

**SUNGJOO CHOI**  
**September 2021**

Department of Public Administration  
College of Politics and Economics  
Kyung Hee University  
26 Kyunghedae-ro, Dongdaemun-gu, Seoul, 130-701, Korea  
Email. [sungjoochoi@khu.ac.kr](mailto:sungjoochoi@khu.ac.kr)  
[sungjoochoi@gmail.com](mailto:sungjoochoi@gmail.com)

**EXPERIENCE**

Kyung Hee University, Dept of Public Administration Professor	Seoul, South Korea Sep 19—present
Kyung Hee University, Dept of Public Administration Associate Professor	Seoul, South Korea Sep 14—Aug 19
Kyung Hee University, Dept of Public Administration Assistant Professor	Seoul, South Korea Sep 13—Aug 14
Kennesaw State University, Dept of Political Science and International Affairs Assistant Professor	Kennesaw, GA Jul 08—Aug 13
Georgia Southern University, Dept of Political Science Instructor	Statesboro, GA Aug 07—May 08

**EDUCATION**

University of Georgia, School of Public and International Affairs PhD of Public Administration	Athens, GA May 2007
University of Michigan, Gerald R. Ford School of Public Policy Master of Public Policy	Ann Arbor, MI May 2003
Seoul National University, Graduate School of Public Administration Master of Public Administration	Seoul, Korea August 2001
Seoul National University, College of Humanities Bachelor of English and English Literature	Seoul, Korea August 1998

**PUBLICATIONS**

Lee, Kyungeun, Sungjoo Choi, and Young Han Chun. (Forthcoming). Does publicness matter in job satisfaction?: A three-dimensional analysis of publicness. *Social Science Journal*.

Choi, Sungjoo and Young Han Chun. 2021. Accountability and organizational performance in the public sector: Analysis of higher educational institutions in Korea. *Public Administration*, 99 (2):353—370.

Kim, Seon-A, Sung Min Park, and Sungjoo Choi. 2021. Examining the determinants of turnover intentions of the workforces in Science and Technology: Analysis of researchers in public institutions. *Journal of Governance Studies*, 16 (2): 97—130.

Cho, Taejun, Sungjoo Choi, and Sanwoo Kim. 2021. Testing the effectiveness of the policy on specialists in Korean government. *Journal of Korean Public Personnel Administration*, 20 (2): 119—139.

Choi, Sungjoo. 2020. Flexible work arrangements and employee retention: A longitudinal analysis of the federal workforces. *Public Personnel Management*, 49 (3): 470—495.

Park, Soonae and Sungjoo Choi. 2020. Performance feedback, goal clarity, and public employees' performance in public organizations. *Sustainability*, 12, 3011.

Choi, Sungjoo, Seon-A Kim, and Sung Min Park. 2020. Testing the effects of Affirmative Action on career advancement of women in Science and Technology. *Journal of Korean Public Personnel Administration*, 19 (1): 1—27.

Choi, Sungjoo. 2019. Breaking through the Glass Ceiling: Social Capital Matters for Women's Career Success? *International Public Management Journal*, 22 (2): 295—320.

Choi, Ilhwan, and Sungjoo Choi. 2019. Turnover intention and organizational support for non-regular workers, *Korean Studies of Public Administration*, 28 (1): 147—175.

Choi, Sungjoo. 2018. Pay Equity in Government: Analyzing Determinants of Gender Pay Disparity in the US Federal Government. *Administration & Society*, 50 (3): 346—371.

Choi, Sungjoo. 2018. Managing flexible work arrangements in government: Testing the effects of institutional and managerial support. *Public Personnel Management*, 47 (1): 26—50.

Chun, Young Han, Sungjoo Choi and Miyeon Song. 2018. Analyzing the Link Between Job Satisfaction and Performance in Educational Institutions. *International Journal of Public Administration*, 42 (9): 707—722.

Choi, Sungjoo, Yujin Choi, and Geunjoo Lee. 2018. Diversity matters in the context of Korea?: Analysis of the diversity research trend in Korea. *Journal of Korean Public Personnel Administration*, 17 (4): 1—28.

Kim, Jungbu, Minho Lee, and Sungjoo Choi. 2018. Testing the effectiveness of gender-sensitive

budgets. *Korean Public Administration Quarterly*, 30 (2):335—361.

Choi, Sungjoo. 2017. Improving political appointment in Korean government: Analysis of the best practices. *Journal of Korean Public Personnel Administration*, 16 (1): 51—74.

Choi, Sungjoo and Andrew B. Whitford. 2017. Employee Satisfaction in Agencies with Merit-Based Pay: Differential Effects for Three Measures, *International Public Management Journal*, 20 (3): 442—466.

Choi, Sungjoo. 2016. Workforce Diversity and Job Satisfaction of the Majority and the Minority: Analyzing the Asymmetrical Effects of Relational Demography on Whites and Racial/Ethnic Minorities. *Review of Public Personnel Administration*, 37 (1): 84—107.

Choi, Sungjoo and Hal G. Rainey. 2014. Organizational Fairness and Diversity Management in Public Organizations: Does Fairness Matter in Managing Diversity? *Review of Public Personnel Administration*, 34 (4): 307—331.

Choi, Sungjoo and Park, Chun-Oh. 2014. Glass Ceiling in Korean Civil Service: Analyzing Barriers to Women's Career Advancement in the Korean Government. *Public Personnel management*, 43(1): 118-139.

Choi, Sungjoo. 2013. Demographic Diversity of Managers and Employee Job Satisfaction: Empirical Analysis of the Federal Case. *Review of Public Personnel Administration*, 33: 299—311.

Choi, Sungjoo. 2011. Organizational Justice and Employee Work Attitudes: The Federal Case. *American Review of Public Administration*, 41 (2): 185—204.

Choi, Sungjoo. 2011. Diversity and Representation in Federal Agencies: Analysis of the trends of Federal Employment. *Public Personnel Management*, 40 (1): 25—46.

Choi, Sungjoo and Andrew B Whitford. 2011. A Topography of Civil Service Laws. *International Public Management Journal*, 14 (1): 106—30.

Choi, Sungjoo, and Hal G Rainey. 2010. Diversity, Diversity Management, and Organizational Performance in the U.S. Federal Government. *Public Administration Review*, 70 (1): 109—121.

Choi, Sungjoo. 2010. Diversity in the U.S. Federal Government: Antecedents and Correlates of Diversity in Federal Agencies. *Review of Public Personnel Administration*, 30 (3): 301—321.

Choi, Sungjoo. 2009. Diversity in the US Federal Government: Diversity Management and Employment Turnover in Federal Agencies. *Journal of Public Administration Research and Theory*, 19 (3): 603—30.

## **Book chapters**

Sungjoo Choi. 2020. Korean Civil Service Systems from Recruitment to Retirement. In C. Moon, and M. Moon (eds.). *The Routledge Handbook of Korean Politice and Public Administration* (p. 259–274). New York, NY: Routledge.

Kim, Byung-Seob, Sungjoo Choi, and Eunmi Choi. 2015. Happiness, quality of life, and public services. *Journal of Korean Public Administration*, 49 (4): 97—122.

Park, C., K. Kwon, Y. Kwon, K. Cho, S. Cho, and S. Choi. 2016. *Public Personnel Administration*. Bumoonsa.

Kim, B., S. Lee, and S. Choi. 2015. *Mapping the public happiness in Korea*. Moonusa.

### **SERVICE TO THE PROFESSION**

#### **Peer-reviewed Journal Editorial Board Member**

Public Personnel Management (PPM)

#### **Peer-reviewed Journal Referee (All SSCI Journals)**

Journal of Public Administration Research and Theory (JPART)

Public Administration Review (PAR)

American Review of Public Administration (ARPA)

Review of Public Personnel Administration (ROPPA)

Public Management Review (PMR)

Public Personnel Management (PPM)

### **AWARDS AND GRANTS**

Fulbright Korea

Fulbright Scholarship FY2021

Kyung Hee University

2018 Excellence in research award

2016 Excellence in research award

Kyung Hee University

Research grant for junior faculty 2016

Research grant for special issues 2017

Research grant for outstanding scholar 2018

Kennesaw State University, College of Humanities and Social Sciences (CHSS)

*2011 CHSS Faculty Scholarship*

Kennesaw State University, College of Humanities and Social Sciences (CHSS)

*2012 Global Learning Initiatives Scholarship*

Ministry of Education & Human Resource Development, Korean Government

*'Brain Korea (BK) for the 21<sup>st</sup> Century' scholarship*