

January 2021

SUNGDAE LIM

1901 Avenue I, CHSS Building 489
SHSU Box 2149, Huntsville, TX 77341-2149
Tel: (936) 294-1469 | Fax: (936) 294- 4172 | Email: slim@shsu.edu

EDUCATION:

- 08/2019 Ph.D. in Public Administration
 Askew School of Public Administration and Policy,
 Florida State University, Tallahassee, FL
- 05/2014 Master of Public Administration (MPA)
 Askew School of Public Administration and Policy,
 Florida State University, Tallahassee, FL
- 02/2009 B.A. in Public Administration
 School of Public Administration, Soongsil University,
 Seoul, South Korea

ACADEMIC APPOINTMENTS:

- 08/2019 – Present Assistant Professor
 Department of Political Science, Sam Houston State University,
 Huntsville, TX
- 08/2018 – 05/2019 Teaching Instructor
 Askew School of Public Administration and Policy,
 Florida State University, Tallahassee, FL
- 08/2014 – 05/2018 Research Assistant
 Askew School of Public Administration and Policy,
 Florida State University, Tallahassee, FL

RESEARCH INTERESTS:

Nonprofit Leadership and Innovation
Mission and Value Conceptions
Community Capacity and Social Capital
Public Management
Organizational Theory

RESEARCH:

Peer-Reviewed Journal Articles

Lim, S., Lee, K. H., & Bae, K. H. (2019). Distinguishing motivational traits between person-organization fit and person-job fit: Testing the moderating effects of extrinsic rewards in enhancing public employee job satisfaction. *International Journal of Public Administration*. 42(12), 1040-1054.

Lim, S., Lee, K. H., & Bae, K. H. (2019). Does person-organization fit mediate between affect-based work experiences and public employee job satisfaction? Transformational leadership and role clarity as work affect antecedents. *Journal of Public and Nonprofit Affairs*. 5(2), 134-154.

Referred Encyclopedia Entry

Lim, S., Feiock, R. C., & Adams, S. C. (2015). Sustainable Development. In D. A. Bearfield, E. M. Berman, & M. J. Dubnick (Eds.), *Encyclopedia of Public Administration and Policy* (3rd ed., 5 Volume Set). New York, NY: Routledge. Online access retrieved from <https://www.taylorfrancis.com/books/e/9781466569362>

Manuscripts in Progress

Lim, S., Brower, R. S., & Berlan, D. G. Interpretive leadership skill in the meaning-making nature of nonprofit leadership. (Revisions invited and resubmitted to *Nonprofit Management and Leadership*)

Lim, S., Min, B., & Berlan, D. G. Entrepreneurial stances for the nonprofit role in building social capital: Does shared mission fuel the effects with valuing essence? (under review at *Nonprofit and Voluntary Sector Quarterly*)

Berlan, D. G., **Lim, S.,** & Campos, P. Are we on the same page? Individual interpretations of missions within human service nonprofits. In preparation for submission.

Min, B., & **Lim, S.** How do diverse feedback sources affect organizational innovation? Exploring the mediating expressive role of value-seeking organizational activities. In preparation for submission.

Lim, S. Developing and validating the interpretive leadership skill instrument. In preparation for submission.

Lim, S. The Innovative Capacity of Area Agencies on Aging: A Moderated Mediation Model of Public Service Coproduction.

Young, S. L., Reed, H., & **Lim, S.** Promoting social equity in public school districts: A matched multi-level analysis of a holistic, intersectional model.

Berlan, D. G., & **Lim, S.**, Influence of organizational identity on form of post-disaster philanthropy.

CONFERENCE PAPERS AND PRESENTATIONS:

“Promoting social equity in public school districts: A matched multi-level analysis of a holistic, intersectional model”. Paper accepted to present at the American Society for Public Administration Annual Meeting. Convened virtually. April 2021.

“The innovative capacity of Area Agencies on Aging: Engaging users, community groups, and volunteers in co-production of aging services through public-nonprofit partnerships”. Paper presented at the Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Annual Meeting. Convened virtually. November 2020.

“Shared mission and the effects of learning and innovation on social role performance of nonprofits: Testing a moderated mediation model” (with Byung Hee Min and David Berlan). Paper presented at the ARNOVA Annual Meeting. San Diego, CA. November 2019.

“How do diverse feedback sources affect organizational innovation? Exploring the mediating expressive role of value-seeking organizational activities” (with Byung Hee Min and Ralph Brower). Paper presented at the ARNOVA Annual Meeting. San Diego, CA. November 2019.

“Interpretive Leadership Skill in Nonprofit Organizations: Development and Validation of the Competency Construct” (with Ralph Brower and David Berlan). Paper presented at the ARNOVA Annual Meeting. Austin, TX. November 2018.

“Are we on the same page? Individual interpretations of missions within human service nonprofits” (with David Berlan and Portia Campos). Paper presented at the International Society for Third-Sector Research Bi-Annual Meeting. Amsterdam, Netherlands. July 2018.

“The Evolving Process of Nonprofit Leadership: Interpretive Skill of Nonprofit Leaders and Social Construction of Meaning-Making” (with Ralph Brower and David Berlan). Paper presented at the ARNOVA Annual Meeting. Grand Rapids, MI. November 2017.

“Joint investigation of fit perceptions and extrinsic rewards perception in predicting job satisfaction of public servants: A test of self-determination theory” (with Keon-Hyung Lee and Kwi-Hee Bae). Paper presented at the American Society for Public Administration Annual Meeting. Atlanta, GA. March 2017.

PROFESSIONAL DEVELOPMENT:

08/2020 ~ Association of College and University Educators (ACUE) Training
Sam Houston State University, Huntsville, TX

- 06/2020 – 07/2020 Online Course Redesign & Faculty Certification Program
SHSU Online Campus
Sam Houston State University, Huntsville, TX
- 01/2020 Writing in the Disciplines Seminar
College of Humanities and Social Sciences,
Sam Houston State University, Huntsville, TX
- 11/2019 Emerging Scholars Research Roundtable Workshop
Association for Research on Nonprofit Organizations and Voluntary
Action Annual Conference, San Diego, CA.
- 11/2018 Doctoral Fellowship Seminar
Association for Research on Nonprofit Organizations and Voluntary
Action Annual Conference, Austin, TX.
- 11/2017 Graduate Diversity Scholars and Professional Development Workshop
Association for Research on Nonprofit Organizations and Voluntary
Action Annual Conference, Grand Rapids, MI.
- 08/2015 Sustainability Research Network Workshop
Georgia Institute of Technology, Atlanta, GA.

AWARDS AND SCHOLARSHIPS:

- 11/2019 Emerging Scholars Award
Association for Research on Nonprofit Organizations and Voluntary
Action Annual Conference, San Diego, CA.
- 11/2018 Doctoral Fellowship Award
Association for Research on Nonprofit Organizations and Voluntary
Action Annual Conference, Austin, TX.
- 11/2017 Diversity Scholars and Professional Development Award
Association for Research on Nonprofit Organizations and Voluntary
Action Annual Conference, Grand Rapids, MI.
- 09/2017 Cultivating Global Young Alumni Scholarship (\$10,000)
Soongsil University, Seoul, South Korea.
- 08/2005 – 06/2008 Outstanding Undergraduate Student Scholarship (Full Tuition Waiver)
Soongsil University, Seoul, South Korea.

COURSES TAUGHT:

08/2019 – Present Sam Houston State University
 POLS 5377 Scope and Methods of Political Science
 POLS 3302 Introduction to Public Policy
 PADM 5387 Public Budgeting and Finance
 POLS 2306 Texas Government

08-2018 – 05/2019 Florida State University
 PAD 3003 Public Administration in American Society
 PAD 4144 Managing the Nonprofit Organization

PROFESSIONAL ACTIVITIES:

Professional Service

Conference Program Committee, ARNOVA-Asia
Panel Discussant, ARNOVA-Asia
Proposal Reviewer, ARNOVA-Asia
Manuscript Reviewer - *Public Management Review; International Review of Public Administration*

Professional Affiliations

Association for Research on Nonprofit Organizations and Voluntary Action
Association for Research on Nonprofit Organizations and Voluntary Action – Asia
American Society for Public Administration
International Society for Third-Sector Research
Southeastern Conference for Public Administration

Campus Service

Chair, MPA Comprehensive Examination Committee
Member, MPA Program Committee
Member, Departmental Scholarship Committee