

# Minjung Kim

September 2023

Dept. of Political Science & Public Administration  
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## Academic Positions

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- 2022- Assistant Professor, Department of Political Science and Public Administration, University of Alabama at Birmingham
- 2022- 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

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- 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)
- 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

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### Peer-Reviewed Journal Articles

- Minjung Kim.** Accepted. "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>.
- Jihye Jung, **Minjung Kim**, and Jiwon Suh. 2022. "The Scope of Nonprofit Marketing Research in the Last Twenty Years: Lessons from the Literature." *The Journal of Philanthropy and Marketing*. <https://onlinelibrary.wiley.com/doi/abs/10.1002/nvsm.1745>.
- 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](https://www.urban.org/research/publication/nonprofit-trends-and-impacts-2021?utm_medium=twitter&utm_source=urban_social).

### Manuscripts Under Review

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Seulki Lee and **Minjung Kim**. "Public Perceptions of Sector Bias and Cross-Sector Collaboration: An Experimental Study of Social Service Providers." (second revision submitted to *Public Management Review*)

**Minjung Kim**. "Organizational Attributes as Determinants of Job Satisfaction: The Effect of Organizational Performance and Sector on Employee Job Satisfaction." (under review at *International Review of Public Administration*)

### Working Papers \* = Equal authorship

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**Minjung Kim**, Miyeon Song, and Nathan Favero. "Who Reacts to Performance Information? Heterogeneous Citizen Response to Performance Metrics." =

**Minjung Kim**, Allison Russell, and Peter Frumkin. "Do Nonprofit Responses to Social Movements Influence Public Perceptions and Support? An Experimental Study."

Ohbet Cheon, **Minjung Kim**, and Nathan Favero. "Testing Their Patients: An Examination of How Patients Weigh Various User Experience Dimensions."

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

- Minjung Kim.** “Mediating Role of Perceived Price of Giving on the Relationship Between Reputational Effectiveness and Charitable Giving.”
- 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. “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 Jurgen Willems. “The Role of Performance Signals on Early Organization Reputation Building and the Moderating Influence of Mission Valence.”
- Minjung Kim,** Lewis Faulk, and Peter Frumkin. “Signals of Entrepreneurial Orientation on Stakeholder Response: Developing a Scale of Perceived EO in the Nonprofit Sector.”
- \* Nathan Favero, Colt Jensen, **Minjung Kim,** and Jaclyn Piatak. “What Should Public Organizations Prioritize? Exploring Different Value Hierarchies among the Public.”
- Minjung Kim,** Martin Bækgaard, and Lucie Martin. “The Association between Citizens’ Administrative Burden Experience and their Burden Tolerance: Replication Study.”
- Minjung Kim,** Miyeon Song, Nathan Favero, and Kenneth Meier. “Great Expectations: Parent Aspirations, Children’s Academic Achievement and Its Effect on Citizen Satisfaction.”
- Nathan Favero and **Minjung Kim.** “Representative Bureaucracy and Identity Salience: Do Differences among Ethnic Groups Drive Identity Salience?.”

## Select Research in Progress

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- Minjung Kim** and Lewis Faulk. “Perceptions of Entrepreneurial Orientation Across the Sectors: Individuals’ Responses to Nonprofit vs. For-Profit Entrepreneurial Behavior”
- Minjung Kim,** Jihye Jung, and Jiwon Suh. “Multi-Faceted Concept of Accountability: Experimental Tests on Stakeholder Perceptions and Giving Behaviors.”
- Minjung Kim,** Allison Russell, and Peter Frumkin. “Nonprofit Messaging Strategy in the Context of Social Movement Advocacy.”

## Grants, Awards, and Fellowships

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| 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, 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 awarded)
2020; 21	Conference Scholarship, Association for Research on Nonprofit Organizations and Voluntary Action
2020	Harrell Rodgers Graduate Student Scholarship, 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

## Original Data Collection

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"Everything is Relative: How Citizens Form and Use Expectations in Evaluating Services." Data for Nathan Favero and Minjung Kim. (2020). Everything is Relative: How Citizens Form and Use Expectations in Evaluating Services. Journal of Public Administration Research and Theory. Data Available through Harvard Dataverse, <https://doi.org/10.7910/DVN/CQ6198>. Citation: Favero, Nathan; Kim, Minjung, 2020, "Replication Data for: Everything is Relative: How Citizens Form and Use Expectations in Evaluating Services", <https://doi.org/10.7910/DVN/CQ6198>, Harvard Dataverse, V1, UNF:6:EXS0X2LFKrMsMULvHkcvWA== [fileUNF].

## Conference Presentations

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- 2023 (Scheduled) **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.
- (Scheduled) **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.
- (Scheduled) 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

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

## Research & Teaching Interests

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

## Teaching Experience

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### *Graduate Courses*

University of Alabama at Birmingham

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|--|---------------|
| MPA 695 Social Entrepreneurship                        | F23           |
| MPA 672 Introduction to Nonprofit Management (Online)  | F23           |
| MPA 671 Nonprofit Marketing and Fundraising (Online)   | S23, S24      |
| MPA 670 Quantitative Methods for Public Administration | F22, S23, S24 |

University of Pennsylvania

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

### *Undergraduate Courses*

American University

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|----------------------------------|-----|
| PUAD 260 Administrative Politics | F18 |
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Handong Global University, Pohang, South Korea

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| Understanding the Middle Eastern Society | S16 |
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## Student Advising

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### *MPA Portfolio Committee*

University of Alabama at Birmingham

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|-----------------|--------|
| Marteyia Brooks | Smr 23 |
| Kayce Swift     | Smr 23 |
| Nick Ciano      | S23    |

## Professional Experience

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

## Professional Service

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University of Alabama at Birmingham

Member, Nonprofit Needs Assessment Committee, Department of Political Science and Public Administration, 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: Ad Hoc Journal Reviewer

*Journal of Public Administration Research and Theory* (1), *Public Administration Review* (1), *Public Management Review* (1), *Nonprofit Management and Leadership* (2), *Nonprofit Policy Forum* (1), *Public Performance and Management Review* (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>

## Additional Education

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2009 Study Abroad, Le Tourneau University, Texas

2009 Study Abroad, Emporia State University, Kansas

2010 Chinese Language Program, Taiwan National Chengchi University, Taiwan

## Skills

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

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

## Professional Memberships

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The Public Management Research Association

The Association for Research on Nonprofit Organizations and Voluntary Action

Midwest Political Science Association