

Ji Hyeun Hong

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EDUCATION

Ph.D. in Public Administration 2026 Spring (Expected)

University of Georgia, Athens, GA

Committee: George A. Krause (Chair), Hal G. Rainey, Gregory A. Porumbescu, Susan M. Miller

Dissertation: *How Administrative Decentralization Shapes Performance of Unemployment Insurance Programs in the American States: An Organizational-Theoretic Approach*

M.P.A., Public Administration 2021

Seoul National University, Seoul, South Korea

B.A. in International Studies, B.A. in Public Administration 2019

Korea University, Seoul, South Korea

Graduation with Great Honors

Exchange Student Program 2017 Spring

University of Maryland, College Park, MD

RESEARCH INTERESTS

Public Administration, Public Management, Organizational Theory, Decision Making, Executive Administration, Administrative Decentralization

PEER-REVIEWED PUBLICATIONS

Hong, Ji Hyeun. **Nd.** "When Does Employee Turnover Matter? Analyzing the Role of Organizational Memory in the Federal IT Workforce." *Journal of Public Administration Research and Theory* [Early View: <https://doi.org/10.1093/jopart/muaf019>] [LSE Blog Post]

Hong, Ji Hyeun. **Nd.** "How Knowledge Sharing Behavior Shapes the Performance of U.S. Federal Agencies: The Importance of Agency Task Characteristics." *International Public Management Journal* [Early View: <https://doi.org/10.1080/10967494.2025.2531105>]

Krause, George A., and Ji Hyeun Hong. **Nd.** "Agency Leaders and Organizational Adaptation to Administrative Reform: Evidence from IT Reforms and the Timely Disbursement of

Unemployment Insurance Benefits in the American States.” *Journal of Public Administration Research and Theory* [Early View: <https://doi.org/10.1093/jopart/muaf018>] [LSE Blog Post]

Krause, George A., and Ji Hyeun Hong. **Nd.** “Organizational Adaptation, Task Complexity, and Effective Administration of Unemployment Programs in the American States.” *Journal of Policy Analysis and Management* [Early View: <https://doi.org/10.1002/pam.70024>]

Hong, Ji Hyeun, and Taehyon Choi. 2020. “Policy Learning through Exploration and Exploitation: The Case of Korean Child Care Policy.” *Korean Policy Studies Review* 29(4): 295-326 [Link: <http://doi.org/10.33900/kaps.2020.29.4.11>]

MANUSCRIPTS UNDER REVIEW

Krause, George A., and Ji Hyeun Hong. “Partisan Bias, Bureaucratic Effort, and Detection of Administrative Errors: Evidence from Unemployment Insurance Programs in the American States.”

Krause, George A., and Ji Hyeun Hong. “Administrative Governance in Times of Crisis: How the IT System Aging Process Impacts Program Administration.”

WORKS IN PROGRESS

Hong, Ji Hyeun. “Decentralized Administration under Imperfect Information: Understanding How Local Economic Conditions Shape the Relationship Between the Quality of Citizen Information and Program Decisions.”

Hong, Ji Hyeun. “Revisiting Kaufman’s Forest Ranger: Does Automation Centralize Field Administration?”

Hong, Ji Hyeun. “Field Investigators as Agents: Assessing the Impact of Oversight Capacity and Task Visibility on Bureaucratic Effort in Investigating Erroneous Denials.”

RESEARCH EXPERIENCES

Research Assistant, University of Georgia, Summer 2022 – Present

- Research Assistant for George Krause.

Research Assistant, Seoul National University, Fall 2019 - Fall 2020.

- “Government Competitiveness: Time and Space (PI: Tobin Im).” Center for Government Competitiveness. Social Science Korea Foundation (SSK). Spring 2019 – Fall 2020.
- “Changes and Continuities in the Long-Term Financial Plans: Focusing on Welfare Policy Goals and Budgets (PI: Taehyon Choi)”. Public Finance Research Center.

Research Assistant, Korea Institute of Public Administration, Fall 2019.

- “Innovation in Administrative Legislation”. PI: Hyun-woo Tak. Ministry of Government Legislation.

Research Assistant, Kookmin University, Fall 2020.

- “Development and Management of E-Procurement System.” PI: Eunmi Lee. Korean Government Public Procurement Service.

Research Assistant, Ilmin International Relations Institute, Korea University, Fall 2017.

- “Government-NGO Partnerships in North Korea Humanitarian Assistance.” PI: Sung-han Kim. Social Science Korea Foundation (SSK). Fall 2017 - Spring 2018.

TEACHING EXPERIENCES

Instructor of Record

- PADP3000: Introduction to Public Administration, Undergraduate, University of Georgia, Fall 2024 – Fall 2025.

Teaching Assistant

- POLS1101: American Government, Undergraduate, University of Georgia, Fall 2021 – Spring 2022.
- 920.703 (001): Public Sector Reform in South Korea. Graduate School of Public Administration, Seoul National University, Summer 2020.

CONFERENCE PRESENTATIONS

Presenter. “Revisiting Kaufman’s Forest Ranger: Does Automation Centralize Field Administration?.” *2025 Public Management Research Conference*. June 26 – June 29, Seoul, South Korea.

Presenter. “How Local Demand Affects the Distribution of Administrative Burdens: Evidence from State Unemployment Insurance Programs in the American States.” *2025 Midwest Political Science Association Conference*. April 3 – April 6, Chicago, IL.

Presenter. “COVID-19 and the Consequences of IT Reform Aging on Administrative Performance: Evidence from Unemployment Insurance Programs in the American States.” *2025 Midwest Political Science Association Conference*. April 3 – April 6, Chicago, IL.

Presenter. “How Local Demand Affects the Distribution of Administrative Burdens: Evidence from State Unemployment Insurance Programs in the American States.” *2025 American Society for Public Administration*. March 28 – April 1, Washington D.C.

Presenter. “Organizational Adaptation, Task Complexity, and Effective Administration of Unemployment Programs in the American States.” *2024 Public Management Research Conference*. June 26 - 29, Seattle, WA.

Presenter. “Agency Leaders and Adaptation to Administrative Reform: Evidence from the (Un)Timely Disbursement of State Unemployment Insurance Benefits in the American States.” *2024 Midwest Political Science Association Conference*. April 4 - 7, Chicago, IL.

- Presenter.** “Ensuring Fairness via Administrative Error Detection? Partisan Governors and Political-Economic Inequality Bias in U.S. State Unemployment Insurance Programs.” *2023 SouthEastern Conference for Public Administration*. September 27 – 30, Atlanta, GA.
- Presenter.** “When Does Employee Turnover Matter? Analyzing the Role of Organizational Memory in the Federal IT Workforce.” *2023 Public Management Research Conference*. June 27 - 30, Utrecht, Netherlands.
- Presenter.** “Administrative Errors as Sources of Political-Economic Inequality Bias in Bureaucratic Governance: Evidence from Unemployment Insurance Programs in the American States.” *2023 Midwest Political Science Association Conference*. April 13 - 16, Chicago, IL.
- Presenter.** “How Knowledge Sharing Shapes Performance in U.S. Federal Agencies: Exploring the Role of Agency Tasks.” *2023 Midwest Political Science Association Conference*. April 13 - 16, Chicago, IL.
- Presenter.** “What Determines the Entry and Exit of Nonprofit Social Service Organizations?” *Annual Conference of International Public Management Network (IPMN)*. July 7-9, 2020, Virtual.
- Presenter.** “An Analysis of Policy Ideas on Early Childhood Education and Care: Evidence from the Long-Term Financial Plans.” *Spring Conference of the Korean Association for Policy Studies*. June 19, 2020, Virtual.

AWARDS AND SCHOLARSHIPS

- Scholarship, Department of Public Administration and Policy - Larry O'Toole, Hal Rainey, and Ken Meier PhD Fund, University of Georgia (Fall 2021 – Spring 2025)
- Graduate Assistantship, Department of Public Administration and Policy, School of Public and International Affairs University of Georgia (Fall 2021 – Spring 2025)
- Scholarship, SPIA Research Fund, School of Public and International Affairs University of Georgia (Spring 2024)
- Summer Graduate Teaching Assistantship, School of Public and International Affairs, Department of Public Administration and Policy University of Georgia (Summer 2023)
- Teaching Assistantship, Graduate School of Public Administration Seoul National University (June 2020 – July 2020)
- Graduate Assistantship, Graduate School of Public Administration Seoul National University (Spring 2019 – Fall 2020)
- Lee Hanbin Honorary Scholarship, Graduate School of Public Administration Seoul National University (Spring 2020)
- Graduate Merit-Based Scholarship, Graduate School of Public Administration Seoul National University (Spring 2020 - Fall 2020)
- Semester Academic Honors and Deans List, School of Public Policy University of Maryland at College Park (Spring 2017)
- Semester Academic Honors and Deans List, Korea University (Fall 2016)

RESEARCH SKILLS

Statistical Packages: Stata, R, SAS

LANGUAGE PROFICIENCIES

Native in Korean, Fluent in English and Spanish

PROFESSIONAL REFERENCES

Available Upon Request