

**Byung Hee Min**  
CURRICULUM VITAE

Askew School of Public Administration and Policy  
Florida State University  
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**EDUCATION**

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**Ph.D.** Public Administration, **Florida State Univ.** July, 2020 (Expected)

Dissertation: Dynamics of Organizational Learning in Service to the Public: An Integrative Perspective from Government and Government-CSO Partnership Cases (Advisor: Dr. Ralph Brower, Committee members: Dr. Fran Berry, Dr. Keon- Hyung Lee & Dr. Antonio Cuyler)

**M.A.** Sociology, **Yonsei Univ.** Seoul, Korea, 2012

**B.A.** Political Science, **Michigan State Univ.** East Lansing, MI, 2007

**RESEARCH AND TEACHING INTERESTS**

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*Public Management* Organizational theory and behavior, Performance information & Information resources, Decision-making process, Financial management and budgeting

*Nonprofit Organization* Collaborative governance, Nonprofit management & Leadership, Innovation, Civil society organizations and community development, Mission and accountability

**MANUSCRIPTS IN PEER-REVIEWED JOURNALS**

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**Publications**

**Byung H. Min** & Y.M. Oh. (forthcoming). "How Do Performance Gaps affect improvement in Organizational Performance? Exploring the Mediating Roles of Proactive Activities." *Public Performance and Management Review*. doi.org/10.1080/15309576.2020.1713826

**Byung H. Min**, Y.M. Oh, & R.S. Brower (Accepted). "The effects of Diverse feedback Dynamics on Performance Improvement: A Typology of Performance Feedback Signals". *Administration and Society*.

**Manuscripts Under Review**

**Byung H. Min**, K.H. Lee & S.J Hwang. "A Dual Bottom Approach to the Role of Hospitals: The effect of Ownership." (under review at *Nonprofit and Voluntary Sector Quarterly*)

S. Lim, **Byung H. Min** & D. Berlan. "Shared Mission and the Effects of Learning and Innovation on Social Role Performance of Nonprofits: Testing a Moderated Mediation Model." (under review at *Nonprofit and Voluntary Sector Quarterly*)

**PAPERS IN PROGRESS**

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**Byung H. Min**. "Structural Elements of Organizational Hybridity and Dynamics of Government-CSO Partnerships: Integrative Perspective on Organizational Identity and Contention Theories."

**Byung H. Min**. "The Effects of Organizational Hybridity on Governance: A Typology of Learning Dynamics."

**Byung H. Min** & T. Yoon. "Organizational learning: How Do Goal Clarity Efforts Lead to Accountable Budgeting."

**Byung H. Min**, S. Lim, & R.S Brower. "How Do Diverse Feedback Sources Affect Organizational Innovation? Exploring the Mediating Expressive Role of Value-Seeking Organizational Activities."

**Byung H. Min** & Namhoon Ki. "Managerial Autonomy under Routine Performance Feedback System: Program Managers' Reaction to the third-Party Performance Analysis."

**Byung H. Min**, R.S. Brower & R. Cruz. "Comparative Cases of Civil Society Corruption: Korean Choi-Gate and the Philippine Pork Barrel Scam."

## **BOOK REVIEW & BOOK TRANSLATION**

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**Byung H. Min** and R.S. Brower (2019). Review of M. Johansen, Social Equity in the Asia-Pacific Region: Conceptualization and Reality. *Journal of Public Affairs Education*. doi.org/10.1080/15236803.2019.1667472

Book Translation: “*Think in Tank*” in Korean by Geoff Mulgan. *Citizen and the World*. Volume 15, 2009

## **PROFESSIONAL TEACHING EXPERIENCES**

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**Instructor:** Florida State Univ.

PAD 4144: **Managing Nonprofit Organization** (Spring 2020, Online, 29 students)

PAD 3003 **Public Administration in American Society** (Fall 2019, In-class, 18)

PAD 4223: **Budgets and Finances in Managing Public Affairs** (Spring 2019, In-class & Online, 16)

PAD 4223: **Budgets and Finances in Managing Public Affairs** (Fall 2018, In-class & Online, 18)

PAD 4223: **Budgets and Finances in Managing Public Affairs** (Spring 2018, In-class & Online, 36)

PAD 4223: **Budgets and Finances in Managing Public Affairs** (Fall 2017, In-class & Online, 42)

PAD 4223: **Budgets and Finances in Managing Public Affairs** (Spring 2017, In-class & Online, 43)

PAD 4223: **Budgets and Finances in Managing Public Affairs** (Fall 2016, In-class, 47)

**Teaching Assistant:** Florida State Univ.

PAD 5050: **The Profession of Public Administration** (Summer 2020, Online, 36)

**Invited Lecturer & Additional Teaching Experiences:**

PA 5022 **Human Resource Management** (Graduate level Invited Speaker) Kunkook Univ, Seoul, Korea 2019

PAD 4144 **Managing Nonprofit Organization** (Guest Lecturer) Florida State Univ. 2018

PAD 6102 **Administrative Behavior** (Graduate level Guest Lecturer) Florida State Univ. 2018

PS 3011 **Introduction to Public Administration** (Guest Lecturer) Sejong Univ, Seoul, Korea 2018

SOC **Modern Society** (Teaching Fellow) Yonsei University, Seoul, Korea 2012

SOC **Introduction to Political Sociology** (Teaching Fellow) Yonsei Univ. Seoul, Korea 2012

SOC **Globalization** (Teaching Fellow) Yonsei Univ. Seoul, Korea 2012

## **HONORS, SCHOLARSHIPS, AND AWARDS**

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**ASPA SKPA Junior Asian Scholarship Award Best Paper (1<sup>st</sup> Prize)**, American Society for Public Administration. 2020

**Outstanding Teaching Assistant Award Final Nominee**, Florida State Univ. 2019-2020

**ASPA’s Founders’ Fellow**, American Society for Public Administration. 2020

**Global Peace Exchange Fund Fellowship**, Claude Pepper Center, Florida State University. 2020

**Dissertation Research Grant Award**, The Graduate School, Florida State University. 2019

**Ph.D. Program Grant**, International Society for Third- Sector Research. 2017

**Research and Teaching Assistant Scholarship**, Florida State University. 2017

**Doctoral Fellowship Program Grant**, Association for Research on Nonprofit Organizations and Voluntary Action 2017

**Pi Alpha Alpha Honor Society**, The Global Honor Society for Public Affairs and Administration 2015

**Ministry’s Commendation**, The Ministry of Finance and Strategy, Korea 2015

**National Humanities and Social Science Graduate Research Scholarship Award**, Korea Student Aid Foundation, Korea 2010-2012

**Brain Korea 21 Student Fellowship**, National Research Foundation of Korea, Korea 2011-2012

**Veterans Scholarship Award**, The Patriots and Veterans Affairs of Republic of Korea, Korea 2011

## **PROFESIONAL & RESEARCH EXPERIENCES**

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**Research Assistant**, *Rethink, Reset, Recycle in Florida: Smart Recycling to Increase Local Recycling Rates and Reduce Contamination*. Hinkley Center for Solid and Hazardous Waste Management, CO- PI: Namhoon Ki, Florida State University, Florida, USA 2020

**Research Analyst**, Center for Performance Evaluation and Management, Korea Institute of Public Finance, Seoul, Korea 2012-2015

**Research Analyst**, Korea Institute for Vocational Education and Training, Seoul, Korea (2012)

**Coordinator**, Strategic Planning Division, Election Camp for Seoul Mayoral Candidate Won Soon Park, Seoul, Korea 2011

**Coordinator**, Center for Tax Reform/ Center for Economic Committee, People's Solidarity for Participatory Democracy, Seoul, Korea 2009-2010

**Program Coordinator**, Department of International Programs, American Society for Engineering, Education, Washington D.C, USA 2008

**Intern**, Global Trade Watch, Public Citizen, Washington D.C. USA 2007

**Corporal**, ROK Army Support Group, 8<sup>th</sup> U.S Army, Seoul, Korea 2003-2004

## **CONFERENCE PRESENTATIONS (SINCE 2016)**

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**Byung H. Min**, Y.M. Oh, & R.S. Brower. "*Diverse Feedback Dynamics: A Typology of Performance Information Signals*" 2020 Public Management Research Conference. Panel Session. Honolulu, HI USA June 24-27 2020

**Byung H. Min**. S. Lim, & R.S Brower, "*How Do Diverse Feedback Sources Affect Organizational Innovation? Exploring the Mediating Expressive Role of Value-Seeking Organizational Activities*". Association for Research on Nonprofit Organizations and Voluntary Action. Panel Session. San Diego, USA Nov 21-23 2019

S. Lim, **Byung H. Min** & D. Berlan. "*Shared Mission and The Effects of Learning and Innovation on Social Role Performance of Nonprofits: Testing a Moderated Mediation Model*". Association for Research on Nonprofit Organizations and Voluntary Action. Panel Session. San Diego, USA Nov 21-23 2019

A. Han, **Byung H. Min** & K.H. Lee. "*Performance Gaps and Performance Improvement: Exploring the Role of Problem Identification in the Non-Profit Healthcare Organizations*". Association for Research on Nonprofit Organizations and Voluntary Action. Panel Session. San Diego, USA Nov 21-23 2019

**Byung H. Min**, and Y.M. Oh. "*Does Feedback-Seeking Make a Difference for Performance Improvement?*". Korea Association of Public Administration. Panel Session. KAPA Conference, Busan, Korea June 27-29 2019

**Byung H. Min**, and K.H. Lee "*Doing Well by Doing Good: Pursuing Social Responsibility and Profit Maximization-Differences between Nonprofit and for-profit hospitals*". Association for Research on Nonprofit Organizations and Voluntary Action. Panel Session. American Society for Public Administration Conference, Washington. D.C, USA March 8-9 2019

**Byung H. Min**, and R.S. Brower "*Hybrid Organizations in the Governance Dynamics*". Association for Research on Nonprofit Organizations and Voluntary Action. Panel Session. Austin, Texas, USA Nov 15-17 2018

**Byung H. Min**. "*An Integrative Perspective of Social Embeddedness Theory*". International Society for Third-Sector Research Conference. Panel Session. Amsterdam, Netherland July 10.2018

**Byung H. Min**, R.S. Brower and R. Cruz. "*Comparative Cases of Civil Society Corruption: Korean Choi Gate and the Philippine Pork Barrel Scam*". Panel Session. American Society for Public Administration Conference, Denver, Colorado, USA March 9-12 2018

**Byung H. Min.** “Community Resilience in the Seoul Metropolitan area of Seoul: Integrative Perspective of Micro-Macro Theories”. Preconference Session. Association for Research on Nonprofit Organizations and Voluntary Action Asia Conference Pre-Conference Workshop, Beijing, China June 5 2017

R.S. Brower and **Byung H. Min.** “Voluntary Sector Organizations Lost in Translation: Comparative Cases from Korea and the Philippines”. Panel Session. Association for Research on Nonprofit Organizations and Voluntary Action- Asia Conference Beijing, China June 6-7 2017.

**Byung H. Min,** N. Y Kim and F. Berry. “What makes the choice of State Diverse under Different Economic Conditions?” Panel Session, Annual conference of the American Society for Public Administration, Atlanta, USA April 7-9 2017

R. S. Brower, D. Choi, and **Byung H. Min.** “The role of Civil Society Organizations in Peace for the Korean Peninsula: Implications for Korean Public Administration.” Plenary Address, Annual International Conference of the Korean Association of Public Administration, Chungju, Korea June 24 2016

**COMMUNITY AND UNIVRSITY SERVICES**

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- International Students Representative, Out of State Tuition Waive Special Committee, Florida State Univ 2019
- Founder/President, Think Young , Seoul, Korea 2009-Present
- Program Chair, Young Forum 2012, Seoul, Korea 2012
- Program coordinator, 2030 Leadership Conference, Indianapolis, Indiana, USA 2008
- President, Korean Young Adult Group, East Lansing, Michigan, USA 2008
- Founder, MRT, East Lansing, Michigan, USA 2006

**ACADEMIC MEMBERSHIPS**

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| American Society for Public Administration                               | 2015-Present |
| Association for Research on Nonprofit Organizations and Voluntary Action | 2016-Present |
| International Society for Third-Sector Research                          | 2016-Present |

**STATISTICAL TOOLS AND SKILLS**

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**Statistical Packages**

STATA, AMOS, SPSS NVIVO and Atlas-ti

**Advanced Method Training**

- Multiple Regression Model, Times Series & Panel Data Analyses
- Structural Equation Model
- Path Analysis
- Grounded Analysis & Content Analysis

**REFERENCES**

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**Ralph S. Brower, Ph.D.**

rbrower@fsu.edu  
850-354-0990  
636 Bellamy, Florida State University  
Professor, Dissertation Chair

**Frances Berry, Ph.D.**

fberry@fsu.edu  
850- 443-0061  
649 Bellamy, Florida State University  
Professor, Dissertation Committee

**Keon-Hyung Lee, Ph.D.**

klee2@fsu.edu  
850-508-9406  
627 A Bellamy, Florida State University  
Department Chair, Dissertation committee

**David Berlan, Ph.D.**

dberlan@fsu.edu  
850-645-1914  
650 Bellamy, Florida State University  
Assistant Professor