

JAEHEE JONG

CURRICULUM VITAE

Northern Illinois University
Department of Public Administration
School of Public & Global Affairs, DeKalb, IL 60115
Email: jjong@niu.edu

ACADEMIC APPOINTMENT

Assistant Professor, Department of Public Administration, Northern Illinois University, Aug 2017– present

EDUCATION

Rockefeller College of Public Administration and Policy, University at Albany, SUNY

Ph.D. in Public Administration, Dec 2015
Master of Public Administration (MPA)

Graduate School of Public Administration (GSPA), Seoul National University (SNU), Seoul, Korea

Master of Public Administration

Department of Public Administration, University of Suwon, Korea, Bachelor of Public Administration

PEER-REVIEWED ARTICLES

- Jong, J.** & Faerman, S. The impact of transactional and transformational leadership on goal specificity and psychological empowerment. *Public Personnel Management*. Forthcoming.
- Jong, J.** & Ford, M. (2020). An exploration of the relationship between autonomy congruence, perceived supervisor individualized consideration, and employee outcomes. *Review of Public Personnel Administration*.
- Crede, M., **Jong, J.**, & Harms, P. (2019). The generalizability of transformational leadership across cultures: a meta-analysis. *Journal of Managerial Psychology*, 34(3), 139-155. [**Selected as the Best Paper that appeared in JMP in 2019**].
- Jong, J.** (2019). Racial diversity and task performance: The roles of formalization and goal setting in government organizations. *Public Personnel Management*, 48(4), 493–512.
- Jong, J.** (2018). The role of social support in the relationship between job demands and employee attitudes. *International Journal of Public Sector Management*, 31(6), 672-688.
- Jong, J.** & Ford, M. (2016). The lagged effects of job demands and resources on organizational commitment in federal government agencies: A multi-level analysis. *Journal of Public Administration Research and Theory*, 26(3), 475–492.
- Jong, J.** (2016). The role of performance feedback and job autonomy in mitigating the negative effect of role ambiguity on employee satisfaction. *Public Performance & Management Review*, 39(4), 814–834.
- Kim, T. **Jong, J.** & Hur, G. (2008). A study on the quality of the regulatory impact analysis in Korea: Applying the general evaluation framework, *Journal of Regulation Studies*, 17(2), 133–170. [In Korean]

OTHER PUBLICATIONS

Jong, J. & Faerman, S. (2020). Centralization and decentralization: Balancing organizational and employee expectations. In A. Farazmand (Ed.) *Global Encyclopedia of Public Administration, Public Policy, and Governance*. Springer, Cham.

Jong, J. & Faerman, S. (2018). Framework for understanding NPM reform initiatives. In A. Farazmand (Ed.) *Global Encyclopedia of Public Administration, Public Policy, and Governance*. Springer, Cham.

MANUSCRIPTS UNDER REVIEW & CURRENT RESEARCH PROJECTS

Employee benefit use, availability, and perceived quality: A meta-analysis of relationships with work attitudes [with Hong and Ford]

- Full paper was submitted to the 2021 Academy of Management (AoM) conference (Jan 2021)
- Currently finalizing a manuscript to submit to *Academy of Management Journal* in Mar, 2021

Premises and paradoxes of telework in local governments before and after the COVID-19 pandemic (with Park)

- Survey has been disseminated to members of the Public Employer Labor Relations Associations (IPELRAs) (Jan to Mar 2021)
- Proposal accepted to the *Review of Public Personnel Administration* (ROPPA) COVID-19 symposium
- Currently preparing a manuscript to submit to ROPPA in Summer 2021

A study of Illinois township government human resources management and property assessment practices, and collaborations with other organizations

- Survey was disseminated to Illinois township officials (Jan to Feb, 2021)
- A proposal was submitted to *Illinois Municipal Policy Journal* in Feb, 2021 (Status of Township Governments in 2021) (with Thurmaier, Goodman, and Deslatte)

Leadership and gender in the public sector: The effect of stereotypic perceptions of leadership (Using NY state government employee data)

- Presented at the ASPA in 2018
- Currently preparing a manuscript to submit to *Public Management Review* in Summer 2021

CONFERENCE PRESENTATIONS

Jong, J. "Structure and empowerment: The moderating role of individual preference." Paper presentation at the Midwest Public Affairs Conference (MPAC), Indianapolis, Indiana, September 19-20, 2019 [Served as a panel moderator].

Jong, J. "Does structure limit or enable empowerment?" Paper presentation at the AoM Annual Meeting, Boston, August 9-13, 2019.

Jong, J. "Demographic diversity and goal setting: The moderating role of job characteristics in government organizations." Paper presentation at the AoM Annual Meeting, Chicago, August 7-11, 2018.

Jong, J. & Ford, M. "Incongruent effect between structure and preference for structure." Paper presentation at the AoM Annual Meeting, Chicago, August 7-11, 2018.

Jong, J. "The effect of stereotypic perceptions of leadership in the public sector." Paper presented by the annual conference of the ASPA, Denver, Mar 13-15., 2018.

Jong, J. & Ford, M. "The lagged effects of job demands and resources on organizational commitment in federal government agencies: A multi-level analysis." Paper presentation at the AoM Annual Meeting, Vancouver, British Columbia, Canada, August 7-11, 2015.

Crede, M., **Jong, J.**, & Harms, P. "The generalizability of the effect of transformational leadership on subordinate performance." Poster presentation at the conference of the Society for Industrial and Organizational Psychology (SIOP), Philadelphia, Pennsylvania, April 23-25, 2015.

Jong, J. "The role of performance feedback and job autonomy in mitigating the negative effect of role ambiguity on employee attitudes." Paper presentation at the annual research conference of the APPAM, Albuquerque, New Mexico, Nov 6-8, 2014.

Jong, J. "Performance feedback and employee attitudes in the public sector." Paper presentation at the 5th annual research conference of the Northeast Conference on Public Administration (NECoPA), Portsmouth, New Hampshire, Nov 7-8, 2014.

Jong, J. "Transformational leadership and employee performance: A meta-regression analysis." Paper presentation at the Public Management Research Association Conference (PMRC), Madison, Wisconsin, June 20-22, 2013.

Jong, J. "Leadership and organizational performance: A meta-regression analysis." Poster presented by the 34th annual research conference of the APPAM, Baltimore, Nov 8-10, 2012.

Jong, J. "A comprehensive framework for understanding the adoption and implementation of NPM reform." Poster presented at the NECoPA, Boston, Nov 2-3, 2012.

Jong, J. "Collaboration and leadership." Attended the Public and Nonprofit Division's Doctoral Consortium at the AoM Annual Meeting, Boston, Aug 3-7, 2012.

Jong, J. "Identifying conditions of collaborative governance." Poster presented by the annual conference of the American Society for Public Administration (ASPA), Las Vegas, Mar 2-6, 2012.

Sayogo, D., **Jong, J.** Nam, T., & Gharawi, M. "Building the academic community of e-government research on cross-boundary information integration and sharing." In *Proceedings of the 45th Hawaii International Conference on System Sciences (HICSS-45)*, Hawaii, Jan 4-7, 2012.

Jong, J. "Does contracting out improve the performance of public welfare services?: An empirical study on the Seoul Metropolitan City case." Presented at the NECoPA, Rutgers University at Newark, New Jersey, Oct 22-23, 2010.

OTHER PRESENTATIONS

The Brown Bag Seminar, March 15, 2019, Department of Public Administration, University of Illinois at Chicago. "The congruence between structure and preference for structure predicting supervision and performance behaviors"

The ASPA Chicago Chapter Brown Bag Seminar, February 16, 2018, DePaul University
"Linking goal perceptions to employee performance in the public sector: The role of transformational leadership"

AWARDS, HONORS, & GRANTS

Northern Illinois University Foundation 50th Fund Grant, Summer 2021

Project: Management and Collaboration Issues of Illinois Township Governments (with Thurmaier and Goodman)

Journal of Managerial Psychology Literati Award Winners 2020, Outstanding Paper (with Crede and Harms)

Initiatives for Women (IWF) Awards, University at Albany, 2014 and 2015

Graduate Student Organization (GSO), Travel Grant, University at Albany, Spring 2013 and Fall 2014

Pi Alpha Alpha, Public Administration National Honor Society at the Rockefeller College of Public Administration and Policy, May 2011

David Gould Scholarship and Award, the American Society for Public Administration (ASPA), Section on International and Comparative Administration (SICA), Baltimore, March 11–15, 2011

Graduate Fellowship, LG Yonam Foundation, Seoul, Korea, Fall 2007 and Spring 2008

ACADEMIC SERVICES

EDITORIAL BOARDS

- May 2020~ Public Personnel Management
- April 2020~ Korean Local Administration Review

MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS

- Public Management Research Association (PMRA)
- Association of Public Policy Analysis and Management (APPAM)
- American Society of Public Administration (ASPA)
- Academy of Management (AoM)
- International Public Management Association for Human Resources (IPMA-HR)
- Society for Human Resource Management (SHRM)

UNIVERSITY/ DEPARTMENT SERVICE

- NIU Faculty Senate, Spring 2019 to present
- MPA Admission Committee, Spring 2019 to present
- Department Search Committee, Fall 2019 to Spring 2020

ADDITIONAL EMPLOYMENT

Research Fellow, Global Institute for Health and Human Rights, University at Albany, SUNY
April 2016 – Jan 2017

Intern, Office of General Services (OGS), New York State Government, Division of Human Resources
Management, Albany, NY, Human Resource Workforce Data Analytics, Oct 2015 – Jan 2017

Instructor, University at Albany, SUNY, Summer 2015 (RPAD 505: Data, Models and Decision II)

Teaching Assistant, University at Albany, SUNY, Spring 2012 – Spring 2015

Graduate Assistant, University at Albany, SUNY

- Center for Women in Government & Civil Society, Summer 2014
- System Dynamics Society, Fall 2011 – Spring 2012

Researcher, Korea Research Foundation (KRF), Division of Performance Analysis & Research Policy, Seoul,
Korea, 2005 – 2006.

Assistant Researcher, Asia Development Institute (ADI), Graduate School of Public Administration, Seoul
National University, Seoul, Korea, 2004

Staff, Korea Electronic Power Data Network, Division of Industry Information, Seoul, Korea, 2002 – 2003

Intern, LG-CNS Consulting Group, Information Technology Research Center, Seoul, Korea, 2001