

YONGBEOM HUR

Associate Professor, Public Administration
Government & Justice Studies • Appalachian State University
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EDUCATION

University of Kentucky Ph.D. in Public Administration	Lexington, KY
Ohio State University M.A. in Public Administration	Columbus, OH
Seoul National University B.S. in Food Science and Biotechnology	Seoul, South Korea

RESEARCH & TEACHING INTERESTS

- Human Resource Management
- Quantitative Approach to Public Management
- Research Methods

COURSES TAUGHT

Appalachian State University (Aug 2007 – present)

- Organization Theory & Behavior
- Decision making
- Seminar in Public Administration
- Capstone Seminar

Graduate Courses

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

Undergraduate Courses

University of Kentucky (Jan 2007 – May 2007)

PUBLICATIONS

PEER-REVIEWED JOURNAL ARTICLES

Hur, Yongbeom. Forthcoming. "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*.

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.

MANUSCRIPTS UNDER REVIEW

Understanding Female Public Managers' Job Satisfaction

Can We Kill Two Birds with One Stone? Dealing with Public Manager's Satisfaction and Dissatisfaction at Work

PROFESSIONAL MEETING PRESENTATIONS

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

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

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

What Returns Can We Expect from Investing in Human Capital? Oct 2012
Assessing Training Effects in Municipal Police Departments

Southeastern Conference for Public Administration, Coral Springs, FL	
Turnover's Impact on Performance: Just Turnover or Voluntary Turnover? Southeastern Conference for Public Administration, Wilmington, NC	Oct 2010
Diversity Management Issues: How Are Local Governments Responding? with Ruth Ann Strickland and Dragan Stefanovic Southeastern Conference for Public Administration, Louisville, KY	Oct 2009
Managerial Approaches to Crime Control: Shifting Attentions to Interior Environments of Municipal Police Departments Southeastern Conference for Public Administration, Orlando, FL	Sep 2008
Diversity Management Principles in Adopting Practices with Ruth Ann Strickland and Dragan Stefanovic Southeastern Conference For Public Administration, Orlando, FL	Sep 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	Apr 2008
Diversity Management Practices in North Carolina's County Governments: Investigating current status and influencing factors with Ruth Ann Strickland and Dragan Stefanovic Conference on Southern Political Science Association, New Orleans, LA	Jan 2008
Reducing Negative Effects of Turnover: Can We Do It with Human Resource Management? Conference on American Society of Public Administration, Washington, D.C.	Mar 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	Sep 2006
Turnover, Performance, and Human Resource Management in the Public Sector: Focusing on Municipal Police Service Conference on Academy of Management, Atlanta, GA	Aug 2006
Does Turnover Matter in the Public Sector? Conference on Midwest Political Science Association, Chicago, IL	Apr 2006

RESEARCH EXPERIENCES

Department of Government and Justice Studies,
Appalachian State University

Aug 2007 – present

Martin School of Public Policy and Administration, University of Kentucky

Research Assistant for Dr. Merl Hackbart Aug 2005 – Dec 2006
 Conduct research on public affairs education
 Responsible for data collection and management through surveying and data analysis

Research Assistant for Dr. Seok-Woo Kwon Aug 2003 – Jun 2005
 Provided assistance to research on hospital management practices
 Responsible for data management
 Provided assistance to graduate class preparing

Graduate Assistant for Dr. James Martin Aug 2002 – Jun 2003
 Provided general research assistance
 Provided assistance to graduate class preparing

Kentucky Transportation Center, University of Kentucky

Research Associate Aug 2003 – Dec 2003
 Conducted research on transportation finance (debt limit)
 Responsible for data collection through survey and data analysis

SERVICE

PROFESSIONAL SERVICE OFF CAMPUS

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

Outside review for tenure candidate, University of Hawaii at Manoa (2013)

Invited and Ad hoc Reviewer:

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)

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)

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)

PROFESSIONAL SERVICE ON CAMPUS

Member, Post Tenure Review Committee, 2018-
Member, Department Personnel Committee, 2017-present
Member, Promotion and Tenure Committee, 2013-present
Member, MPA Admissions Committee 2011-present
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