

Minjung Kim

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Dept. of Public Administration and International Affairs
Maxwell School of Citizenship & Public Affairs
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Academic Positions

- 2024- Assistant Professor, Department of Public Administration and International Affairs, Maxwell School of Citizenship and Public Affairs, Syracuse University
- 2024- Faculty Affiliate, The Program for the Advancement of Research on Conflict and Collaboration (PARCC), Maxwell School of Citizenship and Public Affairs, Syracuse University
- 2024- Visiting Researcher, The Gradel Institute of Charity, New College, Oxford University
- 2022-24 Assistant Professor, Department of Political Science and Public Administration, University of Alabama at Birmingham
- 2022-24 Research Fellow, Center for Social Impact Strategy, School of Social Policy and Practice, University of Pennsylvania
- 2021-22 Postdoctoral Fellow, Center for Social Impact Strategy, School of Social Policy and Practice, University of Pennsylvania (Advisor: Peter Frumkin)
- 2021-22 Lecturer, School of Social Policy and Practice, University of Pennsylvania

Education

- 2021 Ph.D., Public Administration and Policy, American University
Committee: Lewis Faulk (Chair), Khaldoun AbouAssi, Nathan Favero, and Jurgen Willems (Vienna University of Economics and Business)

Dissertation: Perceived “Price” of Giving’s Relationship with Charitable Giving and its Association with Reputational Effectiveness and Trustworthiness

**Honorable Mention, 2024 Best Dissertation Award, Association for Research on Nonprofit Organizations and Voluntary Action*
- 2014 M.A., Islamic and Middle Eastern Studies, Hebrew University, Israel
- 2012 B.A., International and Area Studies/English, Handong Global University, South Korea

Publications

Peer-Reviewed Journal Articles

- Minjung Kim.** Forthcoming. “The Association Between Performance Information and the Satisfaction of Different Social Groups: Citizen Evaluation by Racial Groups.” *International Journal of Public Administration*.
<https://doi.org/10.1080/01900692.2023.2257001>.
- Ohbet Cheon, **Minjung Kim**, and Nathan Favero. “Tell Me How You Really Feel: Unpacking Sub-dimensions of Citizen Satisfaction with Hospital Services.” (conditional accept at *International Public Management Journal*)
- Seulki Lee and **Minjung Kim**. 2024. “Public Perceptions of Sector Bias and Cross-Sector Collaboration: An Experimental Study of Social Service Providers.” *Public Management Review* 26(8): 2429–2451. <https://doi.org/10.1080/14719037.2023.2273316>.
- Jihye Jung, **Minjung Kim**, and Jiwon Suh. 2023. “The Scope of Nonprofit Marketing Research in the Last Twenty Years: Lessons from the Literature.” *The Journal of Philanthropy and Marketing* 28(4). <https://doi.org/10.1002/nvsm.1745>.
*Top cited article, *The Journal of Philanthropy and Marketing*, 2022-2023
- Nathan Favero and **Minjung Kim**. 2021. “Everything is Relative: How Citizens Form and Use Expectations in Evaluating Services.” *Journal of Public Administration and Research Theory* 31(3): 561-577. <https://doi.org/10.1093/jopart/muaa048>.
- Miyeon Song, **Minjung Kim** and Nathan Favero. 2020. “Social Class, Ingroup-Outgroup Comparison, and Citizen Evaluations: Is User Satisfaction Linked to Outcome Disparities?.” *The American Review of Public Administration* 50(2): 205-218.
<https://doi.org/10.1177/0275074019874445>.
- Khaldoun AbouAssi, Lewis Faulk, Long Tran, Lilli Shaffer, and **Minjung Kim**. 2019. “Use and Perceptions of Nonprofit and Local Government Services in Diverse Urban Settings.” *Nonprofit and Voluntary Sector Quarterly* 48(5): 975-997.
<https://doi.org/10.1177/0899764019845521>.

Peer-Reviewed Encyclopedia Entry and Book Chapter

- Soojin Kim and **Minjung Kim**. 2022. “Citizen Satisfaction in the Public Sector.” In *Elgar Encyclopedia of Public Management*. Edited by Kuno Schedler: 205-207.
<https://doi.org/10.4337/9781800375499.citizen.satisfaction>.

Reports, Conference Proceedings, and Other Publications

- Lewis Faulk, Mirae Kim, Teresa Derrick-Mills, Elizabeth Boris, Laura Tomasko, Nora Hakizimana, Tianyu Chen, **Minjung Kim**, and Layla Nath. 2021. “Nonprofit Trends and Impacts 2021: National Findings on Diversity and Representation, Donation Trends from 2015-2020, and Effects of 2020.” *Independent Sector*.
https://www.urban.org/research/publication/nonprofit-trends-and-impacts-2021?utm_medium=twitter&utm_source=urban_social.

Manuscripts Under Review

* = Equal authorship

Martin Bækgaard, **Minjung Kim**, and Lucie Martin. “The Relationship between Administrative Experiences and Burden Tolerance: Survey Evidence from Four Countries” (revise and resubmit at *Public Administration Review*)

Minjung Kim, Allison Russell, and Peter Frumkin. “Do Nonprofit Responses to Social Movements Influence Public Perceptions and Support? An Experimental Study.” (revise and resubmit at *Nonprofit Policy Forum*)

Minjung Kim. “Sectoral Differences in the Employee Job Satisfaction: How Organizational Performance is Associated with Job Satisfaction in the Public and Private Sectors.” (under review at *Administration & Society*)

Miyeon Song, **Minjung Kim**, and Nathan Favero. “Who Reacts to Performance Information? Heterogeneous Citizen Response to Performance Metrics.” (under review at *Public Management Review*)

* Nathan Favero, Colt Jensen, **Minjung Kim**, and Jaclyn Piatak. “What Should Public Organizations Prioritize? Exploring Different Value Hierarchies among the Public.” (under review at *Public Administration*)

Working Papers

* = Equal authorship

Minjung Kim. “Mediating Role of Perceived Price of Giving on the Relationship Between Reputational Effectiveness and Charitable Giving.” (selected as Nonprofit Early Scholars Fellowship Program *Nonprofit Management & Leadership*, American University’s School of Public Affairs, and ARNOVA’s Early Scholars Section)

Minjung Kim, Lewis Faulk, and Jurgen Willems. “The Role of Performance Signals on Early Organization Reputation Building and the Moderating Influence of Mission Valence.”

Minjung Kim, Miyeon Song, Nathan Favero, and Kenneth Meier. “Great Expectations: Parent Aspirations, Children’s Academic Achievement and Its Effect on Citizen Satisfaction.”

Minjung Kim, Allison Russell, and Peter Frumkin. “Nonprofit Messaging Strategy in the Context of Social Movement Advocacy.”

Minjung Kim, Nara Yoon, and Mark Hager. “What are the Predictors of Feelings of Inclusiveness? Assessing Diversity and Equity in Volunteer Inclusion Study.”

Minjung Kim. “The Effect of Perceived Trustworthiness on Charitable Giving and its Relationship with Online Disclosure: Evidence from an Online Experiment.”

Minjung Kim and Lewis Faulk. “Testing Differences between Intentions and Actual Behaviors in Giving and Volunteering Experiments.”

Minjung Kim and Lewis Faulk. “The Effect of Perceived “Price” of Civic Engagement on Intention and Behavior of Charitable Giving.”

Minjung Kim, Lewis Faulk, and Jurgen Willems. “Restoring Public Trust in Charitable Organizations: An Omnibus Experiment Strategy to Test Inter-Organizational Spillover Effects.”

Minjung Kim, Lewis Faulk, and Peter Frumkin. “Perceptions of Entrepreneurial Orientation Across the Sectors: Individuals’ Responses to Nonprofit vs. For-Profit Entrepreneurial Behavior.”

Minjung Kim, Lewis Faulk, and Peter Frumkin. “Signals of Entrepreneurial Orientation on Stakeholder Response: Developing a Scale of Perceived EO in the Nonprofit Sector.”

Minjung Kim, Jihye Jung, and Jiwon Suh. “Multi-Faceted Concept of Accountability: Experimental Tests on Stakeholder Perceptions and Giving Behaviors.”

*Donald Moynihan, **Minjung Kim**, Martin Baekgaard, Julian Christensen, and Lucie Martin. “Do Burdens Make Citizens? Cross-National Evidence of Policy Feedback Effects of Administrative Burdens.”

Nathan Favero and **Minjung Kim**. “Representative Bureaucracy and Identity Salience: Do Differences among Ethnic Groups Drive Identity Salience?.”

Selected Research in Progress

* = Equal authorship

Minjung Kim. “Representative Bureaucracy in Employee Turnover and Organizational Performance.”

Minjung Kim and Martin Baekgaard. “Administrative Burdens and Racial Gaps in Coproduction.”

Minjung Kim and Seulki Lee. “Administrative Burdens and Citizens’ Perceptions of Service.”

Minjung Kim and Peter Frumkin. “Nonprofit Marketing Communication Tools: Effects of Messaging Strategies and Marketing Mediums.”

Iseul Choi and **Minjung Kim**. “How does an agency’s equity goal affect citizens’ assessment of agency performance? Evidence from a survey experiment.”

Seulki Lee and **Minjung Kim**. “Public Perceptions of Sector Bias and Cross-Sector Collaboration: Evidence from Cross-National Study.”

*Tianyu Chen, Lewis Faulk, **Minjung Kim**, and Jurgen Willems. “A Test of “Donor” Behavior in Simulated Experiments Using ChatGPT: Implications, promises, and threats for nonprofit scholarship.”

Allison Russell and **Minjung Kim**. “How Do Organizational Approaches to Ethics Influence Individual Decision-Making? Designing an Online Experiment to Evaluate Ethics Management.”

Grants, Awards, and Fellowships

2024	Gabriel G. Rudney Memorial Award for Outstanding Dissertation in Nonprofit and Voluntary Action Research, Association for Research on Nonprofit Organizations and Voluntary Action, Honorable Mention
2024-25	Visiting Research Fellowship (£15,000), The Gradel Institute of Charity, New College, University of Oxford

2024-25	Nonprofit Early Scholars Fellow, <i>Nonprofit Management & Leadership</i> , American University's School of Public Affairs, and ARNOVA's Early Scholars Section
2023-24	Social Science and Justice Research Pilot Grant (\$20,000), Social Science and Justice Research, University of Alabama at Birmingham (Finalist, not funded)
2023-24	Faculty Development Grant Program (\$10,000), University of Alabama at Birmingham
2022	Emerging Scholar Award (\$1,500), Association for Research on Nonprofit Organizations and Voluntary Action
2022; 23	Gabriel G. Rudney Memorial Award for Outstanding Dissertation in Nonprofit and Voluntary Action Research, Association for Research on Nonprofit Organizations and Voluntary Action (Nominated)
2021	RGK-ARNOVA President's Award (\$10,000). Association for Research on Nonprofit Organizations and Voluntary Action, with Jiwon Suh and Jihye Jung (not funded)
2020; 21	Conference Scholarship (\$250), Association for Research on Nonprofit Organizations and Voluntary Action
2020	Harrell Rodgers Graduate Student Scholarship (\$500), Midwest Political Science Association
2019-20	The Doctoral Student Research Scholarship (\$5,000), American University
2016-20	Graduate Assistantship and Tuition Scholarship, American University
2012-14	Rothberg Family Fund Tuition Scholarship, Hebrew University, Israel

Conference Presentations

*Equal Authorship

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- 2024 (Scheduled) **Minjung Kim** and Peter Frumkin. "Nonprofit Marketing Communication Tools: Effects of Messaging Strategies and Marketing Mediums." Association for Research on Nonprofit Organizations and Voluntary Action. Washington, DC.
- (Scheduled) *Tianyu Chen, Lewis Faulk, **Minjung Kim**, and Jurgen Willems. "A Test of "Donor" Behavior in Simulated Experiments Using ChatGPT: Implications, promises, and threats for nonprofit scholarship." Association for Research on Nonprofit Organizations and Voluntary Action. Washington, DC.
- (Scheduled) *Isabele de Bruin, **Minjung Kim**, and Allison Russell. "How Do Organizational Approaches to Ethics Influence Individual Decision-Making? Designing an Online Experiment to Evaluate Ethics Management." Association for Research on Nonprofit Organizations and Voluntary Action. Washington, DC.
- (Scheduled) Nara Yoon, **Minjung Kim**, and Mark Hager. "Organizational and Individual Determinants of Workplace Inclusion." Association for Research on Nonprofit Organizations and Voluntary Action. Washington, DC.

- Allison Russell and **Minjung Kim**. “How Do Organizational Approaches to Ethics Influence Individual Decision-Making? Designing an Online Experiment to Evaluate Ethics Management.” International Conference of the International Society for Third Sector Research. Antwerp, Belgium.
- Tianyu Chen, Lewis Faulk, **Minjung Kim**, and Jurgen Willems. “A Test of “Donor” Behavior in Simulated Experiments Using ChatGPT: Implications, promises, and threats for nonprofit scholarship.” International Conference of the International Society for Third Sector Research. Antwerp, Belgium.
- *Martin Baekgaard, Julian Christensen, **Minjung Kim**, Lucie Martin, and Donald Moynihan. “Do Burdens Make Citizens? Cross-National Evidence of Policy Feedback Effects of Administrative Burdens.” Public Management Research Conference. Seattle, WA.
- Seulki Lee and **Minjung Kim**. “Public Perceptions of Sector Bias and Cross-Sector Collaboration: Evidence from Cross-National Study.” Public Management Research Conference. Seattle, WA.
- Minjung Kim**, Miyeon Song, Nathan Favero, and Kenneth Meier. “Great Expectations: Parent Aspirations, Children’s Academic Achievement and Its Effect on Citizen Satisfaction.” Korean Public Administration Summer Conference and Annual KAPA International Conference. Online.
- Minjung Kim**, Allison Russell, and Peter Frumkin. “Nonprofit Messaging Strategy in the Context of Social Movement Advocacy.” West Coast Nonprofit Data Conference. Phoenix, AZ.
- 2023 **Minjung Kim** and Lewis Faulk. “Perceptions of Entrepreneurial Orientation Across the Sectors: Individuals’ Responses to Nonprofit vs. For-Profit Entrepreneurial Behavior.” Association for Research on Nonprofit Organizations and Voluntary Action. Orlando, FL.
- Minjung Kim**, Allison Russell, and Peter Frumkin. “Nonprofit Messaging Strategy in the Context of Social Movement Advocacy.” Association for Research on Nonprofit Organizations and Voluntary Action. Orlando, FL.
- Seulki Lee and **Minjung Kim**. " Cross-Sector Collaboration and Perceived Legitimacy: Cross-National Study." The Southeastern Conference for Public Administration. Atlanta, GA.
- Seulki Lee and **Minjung Kim**. "Cross-Sector Collaboration and Coproduction: Does Sectoral Composition Matter?." Korean Public Administration Summer Conference and Annual KAPA International Conference. Daecheon, South Korea.
- *Nathan Favero, Colt Jensen, **Minjung Kim**, and Jaclyn Piatak. “What Should Public Organizations Prioritize? Exploring Different Value Hierarchies among the Public.” Midwest Political Science Association. Chicago, IL.
- 2022 **Minjung Kim**, Lewis Faulk, and Peter Frumkin. “Signals of Entrepreneurial Orientation on Stakeholder Response: Developing a Scale of Perceived EO in the Nonprofit Sector.” Association for Research on Nonprofit Organizations and Voluntary Action. Raleigh, NC.

- Minjung Kim**, Allison Russell, and Peter Frumkin. "Do Nonprofit Responses to Social Movements Influence Public Perceptions and Support? An Experimental Study." Association for Research on Nonprofit Organizations and Voluntary Action. Raleigh, NC.
- Minjung Kim**, Lewis Faulk, and Peter Frumkin. "Signals of Entrepreneurial Orientation on Stakeholder Response: Developing a Scale of Perceived EO in the Nonprofit Sector." International Conference of the International Society for Third Sector Research. Montreal, Canada.
- Seulki Lee and **Minjung Kim**. "Cross-Sector Collaboration and Coproduction: Does Sectoral Composition Matter?." Public Management Research Conference. Phoenix, AZ.
- 2021 **Minjung Kim**, Lewis Faulk, and Jurgen Willems. "Restoring Public Trust in Charitable Organizations: An experimental test of the effect of different levels of organizational crises on public trust in nonprofits." Association for Research on Nonprofit Organizations and Voluntary Action. Atlanta, GA.
- Minjung Kim**, Jihye Jung, and Jiwon Suh. "Multi-Faceted Concept of Accountability: Experimental Tests on Stakeholder Perceptions and Giving Behaviors." Association for Research on Nonprofit Organizations and Voluntary Action. Atlanta, GA.
- Minjung Kim**, Lewis Faulk, and Jurgen Willems. "The Role of Performance Signals on Early Organization Reputation Building and the Moderating Influence of Mission Valence." Public Management Research Conference. Online.
- Jihye Jung, **Minjung Kim**, and Jiwon Suh. "The Scope of Nonprofit Marketing Research in the Last Twenty Years: Lessons from the Literature." The West Coast Nonprofit Data Conference. Online.
- 2020 **Minjung Kim**. "The Effect of Perceived "Price" of Civic Engagement on Intention and Behavior of Charitable Giving and Volunteering." Association for Research on Nonprofit Organizations and Voluntary Action. Online.
- Minjung Kim**, Lewis Faulk, and Jurgen Willems. "Restoring Public Trust in Charitable Organizations: An Omnibus Experiment Strategy to Test Inter-Organizational Spillover Effects." Association for Research on Nonprofit Organizations and Voluntary Action. Online.
- Minjung Kim** and Lewis Faulk. "Testing Differences between Intentions and Actual Behaviors in Giving and Volunteering Experiments." Science of Philanthropy Initiative. Presentation available online: <https://youtu.be/bKE2juk-hAQ>. Online.
- Ohbet Cheon, **Minjung Kim**, and Nathan Favero. "Testing Their Patients: An Examination of How Patients Weigh Various User Experience Dimensions." AcademyHealth Conference. Online.
- Nathan Favero and **Minjung Kim**. "Representative Bureaucracy and Identity Salience: Do Differences Among Ethnic Groups Drive Identity Salience?." Public Management Research Conference. (Postponed due to COVID-19)

- Minjung Kim** and Nathan Favero. “Efficiency, Effectiveness, and Equity: How Do Different Dimensions of Public Values Moderate Citizens’ Perception of Performance Information?.” Midwest Political Science Association. (Canceled due to COVID-19)
- 2019 Nathan Favero and **Minjung Kim**. “We’re All in This Together? Panethnic Identity and Bureaucratic Representation.” American Political Science Association. Washington, DC.
- Minjung Kim** and Nathan Favero. “How Do Citizens’ Heterogeneous Value Priorities Moderate Citizens’ Evaluation on Government Performance?.” Public Management Research Conference. Chapel Hill, NC.
- Miyeon Song, **Minjung Kim**, Nathan Favero and Kenneth Meier. “Great Expectations: Parent Aspirations, Children’s Academic Achievement and Its Effect on Citizen Satisfaction.” Midwest Political Science Association. Chicago, IL.
- Nathan Favero and **Minjung Kim**. “Representative Bureaucracy and Identity Salience: Do Differences Among Ethnic Groups Drive Identity Salience?.” Midwest Political Science Association. Chicago, IL.
- 2018 Nathan Favero and **Minjung Kim**. “Representative Bureaucracy and Identity Salience: Do Differences Among Ethnic Groups Drive Identity Salience?.” Association for Public Policy Analysis and Management. Washington, DC.
- Minjung Kim**, Miyeon Song, and Nathan Favero. “Who Reacts to Performance Information? Heterogeneous Citizen Response to Performance Metrics.” Public Management Research Conference. Singapore.
- Nathan Favero and **Minjung Kim**. “Everything is Relative: How Citizens Form and Use Expectations in Evaluating Services.” International Research Society for Public Management. Edinburgh, UK.
- Nathan Favero and **Minjung Kim**. “Everything is Relative: How Citizens Form and Use Expectations in Evaluating Services.” Midwest Political Science Association. Chicago, IL.
- 2017 Lewis Faulk, Khaldoun AbouAssi, **Minjung Kim**, Lilli Shaffer, and Long Tran. “Use and Perceptions of Nonprofit and Local Government Services in Diverse Urban Settings.” Association for Research on Nonprofit Organizations and Voluntary Action. Grand Rapids, MI.
- Lewis Faulk, Khaldoun AbouAssi, **Minjung Kim**, Lilli Shaffer, and Long Tran. “Use and Perceptions of Nonprofit and Local Government Services in Diverse Urban Settings.” Public Management Research Conference. Washington, DC.
- Nathan Favero, Miyeon Song and **Minjung Kim**. “Social Class, Ingroup-Outgroup Comparison, and Citizen Evaluations: Is User Satisfaction Linked to Outcome Disparities?.” Public Management Research Conference. Washington, DC.
- Minjung Kim**. “Association between Performance and Citizen Satisfaction in Diverse Racial Groups in Chicago Public Schools.” Midwest Political Science Association. Chicago, IL.

Research Experience

2020-21	Research Assistant, Funded Project, “Impacts of Recent Giving Trends on Nonprofits and Communities” by the Generosity Commission and the Giving USA Foundation
2016-20	Research Assistant, American University
2013	Research Assistant, The Harry S. Truman Institute, Hebrew University, Israel

Research & Teaching Interests

Public and nonprofit management, organizational theory and behavior, citizen-organization interaction, philanthropy, marketing, social entrepreneurship, social equity, and quantitative methodology

Teaching Experience

Graduate Courses

Syracuse University

PAI 996 Master’s Project Course	S25
PAI 767 Fund Development of Nonprofit Organizations	S25
PAI 748 Seminar on Nonprofit Management	F24

University of Alabama at Birmingham

MPA 695 Social Entrepreneurship	F23
MPA 672 Introduction to Nonprofit Management (Online)	F23
MPA 671 Nonprofit Marketing and Fundraising (Online)	S23, S24
MPA 607 Quantitative Methods for Public Administration	F22, S23, S24

University of Pennsylvania

NPL 720 Data Analysis for Social Impact	S22
NPL 792 Social Entrepreneurship (Online)	F21

Undergraduate Courses

American University

PUAD 260 Administrative Politics	F18
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Handong Global University, South Korea

Understanding the Middle Eastern Society	S16
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Teaching Certificates and Trainings

- Teaching Effectiveness Certificate
- UAB Essentials of Teaching Training

Student Advising

MPA Portfolio Committee

University of Alabama at Birmingham

April Alvarez	S24
Kendall Baker	S24
Keyana Boglin	S24
Amber Ganoë	S24
Faiza Mawani	S24
Tonya Stice	S24
Catherine Freine	F23
Marteyia Brooks	Smr 23
Kayce Swift	Smr 23
Nick Ciancio	S23

Professional Experience

Overseas Project Manager, New World Nice People (NGO), Korea, 2015

Professional Service

Department service

Member, Nonprofit Needs Assessment Committee, University of Alabama at Birmingham, 2023-present

Community service

Presentation at Nonprofit Learning Series, the Elevate Conference, Alabama Power Foundation, 2022

Service to the field: Panel Discussant

Association for Public Policy Analysis & Management DC Regional Student Conference annual meeting, 2018

Service to the field: Panel Chair

West Coast Nonprofit Data Conference, 2024

Service to the field: Ad Hoc Journal Reviewer

Journal of Public Administration Research and Theory (1), *Public Administration Review* (3), *Public Management Review* (2), *International Journal of Public Administration* (1), *Nonprofit Management and Leadership* (3), *Nonprofit Policy Forum* (1), *Public Performance and Management Review* (3), *Administrative Sciences* (1), *Journal of Economic Behavior and Organization* (1), *International Review of Public Administration* (3), *Social Science Quarterly* (1)

Verified reviewer record and statistics available at

[\[http://www.webofscience.com/wos/author/record/ADW-4924-2022\]](http://www.webofscience.com/wos/author/record/ADW-4924-2022)

Additional Education

- 2009 Study Abroad, Le Tourneau University, Texas
- 2009 Study Abroad, Emporia State University, Kansas
- 2010 Chinese Language Program, Taiwan National Chengchi University, Taiwan

Skills

Languages: English (fluent), Korean (native), Mandarin Chinese (advanced)

Software: Stata (well versed), Qualtrics (well versed), Python (basic)

Professional Memberships

The Public Management Research Association

The Association for Research on Nonprofit Organizations and Voluntary Action

Midwest Political Science Association