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EDUCATIONAL BACKGROUND

Ph.D. in Sociology	1993	Department of Sociology, Institut d'Etudes Politiques de Paris, France <i>Title: L'Administration de l'Etat face a la Decentralisation: l'evoultion du system d'action des prefectures, 1993</i>
M.P.A	1985	Graduate School of Public Administration, Seoul National University
B.A.	1983	Department of Social Studies Education, Seoul National University

ACADEMIC POSITIONS

09/1999-Present	Assistant, Associate, and Professor (Associate Dean, 2010) Graduate School of Public Administration, Seoul National University
12/2018-12/2020	Dean of Graduate School of Public Administration, Seoul National University
08/2012-07/2013	Visiting Professor at George Mason University
07/2005-08/2006	Visiting Professor at Indiana University and Purdue University at Indianapolis Class taught: Public Management in Asia
01/2005-02/2005	Professeur invite à l'IEP de Paris
07/2002-08/2002	Visiting Professor at University of Otago, New Zealand
05/2001	Visiting Professor at Chinese Young Men's College (Beijing)
7/2000-8/2000	Visiting Professor at the George Washington University, USA
9/1993-9/1999	Assistant Professor, College of Social Sciences, Chungnam National University

ACADEMIC AFFILIATION

Editorial Board, Journal of Public Administration Research and Theory (2019~present)
Editor in Chief, Korean Journal of Public Administration(2019~present)
Director, International Public Mangement Network (2018 ~present)

Editorial Board, Journal of Korean Association for Local Government Studies
 Editorial Board, Journal of Governmental Studies
 President, The Korean Association for Public Administration (2015)
 Editorial Board, Public Administration Review (2014~2016, 2019~present)
 European Group for Public Administration
 Vice-president, Korean Association of Organizational Studies(2011) and Research(2012)
 Executive Director of Korean Association for Local Government(2010~11), Non-executive
 Director(2012), and Vice-president of Research(2013)
 Editorial Director, Korean Public Administration Review(2009), Editorial Board(1997&2002),
 and General manager(2001)
 Member, Academy of Management
 President, Korean Association for Time Studies(2009-2015)
 Research Vice-President, Korean Association for Governance(2008)
 Editorial Board, Journal of Administration & Governance(2006~present)
 Director of Korean Association for Local Government(2001~03&2011), Executive Director(2003&2008),
 Editorial Board(2001~03&2011), and Editorial Chairman(2008)
 Director, Seoul Association for Public Administration(1998~2000), Regional Director(1997), Editorial
 Board(1998&2001~03), and Research Director(1999)

ACADEMIC PRIZES

2020	Outstanding Performance Award for Academic Support Project of the Ministry of Education: “The Two Sides of Korean Administrative Culture: Competitiveness or Collectivism?”
2019	Association International de Recherche en Management Public International Public Administration and Management Research Award
2017	The Best Researcher Award, Seoul National University
2015	The American Review of Public Administration Best Article Award: “Challenges in Building Effective and Competitive Government in Developing Countries: An Institutional Logics Perspective”
2015	2014th Minister of Education Award: Excellence in Academic Research Support Projects
12/2007	The Cheongsan Book Award: <i>Action Theory for Local Organizations</i> , awarded by Korean Society for Public Administration
12/1997	The Best Research Paper of the year, awarded by the Korean Association for Policy Sciences

RENOWNED ACADEMIC BOOKS

2015	The National Academy of Science, Republic of Korea Excellent Books of Basic Science: <i>"Public Administration – A Time Perspective"</i>
2014	The National Academy of Science, Republic of Korea Excellent Books of Basic Science: <i>"Exploring Talents in Public Offices."</i> The Sejong Book Award (Former Excellent Books of Ministry of Culture, Sports and Tourism): <i>"Theories of Public Policy Method"</i>
2010	The National Academy of Science, Republic of Korea, Excellent Books of Basic Science: <i>"Government Organization and Time Management"</i>
2008	The National Academy of Science, Republic of Korea, Excellent Books of Basic Science: <i>"Korean Public Administration, 1948-2008"</i> The National Academy of Science, Republic of Korea, Excellent Books of Basic Science: <i>"Global Public Ethics"</i> The Sejong Book Award (Former Excellent Books of Ministry of Culture, Sports and Tourism): <i>"Korean Administrative Research: Challenges and Problem"</i>

MAIN CAREER

12/2017-12/2019	Board member of The Jeju-Sejong Special Self-Governing Province Committee
1/2017-2018	Principal Professor of SNU GSPA BK21
03/2016-02/2017	Regulatory Reform Board member of the Ministry of Science, ICT and Future Planning
2015-2017	Board member of Saemangeum Advisory committee in Jeollabuk-do
01/2015-12/2016	Director of The Korea Institute of Public Affairs
4/2014-2/2015	Director of Knowledge Center for Public Administration & Policy
2013-2014	Director General of Management Evaluation of Local Public Corporation
3/2011-2/2014	Boardmember of the Korean Federation of Science and Technology Organizations' Human Resources Development Committee.
2/2011-9/2012	Advisory Board member of National Assembly Library Information
3/2011-8/2012	Director of Knowledge Center for Public Administration & Policy
3/2010-2/2011	Vice Principal Professor SNU GSPA AIC
7/2010-12/2010	Assistant Dean of SNU GSPA
3/2007-2/2009	Executive Director of the Seoul National University Living Cooperative Federation
8/2000-2/2005	Principal Professor of SNU GSPA BK21

WORK EXPERIENCE

3/2007-2/2009	CEO of SNU Service Company (Campus restaurants and Shops: Business of USD 30 million per year and 250 employees)
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MAJOR RESEARCH GRANTS

9/2017-present	(Third Stage) Government Competitiveness, 3-year research grant by Korea Research Foundation Also, numerous other research grants and consulting contracts
9/2014-8/2017	(Second Stage) Government Competitiveness, 3-year research grant by Korea Research Foundation
9/2011-8/2014	(First Stage) Government Competitiveness, 3-year research grant by Korea Research Foundation
1/2009-12/2010	Comparative Study of Performance Management: USA, China and Korea, Global Network Program Supported by Korea Research Foundation (USD 200,000)
3/1988-3/1993	Full Scholarship including tuition fees and living expenses for Ph.D. program in France, granted by Pohang Iron & Steel Company (POSCO) Scholarship Society

ACADEMIC ACTIVITIES

4/2019	Government Competitiveness and Bureaucratic Reforms International Academic Conference on Economic and Social Development, HSE
2/2019	Can Land Govern Cyberspace?: A Comparison of OECD and non-OECD Countries ASU-SNU BK21 International Conference, Arizona State University
10/2018	2018 The Ranking of Government Competitiveness? Policy & Knowledge Forum
10/2018	Marketization and North Korea's Local public administration Germany and Korea: Integration and unification
10/2018	What is the Desirable Relationship between Sports and Administration? 2018: SNU Sport Science Symposium.
8/2018	A Reinterpretation of the Master-Agent Theory: Focus on the Bureaucratic Neutrality of Senior Civil Servants International Forum on Comparative Research of State Governance in Northeast Asia, Jilin University
1/2018	Competitiveness in Government Organizations: Competitive Climate, Trait Competitiveness, and Job Stress Charting New Direction in Public Management Research, 2018 Milano

	International Conference
12/2017	Beyond the land Territory: Environment, Input and Government Competitiveness of OECD and Non-OECD countries Rethinking the Role of Government in Relation to Civil Society, 2017 BK21PLUS Jeju International Conference
4/2017	Government' Competiveness for the 21st century: Theories and some implications for Russia International Academic Conference on Economic and Social Development, HSE
2/2017	The 'Ceiling' Strategy as Policy: Limiting the Bureaucratic Expansion and Democratization On Emerging Governance Issues and Policy Design in Comparative Perspective,BK21-Plus 2017 New York Conference
11/2016	The Central Government of Korea from the Power Theory Perspective: Cho &Im(2016) A Study on the Theory of Korean Administrative Organization(Bupmoonsa) Re-Designation of the Korean Government: Reorganization and Future of Government Innovation, Korean Association for Organizational Studies
11/2016	Government Competitiveness Report 2016 Government Competitiveness Conference, Center for Government Competitiveness
8/2016	Administration and the Past: Traditions, Continuity and Change AGPA-EGPA Joint Sessions, 2016 EGPA Annual Conference
3/2016	Government Competitiveness in Grant-in-Aid Systems ASPA Annual Conference 2016, American Society fir Public Administration
1/2016	Government Competitiveness of Developing Country: Implications for Korea's ODA Strategy Government Competitiveness Seminar, Center for GovernmentCompetitiveness Government Competitiveness in Grant-in-Aid Systems
4/2015	The Life line of 25 million people, Han River and Korean wave Culture: Chair&Pep talk 7thWorld Water Forum, 7th World Water Forumorganizing committee
5/2013	Challenges for Social Scientification in Public Administration: Current Status and Challenges of Time-Oriented Approach Koreanization of Public Administration: Evaluation and Prospect, Seoul Association for Public Administration

11/2009	What's wrong with the new public administration applied to bureaucratic reform? Introspection and Reflections on Administrative Reform of the New Public Management Theory, Seoul Association for Public Administration
11/2009	Economic policy and time factor Economic Crisis in Asia, <i>The Japanese Political and Legal Studies Association</i>
11/2009	The Paradox of Korean Style PART and Evaluation Fatigue Association for Public Policy and Management, 31thAPPAM
8/2009	How to Reform the Bureaucracy: Time Perspectives The 5th Cross-Strait Conference on Public Administration, City University of Hong Kong
8/2009	Culture and Corruption : From a cross-national perspective International Convention of Asia Scholars 6, Chungnam National University
12/2008	How to Manage Administrative Reforms: Time Perspective Forum on Public Management in East Asia, Sun Yat-Sen University
12/2008	The Theory and Application of Qualitative Research Methods Winter Conference, The Korean Association for Policy Studies
10/2008	Time, Decentralization and Development Public Management in 21st century: Opportunities and Challenges, The Center for Public Administration research of Sun Yat-Sen University
8/2008	IT Impact on Organizational Structure Annual Conference of Academy of Management, Academy of Management
6/2008	Correcting the Unfocused Public Administration: Behavioral Approach Summer Conference, The Korean Association for Public Administration
6/2008	Professor Cho Seok-joon's Life and Studies: Coincidence Summer Conference
5/2008	Decentralization and Development in Korea International conference of the Korea institute of Public administration, The Korean Association for Public Administration
1/2008	Designing Adaptive Systems for Disaster Mitigation and Response 5th International Conference, International Network for Social Network Analysis
12/2007	Time Lag Research of Policy Winter Conference, The Korean Association for Public Administration
12/2007	How Does IT Affect Organizational Structure? 4th Napsipag Annual Conference, NAPSIPAG
10/2007	Is American Bureaucracy really Service Oriented? International Conference for Public Administration, ASPA

9/2007	Administrative Case Development: Xihwa Lake Fall Conference, The Korean Association for Public Administration
12/2006	Democratization and decentralization in Korea International Conference for 10th Anniversary of Cooperation Europe and Russia
11/2006	Time stress and Public Organization 2nd Macao International Conference, City of Maca and Sun Yat - Sen University
8/2006	Administrative Modernization in Korea Administrative Modernization in Korea, University of Asuncion
4/2005	Time dimension of administrative organization management Spring Conference, The Korean Association for Public Administration
10/2004	Trends in Organizational Studies of Europe Monthly Presentation Meeting, Korean Association for Organizational Studies
7/2004	Comparing Ministries from a Time Perspective Annual Conference of European Group for Organizational Group, European Group for Organizational Studies
4/2002	A Critical Understanding of the New Public Management Theory Spring Conference, The Korean Association for Public Administration
11/2001	Intergovernmental Relations and Decision-making structure Local Autonomy 10th Anniversary Seminar, TheAsia Foundation
5/2001	A Study on the Types of Appointment Transfer in Korean Administrative Organization BK seminar, SNU GSPA
4/2001	Intergovernmental Relations and Decision-making structure Appraising a decade of decentralization in Asia, The Asia Foundation
10/2000	System for Promoting Administrative Reform The Korean Association for Public Administration
5/2000	Government Organization Facilitating the Reunification in Korea International Conference, SNU-Berlin Free University

PRINCIPALACADEMIC PUBLICATIONS

Articles

- Kim, D. & Jung, Y. & Im, T. (2020). An Empirical Exploration of Public Servants' Political Neutrality: Focusing on Unbiasedness, Political Responsiveness, and Political Responsibility, *Korean Public Administration Review*, 54(4).
- Kim, P. & Im, T. (2020). Understanding Hybrid Governance: The Case of Waste Recycle Management. *Korean Governance Review*, 27(2): 29-56.
- Seoh, D. & Im, T. (2020). What Drives National Research and Development Performance? – Factors in Competitive Government Financing of Science and Technology. *Public Administration Issues*, no 5, (Special Issue I, electronic edition), pp. 191–215.
- Im, T. & Campbell, J. W. (2020). Context and Public Management Performance: New Cases for Novel Insights. *Public Administration Issues*, no 5, (Special Issue I, electronic edition), pp. 5–8.
- Im, T. (2020). In a searching for soul of civil servants: Political neutrality for public interest. *Korean Public Administration Review*, 54(2): 33-58.
- Kim, P., & Jung, Y., & Im, T. (2020). Public Service Motivation and Turnover Intention: Test of the Mediating Effects of Affective Commitment and Job Satisfaction. *The Korean Journal of Public Administration*, 58(1): 73-108.
- Jung, Y. & Im, T. (2019). Altruism or Fairness: Social Preferences and Sorting into the Public Sector, *Korean Public Administration Review*, 53(3), 161-186.
- Campbell, J. W. & Im, T. (2019). Exchange ideology, performance pay, and pay satisfaction: Evidence from South Korean Central Government. *Public Personnel Management*, 48(4), 584-607.
- Kim, P. & Im, T. (2019). Comparing Government Performance Indicators: A Fuzzy-set analysis. *The Korean Journal of Policy Studies*, 34(2):
- Im, T. & Hartley, K. (2019). Aligning Needs and Capacities to Boost Government Competitiveness. *Public Organization Review*, vol.19(1): 119-137
- Kim, D. & Im, T. (2019). Toward an Understanding of Political Neutrality among Senior Public Servants: A Ground Theory Approach, *Korean Public Administration Review*, 53(1):95~123.
- Kim, Y. & Jung, Y. & Im, T. (2019). "Higher Public Service Motivation for Accepting Public Sector Pension Reform? Evidence from Korean Government Organizations." *The Korean Journal of Policy Studies* 34(1): 23-42.
- Administration Review*, 52(3), 291-317
- Choi, S., & Jung, Y., & Im, T. (2018). Effects of Trait Competitiveness on Ethical Attitudes In the Public Sector: The moderation effect of a performance-oriented climate. *Korean Public*
- Im, T., (2018). Towards a more matured representative democracy: an analysis of government-legislature relations, *The Korean Journal of Public Administration*, 27(2):1~35.
- Ahn, J. & Im, T. (2018), A Historical Study on Bureaucracy: Focusing on Elias' Process Sociology. *Korean Public Administration History Review*, 43(0), 27-51.
- Studies*, 33(1): 57-80.
- Bookkeeping and Accrual Basis Accounting System in Korea. *The Korean Journal of Policy*

- Im, T., & Lee, H., & Lim, D. (2018). Questionable Reform: The Adoption of the Double-Entry
Jung, Y., & Kim, S., & Im, T. (2018/3). Risk Aversion and Sorting into the Public Sector: Evidence from
South Korea. *The Korean Journal of Public Administration*, 56(1):183-211.
- Im, T., & Choi, Y. (2018/1). Rethinking National Competitiveness: A Critical Assessment of
Governmental Capacity Measures. *Social Indicators Research*, 135(2):515-532.
- Im, T. ; Hartley, K. (2017/10). Aligning Needs and Capacities to Boost Government Competitiveness.
Public Organization Review, *Public Organization Review*, 9/2/2017, 1-19
- Im, T. (2017/04). Revisiting Bureaucratic Dysfunction: The Role of Bureaucracy in Democratization.
Korean Journal of Policy Studies, 32(1), 127-147.
- “The Concept of Space from the Perspective of Public Administration: Space as a Factor of Enhancing
Government Competitiveness”, 54(4), *Korean Journal of Public Administration*, 69-103. (2016), in
Korean.
- “Organizations in Olympic Governance: A Comparison between Olympic Organizing Committees for
Seoul Olympics and Pyeongchang Olympics”. *Korean Review of Organizational Studies*, 13(3), 149-
182 (2016, Co-author), in Korean.
- “Rethinking National Competitiveness: A Critical Assessment of Governmental Capacity Measures”.
Social Indicators Research, 1-18. (Online Published first). (2016, co-author)
- “A Study of outsourcing of Public Institution: Focusing on K public enterprise”. *The Korean Journal of
Public Administration*, 24(3), 147-175. (2015, co-author), in Korean.
- “Hollow Promises and Competition of Wasting Budget: Failure of Development Policy”. *Korean Review
of Public Administration*, 53(3): 1-28. (2015), in Korean.
- “Less or more control to build trust? Exploring the relationship between institutional control and
administrational trust in a cultural framework”. Working paper. (2013, co-author)
- “A Study of Local Government in North Korea”. *Korean Review of Public Administration*, 53(4): 133-
158. (2015, Co-author), in Korean.
- “The Impact of Official Development Assistance on Government Effectiveness: The Mediating Effect
of Corruption.” *Korean Journal of Public Administration*, 2015. (August 2015, Co-author)
- “At the Expense of Others: Altruistic helping behavior, performance management and transformational
leadership”. *Public Management Review*, 2015. (published online, May 2015, Co-author)
- “PSM and Turnover Intention in Public Organizations: Does Change-Oriented Organizational
Citizenship Behavior Play a Role?”, *Review of Public Personnel Administration*, 1-24, first published
online. (2015, Co-author)
- “Bureaucracy in Three Different Worlds: The Assumptions of Failed Public Sector Reforms in Korea”,
Public Organization Review, 14(4) (2014)
- “Study on Disaster Management System: Case Study Using Social Network Analysis on Hydrofluoric
Acid Accident in Gumi, Korea”, *Korean Journal of Local Government Studies*, 18(1), 727-754. (2014,
co-author), in Korean.

- “Organizational Changes in the Korean Central Government: Historical Perspective”, *Korean Review of Organizational Studies*, 11(1): 1-45, in Korean.
- Identification and Trust in Public Organizations: A communicative approach. *Public Management Review* (ahead-of-print), 1-20. (2014, Co-author)
- Internal Efficiency and Turnover Intention: Evidence From Local Government in South Korea, *Public Personnel Management*, first published online, (2014, Co-author)
- “A Challenge for Making Public Administration a Social Science? : A Time Study”, *Korean Society and Public Administration*, 24(4): 81-108. (2014, co-author), in Korean.
- “Public Officials’ Trust in Other Agencies and Citizens: the Role of Communication in Local Government in South Korea”, *Korean Society and Public Administration*, 24(4): 109-131. (2014, Co-author), in Korean
- “A Cross-Country Study of the Relationship Between Weberian Bureaucracy and Government Performance”, *International Review of Public Administration*. 18(3): 115-137. (2013, Co-author)
- “A Study on Inference Factors of Russian Civil Participation: Focusing on Government Satisfaction and Social Trust”, *Russian Studies*, 23(2): 277-304. (2013, Co-author), in Korean.
- “Commitment Intensity in Public Organizations: Performance, Innovation, Leadership, and PSM”, *Review of Public Personnel Administration*, first published online, (2013, Co-author)
- “Challenges in Building Effective and Competitive Government in Developing Countries: An Institutional Logics Perspective”, *The American Review of Public Administration*, first published online, (2013, Co-author)
- “A Cross-Country Comparison of Government Competitiveness: Measures and Evaluation”, *Korean Comparative Government Review*, 17(2): 95-124. (2013, co-author), in Korean.
- “Revisiting Confucian Bureaucracy: Roots of the Korean Government’s Culture and Competitiveness”, *Public Administration and Development* 33, pp.286-296 (2013, Co-author)
- “Citizen Preference and Resource Allocation: The Case for Participatory Budgeting in Seoul”, *Local Government Studies(SSCI)*, Published online (2013, Co-author)
- “How did the Saemaul Movement Succeed: Strategic Analysis Point of View”, *Journal on Local Community Development*, (9): 73-105, (2013), in Korean.
- “Public Service Motivation, Task, and Non-task Behavior: A Performance Appraisal Experiment with Korean MPA and MBA Students”, *International Public Management Journal*, 16(1). (2013, Co-author)
- “The Effect of Transparency on Trust in Government: A Cross-National Comparative Experiment”, *Public Administration Review*, Published Online (2013, co-author)
- “A Meta-Analysis of Development Studies: From Government Competitiveness”, *Korea Journal of Public Administration*, 51(2): 31-59 (2013, co-author), in Korean.
- “ICT as a buffer to change: A case study of the Seoul Metropolitan Government’s Dasan Call Center”, *Public Performance and Management Review*, 36(3). (2013, Co-author)
- “Internet, Trust in Government, and Citizen Compliance”, *Journal of Public Administration Research*

- and Theory, Vol. 23, No. 1 (2012, Co-author)
- “Thick understanding about Local Public Administration of North-Korea –Focus on cities and counties –”, The Korean Association for Local Government Studies, Vol.24 No.3, pp.215-243 (2012, Co-author)
- “A study of bureaucrats' time horizon with an emphasis on its relation to government competitiveness”, The Korean Public Administration Quarterly, Vol.24 No.3, pp.615-642 (2012)
- “Defining a New Concept of Government Competitiveness” , The Korean Review of Public Administration Vol.50 No.3 pp.1-34 (2012, Co-author)
- “The Importance of Applying the Concept of ‘Space’ to the Study of Public Organization for the Government Competitiveness Enhancement” ,TheKorean Journal of Organizational Studies, Vol. 9, No.3, pp.1-33 (2012, Co-author)
- “The Effects of Policy Understanding on the Perception of Policy Performanceby the General Public “, TheKorean Governance Review, Vol.19, No.2, pp.1-29 (2012, Co-author)
- “A study about government reorganization of next government to enhance government competitiveness”, TheKorean Society and Public Administration, Vol. 23, No.2, pp111-139 (2012, Co-author)
- “An Action System Approach to Public Organizations: The Formation of Informal Organizations”, The Korean Review of Public Administration Vol.50 No.2, pp. 1- 33 (2012, Co-author)
- “Factors Influencing the Success of Participatory E-government Applications in Romania and South Korea”, The Korean Journal of Policy Studies, Vol.27, No.1, pp.1-21 (2012, Co-author)
- “An Empirical Analysis of the Relation Between Social Spending and Economic Growth in Developing Countries and OECD Members”, The Asia Pacific Journal of Public Administration, Vol.33, No.1, pp.1-19 (2011, Co-author)
- “How do Street Level Bureaucrats Exercise their Discretionary Power?”, Korean Journal of Organizational Studies, Vol.8, No.3, pp.25-59 (2011, Co-author)
- “A Network Analysis of Chosun Dynasty’s Top Decision-Making System”, Korean Journal for Policy Sciences, Vol.20, No.4, pp.447-478 (2011, Co-author)
- “Does Management Performance Impact Citizen Satisfaction?”, American Review of Public Administration, On-line published (2011, Co-author)
- “Information Technology and Organizational Morphology: The Case of the Korean Central Government”, Public Administration Review, Vol.71, No.3, pp.435-443 (2011)
- “Characterizing Administrative reforms in Asia and Africa - Planned Versus Organic Reform -”, International Development and Cooperation Review, Vol.3, No.1, pp.1-34 (2011)
- “Reconsidering Administrative Reforms in Russia: Institutionalization, De-institutionalization and Re-institutionalization process”, Russian Studies: Institute for Russian And East European Studies Seoul National University, Vol.21, No.1, pp.231-266 (2011, Co-author)
- “Information Technology and Organizational Morphology: The Case of the Korean Central Government”, Public Administration Review, Vol.71, No.3, pp.435-443 (2011)
- “Performance tools and their impact on pollution reduction: an assessment of environmental taxation

- and R&D.” *International Review of Public Administration*, Vol. 15, No. 3, pp.1-13 (2011, Co-author)
- “A Case Study about the Labor-Management Negotiations of Public Institution : Focus on Main Obstacles of Negotiations”, *The Korean Public Administration Quarterly*, Vol.22, No.3, pp.911-937 (2010, Co-author)
- “Does Decentralization Reform Always Increase Economic Growth?:A Cross Country Comparison of the Performance”, *International Journal of Public Administration*, Vol.33, pp.508-520 (2010)
- “Actors and System in Korean Civil Society”, *Internet-journal "Vestnik VVAGS"*, special Vol. (2010)
- “Korea’s Experiences with Development: Revisiting MDGs from a Time Perspective”, *The Korean Journal of Policy Studies*, Vol.25, No.3, pp.1-21 (2010, Co-author)
- “Time Factors in Policy Performance: The Korean Government’s Economic Crisis Management in 2008”, *The Korean Journal of Policy Studies*, Vol.25, No. 2 pp.103-128 (2010, Co-author)
- “Research on Social Conflict Expansion Mechanism: A Focus on the Candlelight Vigils”, *Korean Journal of Public Administration*, Vol.45, no.4, pp.55-80 (2010)
- “A Critical Review of New Public Management Styled Reforms Experimented in Korea”, *Korean Society and Public Administration*, Vol.21, No.1, pp.1-27 (2010)
- “A Study of Satisfaction with Town Office Administration in Korea: An Empirical Note on Waiting Time” *The Korea Local Administration Review*, Vol.24, No.1, pp.67-96 (2010, Co-author)
- “How to Reform Local Government Organizations: From the Strategic Analysis Perspectives”, *The Korea Local Administration Review*, Vol.23, No.4, pp.3-26 (2010)
- “The Case for the Korean Bureaucracy”, *TheKorean Journal of Organizational Studies*, Vol. 6, No.3, pp.173-209(2009)
- “An Analysis of Time Use in Street-level Bureaucracy: Focused on the Bureaucrats of the Social Welfare-service Delivery in Community-centers “, *Korean Society and Public Administration*, Vol.20, No.2, pp.1-27 (2009)
- “Why the "Reward for Information Program" is Expanding as Governmental Tool in Korea?”,*Korean Journal of Organizational Studies*, Vol.6, No.1, pp.233-262 (2009)
- “Qualitative Methodology: Approach and Application”, *The Journal of Governmental Studies*, Vol.15, No.1, pp.155-188(2009)
- “An Exploratory Study of Time Stress and its Causes”, *Public Administration Review*, Vol. 69, No.1, pp.104-115 (2009)
- “The Basic Models, Characteristics, and Directions of Civil Service Reform in China; Based on Analysis of the Competence of the Civil Service”, *International Review of Public Administration* , Vol. 14, No. 2, pp.1-9 (2009, Co-author)
- “How is Power Institutionalized while Institution Transforms into the Personal Power: A Study of Putin’s Politico-Administrative System”,*Russian Studies: Institute for Russian And East European Studies Seoul National University*, Vol.18, No.2, pp.383-412 (2008, Co-author)
- “A Study of Housing Policy from a Time Perspective:The Case of Seoul Metropolitan City”, *The Korea*

- Local Administration Review ,Vol.12,No.3, pp.215-238 (2008)
- “Decentralization and Economic Growth in Korea”, The Korean Journal of Policy Studies, Vol.23, No.1, pp.49-71 (2008, Co- author)
- “Time and Policy Making Process; a case study of Rho Mu-Hyun Government's major policies”, The Korean Journal of Political Sciences, Vol.42, No.2, pp. 5-32 (2008, Co-author)
- "Governance and Bureaucracy; with emphasis on the sector of Public Enterprise", Journal of Governance Studies, Vol.3, No.1, pp. 63-95 (2008)
- “How Has Administrative Philosophy Changed in Korea?: A Historical Approach to Governing Philosophies Appearing Over the Last 60 Years” , The Korean Review of Public Administration, Vol.46, No.1, pp.211-251 (2008)
- "IT and Administrative Innovation in Korea: How Does IT Affect Organizational Performance?", The Korean Journal of Policy Studies, Vol.21 No.2 (2007)
- “Is American Bureaucracy Really Service Oriented?”, Proceeding of 2007 International Conference on Public Administration 3rd. Vol 2. UESTEC Press
- "Sociological Analysis on the Project of Organizational Diagnosis and Innovation under the Rho Government" The Korean Journal of Public Administration, Vol.41, No.4 (2007)
- "Bureaucracy, Democracy and Market: Critique on 20 years' Government Reforms in Korea" The Korean Journal of Public Administration, Vol.41, No.3 (2007)
- “Analyzing Public Organizations from a Time Management Perspective” , The Korean Review of Public Administration, Vol.45, No.2 (2007)
- "Concept Analysis of Time: with emphasis on its Applicability to the Study of Public Administration", The Korean Journal of Public Administration, Vol.41, No.2 (2007)
- "In Search of a Theoretical Model for Explaining the Phenomena of Korean Public Administration", Korean Governance Review, Vol.14, No.1 (2007)
- "Comparing two Korean Ministries from a Time Perspective", The Korean Journal of Policy Studies, Vol.20, No.1 (2005)
- “Redesigning Government Organization: with an emphasis on coordination mechanism at the top level”, The Korean Review of Public Administration, Vol.42, No.3 (2004)
- “An Empirical Study of the Ethical Beliefs held by Korean Bureaucrats”, The Korean Journal of Public Administration, Vol.41, No.2 (2003)
- “Bureaucratic Power and the NPM Reforms in Korea”, International Review of Public Administration, Vol.8, No.1 pp.89-102 (2003)
- “Comparing Ministry Organizations from a Time Perspective”, Korean Public Administration, Vol.37, No.4 (2003)
- “Importance of Time Perspective Approach to Public Organization Studies", The Korean Journal of Policy Sciences, Vol.12, No.1 (2003)
- “A Critical Review of NPM Reforms in Korea”,Public Administration Quarterly, Vol.15, No.1 (2003)

- “An Analytical Framework for Public Ethics Emphasizing Western Philosophies”, The Korean Journal of Public Administration, Vol.40 No.3 (2002)
- "Evaluating 10 Years' Experiences of Decentralization: The Emphasis of Intergovernmental Relations and Decision-making Structure", The Korean Journal of Policy Studies, vol. XVI, vol.2 (2002)
- “Continuity and Changes in French Public Personnel Administration”, The Association of International and Area Studies, Vol.10 No.3 (2001)
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