

SOO-YOUNG LEE**CURRICULUM VITAE**

Graduate School of Public Administration
 Seoul National University
 Gwanakro 1, Gwanakgu
 Seoul, Korea 151-742

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APPOINTMENTS

Seoul National University, Graduate School of Public Administration

Professor	2018/9-present
Associate Professor	2013/9-2018/8
Assistant Professor	2011/3-2013/8
Director, National Leadership Research Center	2019/3-present

Seoul National University

Member, Internal Review Board	2018/3-present
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Hankuk University of Foreign Studies, Department of Public Administration

Assistant Professor	2009/9-2011/2
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EDUCATION

University of Georgia

Ph.D., Public Administration, 2009

Dissertation Title: The Impacts of Resources on Organizational Performance: Evidence
 from Federal Agencies.

Committee: Andrew B. Whitford (Chair), Gene A. Brewer, Hal G. Rainey, and Brian N.
 Williams.

University of Southern California

Master of Public Administration, 2003

Seoul National University, Korea

Master of Public Administration, 2002

Seoul National University, Korea

Bachelor of Art in Anthropology, 1998

PUBLICATIONS

“The Impact of Gender Diversity and Disparity on Organizational Performance: Evidence from Korean Local Government-Owned Enterprises” with Sunmin An. *Review of Public Personnel Administration* forthcoming.

“Is More Commitment Always Better? A Study on the Side Effects of Excessive Organizational Commitment on Work-Family Conflict” with Hayoung Lee. *Review of Public Personnel Administration*. 2021, 41(1).

“The Reorganization of The US Citizenship and Immigration Services (USCIS) and Its Effects” with A, Whitford, T, Yung, & J.Lim. *Public Organization Review*, 2020, 20.

“Shedding New Light on Strategic Human Resource Management: The Impact of Human Resource Management Practices and Human Resource on the Perception of Federal Agency Mission Accomplishment” with Seunghoo Lim and Taegyu Wang. *Public Personnel Management*, 2017, 46(2).

“Exit, Voice, and Loyalty with Multiple Exit Options: Evidence from the U.S. Federal Workforce” with Andrew Whitford. *Journal of Public Administration Research and Theory*, 2015, 25(2).

“The Hawthorne Studies Revisited: Evidence from the U.S. Federal Workforce,” with Chansu Jung. *Administration and Society*. 2015, 47(5).

“Moderating role of social support in the stressor-satisfaction relationship: Evidence from police officers in Korea”. with Seulki Lee & Taesik Yun. *International Review of Public Administration*. 2015, 20(1).

“Civil Service Reforms and the Development of Korea”. with Seulki Lee. *Korean Journal of Policy Studies*, 2014, 29(1).

“Assessing the Differential Impacts of Organizational Resources on the Performance of Public Agencies: Evidence from the U.S. Federal Government,” with Andrew Whitford. *Journal of Public Administration Research and Theory*, 2013, 23(3).

“Disorder, Dictatorship, and Government Effectiveness: Cross-national Evidence,” with Andrew Whitford. *Journal of Public Policy*, 2012, 32(1).

“Does Family-Friendly Policy Matter? Testing Its Impact on Turnover and Performance,” with Jeong-Hwa Hong. *Public Administration Review*, 2011, 71(6).

“Strengthening Network Ties through Mentoring of Alienated Personnel,” with Sang-Yup Ryu. *Korean Journal of Policy Studies*, 2011, 26(3).

“Collaborative Behavior and the Performance of Government Agencies,” with Whitford,

Yun, & Jung. *International Public Management Journal*, 2010, 13(4).

“Government Effectiveness in Comparative Perspective,” with Andrew Whitford. *Journal of Comparative Policy Analysis*, 2009, 11(2).

“Exit, Voice, Loyalty, and Pay: Evidence from the Public Workforce,” with Andrew Whitford. *Journal of Public Administration Research and Theory*, 2008, 18(4).

GRANT

Co-Principal Investigator, “The Scope and Role of Government for Supporting Citizen Happiness.” Social Science Korea/National Research Foundation of Korea. Co-PIs: Byongseob Kim, Sungjoo Choi, and Andrew Whitford. 2012-2015. (US\$250,000).

RESEARCH AND TEACHING INTERESTS

Public Administration
 Public Management
 Organization Theory and Behavior
 Government Performance (Effectiveness)
 Government Reform
 Research Methods
 Quantitative Research Methods