

Jung Ho Choi

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EDUCATION

PhD	University of Pennsylvania, Philadelphia, PA School of Social Policy and Practice	2022 - present
MPP	University of Minnesota, Minneapolis, MN Humphrey School of Public Affairs	2022
MA	Korea University, Seoul, Republic of Korea Department of Public Administration	2019
BA	Korea University, Seoul, Republic of Korea Department of Public Administration	2016

RESEARCH INTERESTS

- Nonprofit Management
- Organizational Theory and Behavior
- Philanthropy and Giving
- Social Impact Measurement
- Computational Social Science; Text Analytics

PUBLICATIONS

Oelberger, C. R., Eaton, A., & **Choi, J.** (Forthcoming). “One Size Fits All? Exploring Motivation for Government Employees with a Job Fit Framework” *Review of Public Personnel Administration*.

Allen, R., Horner, K., & **Choi, J.** (2023). “Penalties and Payoffs: The Short-Term Economic Consequences of Human Capital Acquisition for Resettled Refugees in the U.S.” *International Migration*, 61, 58–74.

Cheng, Y., & **Choi, J.** (2022). “Dealing with Endogeneity to Understand the Societal Impact of the Third Sector: Why Should We Care and What Can We Do About It?” *VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations*, 33, 1245-1255.

WORKING PAPERS

Signaling Social Value: A Text Analysis Approach on Online Job Postings of Nonprofit Organizations in Minnesota
* **Awarded 2021 Research Competition Grant, Center for Social Value Enhancement Studies**

Money or Impact? Job Preferences Between Monetary Compensation and Potential Prosocial Impact in the Nonprofit Sector

Altruism or Hegemony? Motivations and Societal Effects of Grant-making Foundations

If I Look at The One: Identifiability of Victims and In-group Favoritism in Charitable Giving (with Yasmin Doghri and Femida Handy)

Who Stopped Donating During the Pandemic? A Quasi-Experimental Study Using Coarsened Exact Matching (with Tiana Marrese, Femida Handy, and Ram Cnaan)

Undermining Motivation with Money: Intrinsic Motives, Monetary Rewards, and Turnover in Meaningful Work (with Carrie R. Oelberger)

The Causal Effect of Charitable Support on Public Service Performance: Evidence from Florida State Parks (with Yuan Cheng)

CONFERENCE PRESENTATIONS

2023 “If I Look at The One: Identifiability of Victims and In-group Favoritism in Charitable Giving.” November. Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA). Orlando, FL.

“Who Stopped Donating During the Pandemic? A Quasi-Experimental Study Using Coarsened Exact Matching.” November. Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA). Orlando, FL.

2021 “Motivation and/or Money? Disentangling the relationship between intrinsic motivations, monetary rewards, and job satisfaction among international aid workers.” November. Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) 50th Annual Conference. Online.

“Charitable Support and the Performance of Public Services: More than Just Adding a Cherry on Top.” June. 2021 Public Management Research Conference (PMRC). Online.

RESEARCH EXPERIENCE

Externally Funded Research

2020- 21 Research Assistant, University of Minnesota, Humphrey School of Public Affairs

- Funded by PRIO (Peace Research Institute Oslo)
- Analyzed data and wrote manuscripts on the human capital of resettled refugees

2019 Research Assistant, Seoul Basic Income Policy Experiment Project

- Funded by Seoul Metropolitan Government and LAB 2050
- Designed randomized controlled trials to measure the effectiveness of providing basic income for the youth in Seoul

TEACHING EXPERIENCE

Instructor

2022 Department of Public Administration, Korea University

- Introductory Statistics for the Social Sciences (Graduate level), Summer
- 2021 Public Policy and International Affairs (PPIA) Junior Summer Institute, University of Minnesota-Twin Cities
 - Applied Statistics for Policy Analysis and Evaluation (Undergraduate level), Summer
- 2020 Department of Public Administration, Kookmin University
 - Advanced Social Statistics and Data Science (Undergraduate level), Summer

OTHER EXPERIENCE

Additional Training

- 2023 Academy of Management Doctoral Student Professional Development Consortium (Public and Nonprofit Division), Boston, MA.

Military Service

- 2012-14 Staff Sergeant, Public Affairs Office, 15th Special Missions Wing, Republic of Korea Air Force

HONORS AND AWARDS

Association for Research on Nonprofit and Voluntary Action
2023-24 ARNOVA Graduate Diversity Scholars Fellowship

Ministry of Education, Republic of Korea
2019 Korean Government Scholarship for Study Overseas

Iju Academy and Culture Foundation, Republic of Korea
2014-15 Undergraduate Student Scholarship

Korea Foundation for Advanced Studies, Republic of Korea
2011-15 Undergraduate Student Scholarship

PROFESSIONAL MEMBERSHIPS

Association for Research on Nonprofit and Voluntary Action (ARNOVA)
Academy of Management (AOM)
Divisions: Public and Nonprofit (PNP), Organization Management Theory (OMT)

LANGUAGES AND SKILLS

Language

Korean (Native)

Statistical Software Proficiency

STATA, R, Python

Last update: December 2023