

Jung Ho Choi

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EDUCATION

PhD	University of Pennsylvania, Philadelphia, PA, USA School of Social Policy and Practice Dissertation: <i>Architecting Social Impact: Three Essays on Public and Philanthropic Resources in Nonprofit Ecosystems</i> Committee: Femida Handy (Chair), Chao Guo, Rand Quinn ▪ Winner, 2026 AOM PNP Best Doctoral Student Paper Award ▪ Winner, 2025 ARNOVA Lester M. Salamon Memorial Award	Current
MPP	University of Minnesota, Minneapolis, MN, USA Humphrey School of Public Affairs	2022
BA / MA	Korea University, Seoul, Republic of Korea Department of Public Administration	2019

RESEARCH INTERESTS

Public and Nonprofit Management | Social Innovation | Social Impact Measurement |
Computational Social Science | Organizational Theory

PUBLICATIONS

Refereed Journal Articles

- Choi, J. H.**, & Handy, F. (2025). "Social Closure in Social Work: The Racial Implications of Licensure Requirements" *Advances in Social Work*, 25(2), 576-593.
- Oelberger, C., Eaton, A., & **Choi, J. H.** (2025). "One Size Fits All? Exploring Motivation for Public Employees with a Job Fit Framework and Response Surface Analysis" *Review of Public Personnel Administration*, 45(2), 333-364.
- Allen, R., Horner, K., & **Choi, J. H.** (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. H.** (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.

Manuscripts Under Review

- Choi, J. H.**, & Handy, F. [A study on government and philanthropic grantmaking] Under Review & Resubmit, *Public Administration Review*
- Best Doctoral Student Paper Award, Academy of Management Public and Nonprofit Division

- Best Paper Proceedings of the Eighty-sixth Annual Meeting of the Academy of Management
- Stanford Philanthropy and Civil Society Junior Scholar
- Oxford-Penn Social Impact Doctoral Fellow

Choi, J. H., Hung, C., & Handy, F. [A study on performative failure and public trust] Under Review, *Public Administration Review*

Choi, J. H., Marrese, T., & Wu, V. C. S. [A study on administrative language and artificial intelligence in the public sector] Under Review, *Public Management Review*

- Institute for Humane Studies Research Grant

Manuscripts in Preparation

Choi, J. H. “The Capacity Trap: Government Funding and the Concentration of Philanthropy” Preparing for submission at *Journal of Public Administration Research and Theory*

Choi, J. H., & Jang, D. “Signaling Prosocial Value: A Text Analysis Approach on Online Job Postings” Preparing for submission at *Academy of Management Journal*

- Center for Social Value Enhancement Studies Research Grant

Choi, J. H. “Money or Impact? Job Preferences Between Monetary Compensation and Potential Prosocial Impact” Preparing for submission at *Nonprofit Management and Leadership*

RESEARCH FUNDING

2024	Institute for Humane Studies, “The Empathetic Bot: Can AI Enhance Citizen Satisfaction?” (PI, \$3,000 awarded) (with Tiana Marrese and Viviana Wu)
2024	School of Social Policy and Practice, University of Pennsylvania, “Are ‘Woke’ Nonprofit Organizations More Favored by Donors? A Survey Experiment” (PI, \$5,000 awarded)
2023	School of Social Policy and Practice, University of Pennsylvania, “Impact on Donor Trust in Nonprofits after the COVID-19 Outbreak” (PI, \$5,000 awarded)
2021	Center for Social Value Enhancement Studies, “Signaling Prosocial Value: A Text Analysis Approach on Online Job Postings in Minnesota” (PI, \$2,000 awarded) (with Dongil Jang)

HONORS, AWARDS, AND FELLOWSHIPS

2026	Best Doctoral Student Paper Award, Academy of Management, Public and Nonprofit Division (\$500 awarded)
	Meier PMRC Inclusion Travel Award, Public Management Research Association, (\$500 awarded)

- Doctoral Student Professional Development Consortium Program, Academy of Management, Public and Nonprofit Division (\$447 awarded)
- 2025 ARNOVA Lester M. Salamon Memorial Award for Promising Ph.D. Proposal, Association for Research on Nonprofit Organizations and Voluntary Action (\$500 awarded)
- Doctoral Fellow, Oxford-Penn Social Impact Fellowship Program (£3,000 awarded)
- Junior Scholar, Stanford Philanthropy and Civil Society Junior Scholars Forum
- Doctoral Fellow, ARNOVA Doctoral Fellowship Program
- 2023-24 Diversity Scholar, ARNOVA Graduate Diversity Scholars and Leaders Professional Development Program (\$1,000 awarded)
- 2019-20 Government Scholarship for Study Overseas, Korea Ministry of Education (\$40,000/year awarded)
- 2014-15 Undergrad Student Scholarship, Ilju Academy and Culture Foundation (full tuition)
- 2011-15 Undergrad Student Scholarship, Korea Foundation for Advanced Studies (stipend)

TEACHING EXPERIENCE

Instructor

- 2022 Introductory Statistics for the Social Sciences
(Graduate level, In-Person), Summer
- 2021 Applied Statistics for Policy Analysis and Evaluation
(Undergraduate level, Online), Summer
- 2020 Advanced Social Statistics and Data Science
(Undergraduate level, In-Person), Summer

Guest Lecturer

- 2026 Economics of Human Behavior and Organizational Life
(Graduate level, Online), Spring

Teaching Assistant

- 2026 Economics of Human Behavior and Organizational Life
(Graduate level, Online), Spring
- 2024 Economics of Human Behavior and Organizational Life
(Graduate level, Online), Fall

OTHER EXPERIENCE

Additional Training

- 2024 Network for Social Work Management Doctoral Scholars Institute, Online
- 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, Korea Air Force

CONFERENCE PRESENTATIONS

- 2026 Academy of Management (AOM), Philadelphia, PA (Scheduled)
- **Choi, J. H.**, & Handy, F. “Architecting Ecosystems: Government and Philanthropic Funding Distributions and Poverty Alleviation”
- Public Management Research Association Conference (PMRC), Washington DC
- **Choi, J. H.**, & Handy, F. “Architecting Ecosystems: Government and Philanthropic Funding Distributions and Poverty Alleviation”
- 2025 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Indianapolis, IN
- **Choi, J. H.**, & Handy, F. “Distributing Impact: The Role of Philanthropic Grant Distribution in Community-Level Poverty Reduction”
 - **Choi, J. H.**, & Handy, F. “When Corporate Philanthropy Meets Social Movements: The Role of CEO Political Ideology and Peer Pressure”
- Public Management Research Association Conference (PMRC), Seoul, South Korea
- **Choi, J. H.**, Marrese, T., & Wu, V. C. S. “The Empathetic Bot: Can AI Enhance Citizen Satisfaction?”
- 2024 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Washington DC
- **Choi, J. H.**, Hung, C., & Handy, F. “Are Diverse Nonprofit Organizations More Favored by Donors? A Survey Experiment”
 - Panelist of Data and Analytics Section (DAS) Colloquium. “Integrating Generative AI into Nonprofit Research: Examples, Best Practices, and Ethical Considerations”
- 2023 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Orlando, FL
- **Choi, J. H.**, Doghri, Y., & Handy, F. “If I Look at the One: Identifiability of Victims and In-group Favoritism in Charitable Giving”

- **Choi, J. H.**, Marrese, T., Handy, F., & Cnaan, R. “Who Stopped Donating During the Pandemic? A Quasi-Experimental Study Using Coarsened Exact Matching”

PROFESSIONAL MEMBERSHIPS

Association for Research on Nonprofit and Voluntary Action (ARNOVA)

Academy of Management (AOM)

Public Management Research Association (PMRA)

LANGUAGES AND SKILLS

Languages Korean (Native), English (Fluent)

Computing Skills R, Python, Stata

Last updated: June 2026