

**Curriculum Vitae
Yongbeom (Yong) Hur
August 11, 2026**

Department of Government and Justice Studies
Appalachian State University
ASU Box 32107
Boone, NC 28608

Email: hury@appstate.edu
Tel: 828-262-8328

Academic Appointment

Professor, Department of Government and Justice Studies, Appalachian State University, 2024 – present

Associate Professor, Department of Government and Justice Studies, Appalachian State University, 2013 – 2024

Assistant Professor, Department of Government and Justice Studies, Appalachian State University, 2007 – 2013

Education

University of Kentucky, Lexington, KY

Ph.D., Public Administration, May 2007

The Ohio State University, Columbus, OH

M.A., Public Administration, May 2002

Seoul National University, Seoul, South Korea

B.S., Food Science and Biotechnology, Feb 1989

Courses Taught

Appalachian State University (2007 – present)

Graduate courses:

- Applied AI and Governance
- Organization Theory & Behavior
- Research methods
- Decision making
- Field-based research
- Seminar in Public Administration
- Capstone Seminar

Undergraduate courses

- Public Management
- Research Methods
- Introduction to Public Administration
- State and Local Government

Publications

Peer-reviewed Journal Articles

Hur, Yongbeom. 2024 Assessing the Effects of Workplace Contextual Factors on Turnover Intention: Evidence from U.S. Federal Employees. *Public Organization Review*. <https://doi.org/10.1007/s11115-024-00784-y>

Hur, Yongbeom. 2024. "Public Managers and Job Satisfaction: Exploring an Effective Way to Improve Their Job Satisfaction" *Transylvanian Review of Administrative Sciences* 72 E: 40-56

Hur, Yongbeom. 2022. "Improving Job Satisfaction among Racial/Ethnic Minorities: The Case of U.S. Federal Employees" *Public Organization Review* <https://doi.org/10.1007/s11115-022-00671-4>

Hur, Yongbeom. 2022. "Exploring Effective Ways to Reduce Turnover Intention among Female Employees: The Case of U.S. Federal Employees." *Journal of Public and Nonprofit Affairs* <https://doi.org/10.20899/jpna.8.3.302-322>

Hur, Yongbeom. 2022. "Exploring Job Resources for Female Employees' Job Strain: The Case of U.S. Federal Employees." *Transylvanian Review of Administrative Sciences* 66 E: 45-63

Hur, Yongbeom. 2022. "Racial/Ethnic Minorities and Job Strain: Exploring Effective Ways to Reduce Their Job Strain." *Public Organization Review* <https://doi.org/10.1007/s11115-021-00552-2>

Hur, Yongbeom. 2020. "The paradox of grateful slaves revisited: How about female public managers?" *International Journal of Public Sector Performance Management* 6 (6): 781-792

Hur, Yongbeom. 2018. "Gender Diversity and Organizational Performance: Assessing the Effects of Gender Diversity in the U.S. Law Enforcement Agencies." *International Journal of Public Sector Performance Management* 4 (3): 313-330

Hur, Yongbeom. 2018. "Testing Herzberg's Two-Factor Theory of Motivation in the Public Sector: Is it Applicable to Public Managers?" *Public Organization Review* 18 (3): 329-343

Hur, Yongbeom. 2017. "Does Training Matter in Public Organizations? Assessing Training Effects in The U.S. Law Enforcement Agencies" *International Journal of Organization Theory and Behavior* 20 (4): 435-459.

Hur, Yongbeom and Ruth Ann Strickland. 2015. "Diversity Management Practices, Do They Make a Difference? Examining Impacts of Their Adoption in Local Governments" *Public Administration Quarterly* 39 (2): 325-357

Hur, Yongbeom. 2013. "Racial Diversity, Is It a Blessing to an Organization? Examining the Effects of Workforce

Diversity in Municipal Police Departments" *International Review of Administrative Sciences* 79 (1): 149-164

Hur, Yongbeom. 2013. "Turnover, Voluntary Turnover, and Organizational Performance: Evidence from Municipal Police Departments." *Public Administration Quarterly* 37 (1): 3-35

Hur, Yongbeom and Ruth Ann Strickland. 2012. "Diversity Management Practices and Understanding Their Adoption: Examining Local Governments in North Carolina." *Public Administration Quarterly* 36 (3): 380-412

Hur, Yongbeom and Robin Testerman. 2012. "An Index of Child Well-being at a Local Level in the U.S.: The Case of North Carolina Counties." *Child Indicators Research* 5 (1): 29-53

Hur, Yongbeom, Ruth Ann Strickland, and Dragan Stefanovic. 2010. "Managing Diversity, Does It Matter To Municipal Governments?" *International Journal of Public Sector Management* 23 (5): 500-515

Hur, Yongbeom, and Merl Hackbart. 2009. "MPA vs. MPP Programs: Distinction without a Difference?" *Journal of Public Affairs Education* 15 (4): 397-424

Book Chapters, Monographs, and Technical Reports

Hur, Yongbeom. 2017. Public Employee Motivation. In *Global Encyclopedia of Public Administration, Public Policy, and Governance*, edited by A. Farazmand. New York City: Springer International Publishing.

Ehrhardt, George and Yongbeom Hur. 2011. *Research Methods: Statistical Analysis with SPSS*. Government and Justice Studies, Appalachian State University.

Hur, Yongbeom. 2009. *Organizational Performance, Turnover, and Human Resource Management: Focusing on Municipal Police Service*: VDM Publishing House Ltd.
ISBN: 978-3-639-19306-0

Hackbart, Merl, Suzanne Sapp, and Yongbeom Hur. 2004. "Debt Capacity and Debt Limits: A State Road Fund Perspective." Lexington, KY: Kentucky Transportation Center.

Professional Meeting Presentations

Assessing the effect of EV charging stations on EV registrations (Coauthor: Dylan Blankley, MPA graduate)
Southeastern Conference for Public Administration, Atlanta, GA, September 2023

Public managers and job satisfaction: Exploring a tailored approach to improving job satisfaction
Southeastern Conference for Public Administration, Lexington, KY, September 2022

Passing the tourist's eye test: A study of the importance of the branding for municipalities (Coauthor: William Buffkin, MPA graduate), Southeastern Conference for Public Administration, Lexington, KY, September 2022

How do contextual workplace factors affect turnover intention? American Society for Public Administration Conference, Jacksonville, FL, March 2022

Delving into Gender Effects on Job Satisfaction: How Are Female Public Employees Different?
Southeastern Conference for Public Administration, Baton Rouge, LA, September 2019

Can We Kill Two Birds with One Stone? Dealing with Public Manager's Satisfaction and Dissatisfaction at Work
Southeastern Conference for Public Administration, Birmingham, AL, October 2018

Work Orientations and Job Satisfaction for Public Managers: Does Gender Matter?
Southeastern Conference for Public Administration, Raleigh, NC, October 2016

Where Does Satisfaction Come from? Testing Herzberg's Dual Structure Theory of Motivation in The Public Sector
Southeastern Conference for Public Administration, North Charleston, SC, October 2015

Is Extra Stress Real for Female Workers in Nontraditional Jobs? The Case of Law Enforcement Agencies
Southeastern Conference for Public Administration, Charlotte, NC, September 2013

What Returns Can We Expect from Investing in Human Capital? Assessing Training Effects in Municipal Police Departments, Southeastern Conference for Public Administration, Coral Springs, FL, October 2012

Turnover's Impact on Performance: Just Turnover or Voluntary Turnover?
Southeastern Conference for Public Administration, Wilmington, NC. October 2010

Diversity Management Issues: How Are Local Governments Responding? (coauthor: Ruth Ann Strickland and Dragan Stefanovic), Southeastern Conference for Public Administration, Louisville, KY, October 2009

Managerial Approaches to Crime Control: Shifting Attentions to Interior Environments of Municipal Police Departments, Southeastern Conference for Public Administration, Orlando, FL, September 2008

Diversity Management Principles in Adopting Practices (coauthor: Ruth Ann Strickland and Dragan Stefanovic)
Southeastern Conference for Public Administration, Orlando, FL, September 2008

What Should We Pay Attention to, Crime Clearance or Crime Reduction? Proposing A Crime Control Model
North Carolina Criminal Justice Association Conference, Boone, NC, April 2008

Diversity Management Practices in North Carolina's County Governments: Investigating Current Status and
Influencing Factors (coauthor: Ruth Ann Strickland and Dragan Stefanovic)
Conference on Southern Political Science Association, New Orleans, LA, January 2008

Reducing Negative Effects of Turnover: Can We Do It with Human Resource Management?
Conference on American Society of Public Administration, Washington, D.C., March 2007

How Do Human Resources Matter in the Public Sector? Exploring the Consequences of Turnover for Municipal
Police Performance, Southeastern Conference for Public Administration, Athens, GA, September 2006

Turnover, Performance, and Human Resource Management in the Public Sector: Focusing on Municipal Police
Service, Conference on Academy of Management, Atlanta, GA, August 2006

Does Turnover Matter in the Public Sector?
Conference on Midwest Political Science Association, Chicago, IL, April 2006

Professional Service (Off Campus)

Chair, Panel on Motivating and Demotivating Public Employees
Southeastern Conference for Public Administration, Lexington, KY (September 2022)

Chair, Panel on Anticipating the Future and Shaping the Mission of Public Agencies
Southeastern Conference for Public Administration, Lexington, KY (September 2022)

Chair, Panel on Leadership and Performance in Public Organizations
Southeastern Conference for Public Administration, Birmingham, AL (October 2018)

Chair, Panel on Individuals' Work-Life Concerns and the Questions of Balance or Imbalance Southeastern
Conference for Public Administration, Raleigh, NC (October 2016)

Chair, Panel on Issues in the Management of Human Resources
Southeastern Conference for Public Administration, Louisville, KY (October 2009)

Chair, Panel on Public Administration
Conference on Southern Political Science Association, New Orleans, LA (January 2008)

Editorial Board Member, *Public Administration Quarterly* (2012-2016)

Invited Outside Reviewer for Tenure Candidate (Dr. Morgan Johansen), University of Hawaii at Manoa (2013)

Ad hoc Reviewer:

Public Organization Review (Since 2024)

Public Administration Review (Since 2018)

International Journal of Organization Theory and Behavior (Since 2016)

Public Personnel Management (Since 2014)

International Review of Administrative Sciences (Since 2013)

Public Management Review (Since 2012)

Police Practice and Research (Since 2012)

Management Research Review (Since 2009)

Child Indicators Research (Since 2012)

American Review of Public Administration (Since 2011)

Review of Public Personnel Administration (Since 2011)

Journal of Public Affairs Education (Since 2010)

Management Research Review (Since 2009)

Professional Service (On Campus)

Chair, Faculty Search Committee for Public Administration, 2026

Chair, Faculty Search Committee for Public Administration, 2025

Chair, Faculty Search Committee for Public Administration, 2024

Member, Faculty Search Committee for Teaching Assistant Professor of Public Administration, 2024

Nominated for Richard N. Henson Outstanding Advising Award for the College of Arts and Sciences, 2023

Member, William C. Strickland Outstanding Junior Faculty Award Committee, 2022

Member, MPA Admissions Committee 2011-present

Member, Faculty Search Committee for Public Administration, 2022

Member, Department Personnel Committee, 2017-2023

Member, Promotion and Tenure Committee, 2013-present

Member, Post Tenure Review Committee, 2018-present

Member, Faculty Search Committee for Public Administration, 2019-2020

Department Webmaster, 2011-2017

Member, Promotion and Tenure Review Committee, 2017

Member, Faculty Search Committee for Public Administration, 2015-2016

Member, Post Tenure Review Committee, 2014-2016

Member, MPA Program Assessment Committee, 2015

Member, Department Personnel Committee, 2013-2015

Member, Faculty Search Committee for American Politics, 2014-2015

Member, Faculty Search Committee for Public Administration, 2013-2014

Interviewed on North Korea's current situation, future scenarios, and more

App 1800 News Show at WASU radio, April 8, 2013
Research Methods Refresher Session for MPA capstone students, 2009-2012
Redesigning MPA website, 2012
Member, Faculty Search Committee for Public Administration, 2011-2012
Member, Faculty Search Committee for Criminal Justice, 2011-2012
Member, Faculty Search Committee for Administrative law, 2010-2011
Member, Department Personnel Committee, 2010-2011
Member, Faculty Search Committee for Public Policy, 2010-2011
Member, Scholarship Committee for MPA program, 2010-2011
Invited Speaker for Asian politics (PS 2610, instructor: Dr. Ehrhardt):
 Sharing the Information about Korean Politics and a Divided Situation, March 22, 2010
Member, Faculty Search Committee for Environmental Policy and Politics, 2009-2010
Member, Faculty Search Committee for American Politics, 2009-2010
Volunteer, Sharing Teaching Experiences at the Orientation for New International Faculty, 2009
Member, MPA Director Search Committee, 2008
Member, Department Tenure and Promotion Guideline Committee, Government & Justice Studies 2008
Member, Department Personnel Committee, Government & Justice Studies 2007-2008

Memberships in Professional Associations

American Society for Public Administration
Academy of Management