

Curriculum Vita

Sang Ok Choi

Assistant Professor
Center for Public Administration and Policy
Virginia Tech
104 Draper Road
Blacksburg, VA 24060

Phone: (540) 231-6946
Fax: (540) 231-7067
E-mail: sang@vt.edu
soc4707@gmail.com

EDUCATION

Askew School of Public Administration and Policy, Florida State University
Ph.D. in Public Administration, August 2005

Dissertation:

Network Analysis of Workforce Development Programs, Best Dissertation Award at the Academy of Management Public and Nonprofit Division, 2006.

Committee: Ralph S. Brower (Chair), Frances S. Berry, Mary Guy, Robert Crew

Specialization: Institutions and Organizations, Research Methods

Maxwell School of Citizenship and Public Affairs, Syracuse University
Master of Arts in Public Administration, August 2000.

SungKyunKwan University, Seoul, South Korea
Master of Public Administration, February 1998.

SungKyunKwan University, Seoul, South Korea
Bachelor of Public Administration, August 1991.

HONORS/AWARDS

Best Dissertation Award of 2006, Academy of Management Public and Nonprofit Division
Sally Casanova Memorial Research Grant, California State University, Dominguez Hills, 2007
Entrepreneurship & Global Logistics Research Grant, California State University, Dominguez Hills, 2007

Dissertation Research Grant Award, Florida State University, 2004

Graduate Assistantship of Florida Public Affairs Center, Florida State University, 2001-2003

The Honor Award of Traffic Science Institute, 1998

SungKyunKwan University Graduate Fellowship, 1997-1999

SungKyunKwan University Academic Scholarship, 1984-1986, 1989-1991

RESEARCH/TEACHING INTERESTS

- Public and Nonprofit Management Networks
- State and Local Government Administration
- Emergency Management & Homeland Security
- Social Network Analysis/Research Methods
- Organizations and Institutions
- Public Personnel Management
- Public Budgeting
- Education policy/E-Governance

PUBLICATIONS

Refereed Journal Articles

Yang, Seung-Bum and Sang Ok Choi. "Employee Empowerment and Team Performance." *Team Performance Management* (forthcoming)

Choi, Sang Ok, Sang-Seok Bae, Sung-Wook Kwon, and Richard Feiock. "County Limits: Policy Types and Expenditure Priorities." *American Review of Public Administration* (forthcoming)

Choi, Sang Ok. 2008. "Emergency Management: Lessons from Strategic Management Perspective." *Journal of Homeland Security and Emergency Management*. Vol. 5(1), Article 1.

Jacobson, Carol and Sang Ok Choi. 2008. "Success Factors: Public Works and Public-Private Partnerships." *International Journal of Public Sector Management*. 21(6):637-657.

Choi, Sang Ok and Bok-Tae Kim. 2007. "Power and Cognitive Accuracy in Local Emergency Management Networks." *Public Administration Review*. 67(Dec.):198-209.

Choi, Sang Ok and Ralph S. Brower. 2006. "When Practice Matters More Than Government Plans: A Network Analysis of Local Emergent Management." *Administration & Society*. 37(6): 651-678.

Choi, Sang Ok. 2005. "Relative Efficiency of Fire and Emergency Services in Florida: An Application and Test of Data Envelopment Analysis." *International Journal of Emergency Management*. 2(3): 218-230.

Choi, Sang Ok. 2004. "Emergency Management Growth in the State of Florida." *State and Local Government Review*. 36(3): 208-222.

Berry, Frances, Ralph Brower, Sang Ok Choi, W. Gao, H. Jang, M. Kwon, and J. Word. 2004. "Three Traditions of Network Research: What the Public Management Research Agenda Can Learn from Other Research Communities." *Public Administration Review*. 64 (5): 539-552.

Lim, P. Nam and Sang Ok Choi. 1999. "Driver's License System Improvement Effect in Korea." *Journal of International Association of Traffic and Safety Sciences*. 23: 85-92.

Book Chapters

Choi, Sang Ok. "Elites Network Analysis in the Policy-Implementation Process in Korea." In Jin Shin (Ed), *Elites in the Middle-Sized Cities of Korea* (pp. 120-137). Dongyang Culture Inc.

Papers Under Review

Choi, Sang Ok and Carol Jacobson, Policy Types and Public-Private Partnerships Success Factors, Submitted to *Public Administration Review*

Choi, Sang Ok and JoAnne Smith, External Factors and Organizational Adaptation: A Case Study on University Enrollment, Submitted to the *Journal of Public Affairs Education*

Choi, Sang Ok, Impacts of Inclusive Practices on Performance of Students with Disabilities, Submitted to the *Educational Evaluation and Policy Analysis*.

Choi, Sang Ok, Network Characteristics and the Impact on Network Performance, Submitted to the *Organization Studies*.

Papers On Progress

Choi, Sang Ok, Public and Nonprofit Networks for Improving Entrepreneurship and Small Business Development in the Los Angeles Area, Revised for submission to the *Public Administration Review*.

Ralph S. Brower, Janet Dilling, Sang Ok Choi, and Hong-Sang Jeong. Forms of Inter-Organizational Learning Within Emergency Management Networks, Revised for submission to the *American Review of Public Administration*.

Choi, Sang Ok and Byung Cho Kim, Voters' perceptions and intension to use Internet Voting Systems – Types of Elections, Political Ideology, Socio-demographic Characteristics, Revised for submission to the *European Journal of Information System*.

Choi, Sang Ok. Collaborations of Governmental and Non-governmental Agencies in Los Angeles Emergency Management Practices, Revised for submission to the *American Review of Public Administration*.

Choi, Sang Ok, Critical Success Factors for Pay-For-Performance Programs, Revised for submission to the *Review of Public Personnel Administration*.

Choi, Sang Ok and Leroy Cardenas, How Do Local Public Libraries Respond to Cultural Diversity in Communities? Revised for submission to the *Public Library Management*.

Selected Non-Refereed Articles and Publications

Choi, Sang Ok. 2004. *A Preliminary Study of Physical Education in Florida's Public Schools*, Florida Department of Education (FDOE).

Choi, Sang Ok. 2004. *A Cluster Analysis of Florida's Public Schools*, FDOE.

Choi, Sang Ok. 2003. *A Report of 2002-03 Florid Comprehensive Assessment Test Waiver Program*, FDOE.

Choi, Sang Ok. 2001. *Comparative Evaluation of Project CHILD (Computers Helping Instrument & Learning Development)*, Florida Tax Watch Research Institute.

Choi, Sang Ok. 2000. *Public Private Partnership in the City of Syracuse: Lakefront Development Program*, Masters Project, Syracuse University.

Choi, Sang Ok. 1998. Improvement of Traffic Violation Fine Imposition System, *Journal of Traffic Safety* 21: 219-232.

Choi, Sang Ok. 1998. Improvement of Traffic Accident Emergency Aid System, *Journal of Green Traffic* 32: 49-69.

Choi, Sang Ok. 1998. *Public Private Partnership for Transportation Safety Improvement*, Traffic Science Institute.

Choi, Sang Ok. 1998. *Traffic Violation Fine Imposition Procedure and Management toward National Financial Information System*, Traffic Science Institute.

Choi, Sang Ok. 1997. Driver License Penalty System, *Urban Transportation* 8: 101-112.

Choi, Sang Ok. 1997. Improvement of Green Driver License System, *Journal of Green Traffic* 29: 49-69.

NATIONAL CONFERENCE PRESENTATIONS

Choi, Sang Ok and Seung-Bum Yang, "Network Power Bases and Cognitive Accuracy in Emergency Management," presented at the 2008 Annual Meeting of the Academy of Management in Philadelphia, PA, Aug. 7-11 2008.

Yang, Seung-Bum and Sang Ok Choi, "Employee Empowerment and Team Performance," presented at the 2008 Annual Meeting of the Academy of Management in Philadelphia, PA, Aug. 7-11 2008.

Choi, Sang Ok and Seung-Bum Yang, "Network Characteristics and the Impact on Network Performance," presented at the 2007 Annual Meeting of the Academy of Management in Philadelphia, PA, Aug. 3-8 2007.

Yang, Seung-Bum and Sang Ok Choi, Capitalizing on Collaboration in Municipalities: Diffusion of Self-Managed Work Teams, presented at the 68th American Society for Public Administration National Conference in Washington, D.C., Mar. 23-27. 2007.

Choi, Sang Ok and Sung-Wook Kwon, Why Dissimilar Policy Punctuations Among Local Governments? Examining the Local Emergency Management Policy in Florida Counties. Presented at the 2007 Southern Political Science Association meeting in New Orleans, Louisiana, Jan. 3-7 2007.

Choi, Sang Ok and Ralph Brower, Network Analysis of Workforce Development Programs," presented at the 2006 Annual Meeting of the Academy of Management in Atlanta, GA, Aug. 11-16 2006.

Choi, Sang Ok, Policy Arenas and Asymmetries in the Flypaper Effect,” presented at the 67th American Society for Public Administration National Conference in Denver, Colorado, Mar. 31-Apr. 4 2006.

Choi, Sang Ok, Policy Typology and Local Government Expenditures,” presented at the 77th annual meeting of the Southern Political Science Association in Atlanta, Georgia, Jan. 5-7, 2006.

Choi, Sang Ok, Application of Social Network Analysis to the Nonprofit Curriculum, presented at the 2005 Teaching Public Administration Conference, Fort Walton Beach, Florida, Feb. 2005.

Choi, Sang Ok, Determinants of Network Performance: Network Structure, Social Capital, Learning, and Management, presented at the Association for Public Policy and Management Annual Meeting, Atlanta, GA, Oct. 2004.

Choi, Sang Ok, Information Needs and Ethics in the Public Sector: Organizational and Historical View, presented at the American Society for Public Administration 65th National Conference, Portland, Oregon, Mar. 2004.

Choi, Sang Ok, Dynamic and Non-Linear Relationships between Network Structures and Network Performances (with Janet Dilling), presented at the Association for Public Policy Analysis and Management Annual Meeting, Washington, D.C., Nov. 2003.

Choi, Sang Ok, Dynamic and Non-linear Relationships Between Network Structures and Network Performances (with Ralph Brower and Janet Dilling), presented at the Association for Research on Nonprofit Organizations and Voluntary Action, Denver, Colorado, Nov. 2003.

Choi, Sang Ok, *Three Traditions of Network Research: How can more ‘weak ties’ strengthen the research community?*(with Fran Berry, Ralph Brower, W. Gao, H. Jang, M. Kwon, J. Word), presented at the Public Management Research Conference, Washington, D.C., Oct. 2003.

Choi, Sang Ok, Effects of Network Structures on Florida Workforce Development Programs, presented at Annual Political Science Association Meeting, Philadelphia, PA, Aug. 2003.

Choi, Sang Ok, Relationship of Network Structures and Network Effectiveness: A Network Analysis of Workforce Development Program, presented at the Academy of Management Annual Meeting, Seattle, WA, Aug. 2003

Choi, Sang Ok, Extending a “Preliminary” Theory of Network Effectiveness: The Case of Voluntary Emergency Management (with Ralph Brower, Janet Dilling, H. Jeong), presented at the Association for Research on Nonprofit Organizations and Voluntary Action, Miami, FL, Dec., 2001.

Choi, Sang Ok, Social and Natural Environment Predictors of Network Structures in Local Emergency Management (with J. Dilling and R. Brower), presented at the Association of Public Policy Analysis and Management, Washington D.C., Nov. 2001.

Choi, Sang Ok, When Practice Matters More Than Government Plans: A Network Analysis of Local Emergent Management, presented at the Academy of Management Conference, Washington. D.C., Aug. 2001.

TECHNICAL SKILLS

General skills in statistics and computing. Specific expertise in:

- Statistics: i) quantitative models for categorical & numerical longitudinal data; cross-sectional time series analysis, structural equation analysis, hierarchical linear model, forecasting, network and structure analysis, simulation, and traffic congestion analysis; ii) qualitative methods including grounded theory study, ethnography, phenomenological study, and case study
- Statistical software: i) quantitative programs including SPSS, SAS, STATA, DEA, LISREL, AMOS, HLM, UCINET, Structure, KrackPlot, BiLog, Simlab, and Transit ii) qualitative programs including ATLAS/ti, NUD*IST, and HYPERRESEARCH
- Computing platforms: Window XP/NT; some UNIX.
- Web design: HTML, Photoshop, and JavaScript

ACADEMIC AND PROFESSIONAL EXPERIENCES

- Assistant Professor, Center for Public Administration and Policy, School of Public and International Affairs, Virginia Tech, Aug. 2008 – present
: Teach Public Personnel and Human Resources, Research Methods, Public Budgeting
- Assistant Professor, California State University, Dominguez Hills. Department of Public Administration and Public Policy, Aug. 2005 – Aug. 2008
: Taught Public Organization Theory, Administrative Behavior and Theory, Individual Group Behavior and Organization Design, Nonprofit and Voluntary Sector, Leadership and Nonprofit Management, Public Budgeting and Finance
- Program Specialist (Full-time State Employee), Program Evaluation Unit, Florida Department of Education, June 2003 – Aug. 2005
: Program evaluation, data analysis, and database management of the K-12 education system
- Research Associate (Graduate Assistantship), Florida Public Affairs Center, Florida State University, Jan. 2001- June 2003
: Data-analysis and research on various projects: i) Emergency Management Training Program, ii) Disaster Contract Network, and iii) Economic Damage Assessment after a Disaster
- Research Analyst (Internship), Agency for Workforce Innovation, Sep. 2002- June 2003
: Analysis of performances of the 24 Regional Workforce Boards and their One Stop Career Centers. Development of new performance measures
- Research Analyst, Florida Tax Watch Research Institute. Sep. 2000- April 2001
: Data Analysis and Statistical Modeling of Comparative Evaluation of Project CHILDD (Computers Helping Instrument and Learning Development)
- Research Associate, Y-Hat Research Corporation, Dec. 2000 – Sep. 2001
: Data Envelopment Analysis and Statistic modeling for WAGES (the Work and Gain Economic Self-Sufficiency) Program evaluation and data analysis.
- Research Analyst, Traffic Science Institute, June 1995 – June 1999
: Development of traffic safety policies to assist both Dept. of Construction and Transportation and the Agency of Police in Korea.
- Research Analyst, Science & Technology Policy Institute, Mar. 1993–Jun. 1995
: Research and evaluation of science & technology R&D projects and policies in Korea.
- Military Service, Army in Korea, Feb. 1987 – May 1989

SERVICES

MPA Program Committee, Center for Public Administration and Policy, Virginia Tech, 2008-Present

Reviewer of the Journal of Homeland Security and Emergency Management, 2007-Present

Reviewer of the International Journal of Emergency Management, 2007-Present

Executive Member of Public and Nonprofit Division of the Academy of Management, 2006-Present

Chair of Faculty Search Committee, Department of Public Administration and Public Policy, California State University, Dominguez Hills, 2007-2008

Member of University Curriculum Committee, California State University-Dominguez Hills, 2006-2008

Member of Student Research Day Organizing Committee, California State University-Dominguez Hills, 2006-2008

Treasurer of Public & Nonprofit Division of the Academy of Management, 2004-2005

Member of Public Administration Department Curriculum Development Committee, California State University-Dominguez Hills, 2005-2008

Reviewer for the Public & Nonprofit Division of the Academy of Management, 2001-Present

Reviewer for the Organization and Management Theory (OMT) Division of the Academy of Management, 2002-Present

PROFESSIONAL MEMBERSHIPS

- American Society for Public Administration
- American Political Science Association
- Academy of Management
- Association for Public Policy Analysis and Management
- Association for Research on Nonprofit Organizations and Voluntary Action

REFERENCES

Available on request