

Minjung Kim

April 2025

215 Eggers Hall

Dept. of Public Administration and International Affairs

Maxwell School of Citizenship & Public Affairs

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Academic Positions

- 2024- Assistant Professor, Department of Public Administration and International Affairs, Maxwell School of Citizenship and Public Affairs, Syracuse University
- 2024- Research Affiliate, The Program for the Advancement of Research on Conflict and Collaboration (PARCC), Maxwell School of Citizenship and Public Affairs, Syracuse University
- 2024- Visiting Researcher, The Gradel Institute of Charity, New College, University of Oxford
- 2022-24 Assistant Professor, Department of Political Science and Public Administration, University of Alabama at Birmingham
- 2022-24 Research Fellow, Center for Social Impact Strategy, School of Social Policy and Practice, University of Pennsylvania
- 2021-22 Postdoctoral Fellow, Center for Social Impact Strategy, School of Social Policy and Practice, University of Pennsylvania
- 2021-22 Lecturer, School of Social Policy and Practice, University of Pennsylvania

Education

- 2021 Ph.D., Public Administration and Policy, American University
Committee: Lewis Faulk (Chair), Khaldoun AbouAssi, Nathan Favero, and Jurgen Willems (Vienna University of Economics and Business)
Dissertation: Perceived “Price” of Giving’s Relationship with Charitable Giving and its Association with Reputational Effectiveness and Trustworthiness
**Honorable Mention, 2024 Best Dissertation Award, Association for Research on Nonprofit Organizations and Voluntary Action*
- 2014 M.A., Islamic and Middle Eastern Studies, Hebrew University, Israel
- 2012 B.A., International and Area Studies/English, Handong Global University, South Korea

Publications

Peer-Reviewed Journal Articles

- Minjung Kim**, Allison Russell, and Peter Frumkin. Forthcoming. “Do Nonprofit Responses to Social Movements Influence Public Perceptions and Support? An Experimental Study.” *Nonprofit Policy Forum*. <https://doi.org/10.1515/npf-2023-0085>.
- Minjung Kim**. 2024. “The Association Between Performance Information and the Satisfaction of Different Social Groups: Citizen Evaluation by Racial Groups.” *International Journal of Public Administration*. 47(15): 1073–1090. <https://doi.org/10.1080/01900692.2023.2257001>.
- Ohbet Cheon, **Minjung Kim**, and Nathan Favero. Forthcoming. “Tell Me How You Really Feel: Unpacking Sub-dimensions of Citizen Satisfaction with Hospital Services.” *International Public Management Journal*. <https://doi.org/10.1080/10967494.2024.2399342>.
- Seulki Lee and **Minjung Kim**. 2024. “Public Perceptions of Sector Bias and Cross-Sector Collaboration: An Experimental Study of Social Service Providers.” *Public Management Review* 26(8): 2429–2451. <https://doi.org/10.1080/14719037.2023.2273316>.
- Jihye Jung, **Minjung Kim**, and Jiwon Suh. 2023. “The Scope of Nonprofit Marketing Research in the Last Twenty Years: Lessons from the Literature.” *The Journal of Philanthropy and Marketing* 28(4). <https://doi.org/10.1002/nvsm.1745>.
- *Top cited article, The Journal of Philanthropy and Marketing, 2022-2023.*
- Nathan Favero and **Minjung Kim**. 2021. “Everything is Relative: How Citizens Form and Use Expectations in Evaluating Services.” *Journal of Public Administration and Research Theory* 31(3): 561-577. <https://doi.org/10.1093/jopart/muaa048>.
- Miyeon Song, **Minjung Kim** and Nathan Favero. 2020. “Social Class, Ingroup-Outgroup Comparison, and Citizen Evaluations: Is User Satisfaction Linked to Outcome Disparities?.” *The American Review of Public Administration* 50(2): 205-218. <https://doi.org/10.1177/0275074019874445>.
- Khaldoun AbouAssi, Lewis Faulk, Long Tran, Lilli Shaffer, and **Minjung Kim**. 2019. “Use and Perceptions of Nonprofit and Local Government Services in Diverse Urban Settings.” *Nonprofit and Voluntary Sector Quarterly* 48(5): 975-997. <https://doi.org/10.1177/0899764019845521>.

Peer-Reviewed Encyclopedia Entry and Book Chapter

- Soojin Kim and **Minjung Kim**. 2022. “Citizen Satisfaction in the Public Sector.” In *Elgar Encyclopedia of Public Management*. Edited by Kuno Schedler: 205-207. <https://doi.org/10.4337/9781800375499.citizen.satisfaction>.

Reports, Conference Proceedings, and Other Publications

- Lewis Faulk, Mirae Kim, Teresa Derrick-Mills, Elizabeth Boris, Laura Tomasko, Nora Hakizimana, Tianyu Chen, **Minjung Kim**, and Layla Nath. 2021. “Nonprofit Trends and Impacts 2021: National Findings on Diversity and Representation, Donation Trends from 2015-2020, and Effects of 2020.” *Independent Sector*.

https://www.urban.org/research/publication/nonprofit-trends-and-impacts-2021?utm_medium=twitter&utm_source=urban_social.

Manuscripts Under Review * = Equal authorship

Miyeon Song, **Minjung Kim**, and Nathan Favero. “Who Reacts to Performance Information? Heterogeneous Citizen Response to Performance Metrics.” (revise and resubmit at *Public Management Review*)

Minjung Kim. “Mediating Role of Perceived Price of Giving on the Relationship Between Reputational Effectiveness and Charitable Giving.” (under review)

Minjung Kim. “Sectoral Differences in the Employee Job Satisfaction: How Organizational Performance is Associated with Job Satisfaction in the Public and Private Sectors.” (under review)

Martin Bækgaard, **Minjung Kim**, and Lucie Martin. “The Relationship between Administrative Experiences and Burden Tolerance: Survey Evidence from Four Countries” (under review)

*Nathan Favero, Colt Jensen, **Minjung Kim**, and Jaclyn Piatak. “What Should Public Organizations Prioritize? Exploring Different Value Hierarchies among the Public.” (under review)

Iseul Choi and **Minjung Kim**. “How does an agency’s equity goal affect citizens’ assessment of agency performance? Evidence from a survey experiment.” (under review)

Working Papers * = Equal authorship

Minjung Kim, Lewis Faulk, and Jurgen Willems. “The Role of Performance Signals on Early Organization Reputation Building and the Moderating Influence of Mission Valence.”

Minjung Kim, Nara Yoon, and Mark Hager. “What are the Predictors of Feelings of Inclusiveness? Assessing Diversity and Equity in Volunteer Inclusion Study.”

Minjung Kim, Allison Russell, and Peter Frumkin. “Nonprofit Messaging Strategy in the Context of Social Movement Advocacy.”

Minjung Kim and Lewis Faulk. “Testing Differences between Intentions and Actual Behaviors in Giving and Volunteering Experiments.”

Minjung Kim, Miyeon Song, Nathan Favero, and Kenneth Meier. “Great Expectations: Parent Aspirations, Children’s Academic Achievement and Its Effect on Citizen Satisfaction.”

“The Effect of Perceived Trustworthiness on Charitable Giving and its Relationship with Online Disclosure: Evidence from an Online Experiment.”

“Representative Bureaucracy in Employee Turnover and Organizational Performance.”

“The Effect of Perceived “Price” of Civic Engagement on Intention and Behavior of Charitable Giving.” with Lewis Faulk.

- “Restoring Public Trust in Charitable Organizations: An Omnibus Experiment Strategy to Test Inter-Organizational Spillover Effects.” with Lewis Faulk, and Jurgen Willems.
- “Signals of Entrepreneurial Orientation on Stakeholder Response: Developing a Scale of Perceived EO in the Nonprofit Sector.” with Lewis Faulk, and Peter Frumkin.
- “Perceptions of Entrepreneurial Orientation Across the Sectors: Individuals’ Responses to Nonprofit vs. For-Profit Entrepreneurial Behavior.” with Lewis Faulk, and Peter Frumkin.
- “Multi-Faceted Concept of Accountability: Experimental Tests on Stakeholder Perceptions and Giving Behaviors.” with Jihye Jung, and Jiwon Suh.
- “Do Burdens Make Citizens? Cross-National Evidence of Policy Feedback Effects of Administrative Burdens.” with Donald Moynihan, Martin Baekgaard, Julian Christensen, and Lucie Martin.
- “Developing a Distinct Field for Nonprofit Ethics: A Research Agenda.” with Isabel de Bruin Cardoso and Allison Russell.
- “Representative Bureaucracy and Identity Salience: Do Differences among Ethnic Groups Drive Identity Salience?.” with Nathan Favero.

Selected Research in Progress

- The Elgar Concise Encyclopedia of Social Enterprise.* Edward Elgar Publishing. with Peter Frumkin and Nara Yoon (Eds.).
- “Administrative Burdens and Racial Disparity in Coproduction.” with Martin Baekgaard.
- “The Effect of Administrative Burdens on the Public Perceptions of Government Programs: Experimental Approach in Three Countries.” with Seulki Lee.
- “Nonprofit Marketing Communication Tools: Effects of Messaging Strategies and Marketing Mediums.” with Peter Frumkin.
- “A Multinational Examination of Citizen Views on Cross-Sector Collaboration in Public Service Delivery.” with Seulki Lee.
- “A Test of “Donor” Behavior in Simulated Experiments Using ChatGPT: Implications, Promises, and Threats for Nonprofit Scholarship.” with Tianyu Chen, Lewis Faulk, and Jurgen Willems.

Grants, Awards, and Fellowships

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| 2024 | Gabriel G. Rudney Memorial Award for Outstanding Dissertation in Nonprofit and Voluntary Action Research, Association for Research on Nonprofit Organizations and Voluntary Action, Honorable Mention. |
| 2024- | Visiting Research Fellowship (£15,000), The Gradel Institute of Charity, New College, University of Oxford. |

- 2024-25 Nonprofit Early Scholars Fellow, *Nonprofit Management & Leadership*, American University's School of Public Affairs, and ARNOVA's Early Scholars Section.
- 2023-24 Social Science and Justice Research Pilot Grant (\$20,000), Social Science and Justice Research, University of Alabama at Birmingham (Finalist, not funded).
- 2023-24 Faculty Development Grant Program (\$10,000), University of Alabama at Birmingham.
- 2022 Emerging Scholar Award (\$1,500), Association for Research on Nonprofit Organizations and Voluntary Action.
- 2022; 23 Gabriel G. Rudney Memorial Award for Outstanding Dissertation in Nonprofit and Voluntary Action Research, Association for Research on Nonprofit Organizations and Voluntary Action (Nominated).
- 2021 RGK-ARNOVA President's Award (\$10,000). Association for Research on Nonprofit Organizations and Voluntary Action, with Jiwon Suh and Jihye Jung (not funded).
- 2020; 21 Conference Scholarship (\$250), Association for Research on Nonprofit Organizations and Voluntary Action.
- 2020 Harrell Rodgers Graduate Student Scholarship (\$500), Midwest Political Science Association.
- 2019-20 The Doctoral Student Research Scholarship (\$5,000), American University.
- 2016-20 Graduate Assistantship and Tuition Scholarship, American University.
- 2012-14 Rothberg Family Fund Tuition Scholarship, Hebrew University, Israel.

Selected Presentations

*Equal Authorship

Invited Talks and Panels

- 2025 (Scheduled) "Nonprofit Marketing Communication Tools: Effects of Messaging Strategies and Marketing Mediums." with Peter Frumkin. Visiting Researcher Talk, The Gradel Institute of Charity, New College, University of Oxford, The United Kingdom.
- 2024 "Tradeoff between Entrepreneurial Behavior and Nonprofit Mission Framing: Experimental Evidence." with Lewis Faulk. Inaugural Visiting Researcher Talk, The Gradel Institute of Charity, New College, University of Oxford, The United Kingdom.

Conference Presentations

- 2025 (Scheduled) "How Do Organizational Approaches to Ethics Influence Individual Decision-Making? Designing an Online Experiment to Evaluate Ethics Management." with Isabel de Bruin and Allison Russell. Public Management Research Conference. Seoul, South Korea.

- “The Effect of Administrative Burdens on the Public Perceptions of Government Programs: Experimental Approach in Three Countries.” with Seulki Lee. International Research Society for Public Management. Bologna, Italy.
- “A Multinational Examination of Citizen Views on Cross-Sector Collaboration in Public Service Delivery.” with Seulki Lee. International Research Society for Public Management. Bologna, Italy.
- “How Does an Agency’s Equity Goal Affect Citizens’ Assessment of Agency Performance? Evidence From a Survey Experiment.” with Iseul Choi. American Society for Public Administration. Washington, DC.
- 2024 “Nonprofit Marketing Communication Tools: Effects of Messaging Strategies and Marketing Mediums.” with Peter Frumkin. Association for Research on Nonprofit Organizations and Voluntary Action. Washington, DC.
- “Organizational and Individual Determinants of Workplace Inclusion.” with Nara Yoon, and Mark Hager. Association for Research on Nonprofit Organizations and Voluntary Action. Washington, DC.
- “A Test of “Donor” Behavior in Simulated Experiments Using ChatGPT: Implications, promises, and threats for nonprofit scholarship.” with Tianyu Chen, Lewis Faulk, and Jurgen Willems. Association for Research on Nonprofit Organizations and Voluntary Action. Washington, DC.
- “How Do Organizational Approaches to Ethics Influence Individual Decision-Making? Designing an Online Experiment to Evaluate Ethics Management.” with Isabel de Bruin and Allison Russell. Association for Research on Nonprofit Organizations and Voluntary Action. Washington, DC.
- “How Do Organizational Approaches to Ethics Influence Individual Decision-Making? Designing an Online Experiment to Evaluate Ethics Management.” with Allison Russell. International Conference of the International Society for Third Sector Research. Antwerp, Belgium.
- “A Test of “Donor” Behavior in Simulated Experiments Using ChatGPT: Implications, promises, and threats for nonprofit scholarship.” with Tianyu Chen, Lewis Faulk, and Jurgen Willems. International Conference of the International Society for Third Sector Research. Antwerp, Belgium.
- “Do Burdens Make Citizens? Cross-National Evidence of Policy Feedback Effects of Administrative Burdens.” with *Martin Baekgaard, Julian Christensen, Lucie Martin, and Donald Moynihan. Public Management Research Conference. Seattle, WA.
- “Public Perceptions of Sector Bias and Cross-Sector Collaboration: Evidence from Cross-National Study.” with Seulki Lee. Public Management Research Conference. Seattle, WA.
- “Great Expectations: Parent Aspirations, Children’s Academic Achievement and Its Effect on Citizen Satisfaction.” with Miyeon Song, Nathan Favero, and Kenneth Meier. Korean Public Administration Summer Conference and Annual KAPA International Conference. Online.

- “Nonprofit Messaging Strategy in the Context of Social Movement Advocacy.” with Allison Russell, and Peter Frumkin. West Coast Nonprofit Data Conference. Phoenix, AZ.
- 2023 “Perceptions of Entrepreneurial Orientation Across the Sectors: Individuals’ Responses to Nonprofit vs. For-Profit Entrepreneurial Behavior.” with Lewis Faulk. Association for Research on Nonprofit Organizations and Voluntary Action. Orlando, FL.
- “Nonprofit Messaging Strategy in the Context of Social Movement Advocacy.” with Allison Russell, and Peter Frumkin. Association for Research on Nonprofit Organizations and Voluntary Action. Orlando, FL.
- “Cross-Sector Collaboration and Perceived Legitimacy: Cross-National Study.” with Seulki Lee. The Southeastern Conference for Public Administration. Atlanta, GA.
- “Cross-Sector Collaboration and Coproduction: Does Sectoral Composition Matter?.” with Seulki Lee. Korean Public Administration Summer Conference and Annual KAPA International Conference. Daecheon, South Korea.
- “What Should Public Organizations Prioritize? Exploring Different Value Hierarchies among the Public.” with Nathan Favero, Colt Jensen, and Jaclyn Piatak. Midwest Political Science Association. Chicago, IL.
- 2022 “Signals of Entrepreneurial Orientation on Stakeholder Response: Developing a Scale of Perceived EO in the Nonprofit Sector.” with Lewis Faulk, and Peter Frumkin. Association for Research on Nonprofit Organizations and Voluntary Action. Raleigh, NC.
- “Do Nonprofit Responses to Social Movements Influence Public Perceptions and Support? An Experimental Study.” with Allison Russell, and Peter Frumkin. Association for Research on Nonprofit Organizations and Voluntary Action. Raleigh, NC.
- “Signals of Entrepreneurial Orientation on Stakeholder Response: Developing a Scale of Perceived EO in the Nonprofit Sector.” with Lewis Faulk, and Peter Frumkin. International Conference of the International Society for Third Sector Research. Montreal, Canada.
- “Cross-Sector Collaboration and Coproduction: Does Sectoral Composition Matter?.” with Seulki Lee. Public Management Research Conference. Phoenix, AZ.
- 2021 “Restoring Public Trust in Charitable Organizations: An experimental test of the effect of different levels of organizational crises on public trust in nonprofits.” with Lewis Faulk, and Jurgen Willems. Association for Research on Nonprofit Organizations and Voluntary Action. Atlanta, GA.
- “Multi-Faceted Concept of Accountability: Experimental Tests on Stakeholder Perceptions and Giving Behaviors.” with Jihye Jung, and Jiwon Suh. Association for Research on Nonprofit Organizations and Voluntary Action. Atlanta, GA.
- “The Role of Performance Signals on Early Organization Reputation Building and the Moderating Influence of Mission Valence.” with Lewis Faulk, and Jurgen Willems. Public Management Research Conference. Online.

- “The Scope of Nonprofit Marketing Research in the Last Twenty Years: Lessons from the Literature.” with Jihye Jung and Jiwon Suh. The West Coast Nonprofit Data Conference. Online.
- 2020 “The Effect of Perceived "Price" of Civic Engagement on Intention and Behavior of Charitable Giving and Volunteering.” Association for Research on Nonprofit Organizations and Voluntary Action. Online.
- “Restoring Public Trust in Charitable Organizations: An Omnibus Experiment Strategy to Test Inter-Organizational Spillover Effects.” with Lewis Faulk, and Jurgen Willems. Association for Research on Nonprofit Organizations and Voluntary Action. Online.
- “Testing Differences between Intentions and Actual Behaviors in Giving and Volunteering Experiments.” with Lewis Faulk. Science of Philanthropy Initiative. Presentation available online: <https://youtu.be/bKE2juk-hAQ>. Online.
- “Testing Their Patients: An Examination of How Patients Weigh Various User Experience Dimensions.” with Ohbet Cheon and Nathan Favero. AcademyHealth Conference. Online.
- “Representative Bureaucracy and Identity Salience: Do Differences Among Ethnic Groups Drive Identity Salience?.” with Nathan Favero. Public Management Research Conference. (Postponed due to COVID-19)
- “Efficiency, Effectiveness, and Equity: How Do Different Dimensions of Public Values Moderate Citizens’ Perception of Performance Information?.” with Nathan Favero. Midwest Political Science Association. (Canceled due to COVID-19)
- 2019 “We’re All in This Together? Panethnic Identity and Bureaucratic Representation.” with Nathan Favero. American Political Science Association. Washington, DC.
- “How Do Citizens’ Heterogeneous Value Priorities Moderate Citizens’ Evaluation on Government Performance?.” with Nathan Favero. Public Management Research Conference. Chapel Hill, NC.
- “Great Expectations: Parent Aspirations, Children’s Academic Achievement and Its Effect on Citizen Satisfaction.” with Miyeon Song, Nathan Favero and Kenneth Meier. Midwest Political Science Association. Chicago, IL.
- “Representative Bureaucracy and Identity Salience: Do Differences Among Ethnic Groups Drive Identity Salience?.” with Nathan Favero. Midwest Political Science Association. Chicago, IL.
- 2018 “Representative Bureaucracy and Identity Salience: Do Differences Among Ethnic Groups Drive Identity Salience?.” with Nathan Favero. Association for Public Policy Analysis and Management. Washington, DC.
- “Who Reacts to Performance Information? Heterogeneous Citizen Response to Performance Metrics.” Miyeon Song, and Nathan Favero. Public Management Research Conference. Singapore.
- “Everything is Relative: How Citizens Form and Use Expectations in Evaluating Services.” with Nathan Favero. International Research Society for Public Management. Edinburgh, UK.

- “Everything is Relative: How Citizens Form and Use Expectations in Evaluating Services.” with Nathan Favero. Midwest Political Science Association. Chicago, IL.
- 2017 “Use and Perceptions of Nonprofit and Local Government Services in Diverse Urban Settings.” with Lewis Faulk, Khaldoun AbouAssi, Lilli Shaffer, and Long Tran. Association for Research on Nonprofit Organizations and Voluntary Action. Grand Rapids, MI.
- “Use and Perceptions of Nonprofit and Local Government Services in Diverse Urban Settings.” with Lewis Faulk, Khaldoun AbouAssi, Lilli Shaffer, and Long Tran. Public Management Research Conference. Washington, DC.
- “Social Class, Ingroup-Outgroup Comparison, and Citizen Evaluations: Is User Satisfaction Linked to Outcome Disparities?.” Miyeon Song, and Nathan Favero. Public Management Research Conference. Washington, DC.
- “Association between Performance and Citizen Satisfaction in Diverse Racial Groups in Chicago Public Schools.” Midwest Political Science Association. Chicago, IL.

Research Experience

- 2020-21 Research Assistant, Funded Project, “Impacts of Recent Giving Trends on Nonprofits and Communities” by the Generosity Commission and the Giving USA Foundation
- 2016-20 Research Assistant, American University
- 2013 Research Assistant, The Harry S. Truman Institute, Hebrew University, Israel

Research & Teaching Interests

Public and nonprofit management, organizational theory and behavior, citizen-organization interaction, charitable giving, marketing, social entrepreneurship, social equity, and quantitative methodology

Teaching Experiences

Graduate Courses

Syracuse University

PAI 767 Fund Development of Nonprofit Organizations	S25
PAI 748 Nonprofit Management	F24, F25
PST 410 Practicum in Public Policy	F25

University of Alabama at Birmingham

MPA 695 Social Entrepreneurship	F23
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MPA 672 Introduction to Nonprofit Management (Online)	F23
MPA 671 Nonprofit Marketing and Fundraising (Online)	S23, S24
MPA 607 Quantitative Methods for Public Administration	F22, S23, S24
University of Pennsylvania	
NPL 720 Data Analysis for Social Impact	S22
NPL 792 Social Entrepreneurship (Online)	F21

Undergraduate Courses

American University

PUAD 260 Administrative Politics F18

Handong Global University, South Korea

Understanding the Middle Eastern Society S16

Teaching Certificates and Trainings

- Teaching Effectiveness Certificate, University of Alabama at Birmingham, 2023.
- Essentials of Teaching Training, University of Alabama at Birmingham, 2024.

Student Mentoring

Ph.D. Dissertation Committee

Jun Zhang (Syracuse University)

Doctoral Comprehensive Exam Grader

Jun Zhang (Syracuse University)

Professionalization Seminar for Students

Early Scholar Section Colloquium. “A Guided Tour: From a Doctoral Student to an Assistant Professor.” Association for Research on Nonprofit Organizations and Voluntary Action. Washington, DC, 2024.

Department of Public Administration and International Affairs Ph.D. Students Professional Development Series. “Tips and Tricks for Conference Attendance.” Syracuse University, 2024.

MPA Portfolio Committee

University of Alabama at Birmingham, 2023-2024.

Professional Experience

Overseas Project Manager, New World Nice People (NGO), Korea, 2015.

Professional Service

Department Service

University of Alabama at Birmingham

Member, Nonprofit Needs Assessment Committee, 2023.

Community Service

University of Alabama at Birmingham

Presentation at Nonprofit Learning Series, the Elevate Conference, Alabama Power Foundation, 2022.

Discipline Service

Award Committee

Best Student Paper Award Committee, Section on Korean Public Administration of American Society for Public Administration, 2025.

Panel Chair

West Coast Nonprofit Data Conference, 2024.

Panel Discussant

Association for Public Policy Analysis & Management DC Regional Student Conference annual meeting, 2018.

Journal Reviewer

Journal of Public Administration Research and Theory (3), *Public Administration Review* (3), *Public Management Review* (2), *Public Administration* (1), *Nonprofit Management and Leadership* (4), *Public Performance and Management Review* (4), *Nonprofit Policy Forum* (1), *International Journal of Public Administration* (1), *Local Government Studies* (1), *Administrative Sciences* (1), *Journal of Economic Behavior and Organization* (1), *International Review of Public Administration* (4), *Social Science Quarterly* (1)

Verified reviewer record and statistics available at

[\[http://www.webofscience.com/wos/author/record/ADW-4924-2022\]](http://www.webofscience.com/wos/author/record/ADW-4924-2022)

Additional Education

2009 Study Abroad, Le Tourneau University, Texas

2009 Study Abroad, Emporia State University, Kansas

2010 Chinese Language Program, Taiwan National Chengchi University, Taiwan

Skills

Languages: English (fluent), Korean (native), Mandarin Chinese (advanced)

Software: Stata (well versed), Qualtrics (well versed), Python (basic)

Professional Memberships

The Public Management Research Association

The Association for Research on Nonprofit Organizations and Voluntary Action

The International Research Society for Public Management

