

Curriculum Vitae

Seong Soo Oh

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Academic Appointment

- 2016-Present Associate Professor of Public Administration
Hanyang University, Seoul, Korea
- 2011-2016 Assistant Professor of Public Administration
Hanyang University, Seoul, Korea
- 2009-2011 Assistant Professor of Public Administration
California State University, Stanislaus

Education

- Ph.D. Public Policy, Georgia State University and Georgia Institute of Technology,
December 2009
Dissertation Title: "The Impact of Performance Ratings on Federal Personnel
Decisions"
- MPA, Seoul National University, Seoul, Korea, 1999
- BA, Public Administration, Hanyang University, Seoul, Korea, 1992

Research & Teaching Interests

Human Resource Management
Public Management
Research Methods and Statistics

Refereed Journal Articles

- Yushim Kim, Seong Soo Oh, Minyoung Ku, and Jihyun Byeon. Forthcoming.
"Interorganizational Coordination and Collaboration During the 2015 MERS-CoV
Response in South Korea," *Disaster Medicine and Public Health Preparedness*.
DOI: <https://doi.org/10.1017/dmp.2020.32>
- Yushim Kim, Jihong Kim, Seong Soo Oh, Sang-Wook Kim, Minyoung Ku and Jaehyuk Cha.
Forthcoming. "Community Analysis of a Crisis Response Network," *Social Science
Computer Review*. DOI: <https://doi.org/10.1177/0894439319858679>

- Yushim Kim, Minyoung Ku and Seong Soo Oh. 2020. "Public Health Emergency Response Coordination: Putting the Plan into Practice," *Journal of Risk Research*, 28(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.
- Hui Jin and Seong Soo Oh. 2017. "How Are They Portrayed? An Analysis of Public Servants in Children's Literature in Korea," *Korean Public Personnel Administration Review* (in Korean), 16(4): 143-162.
- Min Hee Kim and Seong Soo Oh. 2017. "Does the Number of Rating Levels Matter?: Performance Rating Levels and Civil Servants' Motivation with Performance Appraisals," *Korean Public Personnel Administration Review* (in Korean), 16(1): 131-156.
- Youngjun Yoon and Seong Soo Oh. 2017. "Do Types of R&D Projects and the Size of Corporations Affect Patent Citations: Focusing on the Government-Funded R&D Projects Carried Out by Corporations?" *The Journal of Intellectual Property* (in Korean), 12(1): 184-212.
- Seong Soo Oh, Gregory B. Lewis and Jungbu Kim. 2016. "Evaluation Bias or Reward Bias? Performance Appraisals and Gender and Racial Disparities in Federal Career Success," *Korean Policy Sciences Review*, 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.
- Yong-duck Jung et al. 2014. *Modern States and Public Administration* (in Korean), 2nd Edition, Seoul: Bobmunsa.

Conference Presentation

- Jihyun Byun, Haehwan Jung, and Seong Soo Oh. 2020. "The Role of NGOs during Infectious Disease Crisis," 2020 winter meeting of the Korean Association for Public Administration, Seoul National University, Seoul, Korea, December 10-11. (in Korean).

- 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.
- 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.
- 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.
- Woncheol Lee, Minyoung Ku, Yushim Kim, Seong Soo Oh, Jaehyuk Cha, and Sang-wook Kim. 2019. "Core-Periphery Structure Analysis in a MERS Response Network," Korea Computer Congress 2019, Jeju, Korea, June 26-28. (in Korean).
- Jihong Kim, Junho Song, Yushim Kim, Minyoung Ku, Seong Soo Oh, Heejin Park, Jaehyuk Cha, and Sang-wook Kim. 2018. "Analysis of a MERS Response Network," Korea Software Congress 2018, Pyeongchang, Korea, December 19-21. (in Korean).
- 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.
- Hyeji Kim, Jihyun Byun and Seong Soo Oh. 2017. "The Impact of Public Servants' Perceptions of Equity on Turnover Intentions: Focusing on the Moderating Effect of PSM," 2017 winter meeting of the Korean Association for Public Administration, Seoul National University, Seoul, Korea, December 8-9. (in Korean).
- 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.
- Jungbu Kim and Seong Soo Oh. 2013. "Local Managerial Strategies for Fiscal Resources: Why Are Some Local Elected Administrators More Effective than Others in Seeking External Resources?" summer meeting of the Korean Association for Local Government Studies, Suncheon National University, Suncheon, Korea, October 8-10. (in Korean).
- 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.