

Byung Hee Min

CURRICULUM VITAE

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 Department of Political Science
 Wayne State University

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EDUCATION

Ph.D. Public Administration & Policy, **Florida State University**. Tallahassee, FL, 2021

Dissertation: Dynamics of Organizational Change in Service to the Public: Three Cases in Government and Government-CSO Partnership

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

B.A. Public Administration & Policy, **Michigan State University**. East Lansing, MI, 2007

RESEARCH & TEACHING INTERESTS

Public Management Performance management, International public management, Financial management & budgeting, Organizational theory & behavior

Nonprofits Nonprofit management & leadership, Government collaboration, Community development and organizing, Capacity building, Disaster management

ACADEMIC APPOINTMENT

Tenure Track Assistant Professor, Department of Political Science, **Wayne State University**. Detroit, MI, Aug 2023- Present

Tenure Track Assistant Professor, Department of Political Science, **Valdosta State University**. Valdosta, GA, Aug 2021- July 2023

RESEARCH & PUBLICATIONS

Peer-Reviewed Publications

7. **Byung H. Min.**, S., An., & N., Ki (2024). Understanding the dynamics of Civil Society Organization responses in the cross-sector collaboration process with a government partner: A typology from a grounded theory approach. **Nonprofit Management and Leadership**
6. **Byung H. Min.**, S., Lim., & D., Fay. (2024). Public Values as Catalysts for Innovation: How Feedback Sources Shape Nonprofit Innovation. In *Academy of Management Proceedings* (Vol. 2024, No. 1, p. 12444). Valhalla, NY 10595: Academy of Management.
5. S. Lim, **Byung H. Min** & D. Berlan. (2024) "Innovation, Organizational Learning, and Shared Mission's Impacts on Nonprofit Social Capital Creation." *Nonprofit and Voluntary Sector Quarterly*
4. **Byung H. Min.** (2022) "Hybridization in government–civil society organization relationships: An institutional logic perspective." *Nonprofit Management and Leadership* 32(3), 409-428, <https://doi.org/10.1002/nml.21484>
3. **Byung H. Min**, K.H. Lee, S.J Hwang & J. Park. (2022) "Ownership Identity and Role of Nonprofit and For-Profit Hospitals." *Global Business and Finance Review* 27 (2), 78-91. DOI: <https://doi.org/10.17549/gbfr.2022.27.2.78>
2. **Byung H. Min**, Y.M. Oh, & R.S. Brower. (2021) "The effects of Diverse feedback Dynamics on Performance Improvement: A Typology of Performance Feedback Signals." *Administration and Society* 53(1), 123-157 <https://doi.org/10.1177/0095399720933822>
1. **Byung H. Min** & Y.M. Oh. (2020). "How Do Performance Gaps Affect Improvement in Organizational Performance? Exploring the Mediating Roles of Proactive Activities." *Public Performance and Management Review* 43(4), 766-789. DOI: 10.1080/15309576.2020.1713826

Manuscripts Under Review

1. **Byung H. Min**, S Lim & D. Fay "Unveiling the Key to Innovation: How Feedback Sources Shape Organizational Innovation in Nonprofit Contexts (Submitted at *Public Management Review*)

2. **Byung H. Min** & N. Ki. “Grading on a Curve or Giving the Same Grade? The Impact of Performance Information Noise on Inflation and Compression Biases in Government Program Evaluation.” (Submitted at *Administration and Society*)
3. **Byung H. Min** & *J. Yang* Balancing Autonomy and Government Intervention: A Conceptual Exploration of Inter-Organizational Learning in the Korean Voluntary Sector (Resubmit invited at *Nonprofit Policy Forum*)
4. S. An, H. Kim, K. Lee, **Byung H. Min** & E. Yoo. “State Policy Response to Covid 19 and Nonprofit Resource Capacity: A National Study of Human Service Organizations in the US.” (Submitted at *Public Administration*)

Book Review

Byung H. Min & Ralph S. Brower (2020) Social equity in the Asia Pacific region: Conceptualizations and realities, *Journal of Public Affairs Education*, 26:1, 119-122, DOI: 10.1080/15236803.2019.1667472

Manuscripts in Progress

“Organizational learning: How Do Goal Clarity Lead to Accountable Budgeting”

“Smart Environmental Health to Increase Local Recycling Rates and Reduce Contamination in Florida”

“The Effects of Organizational Hybridity on Governance: A Typology of Learning Dynamics of Nonprofit Organizations”

“Comparative Cases of Civil Society Corruption: Korean Choi-Gate and the Philippine Pork Barrel Scam”

Book Translation

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

FUNDED RESEARCH PROJECTS

UniKorea Grant Program 2024 (proposed, \$ 100,000/Not funded)

PI: Building Bridges: Strengthening U.S. Based and International NPO Networks and Engagement for Korea Unification

UniKorea Grant Program 2023 (granted, \$ 60,000)

PI: Empowering US-Based Third-Sector Organizations in Korean Reunification: NGO Initiatives, Challenges, and Opportunities for Building Networks Towards Reunification Processes

Wayne State University Social Science Research Support Program (Proposed, &10,000/Not funded)

PI Community-Driven Collaboration: Unpacking the Impact of Government Support on Metro Detroit Nonprofits and Stakeholders, Nov 2023

VSU FRSG-Grant Proposal (Granted, \$ 5,000)

PI: Representative Democracy, Government Intervention, and Learning in Government- NPO Relationships. VSU Faculty Research Seed Grant Program, Valdosta State University. Jan 2022

UMD Do Good Institute & ARNOVA Global Philanthropy and Nonprofit Leadership Funding (Not funded \$10,000))

PI: Institutional Logics and Representative Democracy in Government-CSO Relationships: A Comparative Analysis of Community Development, Nov, 2022

Funded Report

N. Ki, T. Yoon & **Byung H. Min** (2020) *Rethink, Reset, Recycle in Florida: Smart Recycling to Increase Local Recycling Rates and Reduce Contamination*. Hinkley Center for Solid and Hazardous Waste Management, 2021

PROFESSIONAL TEACHING EXPERIENCES

Instructor: Wayne State Univ. 2023- Present

PS7350 - Managing Public Organizations and Programs (Graduate level: Fa, 2023-24)

PS7700 - Foundations of Nonprofit Management (Graduate level: Fa, 2023-24)

PS7340 - Public Personnel Management (Graduate level: Sp, 24-25)

PS3320 – Empowering change through Nonprofit Engagement (Undergraduate level: Sp25)

Instructor: Valdosta State Univ. 2021- 2023

- PADM 7040: Nonprofit Management (Graduate level: Fa21, Su22)
- PADM 7140: Government Budgeting and Finance (Graduate level: Fa21/Fa22/Sp23/Su23)
- PADM 7190: Nonprofits, NGOs and Disasters (Graduate Level: Su23)
- POLS 4865: Nonprofit Organization Management (Fa21/Su22/ Fa22/SP23/Su23)
- POLS 3600: Introduction to Public Administration (SP 22)
- POLS 4620: Public Finance Administration (SP22, Fa22/SP23/SU23)

Instructor: Florida State Univ. **Outstanding Teaching Award Final Nominee**, 2016-2020

- PAD 4144: Managing Nonprofit Organizations (Spring 2020, Fall 2020, Spring 2021)
- PAD 3003: Public Administration in American Society (Fall 2019)
- PAD 4223: Budgets and Finances in Managing Public Affairs (Fall 2016- Spring 2019, Hybrid)

CO Teaching-Teaching Mentor: Florida State Univ.

- PAD 5050: The Profession of Public Administration (Summer 2020)
- PAD 4891: Nonprofits, NGO and Disasters (Summer 2021)

Invited Lecturer & Additional Teaching Experiences:

- PA 5022: Human Resource Management (Graduate level Invited Speaker) Kunkook Univ, Seoul, Korea 2019
- PAD 4144: Managing Nonprofit Organizations (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

- 2022 Faculty Scholarship** (\$1,000), Center for Faculty Scholarship, Valdosta State University, 2022
- 2021 Faculty Scholarship** (\$1,000), Center for Faculty Scholarship, Valdosta State University, 2021
- 2021 Emerging Scholar** (\$1,500), Association for Research on Nonprofit Organizations and Voluntary Action. 2021
- 2020 ASPA Founders' Fellow**, American Society for Public Administration. 2020
- 2020-2021 Diversity Scholarship**, Graduate Diversity Scholars and Leaders Professional Development Program, Association for Research on Nonprofit Organizations and Voluntary Action. 2020-2021
- 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 Asia Conference
- 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, Korea 2011-2012
- Veterans Scholarship Award**, The Patriots and Veterans Affairs, Korea 2011

PROFESSIONAL EXPERIENCE

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, 8th U.S Army, Seoul, Korea 2003-2004

CONFERENCE PRESENTATIONS (SINCE 2017)

B. Jeong, S. An & **Byung H. Min**, "Government Policy, Organizational Hybridity, and Ecology in the Social and Solidarity Economy: Insights from Korea." Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference Panel Session., Washington D.C. Nov 21-23, 2024

Byung H. Min, S. Lim & D. Fay. "Public Values as Catalysts for Innovation: How Feedback Sources Shape Nonprofit Innovation" Academy of Management Annual Conference Panel Session., Chicago, IL. Aug 9-13, 2024

Byung H. Min, S Lim & D. Fay. "Unveiling the Key to Innovation: How Feedback Sources Shape Organizational Innovation in Nonprofit Contexts " Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference Panel Session, Orlando, FL Nov 15-18

Byung H. Min, E. Yoo & S. An, "US-Based Third-Sector Organizations in Korean Reunification: A Tale of Two Motivations." Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Asia Regional Conference Panel Session., Seoul, Korea. June 20-21, 2024

Byung H. Min, S Lim & N. Min, "Mechanisms of Public Value Enhancement: Assessing Impact on Stakeholder Engagement in Cross-Sectoral Collaboration." Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Asia Regional Conference Panel Session., Seoul, Korea June 20-21, 2024

E. Yoo, S. An, & **Byung H. Min**, "Empowering U.S.-Based Third-Sector Organizations in Korean Reunification." American Society for Public Administration Annual Conference Panel Session., Minneapolis, MN, USA April 11-16, 2024

Byung H. Min, S. An, & N. Ki. "Are We Initiators or Instruction-followers?: Learning Dynamics of CSO-Government Collaboration in Urban Setting." Urban Affairs Association Annual Conference. Nashville, TN. April 26-29 2023

Byung H. Min & S. An, E. Yoo "Government Policy Responses and Nonprofit Resource Capacity During The COVID-19 Pandemic Varied Across States." Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Conference Panel Session. Raleigh, NC. November 17-19 2022

Byung H. Min "Institutional Complexity and Organizational Hybridity in the Dynamics of Government-CSO Partnerships" Presented at the Korea Association of Public Administration. Annual Conference Panel Session. KAPA Conference, Yeosu, Korea. June 22-24 2022

Byung H. Min & N. Ki "Information Noise in Government Program Evaluation: A Behavioral Perspective." Present at the Public Management Research Conference 2022 Panel Session. Phoenix, AZ May 25-28 2022

Byung H. Min, S. An, & N. Ki. "Representative Democracy, Government Intervention and Inter-Organizational Learning: The Case of Community Development in Korea." Association for Research on

Nonprofit Organizations and Voluntary Action Annual Conference Panel Session. Atlanta, GA, USA. Nov 18-20, 2021

J. Yang, **Byung H. Min**, & Ralph Brower. "When Do Communities Die: Community Life Cycle Model in Comparative Cases." Association for Research on Nonprofit Organizations and Voluntary Action Annual Conference Panel Session. Atlanta, GA, USA. Nov 18-20, 2021

Byung H. Min, & R.S. Brower. "*Structural Elements of Organizational Hybridity and Dynamics of Government-CSO Partnerships: The Case of Seoul Metropolitan Community Development.*" Association for Research on Nonprofit Organizations and Voluntary Action Annual Conference Panel Session. Nov 11-14 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 Annual Conference Panel Session. San Diego, CA, 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 Annual Conference Panel Session. San Diego, CA, 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 Non-Profit Healthcare Organizations.*" Association for Research on Nonprofit Organizations and Voluntary Action Annual Conference Panel Session. San Diego, USA, 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 Conference Panel Session., 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.*" American Society for Public Administration Annual Conference Panel Session., Washington. D.C, USA March 8-9 2019

Byung H. Min, and R.S. Brower "*Hybrid Organizations in Governance Dynamics.*" Association for Research on Nonprofit Organizations and Voluntary Action Annual Conference 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 Annual 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.*" American Society for Public Administration Annual Conference Panel Session, Denver, Colorado, USA. March 9-12 2018

Byung H. Min. "*Community Resilience in the Seoul Metropolitan area of Seoul: Integrative Perspective on Micro-Macro Theories*". Presented at the Association for Research on Nonprofit Organizations and Voluntary Action Asia 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.*" Presented at the Association for Research on Nonprofit Organizations and Voluntary Action- Asia Conference Panel Session, Beijing, China. June 6-7 2017.

Byung H. Min, N. Y Kim and F. Berry. "*What Explains Diversity in State TANF Policies Under Varying Economic Conditions?.*" American Society for Public Administration Annual Conference Panel Session, Atlanta, GA, USA. April 7-9 2017

PROFESSIONAL SERVICE

University & Community Service

Associate Director, The Korean Nonprofit and Philanthropy Researchers Network, ARNOVA. 2021-Present
International Students Representative, Out of State Tuition Waiver Special Committee, Fl. 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
 Founder, U.S.-South Korea Status of Forces Agreement Renegotiation Protest & Movement, 2002

Doctoral Dissertation Committee

Nathaniel Nyarko-Debrah (Committee Member at Wayne State University)

Doctoral Student Advising

Ryan Haynes, Erycha Medeiros, Elizabeth Smith, Shannon M Williford, Joshua Ryan Baun, Shannon McGee

Journal Reviewer

Public Administration Review (1), Public Management Review (3) Nonprofit and Voluntary Sector Quarterly (2), Nonprofit Management & Leadership (5), International Journal of Public Administration (1), Journal of Public Administration Education (1), International Review of Public Administration (3), Nonprofit Policy Forum (1), International Journal of Public Administration (3), VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations (2)

ACADEMIC MEMBERSHIPS

American Society for Public Administration	2015-Present
Association for Research on Nonprofit Organizations and Voluntary Action	2016-Present
Public Management Research Association	2019-Present
International Society for Third-Sector Research	2016-Present

STATISTICAL TOOLS & SKILLS

Statistical Packages: STATA, SPSS, R, NVIVO and Atlas-ti

Advanced Methods Training

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