

CURRICULUM VITAE EUNJU RHO

Northern Illinois University
Department of Public Administration
DeKalb, IL 60115
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ACADEMIC APPOINTMENTS

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| Assistant Professor | Department of Public Administration, School of Public and Global Affairs, Northern Illinois University (August 2017-present) |
| Assistant Professor | Department of Public Administration and Urban Studies, Department of Political Science, University of Akron (August 2013-August 2017) |

EDUCATION

- Ph.D. in Public Administration (August 2013), University of Georgia, Athens, GA.
Master of Public Administration (Spring 2008), Bush School of Government and Public Service, Texas A&M University, College Station, TX
Master of Arts in Public Administration (Spring 2005), Korea University, Seoul, South Korea
Bachelor of Arts in French Language and Literature (Spring 2003), Korea University, Seoul, South Korea

HIGHLIGHTS

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| Research | <ul style="list-style-type: none">▪ Publication in well-regarded, peer-reviewed journals in public administration (<i>PAR</i>, <i>PMR</i>, <i>IMPJ</i>, <i>JPA</i>)▪ Paul A. Volcker Junior Scholar Research Grant Award, American Political Science Association.▪ Academy of Management (AOM) Public and Nonprofit Division Best Paper |
| Teaching | <ul style="list-style-type: none">▪ Professor of the Year Award, Northern Illinois University▪ Maslow Award for Outstanding Contributions and Continuous Commitment to Student Success, University of Akron |
| Service | <ul style="list-style-type: none">▪ Public Management Research Conference (PMRC) Review Committee▪ American Society for Public Administration (ASPA) Section on Korean Public Administration, Treasurer▪ ASPA IL-Chicago Chapter Board▪ Korean Association of Public Administration (KAPA) International Cooperation Committee▪ AOM PNP Division's Best Dissertation Award Committee▪ Harvard Business Review Advisory Board▪ Ph.D. Comps. Committee Chair, Department of Public Administration, Northern Illinois Univ. |

PUBLICATIONS

[REFEREED JOURNAL ARTICLES]

- Rho, E.,** Kim, S, & Han, S. (2020). Taking Context and Strategy Seriously: The Contracting Out Decision in the U.S. Public Education. *Public Management Review*. <https://doi.org/10.1080/14719037.2020.1763073>
- Rho, E.,** & Han, S. (2020) Relative Managerial Networking and Performance: The Moderating Role of Environmental Context. *Public Administration Review*. <http://dx.doi.org/10.1111/puar.13164>

- Rho, E.,** Jung, J., & Nam, T. (2020). A Closer Look at What Goes Wrong: Public Employee Cynicism and Resistance to Administrative Reform. *International Journal of Public Administration*. <https://doi.org/10.1080/01900692.2020.1742738>
- Nam, T., Jung, J., & **Rho, E.** (2019). Between a Scientist and a Government Employee: Analyzing the Occupational Identify of National Research Institute Researchers in Korea. *International Journal of Public Administration*. <https://doi.org/10.1080/01900692.2019.1604747>
- Rho, E.,** & Lee, K. (2018). Gendered Networking: Gender, Environment, and Managerial Networking. *Public Administration Review*, 78(3), 409-421. <https://doi.org/10.1111/puar.12918>
- Rho, E.,** Lim, C., & Hong, S. (2016). Behavioral Intention to Participate in a Public Program: Examining the Roles of Motivational and Policy Design Factors. *International Review of Public Administration*, 21(3), 233-249. <https://doi.org/10.1080/12294659.2016.1237090>
- Rho, E.,** Yun, T., & Lee, K. (2015). Does Organizational Image Matter? Image, Identification, and Employee Behaviors in Public and Nonprofit Organizations. *Public Administration Review*, 75(3), 421-431. <https://doi.org/10.1111/puar.12338>
- Rho, E.** (2013). Contracting Revisited: Determinants and Consequences of Contracting Out for Public Education Services. *Public Administration Review*, 73(2), 327-337. <https://doi.org/10.1111/j.1540-6210.2012.02682.x>
- Christensen, R. K., Whiting, S. W., Im, T., **Rho, E.**, Stritch, M. J., and Park, J. H. (2013). Public Service Motivation, Task, and Nontask Behavior: A Performance Appraisal Experiment with Korean MPA and MBA Students. *International Public Management Journal*, 16(1), 28-52. <https://doi.org/10.1080/10967494.2013.796257>
- Ortega, R., Marina, B. L. H., Darwich, L. B., **Rho, E.**, Rodriguez-Soto, I., & Berry-James, R. (2013). The Voice and Choices of Women in the Academy. *Journal of International Association for the Study of the Global Achievement Gap*, 1(Fall), 5-28.
- Slade, C. P., O'Toole, L.J., Jr., and **Rho, E.** (2012). State Primary Stroke Center Policies in the US: Rural Health Telemedicine Issues. *Telemedicine and e-Health*, 18(3), 225-229. <http://doi.org/10.1089/tmj.2011.0141>

[BOOK CHAPTERS]

- Jung, J., & **Rho, E.** (2020). Public Acceptance of Nuclear Energy Policies in South Korea. In Kim, Y. & Ahn, M. (Eds). *Global Encyclopedia of Public Administration, Public Policy, and Governance: Section on Korean Public Administration*. New York: Springer.
- Rho, E.** (2020). Chapter 1. The Beginning of American Public Administration. In W. Lee, K. Ko, T. Kim, and D. Kim (Eds.), *U.S. Public Administration and Policy: Perspectives from South Korean Scholars* (pp. 21-46). Seoul: Dawyong Moonhwasa.
- Rho, E.** (2019). Chapter 2. Understanding Regime Change. In K. Ko (Ed.), *Improving the Quality of Public Administration under Regime Change* (pp. 8-40). Seoul: Korean Institute of Public Administration.
- Rho, E.** (2017). Bureaucracy and Outsourcing. In A. Farazmand (Ed.), *Global Encyclopedia of Public Administration, Public Policy, and Governance*. New York: Springer.
- Rho, E.** (2016). Contracting Out or Contracting Back In: School Foodservice Contracts in South Korea. In S. Yoon (Ed.), *Korean Cases in Public Administration for Training and Practice* (pp. 53-92). Seoul: Dawyong Moonhwasa.

[NON-REFEREED PUBLICATIONS, MONOGRAPH]

Rho, E. (2020). Trump Administration Reform and Reorganization Plan. *Korean Public Administration Forum*, 169, 26-43. (In Korean)

Rho, E. (2014). Networking Dynamics in Local Governments: Exogenous and Endogenous Determinants of Changes in Managerial Networking. *Korean Public Administration Forum*, 147, 76-78.

[REFEREED CONFERENCE PROCEEDINGS]

Rho, E., Lee, K., & Han, S. (2018). Relative Networking and Performance: The Moderating Role of Environmental Context. *Academy of Management Proceedings*.
<https://doi.org/10.5465/AMBPP.2018.16870abstract>

Rho, E., & Lee, K. (2016). Gendered Networking: Gender, Homophily, and Context in Networking Relationships. *Academy of Management Proceedings*.
<https://doi.org/10.5465/ambpp.2016.14602abstract>

Rho, E., & Lee, K. (2015). Investigating Determinants of Managerial Networking: An Empirical Test of Competing Theories. *Academy of Management Proceedings*.
<https://doi.org/10.5465/ambpp.2015.16313abstract>

Rho, E., & Yun, T. (2012). The effects of Organizational Image and Identification on Absenteeism and Extra-role Behavior. *Best Paper Proceedings of the 2012 Academy of Management Meeting*.
<https://doi.org/10.5465/AMBPP.2012.106>

[MANUSCRIPTS UNDER REVIEW]

Rho, E., & Han, S. Toward a Comprehensive Understanding of Top Managers' Networking Behavior. *International Journal of Public Administration* (Revise & Resubmit)

CONFERENCE PRESENTATIONS

- 2020 **Rho, E.** Getting it Together: Contracting Decision and Its Performance Implication in U.S. Local Government. The 2020 Public Management Research Association Conference (PMRC). June 2020 in Hawaii.
- Rho, E.,** & Ju, I. Are Open Data Efforts Working? Local Government Evidences from the Strategic Public Relations Framework. The 2020 PMRC. June 2020 in Hawaii.
- Rho, E.** Citizen Engagement in Public Performance Management: Lessons Learned from Local Government Management. The 2020 Annual Conference of the American Society for Public Administration (ASPA). April 2020 in Anaheim, CA.
- 2019 **Rho, E.,** Han, S., & Knott, K. Doing More or Doing Less? From the Dynamic Perspective to Understand the Effect of Managerial networking on Performance. The 2019 PMRC. June 2019 in Chapel Hill, NC.
- Rho, E.,** Jung, J., & Nam, T. Public Employee Cynicism and Resistance to Administrative Reform. The 2018 Conference of Midwest Political Science Association (MPSA). April 2019 in Chicago, IL
- Rho, E.,** & Kim, S. Why Contracting Back-In: Evidence from South Korea and Singapore. The 2018 ASPA. March 2019 in Washington, DC.
- Jung, J., Nam, T., & **Rho, E.** Am I a Scientist or a Government Employee? The Occupational Identity of Researchers at Korean National Research Institutes. The 2018 ASPA. March 2019 in Washington, DC.
- 2018 **Rho, E.** Lee, K., & Han, S. Relative Managerial Networking and Performance: The Moderating Role of Environmental Context. The 2018 Annual Meeting of the Academy of Management (AOM). August 2018 in Chicago, IL.

- Rho, E.**, Jung, J., & Nam, T. A Why Are Korean Public Employees Cynical toward Administrative Reform? The 2018 Korean Association for Public Administration (KAPA) International Conference. June 2018 in Seoul, South Korea.
- Kim, S., & **Rho, E.** Exploring Strategic Approaches to Local Contracting Decisions: An Empirical Analysis. The 2018 PMRC. May 2012 in Singapore.
- Rho, E.** Linking Leadership, Social Capital, and Performance: Evidence from U.S. Public Education. The 2018 MPSA. April 2018 in Chicago, IL
- Rho, E.**, Jung, J., & Nam, T. A Closer Look at What Goes Wrong: Administrative Reform and Cynicism. The 2018 ASPA. March 2018 in Denver, CO.
- 2017 **Rho, E.** A Closer Look at Networking Dynamics: Understanding Determinants of changes in Managerial Networking. The 2017 PMRC. June 2017 in Washington D.C.
- Rho, E.** Toward an Integrated Model of Contracting Determinants and Consequences: A Snapshot. The 2017 ASPA. March 2017 in Atlanta, GA.
- 2016 Ju, I., & **Rho, E.** The Role of Communication in Network Management in Dynamic Contexts. The 2016 Annual Conference of National Communication Association (NCA). November 2016 in Philadelphia, PA.
- Rho, E.**, & Lee, K. Gendered Networking: Gender, Homophily, and Context in Networking Relationships. The 2016 AOM. August 2016 in Anaheim, CA.
- Rho, E.** A Multi-faceted Approach to Contracting Decisions: Environment, Stakeholders, and Management. The 2016 ASPA. March 2016 in Seattle, WA.
- 2015 **Rho, E.** & Lee, K. Investigating Determinants of Managerial Networking: An Empirical Test of Competing Theories. The 2015 AOM. August 2015 in Vancouver, Canada.
- Rho, E.**, & Lee, K. Relationship between Contracting and Performance Revisited: A Dynamic Panel Data and Causality Analysis Approach. The 2015 PMRC. June 2015 in Minneapolis, MN.
- Rho, E.**, & Lee, K. Polarization or Spiral? A Longitudinal Study on Dynamic Relationships between Managerial Networking and Performance. The 2015 PMRC. June 2015 in Minneapolis, MN.
- Rho, E.**, & Alen, M. A. Environmental Dynamism and Social Trust as Moderators between Network Management and Performance. The 2015 ASPA. March 2015 in Chicago, IL.
- Rho, E.**, Lim, C., & Hong, S. From Expectations to Behavioral Intentions: A Case of the Korean Culture and art Education Program. The 2015 ASPA. March 2015 in Chicago, IL.
- 2014 **Rho, E.** Networking Dynamics in Local Governments: Exogenous and Endogenous Determinants of Changes in Managerial Networking. The 2014 KAPA. Winter Conference. December 2014 in Seoul, Korea.
- Rho, E.** & Kim, S. The Impact of Structural Embeddedness and Relational Embeddedness on Contracting Decisions. The 2014 MPSA. April 2014 in Chicago, IL.
- Rho, E.**, Lee, K., & Han, S. Towards an Integrated Model of Contracting Determinants and Consequences: An Empirical Analysis. The 2014 ASPA. March 2014 in Washington D.C.
- Oh, N., & **Rho, E.** Gap between Planned and Realized Networks and Determinants: Comparative analysis of Haiti and Japan Disasters. XXXIV Sunbelt Social Networks Conference of the International Network for Social Network Analysis (INSNA). February 2014 in St. Peter, FL. USA.
- 2013 **Rho, E.** Network Dynamics in Local Governments. The 2013 ASPA. March 2013 in New Orleans, LA.

- 2012 Yun, T., Jung, C., & **Rho, E.** Beyond Efficiency and Effectiveness: Digital Divide and Equity and Fairness in E-Government. The 2012 Annual Fall Research Conference of Association for Public Policy Analysis and Management (APPAM). November 2012 in Baltimore, MD.
- Rho, E.,** & Yun, T. The Effect of Organizational Image and Identification on Absenteeism and Extra-Role Behavior. The 2012 AOM. August 2012 in Boston, MA.
- Rho, E.,** & Yun, T. Does Organizational Image Matter? The 2nd International PMRC. May 2012 in Shanghai, China
- Rho, E.** Effective Organizational Communication for Managing Emergencies: Public-Educational Networks in Emergency Response Management. The 2011 APPAM. November 2011 in Washington, DC.
- 2009 **Rho, E.** The Impact of Organizational Communication on Public and Nonprofit Managers' Perception of Red Tape. The 10th PMRC. October 2009 in Columbus, OH.
- Rho, E.** & Kim, S. A Study on the Effects of Medicaid in State Government: Focus on the Medicaid Expenditure and Cost-Effectiveness. The 21st Annual Conference of Association for Budgeting and Financial Management (ABFM), September 2009 in Washington, DC.

PROFESSIONAL EXPERIENCE

Assistant Professor (2017 – present), Northern Illinois University, DeKalb, IL
 Assistant Professor (2013 – 2017), The University of Akron, Akron, OH
 Research Assistant (2008 – 2012), The University of Georgia, Athens, GA
 Research Assistant (2007), Texas A&M University, College Station, TX
 Researcher (2006), Central Officials Training Institute, South Korea
 Researcher (2005-2006), National Information Society Agency, South Korea
 Editorial Assistant/Research Assistant (2003-2005), Korea University, South Korea

AWARDS & HONORS

[RESEARCH GRANT AWARDS]

- 2021-24 \$563,155, Collaborator, Research Grant. “Building socially-beneficial and vibrant social enterprise in Singapore and beyond.” Source: Singapore MOE AcRF Tier 1 (PI: Soojin Kim).
- 2020 \$1,000, Collaborator, Research Project Grant. “American Public Administration – Textbook in Korean.” Source: Korean Association for Public Administration.
- 2019 \$3,000, Collaborator, Research Project Grant. “Modulization of Administrative Development Cases.” Source: Korean Institute of Public Administration
- 2016 \$3,000, Collaborator, Research Project Grant. “Public Administration and Policy Case Development.” Source: Korean Institute of Public Administration
- 2015 \$3,000, PI. “Contracting for Government Services: Toward a Comprehensive Model.” Paul A. Volcker Junior Scholar Research Grant Award, American Political Science Association.

[RESEARCH AWARDS]

- 2015 Paul A. Volcker Junior Scholar Research Grant Award, 2015 American Political Science Association Public Administration Section
 Nominated for the Leonard D. White Award of the 2015 APSA Annual Meeting
- 2014 Nominated for the Best PNP Dissertation Award of the 2014 AOM Annual Meeting
- 2005 First Prize, 2005 Best Master Thesis, Korean Association of Public Administration

[TEACHING & SERVICE AWARDS]

- 2020 Professor of the Year Award, Northern Illinois University
2014 Maslow Award for Outstanding Contributions and Continuous Commitment to Student Success, University of Akron

[SCHOLARSHIPS & FELLOWSHIPS]

- 2013 Phi Alpha Alpha National Honor Society of Public Affairs and Administration, National Association of Schools of Public Affairs and Administration.
2010 Korean Honor Scholarship, Embassy of the Republic of Korea in the USA
2009 Graduate Travel Awards, University of Georgia, 2009-13
2008 Graduate Assistantship, University of Georgia, 2008-12
2007 The George and Barbara Bush Fellowship, Texas A&M University, 2007-08
2006 The Diane and John Grace Fellowship, Texas A&M University, 2006-07
2004 Graduate Scholarship, Korea University
2003 Korea University Alumni Association Scholarship, Korea University
2002 Student Scholarship, Korea University
1999 Freshman Special Scholarship, Korea University

TEACHING

[NORTHERN ILLINOIS UNIVERSITY: MPA Courses]

PSPA 605: Organizational Theory and Behavior	Su18, Su19, Su20
PSPA 607: Performance Management I (Theory)	S19, F19, F20
PSPA 608: Performance Management II (Data Analysis)	F17, S18, F18, S19, F19, S20, F20, S21
PSPA 650: Leadership in Public Sector Organizations	S18, S21
PSPA 673: Strategic Planning for Public Organizations	F18
PSPA 698: Public Service Praxis	F18, S19

[UNIVERSITY OF AKRON]

MPA Courses

PAUS 516: Personnel Management in the Public Sector (online)	S16
PAUS 606: Foundations of Urban Public Administration & Policy	F15, S16, F16, Su17
PAUS 611: Introduction to Profession of Public Administration	F14, S15
PAUS 615: Public Organization Theory	Su15, Su16, F16, S17
PAUS 643: Introduction to Public Policy	F13, S14, S17
PAUS 660: Strategic Management	F13, Su14, F14, Su17
PAUS 680: Public Management	S14, S15

Undergraduate Course

PS 375: Public Administration: Concepts & Practices	S15, F15, S16, S17
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DIRECTION OF DISSERTATIONS

[NORTHERN ILLINOIS UNIVERSITY]

Ph.D. Dissertation Committee, Erica Ceka (Spring 2019)

[University of Akron]

- Ph.D. Dissertation Committee, Hope Moore (Spring 2015)
Ph.D. (in progress) Dissertation Committee, Colleen Smith (2016)
Ph.D. (in progress) Dissertation Committee, Beth E. Gersper (2016)

SERVICE

[PROFESSIONAL SERVICES]

American Society for Public Administration (ASPA)

Section on Korean Public Administration (SKPA)

- 10th Anniversary Committee (2020-21)
- Treasurer (2018-20)
- Newsletter Editor (2018-20)
- SKPA Junior Asian Scholarship Award Coordinator (2018-20)

ASPA IL-Chicago Chapter

- Chapter Board (2017-19)

Discussant, Panel on Competitiveness of Korean Government as a Donor (2015)

Public Management Research Association (PMRA)

PMRA Conference Review Committee (2019-21)

Academy of Management (AOM)

PNP Division's Best Dissertation Award Committee (2018-29)

Chair, Panel on Diversity in Networks and Implications for Organizational Behavior (2016)

Chair, Panel on Unpacking Networked and Shared Governance (2015)

Harvard Business Review (HBR)

HBR Advisory Council (2019-20)

Korean Association of Public Administration (KAPA)

International Cooperation Committee (2021, 2019, 2015)

Board of Managing Director (2018, 2017)

Midwest Political Science Association (MPSA)

Co-Host, MPSA-Academic Women in Public Administration (AWPA) Breakfast (2018)

Chair, Panel on Organizational Behavior (2018)

Chair, Panel on Collaboration in Disaster Management (2014)

Midwest Public Affairs Conference (MPAC)

Panel Organizer (2019)

[UNIVERSITY SERVICES]

School of Public and Global Services, Northern Illinois University

SPGA Directorate, Member (2019-21)

Political Science Department Graduate Committee (2019-20)

Department of Public Administration, Northern Illinois University

Ph.D. Comps Committee Chair (2019-21)

MPA Comprehensive exam committee (2019-21)

Department IRB representative and reviewer (2019-21)

Admission Committee, Member (2017-19)

Faculty Search Committee, Member (2017-19)

Ph.D. Comps Committee, Member (2017-19)

Ad-hoc Committee on 605/609 Classes, Chair (2018-19)

Department of Public Administration and Urban Planning, University of Akron

Ph.D. Dissertation Committee (2015-17)

Annual Faculty Review Personnel Committee (2014-17)

[INVITED TALK]

- 2019 “Performance Management,” April 12, 2019, The Illinois Association of Municipal Management Assistants (IAMMA) Annual Conference, Naperville, IL
- 2018 “Gendered Networking: Gender, Environment, and Managerial Networking,” July 16, 2018, Institute of Government Studies, Korea University, Seoul, Korea

[JOURNAL REVIEWER]

- Public Administration Review (2015, 2016, 2017, 2019)
- Public Management Review (2019)
- Journal of Public Administration Research and Theory (2016, 2018)
- International Review of Public Administration (2014, 2015, 2016, 2018, 2020)
- Academy of Management Annual Conference (2013, 2015, 2016, 2018)
- Journal of Public and Nonprofit Affairs (2018)
- International Journal of Organization Theory & Behavior (2018, 2020)
- Review of Public Personnel Administration (2017)
- American Review of Public Administration (2016)
- International Review of Administrative Science (2016)

PROFESSIONAL AFFILIATIONS

- American Society of Public Administration (ASPA)
- Midwest Political Science Association (MPSA)
- Academy of Management (AOM)
- Public Management Research Association (PMRA)
- Korean Association of Public Administration (KAPA)
- Midwest Public Affairs Association (MPAC)