

Curriculum Vitae

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Academic Appointment

2011-현재 한양대학교 행정학과 조교수, 부교수, 교수

2009-2011 Assistant Professor of Public Administration
California State University, Stanislaus

Education

Ph.D. Public Policy, Georgia State University and Georgia Institute of Technology Joint
Program, December 2009
Dissertation Title: “The Impact of Performance Ratings on Federal Personnel
Decisions”

행정학석사, 서울대학교 행정대학원, 1999

행정학사, 한양대학교, 1992

Research & Teaching Interests

Public Management
Human Resource Management
Research Methods and Statistics

Refereed Journal Articles

Minyoung Ku, Min Su Kim and Seong Soo Oh. Forthcoming. “Core-Periphery Structure and Power Imbalance in Disaster Management Networks: A Bayesian Approach to Interorganizational Response to a Public Health Disaster. *Public Management Review*, DOI: <https://doi.org/10.1080/14719037.2022.2103171>

Yushim Kim, Kangbae Lee, Seong Soo Oh and Heejin Park. 2022. Effectiveness of Emergent Ad Hoc Coordination Groups in Public Health Emergencies. *Risk Analysis*, 42(1), 5-20.

신소영·오성수. 2022. “공공기관 직원들의 성과평가 등급체계 선호에 영향을 미치는 요인,” 「한국정책과학학회보」, 26(4): 77-104.

한소은·강윤석·고윤용·안지원·김유심·오성수·박희진·김상욱. 2022. “CoAID+ : 소셜 컨텍스트 기반 가짜뉴스 탐지를 위한 COVID-19 뉴스 파급 데이터,” 「정보처리학회논문지. 소프트웨어 및 데이터 공학」, 11(4): 149-156.

변지현·오성수. 2022. “여성 공무원은 승진에서 불리한가? 승진 영향요인과 성별 차이,” 「한국정책과학학회보」, 26(1): 173-204.

변지현·김혜지·오성수. 2021. “초·중등 교과서에 나타난 공무원 이미지 분석,” 「한국정책과학학회보」, 25(1): 117-140.

Yushim Kim, Jihong Kim, Seong Soo Oh, Sang-Wook Kim, Minyoung Ku and Jaehyuk Cha. 2021. “Community Analysis of a Crisis Response Network,” *Social Science Computer Review*. 39(3): 371-390.

Yushim Kim, Seong Soo Oh, Minyoung Ku, and Jihyun Byeon. 2021. “Interorganizational Coordination and Collaboration During the 2015 MERS-CoV Response in South Korea,” *Disaster Medicine and Public Health Preparedness*, 15(4): 409-415.

Yushim Kim, Minyoung Ku and Seong Soo Oh. 2020. “Public Health Emergency Response Coordination: Putting the Plan into Practice,” *Journal of Risk Research*. 23(7-8): 928-944.

Yushim Kim, Seong Soo Oh, and Chan Wang. 2020. “From Uncoordinated Patchworks to a Coordinated System: MERS-CoV to COVID-19 in Korea,” *American Review of Public Administration*, 50(6-7): 736-742.

Jungbu Kim, Jung-Kyu Jung, Jae-Hyuk Cha, Jae Young Choi, Chan Choi, and Seong Soo Oh. 2018. “Application of Network Analysis into Emergency Response: Focusing on the 2015 Outbreak of the Middle-Eastern Respiratory Syndrome in Korea,” *INFORMATION*, 21(2): 441-446.

김혜·오성수. 2017. “아동문학에 나타난 한국 공무원 이미지 분석,” 「한국인사행정학회보」, 16(4): 143-162.

김민희·오성수. 2017. “성과평가 등급의 수와 공무원의 동기부여: 성과평가에 대한 인식과 업무특성의 영향을 중심으로,” 「한국인사행정학회보」, 16(1): 131-156.

윤영준·오성수. 2017. “정부 연구개발 지원사업으로 획득한 특허의 피인용 성과 영향요인 분석: 기업의 정부 R&D 특허 성과분석을 중심으로” 「지식재산연구」, 12(1): 184-212.

오성수, Gregory B. Lewis, 김정부. 2016. “Evaluation Bias or Reward Bias? Performance Appraisals and Gender and Racial Disparities in Federal Career Success,” 「한국정책과학학회보」, 20(1): 115-141.

- Jungbu Kim and Seong Soo Oh. 2016. "Local Managerial Strategies for External versus Own-Source Fiscal Resources: Do Administrators' Previous Career and Education Matter?" *American Review of Public Administration*, 46(1): 28-50.
- Seong Soo Oh and Jungbu Kim. 2015. "Science and Engineering Majors in the Federal Service: Lessons for Eliminating Sexual and Racial Inequality" *Review of Public Personnel Administration*, 35(1): 24-46. Chosen as the Article of the Month, by SAGE Public Administration Newsletter, Spring 2015.
- Jungbu Kim and Seong Soo Oh. 2015. "Confidence, Knowledge, and Compliance with Emergency Evacuation?" *Journal of Risk Research*, 18(1): 111-126.
- Jungbu Kim and Seong Soo Oh. 2014. "Stay or Return? Key Decision Factors of Foreign STEM Talents in Korea," *STI Policy Review*, 5(2): 43-64.
- Seong Soo Oh and Yong-duck Jung. 2014. "A Preliminary Evaluation on Korea's New Hiring System for Diplomats," *National Elite* (in Chinese), 10(3): 155-168.
- Jungbu Kim and Seong Soo Oh. 2014. "The Virtuous Circle in Disaster Recovery: Who Returns and Stays in Town after Disaster Evacuation?" *Journal of Risk Research*, 17(5): 665-682.
- Seong Soo Oh and Gregory B. Lewis. 2013. "Performance Ratings and Career Advancement in the US Federal Civil Service," *Public Management Review*, 15(5): 740-761.
- Seong Soo Oh and Gregory B. Lewis. 2011. "Stemming Inequality? Employment and Pay of Female and Minority Scientists and Engineers in the Federal and Private Sectors," *Social Science Journal*, 48(2): 397-403.
- Jungbu Kim, Seong Soo Oh, and Taehyun Jung. 2010. "Funding for Disaster Recovery: Increased Taxes or Charitable Donations to Nonprofits?" *International Journal of Public Administration*, 33(3): 151-159.
- Gregory B. Lewis and Seong Soo Oh. 2009. "A Major Difference? Fields of Study and Male-Female Pay Differences in Federal Employment," *American Review of Public Administration*, 39(2): 107-124.
- Seong Soo Oh and Gregory B. Lewis. 2009. "Can Performance Appraisal Systems Inspire Intrinsically Motivated Employees?" *Review of Public Personnel Administration*, 29(2): 158-167.
- Gregory B. Lewis and Seong Soo Oh. 2008. "Graduate Education and Federal Career Success: How Well Does the MPA Stack Up," *Journal of Public Affairs Education*, 14(3): 463-474.
- Gregory B. Lewis and Seong Soo Oh. 2008. "Public Opinion and State Action on Same-sex Marriage," *State and Local Government Review*, 40(1): 42-53.

Books/Book chapters

Jungbu Kim and Seong Soo Oh. 2015. “A pathway of knowledge transfer from Korea to Asian countries: Korea’s policies on foreign-born students in science and engineering,” In Anthony D’Costa (Ed.), *After-Development Dynamics: South Korea’s Contemporary Engagements with Asia* (pp. 201- 220). Oxford University Press. (ISBN: 9780198729433)

정용덕 외. 2014. 「현대국가의 행정학」, 제2판, 법문사. (ISBN: 9788918024240)

Conference Presentation

Soeun Han, Yunyong Ko, Yushim Kim, Seong Soo Oh, Heejin Park and Sang-Wook Kim. 2022. “D-FEND: A Diffusion-Based Fake News Detection Framework for News Articles Related to COVID-19, Online, April 29.

Minyoung Ku, Min Su Kim and Seong Soo Oh. 2021. “The Roots of Power Imbalances in Crisis Response Governance: A Bayesian Approach,” The 2021 Korean Association for Public Administration International Conference, Busan, Korea, June 23-25.

Yushim Kim, Kangbae Lee, Seong Soo Oh and Heejin Park. 2021. “Effect of an Emergent Group on Network Efficiency in a Public Health Emergency Response: Case of 2015 MERS-CoV in Korea,” The Society for Risk Analysis – European Conference 2021, Online, June 16.

한소은·강윤석·고윤용·안지원·김유심·오성수·박희진·김상욱. 2021. “COVID-19 가짜뉴스 탐지를 위한 전파 데이터넷,” 2021 한국정보처리학회 춘계학술발표대회, 온라인, 5 월 14 일.

변지현·정해환·오성수. 2020. “공공보건 위기 상황에서 비영리조직의 역할에 관한 연구,” 한국행정학회 동계학술대회, 서울, 12 월 10-11 일.

Minyoung Ku, Min Su Kim, and Seong Soo Oh. 2020. “Control or Collaboration? Core-Periphery Structure in Crisis Response Networks,” annual meeting of the Association for Public Policy Analysis and Management, Online, November 14.

이원철·김유심·오성수·차재혁·김상욱. 2020. “지리적인 시각화를 포함하는 커뮤니티 기반의 MERS 대응 네트워크 분석,” 2020 한국정보처리학회 추계학술발표대회, 온라인, 11 월 6 일.

Chan Wang, Yushim Kim and Seong Soo Oh. 2020. “Epidemic Response Coordination Networks in “Living Documents”,” The 53rd Hawaii International Conference on System Sciences, Maui, Hawaii, January 7-10.

Yushim Kim, Chan Wang and Seong Soo Oh. 2019. “Preparing for and Planning Public Health Emergencies Better with Innovative Analyses,” annual meeting of the Association for Public Policy Analysis and Management, Denver, Colorado, November 7-9.

이원철·구민영·김유심·오성수·차재혁·김상욱. 2019. “중심-주변 구조 탐지 기법을 이용한 MERS 대응 네트워크 분석,” 2019 한국컴퓨터종합학술대회, 제주, 6월 26-28일.

Jihyun Byeon, Seong Soo Oh and Yushim Kim. 2019. “The Role of Nongovernmental Organizations in a Public Health Emergency,” The 2019 Korean Association for Public Administration International Conference, Busan, Korea, June 27-29.

Yushim Kim, Jihong Kim, Seong Soo Oh, Sang-Wook Kim, and Minyoung Ku. 2019. “Subgroup Analysis of an Epidemic Response Network of Organizations: 2015 MERS Outbreak in Korea,” 20th Annual International Conference on Digital Government Research (dg.o 2019), Dubai, United Arab Emirates, June 18-20.

Yushim Kim, Jihong Kim, Seong Soo Oh and Sang-Wook Kim. 2019. “Epidemic Response Network of Organizations: Detecting Communities in a Forest with Mushrooms and Spider Webs,” Public Management Research Conference, Chapel Hill, North Carolina, June 11-14.

김지홍·송준호·김유심·구민영·오성수·박희진·차재혁·김상욱. 2018. “MERS 사태에 대한 대응 네트워크 분석,” 2018 한국소프트웨어종합학술대회, 강원도 평창, 12월 19-21일.

Yushim Kim, Minyoung Ku and Seong Soo Oh. 2018. “Plan Enactment in Emergency Response Operations,” American Society for Public Administration Annual Conference, Denver Hyatt Regency, Denver, Colorado, March 9-13.

김혜지·변지현·오성수. 2017. “공정성 인식이 공무원의 이직의도에 미치는 영향: PSM의 조절효과를 중심으로,” 한국행정학회 동계학술대회, 서울, 12월 8-9일.

Yushim Kim, Minyoung Ku and Seong Soo Oh. 2017. “Inter-organizational Collaboration Intended vs. Implemented for Disruptive Events,” The Korean Association for Public Administration International Conference, Jeonju, Korea, June 22-24.

Jungbu Kim, Jung-Kyu Jung, Jae-Hyuk Cha, Jae Young Choi, Chan Choi and Seong Soo Oh. 2017. “Application of Network Analysis into Emergency Response: Focusing on the 2015 Outbreak of the Middle-Eastern Respiratory Syndrome in Korea,” International Conference on Green and Human Information Technology, Hangzhou Zhijiang Hotel, China, February 15-17.

Seong Soo Oh, Jungbu Kim and Geon Lee. 2016. “Performance-Oriented Culture and Gender Pay Gap in the US Federal Civil Service,” annual meeting of the International Research Society for Public Management, Hong Kong, China, April 13-15.

Seong Soo Oh and Yong-duck Jung. 2013. “A Preliminary Evaluation on the Newly Introduced Hiring System for Diplomats in Korea,” International and Cross-Strait Conference on Examination Systems, Taipei, Taiwan, October 11-12.

김정부·오성수. 2013. “Local Managerial Strategies for Fiscal Resources: Why Are Some Local Elected Administrators More Effective than Others in Seeking External Resources?” 한국지방자치학회 하계학술대회, 전남 순천, 8 월 8-10 일.

Jungbu Kim and Seong Soo Oh. 2013. “A Pathway of Knowledge Transfer from Korea to Asian Countries: Korea’s Policies on Foreign-born Students in Science and Engineering,” Conference on Dynamic Korea in a Transforming Asia: Opportunities and Challenges for South Korean Development, Asia Research Centre, Copenhagen Business School, Copenhagen, Denmark, April 18-19.

Jungbu Kim and Seong Soo Oh. 2012. “Confidence, Knowledge, and Compliance with Emergency Evacuation,” Public Management Research Conference 2012: Seeking Excellence in a Time of Change, Shanghai, China, May 25-27.

Seong Soo Oh and Gregory B. Lewis. 2011. “Evaluation Bias or Reward Bias? Performance Appraisals and Gender/Racial Disparities in Federal Career Success,” The 11th Biennial Public Management Research Conference, Syracuse, New York, June 2-4.

Also presented at the fall meeting of the Korean Society for Public Personnel Administration, Seoul, Korea, November 25, 2011.

Seong Soo Oh and Pamela Neronha. 2011. “Latinos in the Public Sector: How Well Do They Stack Up?” annual meeting of the Western Social Science Association, Salt Lake City, Utah, April 13-16.

Seong Soo Oh. 2011. “Does Outstanding Performance Pay? Measuring the Link between Performance Ratings and Rewards in the Federal Service” annual meeting of the Midwest Political Science Association, Chicago, Illinois, March 31-April 3.

Seong Soo Oh. 2010. “Does the Number of Rating Levels Matter? Performance Rating Levels and Satisfaction with Performance Appraisals,” annual meeting of the American Society for Public Administration, San Jose, California, April 9-13.

Seong Soo Oh and Gregory B. Lewis. 2009. “The Impact of Performance Ratings on Personnel Decisions: Empirical Evidence from the Federal Civil Service,” annual meeting of the Midwest Political Science Association, Chicago, Illinois, April 2-5.

Seong Soo Oh., Taehyun Jung., and Jungbu Kim. 2007. “Who Wants to Pay More Tax? Comparison with Voluntary Donation,” annual meeting of the Association for Public Policy Analysis and Management, Washington, DC, November 8-10.

Also presented at the annual meeting of the Association for Research on Nonprofit Organizations and Voluntary Action, Atlanta, GA, November 15-17, 2007.

Seong Soo Oh and Gregory B. Lewis. 2007. “Stemming Inequality? Female and Minority Scientist and Engineers in the Federal and Private Sectors,” annual meeting of the Association for Public Policy Analysis and Management, Washington, DC, November 8-10.

Seong Soo Oh. 2007. "Female Science and Engineering Majors in the US Federal Sector: Are They Achieving the Same Success as Comparable Men?" 4th International PRIME Doctoral Conference: Global Challenges to R&D and Innovation Policy, Budapest, Hungary, June 21-23.

Seong Soo Oh and Gregory B. Lewis. 2007. "Intrinsic Motivation and Performance Appraisal Systems: Are They Compatible?," annual meeting of the Southern Political Science Association, New Orleans, Louisiana, January 3-7.

Gregory B. Lewis and Seong Soo Oh. 2006. "Public Support and State Action on Same-sex Marriage," annual meeting of the American Political Science Association, Philadelphia, August 31-September 3.

Gregory B. Lewis and Seong Soo Oh. 2005. "How Valuable is the MPA: New Evidence from the Federal Civil Service," annual meeting of the National Association of School of Public Affairs and Administration, Washington, D.C., October 13-15.