

CURRICULUM VITAE

Dr. Won-Jae Lee

Associate Professor of Criminal Justice
Department of Security Studies and Criminal Justice
Angelo State University
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EDUCATION

- Dec 2004: Ph. D. in Criminal Justice, Sam Houston State University
Huntsville, Texas
- Feb 1998: Bachelor of Arts in Police Administration, Dongguk University
Seoul, South Korea

ACADEMIC EXPERIENCE

- Aug 2010 to Present Associate Professor
Angelo State University, San Angelo, TX
- Aug 2007 to Jul 2010 Assistant Professor, Step 1
Angelo State University, San Angelo, TX
- Jan 2005 to Jul 2007 Assistant Professor, Step 2
Angelo State University, San Angelo, TX
- Aug 2004 to Dec 2004 Professional Specialist of Criminal Justice (Non-Tenure-Track)
Angelo State University, San Angelo, TX
- Aug 2003 to Jul 2004 Doctoral Teaching Fellow (Instructor)
Sam Houston State University, Huntsville, TX

Journal Articles

- Lee, Won-Jae**, Koenigsberg, Monica R., Davidson, Christie, and Beto, Dan R. (December 2010). "A Pilot Survey Linking Personality, Leadership Style, and Leadership Success among Probation Directors in the U.S." *Federal Probation*, 34-42.
- Beto, Dan R., **Lee, Won-Jae**, and Davidson, Christie (Fall 2010). "Leadership Perspectives from Probation Leaders" *Executive Exchange*, 3-12.
- Lee, Won-Jae**, Phelps, James R., Davidson, Christie, and Beto, Dan R. (Spring 2010). "The Effects of Probation Executives' Personality and Leadership Style upon their Leadership Success" *Executive Exchange*, 3-10.
- Lee, Won-Jae**, Phelps, James R., and Beto, Dan R. (December 2009). "Turnover Intention among Probation Officers and Direct-Care Staff: A statewide study" *Federal probation*, 14-23.

- Lee, Won-Jae**, Koenigsberg, Monica R., Davidson, Christie, and Beto, Dan R. (Summer 2009). Affective Commitment and Compensation Satisfaction: Their impact on turnover intention among line probation officers and direct-care staff. *Executive Exchange*, 14-23.
- Lee, Won-Jae**, Joo, Hee-Jong and Johnson, W. Wesley (June 2009). The Effect of Participatory Management on Internal Stress, Overall Job Satisfaction and Turnover Rate among Federal Probation Officers. *Federal Probation*, 33-40.
- Lee, Won-Jae** and Beto, Dan R (Spring 2008). Factors Associated with Adult Probation Officer Turnover in Texas. *Executive Exchange*, 3-11.
- Lee, Chang-Bae and **Lee, Won-Jae** (2008). High School Criminal Justice Educators in Texas: An Analysis of Influencing Factors for Their Job Satisfaction and Retention. *Journal of Southwestern Association of Criminal Justice*, Volume 5, Number 1: 69-86.
- Hoover, Larry and **Lee, Won-Jae** (March 2006). Community Policing Deployment Models. *Law Enforcement Executive Forum*, Volume 6, Number 1, 155-166.
- Lee, Won-Jae** (May 2003). Community Policing Toward Restorative Justice. *Law Enforcement Executive Forum*, Volume 3, Number 2: 162-171.
- Hoover, Larry and **Lee, Won-Jae** (2003). Neighborhood Policing Deployment-Survey Analysis. *TELEMASP Bulletin* (Texas Law Enforcement Management and Administrative Statistics Program), Volume 10, Number 6: 1-8.
- Lee, Won-Jae** (2002). U.S. and Texas Crime Trends: 1980 to 2001. *TELEMASP Bulletin* (Texas Law Enforcement Management and Administrative Statistics Program), Volume 9, Number 5: 1-12.
- Lee, Won-Jae** (2002). Patrol Workload. *TELEMASP Bulletin* (Texas Law Enforcement Management and Administrative Statistics Program), Volume 9, Number 2: 1-12.
- Cintron, Myrna and **Lee, Won-Jae** (January 2002). Bilingual Workforce Needs in Texas Community Supervision and Correction Department: Survey Results. *Texas Probation*, Volume XVII, Number 1: 4-7.

Published Government Reports

- Lee, Chang-Han and **Lee, Won-Jae** (2010). *Research Report on Supervised Release System and Practices in England and the U.S.* Ministry of Justice, South Korea.
- Lee, Won-Jae** (2008). *2008 Texas Adult Probation Turnover Intention Study: Line Community Supervision Officers and Direct-Care Staff.* Texas Probation Advisory Committee, Texas.
- Lee, Won-Jae** and Steve Reames (2007). *The San Angelo Police Department Annual Racial Profiling Report 2006.* San Angelo Police Department, Texas.

Technical Reports

- Lee, Won-Jae** (2007). *Executive Summary of Turnover Intention and Its Determinants among Adult Probation Line Officers in Texas* submitted to Brazos, Fort Bend, Tarrant, and Tom Green County Community Supervision and Corrections Departments.

Paper Presented

- “What makes an Effective Leader in the Area of Probation? Presented at the Southwestern Association of Criminal Justice Conference, College Station, Texas, September 29 - October 1, 2011.
- “Five Index Crime Trends in South Korea: 1987-2007” presented at the Academy of Criminal Justice Sciences Conference, San Diego, California, February 23-27, 2010.

- “A Pilot Survey of Linking Personality, Leadership Style, and Organizational Effectiveness among Probation Directors” presented at the Academy of Criminal Justice Sciences Conference, San Diego, California, February 23-27, 2010.
- “Detection and Prevention of Racial profiling Practices by Minority Officers” presented at the Academy of Criminal Justice Sciences Conference, Boston, Massachusetts, March 10-14, 2009.
- “2008 Texas Adult Probation Turnover Intention Study: Line Community Supervision Officers and Direct-Care Staff” presented at the Academy of Criminal Justice Sciences Conference, Boston, Massachusetts, March 10-14, 2009.
- “A New Approach to Mandatory Racial Profiling Reports in Texas” presented at the Oklahoma Criminal Justice Association, Lawton, Oklahoma, April 11, 2008.
- “Factors Shaping Line Adult Probation Officer Voluntary Turnover Intention in Texas” presented at the Oklahoma Criminal Justice Association, Lawton, Oklahoma, April 11, 2008.
- “A Preliminary Examination of Organizational Commitment and Its Determinants among Probation Officers in South Korea” (with Lee, Chang-Han and Jang, Hyun-Seok) presented at the Academy of Criminal Justice Sciences Conference, Seattle, Washington, March 14-17, 2007.
- “*Perceptions and Attitudes of University Students toward the Police*” (with Hicks, Randolph D.) presented at the Southwestern Association of Criminal Justice Conference, Fort Worth, Texas, September 28-30, 2006.
- “*Rural West Texas Law Enforcement: A Study of Perspectives between Community and Law Enforcement Leaders*” (with Reames, Steve) presented at the Southwestern Association of Criminal Justice Conference, Fort Worth, Texas, September 28-30, 2006.
- “*Federal Probation Officers’ Participation in Decision-making on their Psychological Success*,” presented at the Academy of Criminal Justice Sciences Conference, Chicago, Illinois, March 15 – 19, 2005.
- “*Theoretical Analysis of the Past and Present Korean Police System and its Future Prospects*” (with Choi, Jong-Sul) presented at the Academy of Criminal Justice Sciences Conference, Chicago, Illinois, March 15-19, 2005.
- “*An Analysis of Survey 2003 in Texas: High School Criminal Justice Educators*” (with Johnson, W. Wesley) presented at the Academy of Criminal Justice Sciences Conference, Las Vegas, Nevada, March 9-13, 2004.
- “*Neighborhood Policing Deployment*” (with Hoover, Larry) presented at the Academy of Criminal Justice Sciences Conference to be held in Las Vegas, Nevada, March 9-13, 2004.
- “*Examination of Teaching Styles and Opinions of Texas High School Criminal Justice Educators*” (with Johnson, W. Wesley and Lee, Chang-Bae), presented at the American Society of Criminology Conference, Chicago, Illinois, November 12-16, 2002.
- “*Time to Change Working Environment: Significance of Participatory Management*” (with Johnson, W. Wesley and Bonham, Gene), presented at the Academy of Criminal Justice Sciences Conference, Anaheim, California, March 5-9, 2002.
- “*Differential Police Response Operations in Texas*,” presented at the Academy of Criminal Justice Sciences Conference, Anaheim, California, March 5-9, 2002.
- “*Getting Tough On Probationers: Back to Basics*” (with Johnson, W. Wesley and Bonham, Gene), presented at the American Society of Criminology Conference, Atlanta, Georgia, November 7-10, 2001.

“The Influence of the Yakuza on the Asian Sex Trade In the Light of the World Systems Theory” (with Perfecto, Martin), presented at the Southwestern Association of Criminal Justice Conference, San Antonio, Texas, October 4-6, 2001.

“Federal Probation Survey 2000 in Texas” (with Johnson, W. Wesley), presented at the Southwestern Association of Criminal Justice Conference, San Antonio, Texas, October 4-6, 2001.

“Community Policing Toward Restorative Justice in the Assensus Perspective,” presented Southwestern Association of Criminal Justice Conference, San Antonio, Texas, October 4-6, 2001.

Invited Panel

Invited Panelist. Family and Reentry: Influence of a parenting program on prisoners’ perception toward their children. The 7th Annual International Conference of the Korean Police & Crime Research Institute (July 29, 2011, Seoul, S. Korea).

Invited Panelist. North Korea: Defiant failed state. The Center for International Studies & the Center for Security Studies (November 16, 2010, San Angelo, Texas).

PROFESSIONAL EXPERIENCE

Grants

- | | |
|------------------------------|---|
| Dec 22, 2008 – Jul 31, 2009: | Principal Investigator: Won-Jae Lee, Ph.D.
Agency: Research Enhancement Grant of Texas State
Title: <u>A Pilot Survey of Linking Personality, Leadership Style, and Effectiveness among Probation Directors in the U.S.</u>
Funding Amount: \$8,791.72 |
| Mar 15, 2008 – Aug 15, 2008: | Principal Investigator: Won-Jae Lee, Ph.D.
Agency: Texas Probation Advisory Committee
Title: <u>2008 Texas Adult Probation Turnover Intention Study: Line Community Supervision Officers and Direct-Care Staff</u>
Funding Amount: \$35,000 |
| Dec 5, 2006 - Oct 1, 2007: | Principal Investigator: Won-Jae Lee, Ph.D.
Agency: Research Enhancement Grant of Texas State
Title: <u>A Pilot Survey of Turnover Intention and Its Determinants among Line Adult Probation Officers in Texas</u>
Funding Amount: \$10,000 |
| Sep 1, 2006 - Feb 28, 2007: | Co-Principal Investigator: Won-Jae Lee, Ph.D.
Agency: San Angelo Police Department
Title: <u>The San Angelo Police Department Racial Profiling Report</u>
Funding Amount: \$4,000 |
| Apr 1 - Oct 7, 2006: | Principal Investigator: Won-Jae Lee, Ph.D.
Agency: Research Enrichment Grant of Texas
Title: <u>Perception and Attitudes of University Students toward the Police</u>
Funding Amount: \$2,000 |
| May 15 - Jul 31, 2005: | Principal Investigator: Won-Jae Lee, Ph.D.
Agency: Subcontract from Sam Houston State University (TSUS grant from Dept. of Justice) |

Title: Border Patrol Intelligence Training
 Funding Amount: \$30,000

University/Departmental Service

2009 to 2010: Faculty Search Committee in Criminal Justice
 2009 to 2010: Faculty Search Committee in Criminal Justice
 2009 to Present: Three New Criminal Justice Program (B.S. and M.S. in Border Security and M.S. in Criminal Justice) Development Committee
 New Criminal Justice/Border Security Course Development Committee
 2009 to Present: Community Development (Social Capital) Initiatives and Research Committee
 2009 to Present: Housing Appeals Committee
 2007 to Present: International Education Committee
 2007 – 2008: New Criminal Justice Curriculum Committee
 2007 – 2008: English Language Learner’s Institute Director Search Committee
 2007 – 2008: Faculty Innovation Grant Selection Committee
 2006 – 2007: Faculty Search Committee in Criminal Justice

Awards

Apr 2011: Excellence in Research/Creative Endeavor at the 2011 Angelo State University President’s Awards for Faculty Excellence awarded at Angelo State University
 May 2003: Honors Program’s Outstanding Writer awarded at Sam Houston State University
 Apr 2003: The College of Criminal Justice' Scholarship for Excellent Honors (George J. Beto: Founder of CJ Center) awarded at Sam Houston State University
 Oct 2002: First Place Scholarship awarded at the 2002 Student Paper Competition of the Southwestern Association of Criminal Justice
 Oct 2001: Third Place Scholarship awarded at the 2001 Student Paper Competition of the Southwestern Association of Criminal Justice
 Apr 2001: The College of Criminal Justice Deans' Scholarship for Excellent Honors (George G. Killinger) awarded at Sam Houston State University

Professional Certificates & Diploma

Oct 2001: Diploma from the 23rd International Course of Higher Specialization for Police Services on the Topic: Policing in Multicultural Societies, Sam Houston State University, Huntsville, TX
 Jul 2000 to Aug 2000: Certificate of International Comparative Law Program

Jung-Nam Law & Politics University, Wuhan, China

May 2000:

Certificate of Participation Millennium Criminal Justice Conference, Sam Houston State University, Huntsville, TX

Professional Associations

- Academy of Criminal Justice Sciences
- American Society of Criminology
- Southwestern Association of Criminal Justice
(Reviewer of Journal of Southwestern Association of Criminal Justice as of May 2007)
- Korean Association of Criminal Psychology
(Editorial Board Member of Journal of Korean Criminal Psychology as of April 2005)

International Activities

Dec 2011: Planner and coordinator for ASU academic and business trip of Dr. May Brian, ASU Provost, Dr. Won-Jae Lee, Member, International Education Committee, and Miss. Meghan Pace, International Student Services Counselor, to Korean sister universities

Nov 2011: Planner, coordinator, and delegate for ASU business trip of Dr. Joseph C. Rallo, ASU President, Mrs. Barbara Rallo, Host Family Program Coordinator, and Dr. Sharynn Tomlin, Director, Center for International Studies to Korea; visited to eight ASU sister universities. At Sejong University, the presidents of ASU and Sejong University have signed an agreement establishing a *One-Plus-Three (1+3)* program that will bring 100 new Korean students a year to the ASU campus to complete their undergraduate degrees.

Planner and coordinator for 2 study abroad program and 1 hybrid study abroad program students from Dongguk University, Korea, to Angelo State University in Spring semester 2012

Planner and coordinator for 2 exchange program students from Sejong University, Korea, to Angelo State University in Spring semester 2012

Oct 2011: Planner and coordinator for the establishment of exchange agreement between Angelo State University and Soongsil University, Korea

Planner and coordinator for the establishment of exchange agreement between Angelo State University and Sookmyung Women's University, Korea

Planner and coordinator for the establishment of exchange agreement between Angelo State University and Yeungnam University, Korea

Planner and coordinator for the establishment of exchange agreement between Angelo State University and Catholic University, Korea

Planner and coordinator for the establishment of exchange agreement between Angelo State University and Duksung Women's University, Korea

- Planner and coordinator for 2 hybrid study abroad and 1 ELLI students from Dongguk University, Korea, to Angelo State University in Spring 2012
- Jul 2011: Director of 2011 ASU Study Abroad Program trip to Korea: 15 ASU students to Dongguk University, Korea
- Planner, coordinator, and delegate for visiting six potential Korean sister universities: Catholic, Sookmyung Women's, Soongsil, Duksung Women's, Sahmyook and Yeungnam Universities
- May 2011: Planner and coordinator for 10 exchange students and 8 hybrid study abroad students from Dongguk University, Korea, to Angelo State University in Summer/Fall semester 2011
- Planner and coordinator for 2 exchange, 2 hybrid study abroad, and 10 ELLI students from Sejong University, Korea, to Angelo State University in Summer/Fall semester 2011
- Planner and coordinator for 2 dual degree and 2 exchange students from University of Ulsan, Korea, to Angelo State University in Fall semester 2011
- Planner and coordinator for 1 student from ASU to the International Summer Program at Kyungnam University, Korea
- Planner and coordinator for 1 student from ASU to the International Summer Program at University of Ulsan, Korea
- Planner and coordinator for 1 exchange students from ASU to Dongguk University, Korea
- Apr 2011 Planner and coordinator for the establishment of exchange agreement between Angelo State University and Sejong University, Korea
- Planner and coordinator for the establishment of exchange agreement between Angelo State University and Sangmyung University, Korea
- Sep 2010: Planner and coordinator for 4 exchange students from Dongguk University, Korea, and 28 ELLI students from University of Ulsan, Korea, to Angelo State University in Spring semester 2011
- Aug 2010: Planner and coordinator for 5 exchange students and 4 hybrid study abroad students from Dongguk University, Korea, to Angelo State University
- Planner and coordinator for 5 exchange students and 1 hybrid study abroad student from Kyungnam University, Korea, to Angelo State University
- Planner and coordinator for 2 exchange students from University of Ulsan, Korea, to Angelo State University
- Jul 2010: Planner and coordinator for one visiting professor, Dr. Mun-Gu Kang, from Kyungnam University, Korea, to Angelo State University
- Jun 2010: Planner and coordinator for 6 hybrid study abroad students from Dongguk University, Korea, to Angelo State University
- May 2010: Planner and coordinator for 8 nursing students from Masan University, Korea, to Angelo State University

- Mar 2010: Planner and coordinator for the establishment of exchange agreement between Angelo State University and Dongguk University, Korea
- Planner and coordinator for the establishment of exchange agreement between Angelo State University and University of Ulsan, Korea
- Planner and coordinator for the establishment of exchange agreement between Angelo State University and Kyungnam University, Korea
- Jan 2010: Planner and coordinator for 4 dual degree students and 40 ELLI students (including one chaperone) from University of Ulsan, Korea, to Angelo State University
- Sep 2009: Planner, coordinator, and delegate (with Ms. Meghan Pace, International Student Services Counselor of the ASU Center for International Studies) for recruiting the Korean students and visiting three potential Korean sister universities: First, attended the 29th Fall Korea Student Fair 2009 held on September 24 at BEXCO, Busan and September 26-27 at COEX, Seoul. Second, had the official meetings (with University of Ulsan on September 21-22, Kyungnam University on September 22-23, and Dongguk University on September 25) and laid the firm foundations of exchange programs, dual degree programs, and international summer programs with the Korean Universities
- Sep 2008: Planner and coordinator for one visiting scholar (Mr. Hyun-Soo Lee) from the Korean Correctional Center to Angelo State University
- Nov 2006: Planner and coordinator for the Korean trip of Dr. Ben Brown (University of Texas, Brownsville) to make his presentation at 2006 Korean Association of Police Study, sponsored by Korean National Police Agency, held on Nov 8, 2006
- Oct 2005: Planner and coordinator for the Korean trip of Mr. Dan R. Beto (Former Executive Director of the Correctional Management of Institute of Texas, and Editor of Executive Exchange, the quarterly publication of the National Association of Probation Executives) to attend the 25th APCCA(Asian and Pacific Conference of Correctional Administrators) which includes 32 country correctional directors from the Asian and Pacific region held from the date September 25 through September 30, 2006
- Aug 2005: Planner and coordinator for two visiting scholars from the Korean Prosecutor's Office (Mr. Beom-Seog Oh at Angelo State University & Mr. Ho-Jong Shin at Sam Houston State University)
- Jul 2004: Planner and coordinator for training Byung-Koan Kang from Korean Ministry of Justice to SHSU
- Planner and coordinator for one visiting professor, Dr. Sang-Am Han, from Won-Kwang University, Korea, to SHSU
- Nov 2003: Planner and coordinator for SHSU's accommodation of 15 person Korean delegation from Korean Ministry of Justice, Korean Department of Human Rights, and Ministry of Government Administration and Home Affairs
- Coordinator for the delegation from Dongeui University, Korea, to SHSU

- Aug 2003: Planner and coordinator for Texas prison trips of Dr. Sang-Hyun Lee, Former member of Police Committee in Korean National Police Agency and Professor at Police Administration of Dongguk University
- Jul 2003: Planner and coordinator for one visiting scholar, Chang-Han Lee, from Korean Ministry of Justice to SHSU
- May 2003: Planner and coordinator for Korean trip of Dr. Jurg Gerber, SHSU Director of International Programs (Itinerary: Ministry of Justice, Dongguk Univ, Keimyung Univ, Wonkwang Univ, Kyonggi Univ, Daebul Univ, and K&K educational Institute)
- Planner and coordinator for one visiting scholar, Jong-Ha Kim, from Korean Ministry of Justice to SHSU
- Feb 2003: Planner and coordinator for SHSU's invitation of President Song, Suk-Ku and three other delegations from Dongguk University, Korea
- Oct 2002: Planner and coordinator for SHSU's accommodation of 10 Korean delegations from Korean Ministry of Justice to SHSU
- Aug 2002: Planner and coordinator for CMIT (Correctional Management Institute of Texas)'s accommodation of Jung, Jae-Jun from Korea Ministry of Justice
- Planner and coordinator for one visiting scholar, Young-Jae Lee, from Korean Ministry of Justice to SHSU
- Planner and coordinator for one visiting professor, Dr. Sue-Jung Lee, from Kyunggi University, Korea
- Jun 2002: Planner and coordinator for Korean academic and business trip of SHSU Vice President David E. Payne and Dr. W. Wesley Johnson
- Apr 2002: Planner and coordinator for one visiting scholar, Yong-Ju Sohn, from Korean Ministry of Justice to SHSU
- Dec 2001: Planner and coordinator for the establishment of exchange agreement between SHSU and Dongguk University, Korea
- Aug 2001: Planner and coordinator for several Texas institutionalized and community correctional facility trips of Dr. Soo-Myung Chin, senior researcher from Korean Institute of Criminology, Korea
- Jul 2001: Planner and coordinator for a Texas private prison trip of Dr. Yoon-Keun Lee, Director of Police Administration and President of Korean Society of Private Security from Dongguk University, Korea
- Jun 2001: Planner and coordinator for Korean academic trip of Dr. W. Wesley Johnson