

Curriculum Vitae Yoon Jik Cho

Associate Professor
Department of Public Administration
Yonsei University

Address and Contact

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Work Experience

Yonsei University, Department of Public Administration
Associate Professor, 2013-present

Yonsei University, Department of Public Administration
Assistant Professor, 2011-2013

Georgia State University, Andrew Young School of Policy Studies, Department of Public Management and Policy
Assistant Professor, 2008-2011

Education

Indiana University at Bloomington **August 2008**
School of Public and Environmental Affairs
Ph.D. in Public Affairs

Chair: Dr. James L. Perry & Dr. Evan Ringquist
Dissertation: *Trust in Managerial Leadership: Antecedents, Outcomes, and Contextual Factors*
Major: Public Management & Policy Analysis
Minor: Management from Kelley School of Business, Indiana University

Seoul National University **August 2002**
Graduate School of Public Administration
Master of Public Administration
Thesis: *Implementation of Vocational Rehabilitation Project for Mentally Disabled People*

Yonsei University **February 2000**

Bachelor of Arts in Public Administration

Research and Teaching Interest

Public Management
Organizational Behavior
Human Resource Management
Nonprofit Management

Research

Journal Publications

- Cho, Yoon Jik., and Poister, Theodore H. (2013). High Commitment Human Resource Management Practices and Trust in Public Organizations. *Public Management Review*. 15(6), 816-838.
- Cho, Yoon Jik., and Sai, Na. (2013). Does Justice Matter Federal Agencies? Multi-level Analysis. *Review of Public Personnel Administration*. 33(3), 227-251.
- Cho, Yoon Jik, and Park, Gi-il. (2013). An analysis of government support for environmental NGOs: A comparison of the Roh and Lee administrations. *The Korean Journal of Public Administration*, 51(1), 153-177. (In Korean)
- Kim, MinJeong, and Cho, Yoon Jik. (2013). Korean doctorate holders' job satisfaction and their intention to move abroad. *Korean Public Administration Review*, 46(4), 157-179. (In Korean)
- Cho, Yoon Jik and Perry, James L. (2012). Intrinsic Motivation and Employee Attitudes: Role of Managerial Trustworthiness, Goal Directedness, and Extrinsic Reward Expectancy. *Review of Public Personnel Administration*. 32(4), 382-406.
- Cho, Yoon Jik, and Lee, Jung Wook. (2012). Performance Management and Trust in Supervisors. *Review of Public Personnel Administration*. 32(3), 236-259.
- Cho, Yoon Jik., and Lewis, Gregory B. (2012). Turnover Intention and Turnover Behavior: Implications for Retaining Federal Employees. *Review of Public Personnel Administration*, 32(1), 4-23.
- Lee, Jung Wook, and Cho, Yoon Jik. (2011). In Search of a Better Fit: Exploring Conditions for Successful Performance-Based Human Resources Management in U.S. Federal Agencies. *International Review of Public Administration*, 16(3), 89-112.
- Cho, Yoon Jik, and Lee, Jung Wook. (2011). Perceived Trustworthiness of Supervisors, Employee Satisfaction, and Cooperation. *Public Management Review*, 13(7), 941-965.
- Cho, Yoon Jik and Park, Hanjun. (2011). Exploring the Relationships Among Trust, Employee Satisfaction, and Organizational Commitment. *Public Management Review*, 13(4), 551-573.
- Cho, Yoon Jik and Ringquist, Evan. (2011). Managerial Trustworthiness and Organizational Outcomes. *Journal of Public Administration Research and Theory*, 21(1), 53-86.
- Lewis, Gregory B., and Cho, Yoon Jik. (2011). The Aging of the State Government

Workforce: Trends and Implications. *American Review of Public Administration*, 41(1), 48-60.

Fernandez, Sergio, Cho, Yoon Jik, and Perry, James L. (2010). Exploring the Link between Integrated Leadership and Public Sector Performance. *Leadership Quarterly*, 21(2), 308-323.

Lee, Jung Wook, Cho, Yoon Jik, and Kim, Seok Eun. (2009). Improving Performance: Does performance-oriented management really matter? *International Review of Public Administration*, 13(3), 17-34.

Books

Lah, Tae Joon., Yoon, Esook., Yoon, Kyung Jun., Koo, Min Gyo., Cho, Yoon Jik., Jung, Jang Hoon., and Roh, Sung Min. (2013). *Understanding International Environmental Agreements*. Dae Young Munwhasa: Seoul, Korea.

Conference Papers and Presentations

Lah, Tae Joon., Park, Yeoul., and Cho, Yoon Jik. (2013). South Korea's low carbon green growth policy: Promise, implementation, and accountability. Paper presented at 54th International Studies Association, San Francisco, CA, April 3-6.

Poister, Theodore H., and Cho, Yoon Jik. (2012). Managerial Practices, Trust in Leadership, and Performance: Case of Georgia Department of Transportation. Paper presented at the 73rd Annual National Conference of American Society for Public Administration, Las Vegas, NV, March 2-6.

Park, Sanghee, and Cho, Yoon Jik. (2011). Top Leadership and Performance of Quasi-Government Organizations in Korea. Paper presented at 11th Public Management Research Association Conference, Syracuse, NY, June 2-4.

Cho, Yoon Jik., and Sai, Na. (2011) Does Justice Matter Federal Agencies? Multi-level Analysis. Paper presented at 2011 Annual National Conference of the Midwest Political Science Association, Chicago, IL, March 31-April 3.

Lee, Jung Wook, and Cho, Yoon Jik. (2011). Looking for a Right Fit: Exploring Conditions for Successful Performance-Based Human Resources Management in U.S. Federal Agencies. Paper presented at 2011 Annual National Conference of the Midwest Political Science Association, Chicago, IL, March 31-April 3.

Cho, Yoon Jik., and Lewis, Gregory B. (2010). Does the Federal Government Remember What to Do with New Employees? Implications of the Federal Hiring Boom for Turnover in the Federal Service. Paper presented at 2010 Annual National Conference of the Midwest Political Science Association, Chicago, IL, April 22-25.

Cho, Yoon Jik, and Perry, James L. (2009). Employee Motivations, Managerial Trustworthiness, and Work Attitudes. Paper presented at the 10th Public Management Research Association Conference, Columbus, OH, October 1-3, 2009.

Lewis, Gregory B., and Cho, Yoon Jik. (2009). The Aging of the State Government Workforce: Trends and Implications. Paper presented at the 2009 Annual Meeting of the American Political Science Association, Toronto, ON, Canada, September 3-6, 2009.

Cho, Yoon Jik and Lee, Jung Wook. (2009). Trust As a Facilitator for Performance Management. Paper presented at the 2009 Annual National Conference of the Midwest Political Science Association, Chicago, IL, April 2-5.

Cho, Yoon Jik. (2008). Trust in Supervisors and External Control on Bureaucracy. Paper

- presented at the 2008 Annual Meeting of the Association for Public Policy Analysis and Management, Los Angeles, CA, November 6-8, 2008.
- Fernandez, Sergio, Cho, Yoon Jik, and Perry, James L. (2008). Integrative Public Leadership: Roles and effectiveness. Paper presented at the 2nd Annual Conference of Center for Integrative Leadership, Minneapolis, MN, October 5-7, 2008.
- Cho, Yoon Jik and Park, Hanjun. (2008). Exploring Three Referents of Trust: Relationship to satisfaction and commitment. Paper presented at the 69th Annual National Conference of American Society for Public Administration, Dallas, TX, March 8-11, 2008.
- Cho, Yoon Jik. (2007). Trust in Supervisor Within Federal Agencies: Antecedents and Consequences. Paper presented at the 29th Annual Research Conference of Association for Public Policy Analysis and Management, Washington, DC, November 8-10, 2007.
- Cho, Yoon Jik and Ringquist, Evan. (2007). Trustworthiness, Leadership, and Organizational Performance: A longitudinal analysis. Paper presented at the 9th National Public Management Research Conference of Public Management Research Association, Tucson, AZ, October 25-27, 2007.
- Cho, Yoon Jik and Lee, Jung Wook. (2007). Trustworthiness As a Leadership Trait. Paper presented at the 68th Annual National Conference of American Society for Public Administration, Washington, DC, March 23-27, 2007.
- Lee, Jung Wook and Cho, Yoon Jik. (2006). Improving Governmental Performance: Does performance-oriented management really matter? Paper presented at the 102nd Annual Meeting of the American Political Science Association, Philadelphia, PA, August 31-September 3, 2006.
- Cho, Yoon Jik. (2004). Accountability of Nonprofit Organizations: Transparency based on resource dependency. Paper presented at 4th annual SPEA Young Researchers Conference at Indiana University, Bloomington, IN, April 2, 2004.

Book Reviews for Non-academic Journals

- Cho, Yoon Jik. (2008). Review of *The Trusted Leader* by Terry Newell, Grant Peeher, and Peter Ronayne. *Public Administration Focus*, 76(4), 70. (In Korean)
- Cho, Yoon Jik. (2008). Review of *Handbook of Trust Research* by Bachmann and Zaheer. *Public Administration Focus*, 76(4), 71. (In Korean)

Teaching

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|---|----------------------------|--------------------------------|
| Yonsei University | Associate Professor | Fall 2013 - Present |
| Department of Public Administration | | |
| PUB4105-01-00: Survey and Research Method | | |
| PUB7002-01: Quantitative Methods Practice | | |
| Yonsei University | Assistant Professor | Fall 2011 - Spring 2013 |
| Department of Public Administration | | |
| PUB1121-01-00: Fundamental Statistics for Policy Makers | | |
| PUB2107-01-00: Introduction to Policy Studies | | |

