1108/PIJPSM-05-2023-0057](https://www.emerald.com/insight/content/doi/10.1108/PIJPSM-05-2023-0057/full/html). (Q2 by Impact Factor, Criminology (SSCI)).  Menifield, C.E. and **Rhee, Yong-Chan** (2023). *Perceptions Concerning Cannabis Use: A Survey of New Jersey Residents*. New Jersey State Policy Lab, New Brunswick, NJ: Rutgers University. <https://rutgers.app.box.com/s/a92p5izgcmlhqw4jyud6kg163bnyqyrt>. | | | |
| **Research in Progress**: | | | |
| 1. ***Under Review*** 2. Geiguen Shin and Yong-Chan Rhee\*. *“Social Media, Citizens’ Trust in the Government, and Disinformation during a National Crisis: An Experimental Test of a COVID-19 Case*.”  * Presented at Public Management Research Conference (PMRC) 2022 and Korean Association for Public Administration (KAPA) International Conference (2022 and 2023).  1. Yong-Chan Rhee and Charles E. Menifield. “*Detecting Signals of Danger and Their Impact on the Police Killings of Racial Minorities.”* (Revise & Resubmit)  * 2nd Place. ‘Best Paper Award’ at Conference of Minority Public Administrators (COMPA) 2023.  1. Yong-Chan Rhee, Charles E. Menifield and Miyeon Song. “*The Symbolic Effect of Police Killings: Police Officer Characteristics and Citizen Cooperation*.” (Revise & Resubmit)   \* Corresponding author (made equal contribution).   1. ***Paper Drafted*** 2. Sang Eun Lee, Geiguen Shin and Yong-Chan Rhee. *“Performance of Public Sector Workers in Virtual Work Environments: The Effect of e-leadership & Employees’ Openness to Innovation.”*  * Presented at KAPA 2023.  1. Hyorim Seo and Yong-Chan Rhee\*. *“Reactors and Reactions: The Role of Risk Perception and Public Trust in Nuclear Energy Governance.*”  * Ongoing project that focuses on citizens’ trust and collaboration in US nuclear power policies. * Presented at KAPA 2024  1. Geiguen Shin, Charles E. Menifield and Yong-Chan Rhee\*. *“The Impacts of Organizational Factors on the Racial Tension in Policing.”*  * Presented at KAPA International Conference 2022.  1. Geiguen Shin and Yong-Chan Rhee. *“Experiment on the Conditions of Representative Bureaucracy.”* 2. Charles E. Menifield, Yong-Chan Rhee and RaJade M. Berry-James. *“The COVID-19 Pandemic: Positive and Negative Impacts on Bureaucratic Institutions.”*  * The project on the impact of the pandemic in terms of budgeting of bureaucratic institutions.  1. Geiguen Shin, Jimin Chae and Yong-Chan Rhee. *“Fiscal Decentralization, Local Government, Managerial Performance, and Economic Development Capacity: The Case of Local Governments in South Korea.*”   \* Corresponding author (made equal contribution).   1. ***Drafting and/or Designing Study*** 2. Yong-Chan Rhee and Hyorim Seo\*. “*Procedural, Distributive and Interactional Justice: Coproduction, Legitimacy and Trust in the Case of US Nuclear Governance*.” 3. Yong-Chan Rhee and Charles E. Menifield. *“Why Are Community Policing Policies Ineffective?.”*  * Annual conference of American Society for Public Administration (ASPA) 2023.  1. Yong-Chan Rhee. “*National Security and Gender: The Symbolic Effects in the South Korean Military.*”  * A long-term project that highlights how improving gender issues in military forces can contribute to the national security of South Korea.  1. Yong-Chan Rhee. “*Replication Study: Experiments on Shooting Decisions Against Minority Citizens.*”  * A long-term project (replication study) to correct critical issues in past studies in criminal justice and re-examine shooting decisions’ bias.  1. Yong-Chan Rhee. *“City Crime Contexts and Potential Xenophobia in South Korea.”*  * A long-term project on the relationship between crime, bias and xenophobia in South Korea and its policy implications.  1. Yong-Chan Rhee. *“Survey Experiment: The Effects of Willingness to Respond in the Case of Representative Bureaucracy.”*  * This project proposes a rule-of-thumb method to control for potential bias caused by participants’ willingness to participate in the experiment, which is likely to affect study participants to act in ways that favor the authors.  1. Yong-Chan Rhee. *“Citizens’ Signal Detection and Police Threat Against Citizens: A Survey Experiment on the Relationship Between Citizens’ Trust, Collaboration and Police Legitimacy.*”  * The project focuses on citizens’ trust and collaboration in police stops and the use of force in terms of procedural justice.  1. Yong-Chan Rhee. “*Development and Revitalization by the Arts: A Case of Tongyeong City, South Korea.*”  * The long-term project on one of the few empirical evidence that shows the government’s support stimulates the mutual growth of the arts industry and the tourism industry, which contributes to the city’s economy in return  1. Yong-Chan Rhee. “*AI and Policing: Managing Perceived Letigimacy of Police-Public Interactions.*”  * The long-term project on the risk of AI and police legitimacy.  1. Geiguen Shin and Yong-Chan Rhee\*. “*Policy Failure, Side Effects and Birth Rate.*” 2. Yong-Chan Rhee. “*Age and Generational Gap: A Survey Experiment on Expanding Representative Bureaucracy.*”  * Ongoing project on generational gap and citizen cooperation.  1. Geiguen Shin and Yong-Chan Rhee\*. “*Replication Experiment: Social Media, Citizens’ Trust in the Government, and Disinformation*.” 2. Yong-Chan Rhee. “*AI-based Technology and Chat GPT in Public Administration Research: A Preliminary Research on Content Analysis and Its Comparison with Human Decisions and Insights*.” 3. Geiguen Shin, Jimin Chae and Yong-Chan Rhee. “*Local Government Institutions and Local Policy: The Impact of Council-Manager and Mayor-Council Governments on Fiscal Outocmes*.” 4. Yong-Chan Rhee. “*Citizens’ Violence and Cooperation in the Context of Community Policing Policies*.”   \* Corresponding author (made equal contribution). | | | |
| **Conferences** | | | |
| Hyorim Seo and Yong-Chan Rhee. *“Reactors and Reactions: The Role of Risk Perception and Public Trust in Nuclear Energy Governance .”* Korean Association for Public Administration (KAPA) International Conference 2024.  Sang Eun Lee, Geiguen Shin and Yong-Chan Rhee. *“Performance of Public Sector Workers in Virtual Work Environments: The Effect of e-leadership & Employees’ Openness to Innovation.”* Korean Association for Public Administration (KAPA) International Conference 2023.  Yong-Chan Rhee and Charles E. Menifield. *“Why Are Community Policing Policies Ineffective?”*Annual conference of American Society for Public Administration (ASPA) 2023.  Yong-Chan Rhee and Charles E. Menifield. *“The Usage of Racial Cues in Police Killings”*   * Northeast Conference on Public Administration (NECoPA) 2022 * SNU GSPA-Rutgers SPAA International Conference 2022 * Conference of Minority Public Administrators (COMPA) 2023   Geiguen Shin and Yong-Chan Rhee. *“The Impacts of Organizational Factors on the Racial Tension in Policing.”* KAPA International Conference 2022.  Geiguen Shin and Yong-Chan Rhee. *“Social Media, Citizens’ Trust in the Government, and Misinformation: An Experimental Test of COVID-19 Case.”*   * Presented at Public Management Research Conference (PMRC) 2022 * Presented at Korean Association for Public Administration (KAPA) International Conference 2022 and 2023   Yong-Chan Rhee. *“Re-examining Leadership and Diversity: Will Leadership Decide the Effectiveness of Racial Representation in Police Killings?”*   * 2nd Place. ‘Best Paper Award’ at COMPA 2022 along with renowned scholars in public administration. * Northeast Conference on Public Administration (NECoPA) 2022.   Charles E. Menifield, Geiguen Shin and Yong-Chan Rhee. “*How do Organizational Factors Impact Police Killings?*” COMPA 2021, a section of ASPA. | | | |
| **Professional Experience** | | | |
| Sep. 2024 ~  Dec. 2022 ~  March 2023  Sept. 2022 ~  May 2023  Sept. 2020 ~  May 2022 | **Assistant Professor, DePaul University**   * (Tenure-track) assistant professor at the Criminology Department * Courses assigned: *Statistics*, *Law Enforcement*   **Research Assistant**   * Bloustein School of Planning and Public Policy (RU-NB) for New Jersey State Policy Lab Project * Published a policy report for the State of New Jersey * Reference: [cm1219@newark.rutgers.edu](mailto:cm1219@newark.rutgers.edu)   **Lecturer**   * School of Public Affairs and Administration, Rutgers University – Newark * Course taught: *Managing Public Organizations* (MPA program’s core course)   **Research Assistant**   * School of Public Affairs and Administration, Rutgers University – Newark * Created and updated a new dataset of police killings / supported public ethics course * Reference: [cm1219@newark.rutgers.edu](mailto:cm1219@newark.rutgers.edu) |  | |
| Sep. 2013 ~  Jun. 2015 | **National Military Symphony Orchestra**, South Korea,*Violinist / Administrative Specialist* |  | |
| * Performed in various national and international events as an arts ambassador representing the country. * Provided underprivileged groups with the cultural opportunities of the arts. * Co-worked with the Ministry of National Defense to coordinate overseas concerts with diplomatic missions. * Actively engaged in orchestra management, including concert schedules, personnel management, and logistics. | | |
| **Professional Associations** | | | |
| * American Society for Public Administration * American Political Science Association * Public Management Research Association * Korean Association for Public Administration | | |
| **Academic Honors and Fundings** | | | |
| May 2024  Oct. 2023  Aug. 2023 ~  Mar. 2023  Dec. 2022 ~ Mar. 2023  Mar. 2022  Sept. 2020 ~  May 2023  Aug. 2018 ~  May 2020 | **Outstanding Ph.D. Award, Rutgers School of Public Affairs and Administration**   * The award in recognition of exceptional contributions to the Rutgers School of Public Affairs and Administration   **NASPAA Pi Alpha Alpha Doctoral Manuscript Award**   * Received the prize for one doctoral candidate in the field from the Network of Schools of Public Policy, Affairs, and Administration (NASPAA) for its quality   **Dean’s Dissertation Fellowship**   * Dean’s Dissertation Fellow (Rutgers University – Newark Graduate School)   **2nd Place of ‘Best Paper Award’ at COMPA 2023 (American Society for Public Administration)**   * Received the prize ($1000) two years in a row at the Conference of Minority Public Administrators 2023 (ASPA)   **New Jersey State Policy Lab Funding**   * Cannabis report to the policymakers of the State of New Jersey   **2nd Place of ‘Best Paper Award’ at COMPA 2022 (American Society for Public Administration)**   * Received the prize ($1,000) at the Conference of Minority Public Administrators 2022 (ASPA)   **Graduate Fellowship**   * Graduate fellow at Rutgers School of Public Affairs and Administration   **Dean’s Merit Scholarship**   * Received scholarship for distinguished performance at the University of Southern California   **Superiority Scholarship, Special Superiority Scholarship**   * Received scholarships for outstanding academic performances at Kyung Hee University   **Dongwon Global Explorer 5th**, *International Relations Manager* | | |
| Jun. 2017,  Dec. 2012 |
| Mar. 2016 ~  Aug. 2016 |
| * Selected as top 15 and received a grant (a total of $10,000) from the team project competition held by Dongwon (Korean conglomerate) for a research project on arts policies and nonprofit organizations in foreign countries. * Successfully arranged interviews and meetings with internationally prominent industry, media, and figures, including Bach in the Subways, Klassik im Klassenzimmer, Music Education UK, and the Principal Cellist of Vienna Philharmonic Orchestra, which provided the team with insights on arts policies in European countries. | | |
| **Service, Volunteer and/or Extracurricular Activities** | | | |
| 2024 ~  2017 ~ 2018  May. 2012 ~  Dec. 2012  2012 ~ 2018 | **Journal Reviewer**   * Reviewer of *Journal of Public Policy* and *Policing: An International Journal of Police Strategies & Management*.   **Korail Symphony Orchestra**, South Korea,*Violinist*   * Played for citizens in concert halls and public places to provide equal accessibility for people to enjoy music in daily life.   **Motion and Sound 4 All**, South Korea, *Volunteer violin tutor*   * Taught violin to children with developmental disabilities and helped them receive music education opportunities in a socially deprived situation.   **MDOP Orchestra in Kyung Hee University**, South Korea, *Vice President / Violinist*   * Demonstrated leadership through coordinating periodical concerts and orchestra administration. | | |
| **Skills and Interests** | | | |
| Languages  Skills  Certificate  Interests | * Korean (native), English (fluent) * Stata (advanced), Qualtrics (advanced), G\*Power (advanced), GIS (intermediate), SPSS (advanced), R (intermediate), Python (basic), survey experiment (advanced), and quantitative methods (advanced). * Research Method Workshop (at Seoul National University, 2017), MS PowerPoint (2013), CITI Program (2022, 2023). * Police organizations/behavior/culture, human resource management, behavioral/cognitive foundation of public administration, public policy, sustainable security, state-citizen (community) relationships, socioeconomic inequalities, performance management, leadership, information management, public management, personnel administration, citizen cooperation, democracy, COVID-19 and national crisis, violin, arts and cultural policy. | | |