

# Jung Ho Choi

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## EDUCATION

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PhD	University of Pennsylvania, Philadelphia, PA School of Social Policy and Practice Dissertation: <i>Essays on the Social Impact of Philanthropic Grant-Making</i> Committee: Femida Handy (Chair), Chao Guo, Rand Quinn	Current
MPP	University of Minnesota, Minneapolis, MN Humphrey School of Public Affairs	2022
BA / MA	Korea University, Seoul, Republic of Korea Department of Public Administration	2019

## RESEARCH INTERESTS

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I study how private funding drives social impact. Specifically, I investigate how philanthropic organizations make resource allocation decisions and how these choices shape their capacity for impact. My research draws on organizational theory and uses both traditional causal inference methods and computational text analysis techniques, including Large Language Models.

**Topic** Nonprofit Management | Philanthropy | Social Impact Measurement | Organizational Theory

**Method** Causal Inference | Computational Social Science

## DISSERTATION

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My dissertation tackles a fundamental question in the philanthropic ecosystem: how can philanthropic funding decisions translate into real-world social change? Through three interconnected studies, I examine the key mechanisms that drive philanthropic impact. The first essay analyzes whether concentrating grants among fewer nonprofits versus distributing funding more broadly relates to different societal outcomes. The second essay investigates the organizational and institutional conditions that lead corporate foundations to support progressive social movements. The third essay examines strategies community foundations use to increase public donations and strengthen their funding base. This project has been supported by several competitive fellowship programs, including the Oxford-Penn Social Impact Fellowship Program and the Stanford Philanthropy and Civil Society Junior Scholars Forum.

## PUBLICATIONS

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### Refereed Journal Articles

**Choi, J. H., & Handy, F.** (Forthcoming). "Social Closure in Social Work: The Racial Implications of Licensure Requirements" *Advances in Social Work*.

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.

### **Manuscript in Submission**

**Choi, J. H.**, Marrese, T., Handy, F., & Cnaan, R. “Does Trust in Nonprofit Organizations Matter for Donors in Times of Crisis? Insights from the COVID-19 Pandemic” Revise & Resubmit, *VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations*.

### **Manuscript in Preparation**

The Empathetic Bot: Can AI Enhance Citizen Satisfaction in Citizen-State Interactions? (with Tiana Marrese and Viviana Chiu Sik Wu)

Signaling Social Value: A Text Analysis Approach on Online Job Postings of Nonprofit Organizations in Minnesota (with Dongil Jang)

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

## **RESEARCH GRANTS**

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|------|---|
| 2024 | Institute for Humane Studies, “The Empathetic Bot: Can AI Enhance Citizen Satisfaction in Citizen-State Interactions?” (PI, \$3,000) (with Tiana Marrese and Viviana Wu)                        |
| 2021 | Center for Social Value Enhancement Studies, “Signaling Social Value: A Text Analysis Approach on Online Job Postings of Nonprofit Organizations in Minnesota” (PI, \$2,000) (with Dongil Jang) |

## **FELLOWSHIPS AND SCHOLARSHIPS**

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### **University of Pennsylvania**

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|---------|---|
| 2023-24 | Summer PhD Research Fellowship, School of Social Policy and Practice (\$5,000/year) |
| 2024    | Conference Travel Fund, School of Social Policy and Practice (\$405)                |

### **External Sources**

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|---------|--|
| 2025    | Doctoral Fellowship, Oxford-Penn Social Impact Fellowship Program (£3,000)             |
| 2025    | Junior Scholar, Stanford/ESSEC Philanthropy and Civil Society Junior Scholars Forum    |
| 2025    | Doctoral Fellowship, ARNOVA  |
| 2023-24 | Graduate Diversity Scholars Fellowship, ARNOVA (\$1,000)                               |
| 2019-20 | Government Scholarship for Study Overseas, Korea Ministry of Education (\$40,000/year) |
| 2014-15 | Undergraduate Student Scholarship, Ilju Academy and Culture Foundation (full tuition)  |

2011-15 Undergraduate Student Scholarship, Korea Foundation for Advanced Studies (stipend)

## TEACHING EXPERIENCE

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### Teaching Assistant

2024 Economics of Human Behavior and Organizational Life  
(Graduate level, Online), Fall  
School of Social Policy and Practice, University of Pennsylvania

### Instructor

2022 Introductory Statistics for the Social Sciences  
(Graduate level, In-Person), Summer  
Department of Public Administration, Korea University

2021 Applied Statistics for Policy Analysis and Evaluation  
(Undergraduate level, Online), Summer  
University of Minnesota-Twin Cities

2020 Advanced Social Statistics and Data Science  
(Undergraduate level, In-Person), Summer  
Department of Public Administration, Kookmin University

## OTHER EXPERIENCE

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### 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, 15<sup>th</sup> Special Missions Wing, Korea Air Force

## CONFERENCE PRESENTATIONS

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2025 Public Management Research Association Conference (PMRC), Seoul.  
1. **Choi, J. H.**, Marrese, T., & Wu, V. C. S. "The Empathetic Bot: Can AI Enhance Citizen Satisfaction in Citizen-State Interactions?"

2024 Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), Washington DC.  
1. **Choi, J. H.**, Hung, C., & Handy, F. "Are Diverse Nonprofit Organizations More Favored by Donors? A Survey Experiment."  
2. 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.

1. **Choi, J. H.**, Doghri, Y., & Handy, F. “If I Look at The One: Identifiability of Victims and In-group Favoritism in Charitable Giving.”
2. **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**

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Association for Research on Nonprofit and Voluntary Action  
Academy of Management  
Public Management Research Association

## **LANGUAGES AND SKILLS**

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**Language** Korean (Native)  
**Computing Skill** R, Python, Stata

Last updated: August 2025