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Citation report ([Google scholar](#)): H-index: 17; i10-index: 25; Citations: 1775

Education

Florida State University, Ph. D., Askew School of Public Administration and Policy. April 2006
Sungshin Women's University in Korea, M.A. in Political Science. March 1997
Sungshin Women's University in Korea, B.A. in Political Science. March 1995

Appointments

August 2024- Present. Professor in the Department of Public Administration, University of North Texas, Denton
August 2022- present Associate Chair in the Department of Public Administration, University of North Texas, Denton
August 2020- 2021. MPA Program Coordinator in the Department of Public Administration, University of North Texas, Denton
August 2015- 2024. Associate Professor (Tenured) in the Department of Public Administration, University of North Texas, Denton
August 2019- August 2020. Assistant Chair and PhD and MPA Program Coordinator in the Department of Public Administration, University of North Texas, Denton
August 2010-May 2015. Assistant Professor in the Department of Public Administration, University of North Texas, Denton
August. 2006 – May 2010. Assistant Professor in the Division of Politics, Administration, and Justice, California State University, Fullerton
June. 2004 – December, 2005. Teaching instructor for the Public Administration in Society class, Askew School of Public Administration and Policy, Florida State University
September. 2003 – December, 2005. Research assistant for a study, funded by the Aspen Institute Nonprofit Sector Research, of the relationship of nonprofit organizations with local governments
August. 2002 – May. 2003. Graduate assistant for Quantitative Analysis Computer lab, Askew School of Public Administration and Policy, Florida State University
August. 2000 – May. 2003. Research assistant, Askew School of Public Administration and Policy, Florida State University

Professional Appointments

1. Proposal Reviewer, *National Science Foundation (Science of Organizations Program)*, 2025
2. Editorial board. *Public Administration Review (PAR)*. January 2023-Present.
3. Editorial board, *Public Performance Management Review (PPMR)*. May 2022 Present.
4. Associate editor, *International Review of Public Administration (IRPA)*. December 2021-Present.
5. International Research Committee Chair. *The Korea Association for Policy Studies (KAPS)*. January 2025-Present.
6. International Cooperation Committee Chair, *The Korean Association for Public Administration (KAPA)*. January 2023-2024.
7. Board member. *The Denton County Homelessness Leadership Team (DCHLT)*. January 2023-Present
8. Advisory Board Member, *DK Korea Foundation*. 2023- Present
9. Board member and Chair- Special Award Committee *ASPA Section on Korean Public Administration (SKPA)*. 2024 March- Present.

10. President (and President Elect) ASPA Section on Korean Public Administration (SKPA). July 2021- 2024 March.
11. Chair of SKPA Student Paper Award Committee at ASPA. February 2021-March 2022.
12. Editorial board member, *Korea Public Administration Review* January 2017-December 2020.
13. Visiting scholar in the Department of Public Administration, Yonsei University, Seoul, South Korea. January 2017-June 2017.

Grants and Contracts

Extramural grants and awards (Total: \$476,145)

1. "Assessing Changes in the Composite Blight Index in the City of Dallas, TX." Hee Soun Jang (PI) with Simon Andrew (Co-PI). **Dallas Area Habitat for Humanity**. (\$55,985). 2022-2023.
2. "Government Executive Training Contract" Hee Soun Jang (PI). **Seoul Metropolitan Government**. (\$12,000) 2022-2024
3. "Understanding the Effects of the COVID-19 Pandemic on Continuum of Care Homeless Service Networks (CoCs)." Hee Soun Jang (PI) with Jesus Valero (Co-PI). **Robert Wood Johnson Foundation** (\$200,000) .2020-2023
4. "Public Executive Training Contract" Hee Soun Jang (PI). Ministry of the Interior and Safety, **Korea Central Government**. (\$10,000) 2020-2021
5. "Government Executive Training Contract" Hee Soun Jang (PI). **Seoul Metropolitan Government**. (\$24,000) 2020-2021
6. "A Study of a Cross-Sector Collaboration System for the Homeless: The Case of Continuum of Care (CoC) Homeless Networks." Hee Soun Jang (Co-PI) with Jesus Valero (PI). **Robert Wood Johnson Foundation** (\$100,000) 2018
7. "Effective Leadership in Public Service Collaboration." Hee Soun Jang (PI). Research Grant Award. **IBM Center for the Business of Government** (\$20,000) 2015-2016
8. "Assessing Blight in the City of Dallas, TX." Hee Soun Jang (Co-PI) with Suhda Arlikatti, Simon Andrew, Praveen Magheral (PI). **Dallas Area Habitat for Humanity** (\$ 25,520.14) 2011-2013
9. "Acculturation and patterns of Asian American Philanthropy." Hee Soun Jang (Co-PI) with Seongjin Moon (PI). Nonprofit Research Grant, The Dorothy A. **Johnson Center for Philanthropy and Nonprofit Leadership at Grand Valley State University** (\$28,640.) 2008-2009

Intramural grants and awards (Total: \$47,900)

1. "Data Science in Healthcare." Faculty Success Summer Grant. (\$2,600) 2021
2. "PARSci Faculty Network Mentoring." Mentoring TEAM Grant with faculty members in three colleges (HPS, CPS, GLASS). **University of North Texas** (\$ 4,300) 2021-2022
3. "Smart Cities and Urban Governance: Global and Regional Perspectives," UNT Global Venture Fund (GFV), 2019-2020. with Yu Shi. **University of North Texas** (\$ 3,500) 2020-2021
4. "Study Abroad Program Development in South Korea." Charn Fund, 2019-2020. with Lisa Dicke. **University of North Texas**. (\$2,500) 2019-2020
5. Micro Grant Mentoring Program with Lisa Dicke. **University of North Texas** (\$5000) 2013-2014
6. Micro Grant Mentoring Program with Dr. Lisa Dicke. **University of North Texas** (\$5000) 2012-2013
7. "Study of the Role of Mentoring in Public Administration." PI. Junior Research Summer Fellowship. **University of North Texas** (\$5,000) 2012-2012
8. "Engagement or Entanglement: The Scope and Nature of Nonprofit and Government Collaborations." Research Initiation Grant, PI. **University of North Texas** (\$5000) 2011-2011
9. "The Role of Nonprofit Organizations in Local Government Services." Newly Hired Probationary Faculty Research Award. PI. **California State University Fullerton** (\$5000) 2006-2007

10. "Study of Local Government Contract Management." Summer Research Grant. PI. **California State University Fullerton** (\$10,000) 2006-2007

Publications

* Current/Former UNT PhD student

Book (Peer reviewed)

1. Jang, H. & Valero, J. 2023. *Public-Nonprofit Collaboration and Policy in Homeless Services*. Palgrave MacMillan. <https://doi.org/10.1007/978-3-031-11918-7>

Journal articles

2. R C, J*.; Jang, H.S. 2025. Internal Dynamics and External Contexts: Evaluating Performance in U.S. Continuum of Care Homelessness Networks. *Systems*. <https://doi.org/10.3390/systems13100880>
3. Jang, H. Shi, Y., Dicke, L., & Keyes, L. 2025. Inclusive Leadership Ideology in Crisis Management: A Case Study Analysis on Serving the Homeless during Covid-19. *Journal of Ideology*.
4. Jang, H. Valero, J., & Ford*, S. 2023. Homeless Services During the COVID-19 Pandemic: Revisiting Salamon's Voluntary Failure Theory. *Nonprofit Policy Forum*. July.
5. Keyes, L, Jang, H, Dicke, L., & Shi, Y. 2023. "Spotlight on PA-Based Undergraduate Nonprofit Education: A public sector catalyst for stewardship and service: Spotlight on PA-Based Undergraduate Nonprofit Education." *Journal of Nonprofit Education and Leadership*.
6. Keyes, L Jang, H, Dicke, L., & Shi, Y. 2022. Emerging from disruptions and ambiguities: Understanding local government innovative responses during the challenges of the COVID-19 pandemic. *Chinese Public Administration Review*. 252-261.
7. Jang, H, Dicke, L., Keyes, L., Shi, Y., & Kim, J*. 2021. Responding to the Needs of the Homeless in the COVID-19 Pandemic: A Review of Initiatives in 20 Major U.S. Cities. *International Journal of Public Administration*. Most Cited Articles in the Past 3 years at IJPA: <https://www.tandfonline.com/journals/lpad20>
8. Jang, H, Valero, J. N., & Jeong, J*. 2020. A Study of Cross-Sector Health Care Services for the Homeless: Community Health Service Capacity Measured and Tested. *Journal of Health and Human Services Administration*. Vol. 43 (2). 178-195.
9. Shi, Y, Jang, H. Keyes, L., & Dicke, L. 2020. "Nonprofit Service Continuity and Responses in the Pandemic: Disruptions, Ambiguity, Innovation and Challenges." *Public Administration Review*. October.
10. Valero, J. N, Lee, D., & Jang, H. 2020. Public-Nonprofit Collaboration in Homeless Services: Are Nonprofit-Led Networks More Effective in Winning Federal Funding? *Administration and Society*. August.
11. Valero, J.N., & Jang, H. 2020. The Effect of Leadership Style on Network Performance: A Study of Leadership Impact on Homeless Networks" *Journal of Public and Nonprofit Affairs*. Vol. 6. No. 3. 303-352.
12. Valero, J. N, Jang, H., & Dicke, L. 2020. "Understanding Leadership Development Through Mentoring: An Examination of Mentoring in Public Service Internships." *International Journal of Research in Business and Management*.
13. Keyes, L., & Jang, H. 2020. "Service Learning in an Undergraduate Volunteer Management Course: A Comprehensive Learning Outcome Assessment Model." Teaching Note. *Journal of Nonprofit Education and Leadership*. Online first. 1-13.

14. Kim, J., * & Jang, H. 2017. "Why Do Residents Participate in Neighborhood Associations?: The Case of Apartment Neighborhood Association in Seoul, South Korea." *Journal of Urban Affairs*. Vol. 39 (8). 1155-1168.
15. Kim, J. * Jang, H., & Dicke, L. 2017. "The Civic Health Generated by Neighborhood Associations in Seoul, South Korea: A Consideration of Internal and External Advocacy Roles." *Journal of Health and Human Services Administration*. Vol. 39. (4).
16. Valero, J*., & Jang, H. 2016. "The Role of Nonprofits in Homeless Policy Networks: A Research Note." *Cityscape, Journal of Policy Development and Research*. May. Vol. 18 (2). 151-162.
17. Jang, H. Wang, L., & Yoshioka, C. 2016. "Acculturation and Volunteering of Korean Americans in the US" *Journal of Public and Nonprofit Affairs*. Vol. 2. No. 1.
18. Jang, H., & Maghelal, P. 2016. "Exploring Millennial Generation in Task Values and Sector Choice: A Case of Employment in Planning." *International Journal of Public Administration*. Vol. 39. No. 3.
19. Jung, K. *, Jang, H., & Seo I. 2016. "The Government-driven Social Enterprises in South Korea: Lessons from the Social Enterprise Promotion Program in the Seoul Metropolitan City." *International Review of Administrative Sciences*. Vol. 82 (3). 598-616.
20. Jang, H. Valero, J, * Kim, J., * & Cramb, K. * 2015. "Understanding the Diverse Forms of Nonprofit Collaborations: The Case Study of Partnership Management of the Communities in Schools of North Texas." *Journal of Public and Nonprofit Affairs*. Vol 1. (2). 100-117.
21. Jang, H. Feiock, R., & Saitgalina*, M. 2014. "Institutional Collective Action Issues in Nonprofit Self-Organized Collaboration." *Administration and Society*. December. Vol. 48 (2). 163-189.
22. Jang, H., & Kwon, M. 2014. "Enterprising Government by Using Enterprise Funds: The Political and Financial Effects of Municipal Enterprise Fund Use." *Public Administration Quarterly*. Summer. 128-162.
23. Kwon, M, Jang, H., & R. C. Feiock. 2014. "Climate Protection and Energy Sustainability Policy in California Cities: What Have We Learned?" *Journal of Urban Affairs*. Vol. 36 (5). 905-924.
24. Svava J. H., Watt, T., & Jang, H. 2013. "How are U.S. Cities "Doing" Sustainability: Who is Getting on The Sustainability Train, and Why." *Cityscape, A Journal of Policy Development and Research*. May.
25. Jung, K*, Seo, I., & Jang, H. 2013. "Sustainability of Social Enterprise: An Exploratory Research and Analysis using Structural Equation Modeling" *Korean Policy Studies Review*.
26. Kwon M, Berry, F., & Jang, H. 2013. "Theoretical Framework on the Determinants of Strategic Cities: Empirical Results from Florida City Governments." *The American Review of Public Administration*. June. Vol. 43 (4). 438-459.
27. Kwon M., & Jang, H. 2011. "Motivations Behind Using Performance Measurement: City Wide vs. Selective Users." *Local Government Studies*. Vol. 37 (6).
28. Feiock, R. C., & Jang, H. 2009. "Nonprofits as Local Government Service Contractors." *Public Administration Review*. July/August. Vol. 69. Issue. 4. (Republished on Special Virtual Issue about Nonprofit Organization in *PAR*, 2012)
29. Jang, H., & Feiock, R. C. 2007. "Comparing Public versus Private Funding of Nonprofit Organizations: Implications for Collaboration." *Public Performance and Management Review*. December.
30. Jang, H. 2006. "Contracting Out Park and Recreation Services: A Heckman Selection Approach," *International Journal of Public Administration*, Vol. 29. No. 10 & 11. 799-818.
31. Berry, B, Brower, B., Choi, S., Jang, H. Kwon, M., & J. Word. 2004 "Three Traditions of Network Research: What the Public Management Research Agenda Can Learn from Other Research Communities." *Public Administration Review*. October. Vol. 64. Issue. 5.

Grant-funded reports

32. Jang, H. Andrew, S.A., Jeon, Y., Ukwandi, K., & Arlikatti, S. 2023. How Has Blight Changed in the City of Dallas?: An Examination of the Last Ten Years. Dallas Area Habitat for Humanity.
33. Jang, H. 2019. "Homelessness in Texas." Health Community Collaborative Learning Community Report to Texas Department of Health and Human Services.
34. Jang, H., Valero, J*, & Jung. K*. 2016. "Effective Leadership in Network Collaboration: Lessons Learned from Continuum of Care Homeless Programs." [IBM Center for the Business of Government](#).
35. Maghelal, P., Andrew, S.A., Arlikatti, A., & Jang. H. 2013. "From Blight to Light." Dallas Area Habitat for Humanity.
36. Moon, S., & Jang, H. 2009. "Acculturation and Patterns of Asian American Philanthropy." The Johnson Center for Philanthropy and Nonprofit Leadership at Grand Valley State University.
37. Feiock, R. C., & Jang, H. 2007. "The Role of Nonprofit Contractors in the Delivery of Local Services," The ASPEN Institute, Nonprofit Sector Research Fund Research.
38. Jang, H. 2004. "Contracting and Service Costs for Local Government Services in Florida." Tax Watch Research Foundation Report.

Invited peer-reviewed book chapters

39. Andrew, S., Jang, H. S., Ford, S. D. 2025. *Roles of Nonprofit Organizations During the Emergency and Extreme Events: The Case of Continuum of Care (CoC) Homeless Serving Nonprofit Organizations During the Covid 19 Pandemic..* The Routledge Handbook on Crisis and the Public Sector,
40. Jang, H. S., Shi, Y., Dicke, L., Keyes, L. M. (Forthcoming). Inclusive Ideology in the Time of Crisis: A Case Study on Nonprofit Organizations Serving the Homeless during Covid. In N. Dolch (Ed). *Theory, Research, & Ideology*. Submitted for project publication 2025 by Sagamore Publishing as part of their Nonprofit Book Series (pp. 23). Sagamore.
41. Lamothe, Suh, Lee, Jang, Jeong and An. 2024. "Nonprofits as Engineered Social Enterprises." In Eva Witesman and Curtis Child (Eds.) *Reimagining Nonprofits: Sector Theory for the 21st Century*. Cambridge University Press
42. Jang, H. & Kim, J. 2023. "Nonprofit and Government Partnerships in Public Service Delivery in South Korea." In *The Oxford International Handbook of Public Administration for Social Policy: Promising Practices and Emerging Challenges*. Oxford University Press.
43. Jang, H. & Kim, J. 2017. "Transforming Seoul: Rethinking Neighborhood." In *KIPA Case Study Series . Korean Cases in Public Administration for Training and Practice*. Daeyoung Moonhwas.
44. Kwon M, Berry, F. & Jang, H. 2014. "To Use or Not to Use Strategic Planning: Factors City Leaders Consider to Make this Choice." In John Bryson, Marc Holzer and Paul Joyce (Eds.). *Developments in Strategic and Public Management*. Palgrave Macmillan. Cited 12.

Peer-reviewed teaching case

45. Jang, H. & Kim, J. 2017. "Community Building Policy in Seoul. South Korea." [Electronic Hallway](#). W. Evans School of Public Policy & Governance.

Refereed proceedings

46. Jang, H. Valero, J., & Jung. K. 2017. The Effect of Transformational Leadership Style on Network Performance: A Study of Continuum of Care Homeless Networks. *Korea Association for Public Administration (KAPA)*. Vol. 2017 (0). 1873-1889.
47. Arlikatti, S, Simon A, Maghelal P., & Jang, H. (2015). "Post-Disaster Blight Fight: Demonstrating the Merit of Creating a Composite Blight Index Map for Your City." Pg. 48-60. U.S-Iran Symposium on "Resilient Cities". Irvine, California. University of Arizona, National Academy of Sciences & Sharif University of Technology.

48. Maghelal, P, Andrew. S. Arlikatti, S., & Jang H. (2014). "Assessing Blight and its Economic Impacts: A Case Study of Dallas, TX." Pg. 187-197. In G. Passerini & C.A. Brebbia [Eds.] Environmental Impact II. Transactions on Ecology and the Environment Vol.181, WIT Press. Cited 5.

Manuscripts Under Review

1. Study of Network Governance and its Effectiveness: Continuum of Care Homeless Services Networks." With Jihoon Jeong. Submitted to *Administration and Society*.
2. "Exploring the Homeless Service Network Performance using Qualitative Comparative Analysis (fsQCA) With Jintak Kim. Submitted to *Public Performance Management Review*.
3. "Beyond Paychecks: HRM Strategies for Commitment and Retention of Public Healthcare Workers During Crises in Saudi Arabia." With Alatas, Shi, Kim and Andrew. Submitted to *Public Administration Development*.

Professional Webinars and Invited Talks

1. Invited talk. "Beyond Compliance: Public Management Innovations in Homeless Services." Innovation Day, Sponsored by Arnold Venture. University of Central Florida (09/11/2025)
2. UNT Faculty Success. Panelist at the Talon Tidbits event with the topic of "Supporting Mental Wellbeing of Faculty and Students." (11/5/2024)
3. Invited talk, Brain Korea 21 Speaker Series hosted by Graduate School of Governance at Sungkyunkwan University, South Korea "The Dynamics of Urban Blight and Redevelopment." (6/24/2024)
4. *Relevant 2 Conference*. "Effectiveness of Homeless Service Networks in Coordinating Services During COVID-19 Pandemic." Robert Wood Johnson Foundation. (2/22-23/2023)
5. Metrocrest Annual Fundraiser- Panelist at the panel discussion with the topic of "Social Infrastructure." Carrollton, TX. (3/28/2023).
6. Systems for Action Research presentation. "Challenges in Homeless Services During COVID 19 Pandemic" funded by *Robert Wood Johnson Foundation*. (8/4/2022).
7. Think Tank Webinar Series. "Collaborative Governance and the Role of Nonprofit Organizations: The Case of US Homeless Services." funded by *Robert Wood Johnson Foundation*. (8/17/2022).
8. Systems in Focus. Housing Panel Webinar. "[Addressing the housing crisis through systems alignment- COVID 19 and beyond](#)." funded by *Robert Wood Johnson Foundation*. (5/5/2021)
9. Systems for Action Webinar series. "[Effectiveness of homeless service networks in coordinating services during COVID-19](#)." funded by *Robert Wood Johnson Foundation*. (4/30/2021)
10. Systems for Action Webinar series. "[Integrating cross-sectoral health and social services for the homeless](#)." funded by *Robert Wood Johnson Foundation*. (4/29/2020)
11. Healthy Community Collaborative: A Learning Community Webinar series. "Serving People Experiencing Homelessness in Texas." Funded by *Texas Department of Health and Human Services*. (1/28/2020)
12. Systems for Action Webinar series. "[Integrating cross-sectoral health and social services for the homeless](#)." funded by *Robert Wood Johnson Foundation*. (6/12/2019)
13. Systems for Action Webinar series. Webinar series "[Integrating cross-sectoral health and social services for the homeless](#)." funded by *Robert Wood Johnson Foundation*. (5/23/2018)
14. Invited talk., "Public Nonprofit Partnership: Benefits and Challenges." Brain Korea Colloquium Series, Yonsei University (5/28/2018)
15. Invited talk. "Government-Driven Nonprofit Sector in Korea." Special Lecture Series at Asia Center at University of Utah (10/18/ 2017)

16. Invited talk. "Cross-sector Collaboration in Homeless Service Networks." Brain Korea Lecture Series at Yonsei University in Seoul Korea (5/11/2017)
17. Invited talk. "US Public Sector System and the Role of Nonprofit Organizations." Government Executive Education Session. City of Koyang in Seoul Korea. (4/6/2017)
18. Invited talk. "The Role of Nonprofit in Public Service." Jerry Collins Lecture for the Local Governance Research Laboratory at Florida State University (10/24/2016)
19. Invited talk. "An Emerging Sector: Nonprofit Organizations." Global Leader Special Lecture Series at Sungkyunkwan University in Seoul Korea (5/15/2014)
20. Invited talk. "Institutional Collective Action Dilemma in Public and Nonprofit Collaborations." Brain Korea Colloquium at Yonsei University in Seoul Korea (5/6/2014)

Honors and Awards

- SKPA Service Award. SKPA (Section on Korean Public Administration) at ASPA. 2025
- MPA Outstanding Professor. Public Administration Student Association at Department of Public Administration at UNT. May. 2021.
- Best Poster Research Award. ARNOVA (Association for Research on Nonprofit Organizations and Voluntary Action), November. 2016.
- UNT Honor's day Student Mentor. May 2016 (Jesus Valero)
- UNT Honor's day Student Mentor. May 2015 (Don Lynch)
- MPA Professor of the Year. Public Administration Student Association at Department of Public Administration at UNT. May. 2013.
- Emerging Scholar Award, ARNOVA (Association for Research on Nonprofit Organizations and Voluntary Action), November. 2005.
- Dissertation Research Grant, Florida State University, October. 2004.
- Best Graduate Student Paper Award, Florida Political Science Association, March. 2003.
- The Raul P. De Guzman Award for the Outstanding Doctoral Paper, Askew School of Public Administration and Policy. Florida State University, February. 2003.
- College Social Science Fellowship for the 2000-01 academic years. The College of Social Sciences, Florida State University, August. 2000.

Conference Presentations and Professional Development

- "Adapting to Crisis: Insights into Adaptive Governance from the Pandemic Responses in South Korea," with Sara Ford. **ARNOVA**. Washington DC, November 2024.
- "Leading for Resiliency: The Case of Homeless Service Networks During the Covid-19 Pandemic," **ARNOVA**, Washington DC, November. 2024.
- "Enhancing Accountability in Networked Social Services: Factors Influencing Use of Performance Measurement," with Kyungwoo Kim. Poster presentation, Seoul, South Korea, **ARNOVA ASIA**. June 2024.
- "Navigating Turbulence: Lessons learned from Adaptive Governance in South Korea's Pandemic Responses," With Hyojun Kim and Jintak Kim, Seoul South Korea, **ARNOVA ASIA**. June 2024.
- "Collaborative governance tested "being robust" in the time of adversity," With Sara Ford. Minneapolis, MN, **ASPA**. April 2024.
- "Collaborative governance tested "being robust" in the time of adversity," With Sara Ford, **ARNOVA**, Orlando Florida, **ARNOVA**, November, 2023.
- "Homeless services during the COVID 19 pandemic: Revisiting Salomon's voluntary failure theory," **Korean Association for Public Administration (KAPA)**, South Korea, Korea, South. June. 2023.
- "City Leading Homeless Networks: Roles and Context," With Jihoon Jeong , Korea, South, **Korean Association for Public Administration (KAPA)**, Annual International Conference, June 2023.

- "Effective Network and Community Attributes on Network Performance," with Jintak Kim, **ASPA**, Virtual, April. 2023.
- "Study of Network Governance and its Effectiveness: Continuum of Care Homeless Services Networks." With Jihoon Jeong. **ARNOVA**. Raleigh NC. November. 2022.
- "Homeless Services During the COVID 19 Pandemic: Revisiting Salamon's Third Party Government and Voluntary Failure Theory." With Sara Ford. **ARNOVA**. Raleigh NC. November. 2022.
- "Effective Network and Community Attributes on Network Performance: An fsQCA Analysis of Continuum of Care Homeless Networks." With Jintak Kim. **ARNOVA**. Raleigh NC. November. 2022.
- "Study of City Leading Homeless Service Networks: Review of City Leadership in Continuum of Care Homeless Networks." With Jihoon Jeong and Simon Andrew. **ASPA**. Jacksonville FL. March. 2022.
- "Study of Impact of COVID 19 Pandemic on Volunteering." With Jenisa RC. **ASPA**. Jacksonville FL. March. 2022.
- "Analyzing Joint Effect of Organizational and Contextual Determinants on Network Performance : In the context of Permanent Supportive Housing." With Jintak Kim. **ASPA**. Jacksonville FL. March. 2022.
- "Economic Engineering Theory: Nonprofits as Engineered Social Enterprises." With Seongho An. **ARNOVA**. November. 2021.
- "Study of Network Governance in the Continuum of Care, the US Homeless Service Networks." **ARNOVA**. November. 2021.
- "Volunteers and COVID 19." With Laura Keyes, and Brian Collins. **Texas Volunteer Management Conference**. May 2021.
- "Nonprofit Service Continuity and Responses in the Pandemic: Disruptions, Ambiguity, Innovation and Challenges (DAIC)." With Yu Shi, Laura Keyes, Lisa Dicke. **ASPA Virtual Conference**. April. 2021.
- "A Study of Cross-Sector Health Care Services for the Homeless: Community Health Service Capacity Measured and Tested." With Jihoon Jeong and Jesus Valero. **ASPA Virtual Conference**. April. 2021.
- "Study of the Coordination Process for Homeless Emergency Discharge Plan: Exploring factors affecting successful collaboration and challenges." With Federickia Washington. **ARNOVA Virtual Conference**. November 11-13. 2020.
- "Transactional distance in online education: Lesson learned from pandemic experience," With Laura Keyes. **ARNOVA Virtual Conference**. November 11-13. 2020.
- "Understanding the Leadership Style of Network Managers: Are There Differences Between Public and Nonprofit Leaders?" **ASPA 2019**.
- "A Study of Cross-Sector Collaboration for Homeless Medical Services: Effective Collaboration Measured and Tested." With Jesus Valero and Jihoon Jeong. **ASPA 2019**.
- "Cross-sector Collaboration for Homeless Medical Services." With Jesus Valero, Federickia Washington and Jihoon Jeong. **ASPA 2018**.
- "Comparative Study on Neighborhood Associations in U.S. Japan, and South Korea: Implications for Urban Governance." With Jungwook Kim, and Lisa Dicke. **ASPA. 2018**.
- "A Study of Cross-Sector Collaboration for Homeless Medical Services: The Costs of Public Service Collaboration to Nonprofit Organizations." With Jesus Valero and Jihoon Jeong. **ARNOVA, 2018**.
- "Study of mandated collaboration in development of Emergency Discharge Plan for Homelessness." With Federickia Washington. **ARNOVA, 2018**.
- "A Study of Factors Affecting Nonprofits' Commercialization: A Longitudinal Study of U.S. Nonprofits from 2006 to 2010." With Jingran Sun and Jesus Valero. **ARNOVA** , Grand Rapids, 2017.

- “Nonprofit-Led Collaboration: The Case of Homeless Services.” With Jesus Valero, **ARNOVA** (Association for Research on Nonprofit Organizations and Voluntary Action), Grand Rapids, 2017.
- “Study of Community Building Efforts in Seoul Korea.” **ARNOVA ASIA** (Association for Research on Nonprofit Organizations and Voluntary Action). Beijing, China. June, 2017
- “Effective Leadership in Public Service Network Collaboration.” **KAPA International Conference** (The Korean Association for Public Administration), Jeonju, South Korea, June 2017
- “Understanding the Roles of Neighborhood Associations,” With Jungwook Kim and Lisa Dicke, **ARNOVA** (Association for Research on Nonprofit Organizations and Voluntary Action), DC, November 2016.
- “Nonprofit Sector in Homeless Service: Demand and Supply Theories.” With Hediye Kilic, **ARNOVA** (Association for Research on Nonprofit Organizations and Voluntary Action), DC, November 2016.
- “Mega Church’s Practices of Managing Accountability on Website.” With Ashley English and Lisa Dicke . **ARNOVA** (Association for Research on Nonprofit Organizations and Voluntary Action), DC, November 2016- *Awarded Best Poster Research*.
- “Role of Nonprofit Organization in Addressing and Eliminating Urban Blight: A Case Study of Dallas TX.” With Sudha Arlikatti, Simon Andrew and Praveen Maghelal. **ARNOVA** (Association for Research on Nonprofit Organizations and Voluntary Action), DC, November 2016.
- “What is the Roles of Neighborhood Association in Urban Governance?” with Jungwook Kim and Lisa Dicke, **ASPA** (The American Society for Public Administration), Chicago. March 2016.
- “Exploring Nonprofit Density in Homeless Service Using Frumkin’s Demand and Supply Typology.” With Hediye Kilic, **ASPA** (The American Society for Public Administration), Chicago. March 2016.
- “Effective Leadership in Public Service Collaboration.” With Jesus Valero. **ASPA** (The American Society for Public Administration), Chicago. March 2016.
- “Understanding the Roles of Neighborhood Associations,” With Jungwook Kim and Lisa Dicke, **ARNOVA** (Association for Research on Nonprofit Organizations and Voluntary Action), Chicago. November, 2015.
- “Measuring the Effectiveness of U.S. Homeless Networks: Exploring Factors of Effective Cross-Sector Collaboration,” With Jesus Valero, **ARNOVA** (Association for Research on Nonprofit Organizations and Voluntary Action), Chicago. November, 2015.
- “Understanding Federally Encouraged Homeless Continuum of Care Coalitions: Exploring Collaboration Patterns and Collaboration Outcomes,” With Jesus Valero, **ASPA** (The American Society for Public Administration), Chicago. March 2015.
- “Leadership Development in Public Service Internship: An Examination of the Mentoring in Internship Learning,” With Lisa Dicke and Jesus Valero, **ASPA** (The American Society for Public Administration), Chicago. March 2015.
- “The Role of Mentoring in Public Administration: An Analysis of Internship Experience.” With Lisa Dicke and Jesus Valero. **ARNOVA** (Association for Research on Nonprofit Organizations and Voluntary Action), Denver. November, 2014.
- “Nonprofit Organizations’ Use of Social Media Tools: A descriptive Analysis.” With Amina Sillah. **ARNOVA** (Association for Research on Nonprofit Organizations and Voluntary Action), Denver. November, 2014.
- “The Role of Neighborhood Associations as Private Government: A Study about Factors Affecting Residents’ Participation in Neighborhood Associations in Seoul, Korea.” With Jung Wook Kim. **ARNOVA** (Association for Research on Nonprofit Organizations and Voluntary Action), Denver. November, 2014.
- “Collaborative Governance of Homeless Policy Networks.” With Jesus Valero. **ARNOVA** (Association for Research on Nonprofit Organizations and Voluntary Action), Denver. November, 2014.

- “Understanding the Diverse Forms of Nonprofit Collaborations: The Case Study of Partnership Management of Communities in School of North Texas.” With Jesus Valero, Jung Wook Kim, and Kristina Cramb. **ARNOVA** (Association for Research on Nonprofit Organizations and Voluntary Action), Denver. November, 2014.
- “Understanding Enterprise Activities in Florida Cities: Exploring Trend of Enterprise Fund Use.” With MJ Kwon. **ASPA** (The American Society for Public Administration), Washington D.C. March 2014.
- “Revisiting Strategic Cities in California and Texas: Is Community Based Strategic Planning Getting on Right Track?” With MJ Kwon and Fran Berry. **ASPA** (The American Society for Public Administration), Washington D.C. March 2014.
- “Nonprofit Advocacy Strategies and Social Media.” With Amina Sillah. **ASPA** (The American Society for Public Administration), Washington D.C. March 2014.
- “Leadership Through Mentoring: An Analysis of Internship Experience.” With Lisa A. Dicke and Jesus Valero. **ARNOVA** (Association for Research on Nonprofit Organizations and Voluntary Action), Hartford. November, 2013.
- “Transformational Leadership in Nonprofit Organizations: Internal and External Dynamics.” With Jesus Valero. **ARNOVA** (Association for Research on Nonprofit Organizations and Voluntary Action), Hartford. November, 2013.
- “Nonprofit organizations’ pursuance of collaboration: Needs versus Capacity.” With Marina Saitgalina. **ARNOVA** (Association for Research on Nonprofit Organizations and Voluntary Action), Hartford. November, 2013.
- “Discrepancy between the reality and perceptions of the reality in nonprofit contract and collaboration decisions.” With Marina Saitgalina. **ASPA** (The American Society for Public Administration), New Orleans. March 2013.
- “Government-Driven Social Enterprise: A Case Study of Social Enterprise Policy in South Korea.” With Kyujin Jung. **ASPA** (The American Society for Public Administration), New Orleans. March 2013.
- “Dynamics of Local Service Contracting Choices: Exclusive and Joint Contracting.” With Kyujin Jung. **ASPA** (The American Society for Public Administration), Las Vegas. March 2012.
- “Role of Nonprofit Organizations in Eliminating and Addressing Urban Blight.” With Simon Andrew, Sudha Arlikatti, and Praveen Maghelel. **ARNOVA** (Association for Research on Nonprofit Organizations and Voluntary Action), Indianapolis. November, 2012.
- “Effective Use of Web-Based Technology to Enhance Accountability in Nonprofit Organizations.” With Florence Kamau. **ARNOVA** (Association for Research on Nonprofit Organizations and Voluntary Action), Indianapolis. November, 2012.
- “Nonprofit IT Innovations: From Experience of Early 2000’s” with Amina Sillah, and Kyujin Jung. **ARNOVA** (Association for Research on Nonprofit Organizations and Voluntary Action), Indianapolis. November, 2012.
- “Assessing Blight and Its Economic Impact: A Case Study of Dallas TX.” **ACSP** (The Association of Collegiate School of Planning), October, 2012 With, Sudha Arlikatti, Simon Andrew and Praveen Maghelel. Presented by Sudha Arlikatti.
- “Acculturation and Volunteering of Korean Americans in the US” with Lili Wang and Carl Yoshioka. **ARNOVA** (Association for Research on Nonprofit Organizations and Voluntary Action), Toronto, Canada. November, 2011.
- “Role of Nonprofit in Emergency Management Implementation.” With Simon Andrew and Laura Siebeneck. **ARNOVA** (Association for Research on Nonprofit Organizations and Voluntary Action), Toronto, Canada. November, 2011.
- “The Role of Nonprofits in Local Energy sustainability Policy actions: California Nonprofits and City Governments.” With MJ Kwon. **ARNOVA** (Association for Research on Nonprofit Organizations and Voluntary Action), Toronto, Canada. November, 2011.

- “Innovations in Energy Efficiency and Climate Protection Policies in Local Governments: California Cities.” with MJ. Kwon. March 2010. **The American Society for Public Administration**, Baltimore
- “Collective action issues in nonprofit organization.” with Rick Feiock. ARNOVA (Association for Research on Nonprofit Organizations and Voluntary Action), November, 2010. VA, Alexandria.
- “Sector Choices in Planning: A Diagnosis.” ACSP (The Association of Collegiate School of Planning), October, MN, Minneapolis. With Praveen Maghalel
- “The Emergence of Voluntary Nonprofit Collaboration: Need of Self Organizing Solutions?” April 2010 **The American Society for Public Administration**, San Jose.
- “The Use of Municipal Enterprise Funds: Cases in Florida Cities.” April 2010 **The American Society for Public Administration**, San Jose.
- “Acculturation and Patterns of Asian American Philanthropy.” April 2009 **West Coast Nonprofit Data Conference**, LA.
- “The usage of enterprise fund activities in local governments: a choice of policy innovation for more market like service delivery.” March 2009 **The American Society for Public Administration**, Miami.
- “Nonprofits Collaborative Service Network and Institutional Collective Action.” November 2008 **Association for Public Policy Analysis and Management**, Los Angeles.
- “Local government choices of contracting out structures: complete vs partial contracting out.” April 2008 **Midwest Political Science Association**, Chicago.
- “The dynamics of local service contracting choices: exclusive contracting out vs joint contracting.” March 2008 **The American Society for Public Administration**, Dallas.
- “Performance Measurement Utilization in Local Governments: Florida City Governments.” April. 2007 **Midwest Political Science Association**, Chicago.
- “Interorganizational Collaboration and Responsiveness to Financial Stakeholders.” November. 2006. **Association for Research on Nonprofit Organizations and Voluntary Action**, Chicago.
- “Contracting Relationships with Local Governments: Implications for Nonprofit Organizations’ Structure and Activities.” November. 2005. **Association for Research on Nonprofit Organizations and Voluntary Action**, Washington D.C.
- “Local Government Contracting with Nonprofit Organizations.” 2005. **The American Society for Public Administration**, Milwaukee.
- “Engagement or Entanglement: Relationships between Nonprofits and Local Governments.” November. 2004. **Association for Research on Nonprofit Organizations and Voluntary Action**, Los Angeles.
- “Local Government Service Provision Decisions.” October. 2004. **Association for Public Policy Analysis and Management**, Atlanta.
- “Nonprofits as Local Government Service Contractors.” August. 2004. **Academy Of Management**, New Orleans.
- “Contracting Out Local Government Services to Nonprofit Organizations : Fiscal and Service Quality Implications.” April. 2004. **Midwest Political Science Association**, Chicago.
- “State Welfare Policy Choice: Discretionary Policy Adoption Under Welfare Reform,” January. 2004. **Southern Political Science Association**, New Orleans.
- “Fiscal Implications of Contracting Out Local Services : A Heckman Selection Approach,” October. 2003. **National Public Management Research Conference**, Washington D.C.
- “State Devolution and Local Delegation : Adoption of Discretionary Welfare Policy Reform,” March. 2003. **Florida Political Science Association**, Tampa, Florida.
- “State Welfare Policy Choice: Event History Analysis Model,” March. 2003. Poster Presentation, **Askew School of Public Administration and Policy**, Florida State University.

“Contracting and Sector Choice in Welfare Reform in Florida: A Transaction Cost Approach,” October. 2002. Annual **Southeastern Conference of Public Administration**, Columbia, South Carolina.

“Public and Nonprofit Division Doctoral Consortium” August. 2002. **Academy of Management**, Denver, Colorado. Participating as a representative of Askew School at Florida State University.

“Welfare Service Contracting in Florida” March. 2002. **Florida Political Science Association**, Sarasota, Florida.

Teaching

University of North Texas- 2010 Fall to present

- PADM 4000 Mediation
- PADM 4300 Nonprofit Leadership Capstone (Undergraduate course)
- PADM 4220 Grant writing (Undergraduate course)
- PADM 5500 Research Method (Masters course)
- PADM 5010 Public Administration and Society (Masters course)
- PADM 5020 Leading and Managing Public Organizations (Masters course)
- PADM 5030 Managing Human Resources (Masters course)
- PADM 5040 Nonprofit Management (Masters and PhD cross listed course)
- PADM 5044 Public and Nonprofit Partnership (Masters and PhD cross listed course)
- PADM 6010 Seminar in Public Administration (PhD course)
- PADM 6700 Workshop in Public Administration Research (PhD course)

PhD Dissertation Committee

Dissertation chair (2 current students and 7 graduates)

Current	Sara Ford	Expected to graduate in 2025 Spring
Current	Jenisa RC	Expected to graduate in 2025 Spring
2023	Jintak Kim	Post-doc at PADM UNT
2023	Mohsen Alattas (co-Chair)	King Abdul-Aziz Military College
2021	Jihoon Jeong	Assistant professor, Texas A&M International
2019	Federickia Washington	Assistant professor, Tennessee State University
2018	Hediye Kilic	Private consultant
2017	Jungwook Kim (co-Chair)	Assistant professor, University of Seoul
2016	Jesus N. Valero	Assistant professor, University of Utah

Current students

Aparajita Sengupta	Advisory Chair	In progress
Rajan Sudedi	Advisory Chair	In progress
Sara Ford	Dissertation Chair	In progress
Jenisa RC	Dissertation Chair	In progress
Lowell Johnson	Dissertation Member	In progress
Min Kim	Dissertation Member	In progress
Inwhan Lee	Dissertation Member	In progress
Hyunwoo Lim	Dissertation Member	In progress

Dissertation member Graduated (13 graduates)

Jisun Ryu (2021 Spring), Saud Alotaibi (2021 Spring), Vaswati Chattergee (2018 Fall), Jingran Sun (2018 Fall), Kyungwoo Kim (2017 Fall), Yusuf Baktir (2017 Fall), Laura Keyes (2016 Fall), Julius Nukpezah (2016 Spring), Amina Sillah (2016 Spring), Wei-Ning Wu (2015 Spring), Ashley English (2015 Fall), Marina Saitgalina (2014 Summer), Wei Liang Lung (2013 Summer)

California State University Fullerton- 2006 Fall to 2010 Spring

Public Administration: Graduate

- POSC 509 Administrative Organization and Process (Masters course)
- POSC 526 Administration and Systems Management (Masters course)
- POSC 427 Urban Policy Making (Masters course)

Political Science/ Public Administration: Undergraduate

- POSC/CRJU 320 Introduction to Public Management and Politics
- POSC 427 Urban Policy Making

Master of Public Administration Thesis Advising

“Tax Treatment of Nonprofit Organizations in China: What Can We Learn from U.S. Nonprofit Tax Policy?” Lei Hongyun, Qiu Jianying, Zhu Shunjuan, Zhou Ming, December, 2006.

Services

University of North Texas- 2010 Fall to present

To Department

- Assistant chair Department of Public Administration (2012 Fall- Present)
- Faculty mentor
- PhD program coordinator (2022 Fall to 2024 August)
- Member, Scholarship and Award Committee, Department of Public Administration (2022Fall- 2024 August)
- Chair, Curriculum and Degree Programs Committee, Department of Public Administration (2021Fall- Present)
- MPA program coordinator (2019 Fall to 2021 Summer)
- PhD program coordinator (2019 Fall -2020 Summer)
- Assistant chair Department of Public Administration (2017 Fall- 2020 August)
- Executive Committee member, Department of Public Administration (2020 Fall -2022 Spring, 2017 fall- 2019, 2016 Fall, 2013 Fall-2015 Spring,)
- Assistant chair Department of Public Administration (2015 Fall- 2016 Fall)
- Search Committee chair Department of Public Administration (2015 Fall – 2016 Spring)
- Member, Assessment Committee (as part of departmental ongoing self- study and NASPAA reaccreditation process) Department of Public Administration (2014 Summer)
- Department research colloquium coordinator (2014 Spring- 2016 Fall)
- Chair, Curriculum and Degree Programs Committee, Department of Public Administration (2012 Fall- 2013 Summer)
- Member of PhD Core Exam Committee (P-CEC) , Department of Public Administration (2012 Fall-present)
- Member of PhD Admission Committee, Department of Public Administration (2012 Spring-present)
- Chair and member of advisory committee for PhD students
- Library liaison, Department of Public Administration (2011 fall- 2012 summer)
- Chair, Election Committee, Department of Public Administration (2010 Fall- 2010 Spring)
- Member, Curriculum and Degree Programs Committee, Department of Public Administration (2010 Fall- present)
- Delivered Faculty Charge to Graduating MPA students at the department Hooding Ceremony (2012 Spring)

To the College

- HPS Faculty Professional Development Committee (FPDC) (2024 Fall- Present)
- HPS RP&T committee (2022 Fall- 2024 August)

- HPS RSAC (Research and Scholarship Advisory Committee) (2022 Fall-2024 August)
- HPS RP&T committee for Social Work, EMDS (Fall 2018-2020 Spring)
- HPS search committee for Research Associate Dean (Fall 2018)
- PACS search committee for PACE Assistant Director Position (Summer 2016)
- PACS Community Renewal Fund Committee (Fall 2015)
- PACS Scholarship Review Committee (2014-2015)
- PACS representative at Annual Celebration of Serve Denton (Spring 2014)
- Learning Community Dialog Fall 2013
- PACS representative at Annual Luncheon of United Way of Denton County (Fall 2010)

To the University

- UNT Faculty Success. Panelist at the Talon Tidbits event with the topic of “Supporting Mental Wellbeing of Faculty and Students.” (11/5/2024)
- Guest lecture at Nonprofit 101 conference on campus (2022 Spring)
- Participate Fall Preview (2017 Fall)
- Faculty mentor (2017 Fall-present)
- Faculty Advisor for E4 student organization (2015 Fall- Present)
- Faculty Judge for the UNT Graduate Exhibition (Spring 2013)

To the Professional Community

- Editorial board. Public Administration Review (PAR). January 2023-Present.
- Editorial board, Public Performance Management Review (PPMR). May 2022 Present.
- Associate editor, International Review of Public Administration (IRPA). December 2021-Present.
- Editorial manager, Journal of Social Distress and Homelessness. January 2023- Present.
- International Cooperation Committee Chair, The Korean Association for Public Administration (KAPA). January 2023-2024
- Board member. The Denton County Homelessness Leadership Team (DCHLT). January 2023- Present
- Chair ASPA Section on Korean Public Administration (SKPA). July 2020- Present.
- *International Review of Public Administration*, Associate editor (2021- Present)
- VolunteerNow: Developed 2020 VolunteerNow State of Volunteers survey in 2020 and presented findings at 2021 Texas Volunteer Management Conference (2020-)
- ASPA-SKPA (Section on Korean Public Administration) Chair-Elect (2021-2022)
- ASPA SKPA Student Paper Award Review Committee Chair (2021-2022)
- *Korea Public Administration Review* of KAPA (Korean Association for Public Administration) editorial board (2017-2020)
- ARNOVA Emerging Scholar Award selection committee (2016)
- ARNOVA Teaching Section Board Leadership- Secretary (2014- 2016)
- Consultation to the *Communities in School of North Texas* to build “Collaborative Partnership Management Tool.” Spring 2013-Present.
- Mentoring Round Table at ARNOVA (Association for Research on Nonprofit Organizations and Voluntary Action), November, 2013.
- Consultation to the *Communities in School of North Texas* to update “Strategic Management.” Spring 2012
- Mentoring Round Table at ARNOVA (Association for Research on Nonprofit Organizations and Voluntary Action), November, 2012.
- Faculty advisor for Korean UNT students at Denton Korean Baptist Church (2010-2017)
- Board member at Denton Korean Baptist Church (2010-2017)

California State University Fullerton- 2006 Fall to 2010 Spring

- Tenure Track Faculty Search Committee for Human Resource Management Position (chair: Dr. Ting). Division of Politics, Administration and Justice, **California State University, Fullerton** 2008 Fall- 2009 Spring.
- Division Executive Committee. Division of Politics, Administration and Justice, **California State University, Fullerton** 2008 Fall- 2009 Spring.
- International Education Committee, **California State University, Fullerton** 2008-present.
- Tenure Track Faculty Search Committee for Environmental Politics Position (chair: Dr. Arsenault). Division of Politics, Administration and Justice, **California State University, Fullerton** 2007 Fall- 2008 Spring.
- Master of Public Administration committee, Division of Politics, Administration and Justice, **California State University, Fullerton** 2006- present.
- MPA comprehensive exam committee, Division of Politics, Administration and Justice, **California State University, Fullerton** 2006/7.
- Summer School for Nonprofits. **California State University, Fullerton**. Irvine campus, California, July 2007.
- Coordinating and conducting Culture and Language training sessions for The Fullerton Sister City Project of 2007. **City of Fullerton**. May –August 2007.

Professional Affiliations

- Robert Wood Johnson Foundation, System for Action group
- National Alliance to End Homelessness
- American Society for Public Administration (ASPA)
- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)
- KAPA (Korean Association for Public Administration)
- KAPS (Korean Association for Policy Studies)

Guest Reviewers for Refereed Journals and Books

- Journal of Social Distress and Homelessness
- American Review of Public Administration
- Public Administration Review
- Nonprofit Voluntary Sector Quarterly
- Nonprofit Management and Leadership
- Public Management Review
- Publius
- Public Performance Management Review
- Cityscape, A Journal of Policy Research
- Journal of Nonprofit Education and Leadership
- Journal of Urban Affairs
- International Journal of Public Administration
- International Review of Administrative Sciences
- International Review of Public Administration
- Journal of Public and Nonprofit Affairs
- Commons