

## Byung Hee Min

### CURRICULUM VITAE

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 Department of Political Science  
 Wayne State University

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### **EDUCATION**

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**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**

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*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, Civic engagement, Disaster management.

### **ACADEMIC APPOINTMENT**

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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**

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#### **Peer-Reviewed Publications**

6. **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*. <https://doi.org/10.1002/nml.21621>
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* 53(1), 210-235. <https://doi.org/10.1177/08997640221146965>
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
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."

3. 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.”

### 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”

“ AI uses in government agencies: regulations and implications”

“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**

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### **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-Granted*)

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**

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### **Instructor:** Wayne State Univ. 2023- Present

PS7350 - Managing Public Organizations and Programs (Graduate level: Fa23-24)

PS7700 - Foundations of Nonprofit Management (Graduate level: Fa23-24)

PS7340 - Public Personnel Management (Graduate level: Sp24-25)

### **Instructor:** Valdosta State Univ. 2021- Present

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, 8<sup>th</sup> U.S Army, Seoul, Korea 2003-2004

## **CONFERENCE PRESENTATIONS (SINCE 2017)**

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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 (Invited)

J. Jeon & **Byung H. Min**, “The Effects of Governance on Nonprofit Organizations’ Performance.” Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Conference Panel Session., Washington D.C. Nov 21-23, 2024 (Invited)

**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**, 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 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, 2023

**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 Panel Session. 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**

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### **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**

Brittany J. Jackson, Brian Abeyta, Mario Gallardo (Committee Chair)  
 Chad Thomas (Committee Member)

**Doctoral Student Advising**

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

**Journal Reviews**

*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 (1), VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations (1)*

**ACADEMIC MEMBERSHIPS**

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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**

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**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