

YOON, TAEWON

Ph.D. Candidate in Public Administration
Askew School of Public Administration and Policy
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EDUCATION

- 2013 – Present **Ph.D. in Public Administration**, Askew School of Public Administration and Policy, Florida State University (*Expected in Fall 2020*)
Dissertation: *Goal Ambiguity in State Government Organizations: An Exploration of Meanings, Sources, and Consequences* (Chair: Dr. Kaifeng Yang)
- 2011 – 2013 **Master of Public Administration**, School of Public Affairs and Administration, Rutgers University – Newark
Capstone: *Promoting the utilization of a performance measurement system at the Urban League of Essex County*
- 2008 – 2010 **Master of Public Administration**, Department of Public Administration, Konkuk University, Seoul, South Korea
Thesis: *A Study on the Determinants of Performance in Public Organization - Focused on the Public Employment Service Agency* (Advisor: Dr. Junmo Kim)
- 2001 – 2008 **B.A. in Public Administration**, Department of Public Administration, Konkuk University, Seoul, South Korea

RESEARCH INTERESTS

Public Management, Goal Ambiguity, Organizational Behavior & Theory, Performance Management, Leadership, and Family Friendly Policy

PEER-REVIEWED JOURNAL PAPERS

- Kim, Taehee, Mullins, Lauren & **Yoon, Taewon**. (Accepted) “Supervision of Telework: A Key to Organizational Performance.” *The American Review of Public Administration*.
- Hwang, Suk Joon & **Yoon, Taewon**. (2019). “An Exploration to Find Effective Leadership Types for Successfully Integrating Organizations: The Case of South Korean Government Reorganization.” *Korean Review of Organizational Studies*, 16(1), 101-137.
- Kang, Hwang Sun & **Yoon, Taewon**. (2010) “Exploration of Theory Based Evaluation in Public Organizations: Based on Structural Contingency Theory.” *The Korean Journal of Governance*, 17(1), 53-77.

FUNDED PROJECT REPORT

Feiock, Richard, Ki, Namhoon, **Yoon, Taewon**, & Min, Byung Hee. (2020) “How Effective are Counties in Communicating Recycling Messages to Their Citizens and They Effective?” *Hinkley Center for Solid and Hazardous Waste Management*.

MANUSCRIPTS UNDER REVISE & RESUBMIT

Kim, Gookjin, **Yoon, Taewon**. & Yang, Kaifeng. “Understanding the Association between Goal Ambiguity and Public Service Motivation with Moderating Role of Value Congruence.” *The American Review of Public Administration*.

Min, Naon, Ki, Namhoon & **Yoon, Taewon**. “Public Service Motivation, Job Satisfaction, and the Moderating Effect of Employment Sector: A Meta-Analysis.” *International Review of Public Administration*.

PAPERS UNDER REVIEW & DEVELOPMENT

Yang, Kaifeng & **Yoon, Taewon**. “Meaning and Perceived Goal Ambiguity in an Organizational Hierarchy: The Case of U.S. Federal Agencies.”

Yoon, Taewon & Yang, Kaifeng. “What Does Goal Ambiguity Really Mean: A Grounded Theory.” (*Dissertation Chapter*).

Yoon, Taewon & Yang, Kaifeng. “The Consequences of Goal Ambiguity and Public Administrators’ Coping Strategies: Views from State Government Employees.” (*Dissertation Chapter*).

Ki, Namhoon, **Yoon, Taewon**, Jeffrey, Swanson & Huang, Chien-Shih “Strength of Moderate Ties: Get Job Information Neither from Your Too Close Friends nor from Too Far Acquaintances for Higher Job Satisfaction.” *Human Relations*. (Currently under review)

Min, Byung Hee & **Yoon, Taewon**. “Organizational learning: How do Goal Clarity Efforts Lead to Accountable Budgeting?”

Yoon, Taewon & Kim, Taehee. “Does the gendered organization make a difference on the employees’ perception of fairness?”

Yoon, Taewon. “Satisfaction with Interpretive Leeway: How do Goal Ambiguity and Empowerment Make a Difference in Employees' Job Attitudes?”

CONFERENCE PRESENTATION

“What Does Goal Ambiguity Really Mean and where does it come from?” Presented at the 2019 Southeastern Conference for Public Administration, Baton Rouge.

“What Does Goal Ambiguity Really Mean: A Grounded Theory.” Presented at the 2019 American Society for Public Administration Conference, Washington DC.

“Effective Supervision: Missing Link between the Use of Telework and Employee’s Job-related Outcomes.” Presented at the 2015 American Society for Public Administration Conference, Chicago, IL.

ACADEMIC EXPERIENCE

Fall 2019 **Guest Lecturer**, Askew School of Public Administration and Policy, Florida State University
Course Title: PAD3003 Public Administration in American Society
(Leadership in the Public sector)

Fall 2018 **Teaching Mentor**, Askew School of Public Administration and Policy, Florida State University
Course Title: PAD3003 Public Administration in American Society (Online)

2012 – 2013 **Research Assistant**, School of Public Affairs and Administration, Rutgers University – Newark (Advisor: Dr. Marc Holzer)

2008 – 2010 **Teaching Assistant**, Department of Public Administration, Konkuk University, Seoul, South Korea (Advisor: Dr. Junmo Kim)
Course Titles: Policy Analysis & Evaluation, Science Technology Policy, Regional Development Policy

2008 – 2010 **Research Fellow**, Institute for Public Affairs and Administration, Konkuk University, Seoul, South Korea

TEACHING INTERESTS

Public Management (Organization), Performance Management, Organizational Theory & Behavior, Analytic Methods (Quantitative & Qualitative methods)

SCHOLARSHIPS

Fall 2013 **Dean’s Scholarship**, College of Social Sciences, Florida State University

- 2012 **Marcia Lynn Whicker Memorial Scholarship**, School of Public Affairs and Administration, Rutgers University – Newark
- 2008 – 2009 **Graduate Research Assistantship**, Department of Public Administration, Konkuk University, Seoul, South Korea
- 2007 – 2008 **Foreign Language Scholarship**, Department of Public Administration, Konkuk University, Seoul, South Korea
- 2005 – 2006 **Academic Achievement Scholarship**, Department of Public Administration, Konkuk University, Seoul, South Korea

HONORS & AWARDS

- 2013 Academic Excellence Award, School of Public Affairs and Administration, Rutgers University – Newark
- 2013 Pi Alpha Alpha Honor Society

ACADEMIC AFFILIATION

- American Society for Public Administration (ASPA)
Public Management Research Association (PMRA)