

Kyoung-cheol (Casey) Kim

Curriculum Vitae

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Academic Appointments

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| University of Central Florida <i>Assistant Professor, School of Public Administration</i> | 2025 – current |
| University of Georgia <i>Visiting Research Fellow, Center for the Study of Global Issues, School of Public and International Affairs</i> | 2024 – 2025 |

Education

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| Ph.D., in Public Administration and Policy, University of Georgia Dissertation: <i>Essays on Technology, Innovation, and Government</i> Committee: Andrew Whitford (Chair), Katherine Willoughby, and Jason Anastasopoulos | 2024 |
| M.P.A., Texas A&M University, College Station | 2019 |
| M.P.A., <i>with distinction</i> , Konkuk University, Seoul, Korea | 2016 |
| B.P.A., <i>with distinction, early graduation</i> , Konkuk University, Seoul, Korea | 2010 |

Research Interests

Public Administration, Organizational Theory, Decision Making, Work Motivation, Artificial Intelligence, Policy Implementation, Policy Process, Governance

Peer-Reviewed Articles

Bullock, Justin B., Hsini Huang, and **Kyoung-cheol Kim** (authorship in an alphabetical order by last name, corresponding author). 2022. Machine Intelligence, Bureaucracy, and Human Control. *Perspectives on Public Management and Governance*.

<https://doi.org/10.1093/ppmgov/gvac006>

Kuzio, Jacqueline, Mohammad Ahmadi, **Kyoung-cheol Kim**, Yi-fan Wang, Michael Migaud, and Justin B. Bullock. 2022. Building Better Global Data Governance. *Data & Policy*.

<https://doi.org/10.1017/dap.2022.17>

Huang, Hsini, **Kyoung-cheol Kim**, Justin B. Bullock, and Matthew M. Young. 2021. A Matter of Perspective: Differential Evaluations of AI Tools Between Managers and Staff in an Experimental Simulation. *Asia Pacific Journal of Public Administration*.

<https://doi.org/10.1080/23276665.2021.1945468>

Young, Matthew M., Johannes Himmelreich, Justin B. Bullock, and **Kyoung-cheol Kim**. 2021. Artificial Intelligence and Administrative Evil. *Perspectives on Public Management and Governance*. <https://doi.org/10.1093/ppmgov/gvab006>
*** Camilla Stivers Best Article Award by PMRA

Manuscripts Under Review

Kim, Kyoung-cheol. AI and Public Administration: How and Why Public Employees Engage with AI.

*** Journal of Comparative Policy Analysis Award by APPAM

Kim, Kyoung-cheol. The Paradox of Accountability and Responsibility Continued?: Toward a Reinvigorated Theory of Democratic Public Administration.

Manuscripts in Progress

Kim, Kyoung-cheol. Organizational Willingness to Use AI: Evaluating the Roles of AI Performance Information and Responsibility-Taking. (preparing for Journal of Public Administration Research and Theory)

Daniel P. Silk, **Kyoung-Cheol Kim**. Institutional Considerations on the Horizon for Law Enforcement Applications of AI (preparing for Public Administration Review)

Kim, Kyoung-cheol. The Use of Technology Innovation in Administration under Democratic Control. (preparing for Public Management Review)

Park, Jiyong and **Kyoung-cheol Kim**. IT and Organizational Performance: Highlighting the Significance of Managerial Coordination. (preparing for Administrative Science Quarterly)

Kim, Kyoung-cheol and Jiyong Park. An Integrative Theory of Human-AI Interaction. (preparing for Academy of Management Review)

Safadi, Hani and **Kyoung-cheol Kim**. Authority Delegation: A Framework for Understanding Human-AI Interaction in Organizations. (preparing for Management Information Systems Quarterly)

Peer-Reviewed Book Chapters

Bullock, Justin B., Hsini Huang, **Kyoung-cheol Kim**, and Matthew M. Young (authorship in an alphabetical order by last name). "The Challenge of AI Governance in Public Organizations." 2022. *Oxford Handbook of AI Governance*, Oxford, United Kingdom: Oxford University Press. <https://doi.org/10.1093/oxfordhb/9780197579329.013.26>

Peer-Reviewed Conference Proceedings

Bullock, Justin B. and **Kyoung-cheol Kim**. 2020. Creation of Artificial Bureaucrats. *Proceedings of The 2nd European Conference on the Impact of Artificial Intelligence and Robotics*, Academic Conferences International. <https://doi.org/10.34190/EAIR.20.001>

Grants

United States Special Operations Command (USSOCOM)—*Shared Human-Machine Autonomy in Urgent Decision Making through Rapid Summarization Approach* Co-PI (PI, Shubhra Karmaker), \$750,000, 2027–2029 (Under Review)

Active Research

Experimental Project on “Human-AI Teaming in Policing” (in Collaboration with the University of Georgia Police)

Experimental Project on “Public Administrators’ Decision-Making and Perception in Using Artificial Intelligence” (in Collaboration with the Department of Justice, South Korea).

Theory-Building and Empirical Testing Project on “Dynamics and Implications of Human-AI Interaction in Governance” (advancing the Ostrom Workshop & Georgia Tech Cybersecurity Institute Projects).

Technical Reports

Farber, Ken, Anthony Boese, Sandy Barsky, Tom Brown, **Kyoung-cheol Kim**, Ansgar Koene, Yvette Gibson, Suman Shukla, John Scott, Brian Seborg, and Priya Thotakura. 2023. The Ghost in the Machine: Exploring AI Personhood and Policy. VA, United States: *Advanced Technology Academic Research Center*.

Dretzka, Erica, Ellery Taylor, Ken Farber, Kristine Lam, **Kyoung-cheol Kim**, John Scott, John Sprague, Richard Eng, and Steven Li. 2021. AI Policy Assessment Framework. VA, United States: *Advanced Technology Academic Research Center*.

Connell, Greg, Adria Escobedo, Courtney Guillen, **Kyoung-cheol Kim**, Joe Ladmirault, Kaitlyn Malec, and Andie Parnell. 2019. Funding Wildlife Conservation in Texas (Bush School Capstone Project with Boone & Crockett Wildlife Club). MT, United States: *Boone & Crockett Wildlife Club*.

Jung, Byung-soon, Sungho Lee, **Kyoung-cheol Kim**, Yewan Park, and Hyunhye Cho. 2017. Establishing a Collaborative Governance Based Evaluation System in Seoul, Korea (Policy Research Report). Seoul, Korea: *Seoul Institute*. (in Korean)

Other Writings

Kim, Kyoung-cheol. *Reflection of Hierarchical Relationship via Nuanced Conditioning of Game Theory Approach for AI Development and Utilization*. 2021. LessWrong Forum blog (Front Page). <https://www.lesswrong.com/posts/BCynDEwguEiogicAo/reflection-of-hierarchical-relationship-via-nuanced>

Conference Presentations (Selected)

Presenter, author. “Cognitive Impacts of AI on Administration” APPAM (2024); PMRA (2024); ASPA (2024); MPSA (2024); PMRA (2023); APPAM (2022); ASPA (2022); AOM Doctoral Student Professional Development Consortium (2021).

Presenter, author. “Organizational Willingness to Use AI: Evaluating the Roles of AI Performance Information and Responsibility-Taking” MPSA (2024).

Presenter, author. “Elaborating Dynamics of Human-AI Interactions with the IAD Framework: Focused on the Action Arena of Cybersecurity with Automated Decision-Making” Leiden University Colloquium, the Netherlands (2023); The Ostrom Workshop Colloquium (2022).

Presenter, co-author. "Artificial Intelligence and Administrative Behavior" PMRA (2023, 2022).

Presenter, co-author. "Machine Intelligence, Bureaucracy, and Human Control" IRSPM (2022); PPMG Symposium Reappraising Bureaucracy in the 21st Century (2021).

Presenter, co-author. "Creation of Artificial Bureaucrats" The 2nd European Conference on the Impact of Artificial Intelligence and Robotics (2020).

Presenter, co-author. "Administrative Evil, New Technological Tools, & The Treatment of Surplus Populations: Illegal Immigrants in North Rahkine & South Texas" MPSA (2019).

Presenter, author. "Research on the Determinants of Performance of Public Enterprises in the Causality Perspective" The Korean Association for Policy Analysis and Evaluation Conference (2017). (in Korean)

Presenter, author. "A Suggestion for Enhancing Scientific Characters of Policy Study: Focused on Performance Measurement Case of South Korea" The Korean Association for Policy Studies (2016).

Teaching Interests

Public Administration, Public Management, Research Design, Quantitative Methods, Public Management Information Systems, Policy Studies, AI Governance

Teaching Experience

[PAD 6700] Research Methods in Public Administration (*MPA-level*)
University of Central Florida (Spring 2026)

[PAD 6037] Public Organization Management (*MPA-level*)
[PAD 6700] Research Methods in Public Administration (*MPA-level*)
University of Central Florida (Fall 2025)

[POLS 1101] American Government, discussion sections,
TA/Instructor, Co-Teaching, (*undergraduate-level*),
University of Georgia (August 2020 – May 2023)

"AI and Government" Lectures for Public Officials of the Korean Government under Career Development Training, Guest Lecturer (*MPA-level*),
University of Georgia (September and October 2021, September 2024 – Present)

Social Research Methods (March 2015 – June 2015);
Introduction to the Study of Public Administration (March 2014 – June 2014);
Public Management Theory & Practice (September 2010 – December 2010),
TA (*undergraduate-level*), Konkuk University, Seoul, Korea

Academic Experience

Research Assistant, University of Georgia, Summer 2021, Aug 2023 – May 2024

Pre-doctoral Assistant for Research, Texas A&M University, 2019 – 2020

Graduate Assistant for Research, Texas A&M University, 2018 – 2019

Research Fellow, Konkuk Institute of Public Affairs, 2010 – 2016

Other Professional Training

Admitted Attendee, the Cybersecurity Summer Institute, Georgia Institute of Technology, August 2022

Admitted Attendee, the Ostrom Workshop, Indiana University, May – June 2022

Professional Experience

Researcher, Center for Governance Studies under the Department of Civil Economy Research (Participatory Performance Evaluation project), the Seoul Institute, 2017

Administrative Intern and Part-Time Researcher, KOAFEX (Korea Africa Exchange Association), Seoul, Korea, 2016

Executive Assistant Staff for ROK Marine Corps Major General, Ministry of National Defense, Seoul, Korea, 2012 – 2013

Awards and Honors

Journal of Comparative Policy Analysis Award. “Cognitive Impacts of AI on Administration” 2024. Awarded by APPAM (Association for Public Policy Analysis and Management).

SKPA Student Paper Award. “Cognitive Impacts of AI on Administration” 2024. Awarded by ASPA-SKPA (American Society for Public Administration-Section of Korean Public Administration.)

Graduate Student Paper Award. “Cognitive Impacts of AI on Administration” 2022. Awarded by APPAM-KAPS (Association for Public Policy Analysis and Management-Korean Association for Policy Studies).

Camilla Stivers Best Article Award in *Perspectives on Public Management and Governance*. “Artificial Intelligence and Administrative Evil” 2022. Awarded by PMRA (Public Management Research Association).

Funding

Research Travel Funding

[University of Central Florida: Oct & Nov 2025 (\$1,000) for fieldwork with UGA Police]
[University of Georgia: April 2024 (\$1,900) for ASPA; April 2024 (\$1,800) for MPSA;
November 2023 (\$1,000) for APPAM; September 2023 (\$1,000) for SECoPA; June 2023
(\$2,500) for PMRC; November 2022 (\$500) for APPAM; May 2022 (\$1,900) for PMRC;
March 2022 (\$500) for ASPA.] [Texas A&M University: April 2019 (\$800) for MPSA.]

Scholarships

School of Public and International Affairs Assistantship, University of Georgia, 2020 – 2024
School of Public and International Affairs Scholarship, University of Georgia, 2020
Bush School Assistantship, Texas A&M University, 2018 – 2019
Bush School Scholarship, Texas A&M University, 2017
Academic Achievement Scholarship, Konkuk University, 2009; 2008

Service

Journal/Conference Reviewer (occasional)
Public Administration Review, Journal of Public Administration Research and Theory,
Perspectives on Public Management and Governance, Public Performance & Management
Review, International Review of Public Administration, Policy Studies Journal, Governance,
Journal of Policy Studies, Public Administration and Development, Information and
Management (IF=10.8 in 2024), Public Management Review

International Conference on Information Systems (ICIS), 2025

Co-Guest-Editor for Global Public Policy and Governance (GPPG)'s Special Issue of AI and
Public Policy: Many Dimensions and Key Challenges, 2024

Memberships

Public Management Research Association (PMRA)
Academy of Management (AOM)

Technical Skills

STATA, R, Python, SPSS

Languages

English (fluent), Korean (native)

References

Andrew B. Whitford

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Athens, GA 30602
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