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(홍순만, 洪淳晩)

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CURRENT POSITION

2013-Present **YONSEI UNIVERSITY** Seoul, Korea
College of Social Sciences, Dept. of Public Administration
Underwood Distinguished Professor, 2018-Present
Professor, 2022-Present
Associate Professor (with tenure), 2017-2022
Assistant Professor, 2013-2017

EDUCATION

2012 **HARVARD UNIVERSITY** Cambridge, MA
Ph.D. in Public Policy
Graduate School of Arts and Sciences

2009 **HARVARD UNIVERSITY** Cambridge, MA
Master in Public Policy (M.P.P.)
Harvard Kennedy School

2007 **CREDIT BANK SYSTEM** Seoul, Korea
Bachelor of Engineering in Computer Science
Korean Educational Development Institute

2003 **YONSEI UNIVERSITY** Seoul, Korea
Bachelor of Business Administration (B.B.A.)
School of Business

PREVIOUS POSITIONS

2008-13 **HARVARD UNIVERSITY** Cambridge, MA
Post-Doctoral Fellow, 2012-2013

	Teaching & Pre-Doctoral Fellow, 2011-2012 Research & Course Assistant, 2008-2011	
2009	MCKINSEY & COMPANY Consultant	Seoul, Korea
2006-07	MINISTRY OF FOREIGN AFFAIRS AND TRADE Deputy Director	Seoul, Korea
2001-06	SAMIL PRICEWATERHOUSECOOPERS (PwC) Senior Associate (KICPA), 2003-2006 Associate (KICPA), 2001-03	Seoul, Korea
1996-98	MANDATORY MILITARY SERVICE Sergeant (discharged upon completing military duty)	Seoul, Korea

HONORS & AWARDS

2022	<i>Joseph Wholey Distinguished Scholarship Award</i> American Society for Public Administration (ASPA)	
2020	<i>Fulbright Mid-Career Research Award</i> Korean-American Educational Commission	
2018	<i>Beryl Radin Best Article Award in JPART for 2017</i> Public Management Research Association (PMRA)	
2015	<i>Carlo Masini Award for Innovative Scholarship</i> Academy of Management (AOM) Meetings	
2015	<i>JPART Top Reviewer Award</i> Academy of Management (AOM) Meetings	
2015	<i>William H. Newman PNP Division Award</i> Academy of Management (AOM) Meetings	
2021	Ministerial Citation (기획재정부 장관 겸 부총리 표창) Ministry of Economy and Finance, Korea	
2019	Ministerial Citation (행정안전부 장관 표창) Ministry of the Interior and Safety, Korea	

- 2019/20 *Distinguished Teaching Award*
Yonsei University
- 2014/16-20 *Distinguished Research Award*
Yonsei University
- 2012 *Best PhD Student Paper Award*
The Annual Northeast Conference on Public Administration (NECoPA)
- 2012 *Asian Junior Scholar Paper Award*
The American Society for Public Administration (ASPA) Conference
- 2012 Nominated for *HKS Dean's Award for Excellence in Student Teaching*
Harvard Kennedy School, Harvard University
- 2011 *Enel Endowment Prize for the Best Paper* written by a Doctoral Student
Harvard University
 · *Media coverage: Harvard Gazette, [Research papers draw acclaim](#); [Harvard awards student prizes](#); [Enel foundation](#)*
- 2004 *Contribution Award*
Samil PriceWaterhouseCoopers (PwC)

AREAS OF INTEREST

- Research Public Finance; Performance Management; Behavioral Policy; e-Governance
- Teaching Public Policy Analysis; Empirical Methods; Public Finance

EDITORIAL POSITIONS

- 2019-2021 Editorial Board
Journal of Public Administration Research & Theory (JPART)
- 2019-2021 Editorial Board
Perspectives on Public Management and Governance (PPMG)
- 2019 Virtual Issue Editor
Policing and Public Administration Research
Journal of Public Administration Research & Theory (JPART)

- 2019 Member of the Beryl Radin Award Selection Committee
Public Management Research Association (PMRA)
- 2019-Present Editorial Board, 한국정책학회보
- 2018-Present Editorial Board, *Asian Journal of Political Science*
- 2017-Present Editorial Board, 한국행정학회보
- 2014-2021 Editorial Board, *International Review of Public Administration*

PUBLICATIONS

[JOURNAL ARTICLES]

- 2021 “Assessing the effects of contracting out services on cost in managing municipal solid waste in South Korea” (with Seejeen Park), *Waste Management*
- 2021 “Representative Bureaucracy and Hierarchy: Interactions among Leadership, Middle-level, and Street-level Bureaucracy”, *Public Management Review*
- 2021 “Linking Political and Bureaucratic Representation: Does Minority Representation on City Councils Affect the Outcomes of Street-Level Service?” (with Heasun Choi), *Public Administration*, Volume 99, Issue 2, Pages 405-421
- 2020 “Sharing Economy and Government” (with Sanghyun Lee), *Journal of Open Innovation: Technology, Market, and Complexity*, Volume 6, Issue 4, 177
- 2020 “Performance Management Meets Red Tape: Bounded Rationality, Negativity Bias, and Resource Dependence”, *Public Administration Review*, Volume 80, Issue 6, Pages 932-945
- Winner of the *Joseph Wholey Distinguished Scholarship Award* for a significant contribution to advancing knowledge about the development, implementation, use and impact of performance management
- 2020 “Bounded Rationality, Blame Avoidance, and Political Accountability: How Performance Information Influences Management Quality” (with Sun Hyoung Kim and Jieun Son), *Public Management Review*, Volume 28, Issue 8, Pages 1240-1263

- 2019 “Loyalty or Competence: Political Use of Performance Information and Negativity Bias” (with Youngrok Kim), *Public Administration Review*, Volume 79, Issue 6, Pages 829-840
- 2019 “Big Data and government: Evidence of the role of Big Data for smart cities” (with Sun Hyoung Kim, Youngrok Kim, Jeongin Park), *Big Data & Society*, Volume 6, Issue 1
- 2019 “Political Change and Turnovers: How Political Principals Consider Organizational, Individual, and Performance Information” (with Bong Hwan Kim), *Public Choice*, Volume 181, Issue 3, Pages 291–308
- 2019 “Why Do Politicians Tweet? Extremists, Underdogs, and Opposing Parties as Political Tweeters” (with Haneul Choi and Taek Kyu Kim), *Policy & Internet*, Volume 11, Issue 3, Pages 305-323
- 2019 “Administrative Reorganization as a Signal: Bounded Rationality, Agency Merger, and Salience of Policy Issues” (with Nara Park), *Governance*, Volume 32, Issue 3, Pages 421-439
- 2019 “Crowdfunding Public Projects: Collaborative Governance for Achieving Citizen Co-funding of Public Goods” (with Jungmin Ryu), *Government Information Quarterly*, Volume 36, Issue 1, Pages 145-153
- 2019 “The Impact of Accountability on Organizational Performance in the U.S. Federal Government: The Moderating Role of Autonomy” (with Yousueng Han), *Review of Public Personnel Administration*, Volume 39, Issue 1, Pages 3-23
- 2019 “A Behavioral Model of Public Organizations: Bounded Rationality, Performance Feedback, and Negativity Bias”, *Journal of Public Administration Research and Theory*, Volume 29, Issue 1, Pages 1-17
- 2018 “Will the Internet Promote Democracy? Search Engines, Concentration of Online News Readership, and e-Democracy” (with Nayeong Kim), *Journal of Information Technology & Politics*, Volume 15, Issue 4, Pages 388-399
- 2018 “Citizen Participation and the Redistribution of Public Goods” (with B. Shine Cho), *Public Administration*, Volume 96, Issue 3, Pages 481-496

- 2018 “Adaptive Governance, Status Quo Bias, and Political Competition: Why the Sharing Economy Is Welcome in Some Cities but Not in Others” (with Sanghyun Lee), *Government Information Quarterly*, Volume 35, Issue 2, Pages 283-290
- 2018 “Adaptive Governance and Decentralization: Evidence from Regulation of the Sharing Economy in Multi-level Governance” (with Sanghyun Lee), *Government Information Quarterly*, Volume 35, Issue 2, Pages 299-305
- 2018 “Public-Private Partnership Meets Corporate Social Responsibility: The Case of H-JUMP School” (with Taek Kyu Kim), *Public Money & Management*, Volume 38, Issue 4, Pages 297-304
- 2018 “Does Increasing Gender Representativeness and Diversity Improve Organizational Integrity?” (with Heasun Choi and Jung Wook Lee), *Public Personnel Management*, Volume 47, Issue 1, Pages 73–92
- 2017 “Black in Blue: Racial Profiling and Representative Bureaucracy in Policing Revisited”, *Journal of Public Administration Research and Theory*, Volume 27, Issue 4, Pages 547–561
- Winner of the *Beryl Radin Award* for the best article published in the *Journal of Public Administration Research & Theory* in 2017
 - Media coverage: *The Washington Post*, “How racial diversity makes police forces better”
 - Cited in a briefing report by the *U.S. Commission on Civil Rights*, “Police Use of Force: An Examination of Modern Policing Practices”
- 2017 “Does Increasing Ethnic Representativeness Reduce Police Misconduct?”, *Public Administration Review*, Volume 77, Issue 2, p.195-205
- 2017 “Regulatory Capture in Agency Performance Evaluation: Industry Expertise versus Revolving-Door Lobbying” (with Taek Kyu Kim), *Public Choice*, Volume 171, Issue 1, p.167-186
- 2017 “What Are the Areas of Competence for Central and Local Governments? Accountability Mechanisms in Multi-level Governance”, *Journal of Public Administration Research and Theory*, Volume 27, Issue 1, p.120-134
- 2016 “Political Polarization on Twitter: Implications for the Use of Social Media in Digital Governments” (with Sun Hyoung Kim), *Government Information Quarterly*, Volume 33, Issue 4, p.777-782
- Media coverage: *Pacific Magazine*, “For Politicians, Extreme Positions Mean More Twitter Followers”; *Daily Mail*, “If it was down to Twitter, Trump would already be

- president: Politicians with extreme ideological positions have more Twitter followers”
- 2016 “When Does a Public-Private Partnership (PPP) Lead to Inefficient Cost Management?: Evidence from the Korean Urban Rail Transit System”, *Public Money & Management*, Volume 36, Issue 6, p.447-454
- 2016 “Government Press Releases and Citizen Perceptions of Government Performance: Evidence from Google Trends Data”, *Public Performance and Management Review*, Volume 39, Issue 4, p.885-904
- 2016 ““Hard”, “Soft”, or “Tough Love” Management: What Promotes Successful Performance in a Cross-Organizational Collaboration?” (with Steven Kelman), *International Public Management Journal*, Volume 19, Issue 2, p.141-170
- Older version published in the *Harvard Kennedy School Working Paper Series* RWP12-005, February 2012.
- 2016 “Capture and the Bureaucratic Mafia: Does the Revolving Door Erode Bureaucratic Integrity?” (with Jeehun Lim), *Public Choice*, Volume 166, Issue 1, p.69-86
- 2016 “The Unheavenly Chorus: Political Voices of Organized Interests on Social Media” (with Daniel Nadler), *Policy & Internet*, Volume 8, Issue 1, p.91–106
- 2016 “Representative Bureaucracy, Organizational Integrity, and Citizen Coproduction: Does an Increase in Police Ethnic Representativeness Reduce Crime?”, *Journal of Policy Analysis and Management*, Volume 35, Issue 1, p.11-33
- Older version received the *Carlo Masini Award for Innovative Scholarship* at the AOM annual meeting, August 2015
- 2016 “The Impact of Political Institutions on U.S. State Bond Yields during Crises: Evidence from the 2008 Credit Market Seizure” (with Daniel Nadler), *Journal of Economic Policy Reform*, Volume 19, Issue 1, p.77-89
- Older version received the *Asian Junior Scholar Paper Award* at the ASPA conference, March 2012
 - Media coverage: *Lincoln Times-News*, “Restraint cuts borrowing costs”
- 2015 “Making Money by Giving It for Free: Radiohead’s Pre-Release Strategy for In Rainbows” (with Marc Bourreau and Pinar Dogan), *Information Economics and Policy*, Volume 32, September 2015, p. 77–93

- Media coverage: *Forbes*, “Lessons From Rock ‘n Roll: Innovative Pricing and Distribution”; *Boston Globe*, “Studying the business of Radiohead”; *CBS News*, “What happens when shoppers pick their own prices?”
- 2015 “Citizen Participation in Budgeting: A Tradeoff Between Knowledge and Inclusiveness?”, *Public Administration Review*, Volume 75, Issue 4, July/August 2015, p. 572–582
- Older version was nominated for the *William H. Newman Award for Best Paper* at the AOM annual meeting, August 2015
- 2015 “Fiscal Rules in Recessions: Evidence from the American States”, *Public Finance Review*, Volume 43, Issue 4, July 2015, p. 505-528
- 2015 “This Could Be the Start of Something Big: Linking Early Managerial Choices with Subsequent Organizational Performance” (with Steven Kelman), *Journal of Public Administration Research and Theory*, Volume 25, Issue 1, January 2015, p.135-164
- Older version published in the *Harvard Kennedy School Working Paper Series* RWP13-042, October 2013.
- 2014 “Informal Institutional Friction and Punctuations: Evidence from Multicultural Policy in Korea” (with Heeryung Sohn), *Public Administration*, Volume 92, Issue 4, December 2014, p.1075–1089
- 2013 “Who Benefits from Twitter? Social Media and Political Competition in the U.S. House of Representatives”, *Government Information Quarterly*, Volume 30, Issue 4, October 2013, p.464-472
- 2013 “Are There Managerial Practices Associated with the Outcomes of an Interagency Service Delivery Collaboration?: Evidence from British Crime and Disorder Reduction Partnerships” (with Steven Kelman and Irwin Turbitt), *Journal of Public Administration Research and Theory*, Volume 23, Issue 3, July 2013, p.609-630
- Older version published in the *Harvard Kennedy School Working Paper Series* RWP11-011, February 2011
- 2012 “Which Candidates Do the Public Discuss Online in an Election Campaign?: The Use of Social Media by 2012 Presidential Candidates and its Impact on Candidate Salience” (with Daniel Nadler), *Government Information Quarterly*, Volume 29, Issue 4, October 2012, p.455-461
- Selected as one of the *25 most downloaded articles (2013) in Information Science from Elsevier journals*

- 2012 “Online News on Twitter: Newspapers’ Social Media Adoptions and their Online Readerships”, *Information Economics and Policy*, Volume 24, Issue 1, March 2012, p.69-74

[CONFERENCE PROCEEDINGS]

- 2018 “The Role of Government in Crowdfunding for Achieving Co-funding of Public Projects” (with Jungmin Ryu), *Proceedings of the 19th Annual International Conference on Digital Government Research: Governance in the Data Age*, p. 51.
- 2015 “Does Representative Bureaucracy Improve Public Service Performance?: Evidence From an Instrumental Variable Approach”, *2015 Academy of Management Best Paper Proceedings*, DOI: 10.5465/AMBPP.2015.235
- 2015 “Public Participation in Budgeting: An Empirical Investigation of the Tradeoff Between Inclusiveness and Knowledgeability”, *2015 Academy of Management Best Paper Proceedings*, DOI: 10.5465/AMBPP.2015.236
- 2015 “Political Ideology Matter in Online Saliency?: Evidence from Social Media Use by Members of the Korean National Assembly” (with Sun Hyoung Kim), *Proceedings of the 16th Annual International Digital Government Research Conference*, p.197-203
- 2015 “Social Media and Political Voices of Organized Interest Groups: a Descriptive Analysis” (with Daniel Nadler), *Proceedings of the 16th Annual International Digital Government Research Conference*, p.210-216
- 2011 “Does the Early Bird Move the Polls? The Use of the Social Media Tool ‘Twitter’ by U.S. Politicians and its Impact on Public Opinion” (with Daniel Nadler), *Proceedings of the 12th Annual International Digital Government Research Conference*, p.182-186

[BOOK CHAPTERS]

- 2018 “Public utility performance indicators under price regulation”, in *Public Management in Korea: Performance Evaluation and Public Institutions*, (pp. 344-360). Routledge. October 2018
- 2012 “Weapon of the Strong? Participatory Inequality and the Internet” (with Schlozman, Kay, Sidney Verba, Henry E. Brady, Daniel Nadler), Postscript of Chapter 16, *The Unheavenly Chorus: Political Voice and the Promise of American Democracy*, Princeton University Press, April 2012

[POLICY DISCUSSION PAPERS]

- 2012 “Do (German) State Bond Markets Discount Politics?” (with Daniel Nadler and Camillo von Müller), *Harvard Kennedy School Report*, PEPG 12-01, January 2012
- 2011 “Political and Institutional Determinants of Tax-Exempt Bond Yields” (with Daniel Nadler), *Harvard Kennedy School Report*, PEPG 11-04, August 2011
· Media coverage: *Wall Street Journal*, “A Blue-State Bailout in Disguise”

[ARTICLES PUBLISHED IN KOREAN]

- 2019 “공공기관의 사회적 책임성 측정지표와 사회구성원 인식: 지방공기업을 중심으로” (김택규와 공저), *현대사회와 행정*, 제29권 제4호, 1~32
- 2016 “서울시 버스 준공영제 정책 사례: 정책의 효과성, 효율성, 공공성 분석을 중심으로” (김영현, 김태경, 이동욱, 양혜원, 한나리, 황보환, 김선형과 공저), *지방공기업학회보*, 제12권 제1호, p.25-52
- 2015 “위험사회와 규제혁신” (김선형, 최윤정, 김현곤과 공저). 하연섭 (편), *위험사회와 국가정책* (제1판, p.247-261) 박영사
· 본고의 이전 버전은 「빅픽처 2015」 (생각정원)에서 2014년 12월 출판
- 2014 “서울시 지하철 9호선의 민간투자 정책 사례 분석: 서비스 운영의 효율성 및 정부재정에 미친 효과를 중심으로” (유진빈, 김선형과 공저), *한국정책학회보*, 제23권 4호, p.71-89

[SELECTED OP-ED IN KOREAN]

- 2019 조선일보, “[최저임금은 낮추고, 근로장려세제를 확대해야](#)”
- 2016 한국경제신문, “[전기요금 총괄원가의 상세내역 공개해야](#)”
- 2015 중앙일보, “[단통법의 두 얼굴](#)”

[SELECTED MEDIA INTERVIEWS]

- 2017 MBC News, “[한전, 사옥 팔고 10조 이익. 전기료 인하는 외면](#)”
- 2017 MBC News, “[서민 물가 '비상', 재탕·삼탕 대책에 효과 불투명](#)”

[SELECTED MEDIA COVERAGE]

- 2017 *The Washington Post*, “[How racial diversity makes police forces better](#)”,
December 5
- 2014 *Forbes*, “[Lessons From Rock'n Roll: Innovative Pricing and Distribution](#)”,
December 2
- 2014 *Boston Globe*, “[Studying the Business of Radiohead](#)”, August 27
- 2014 *CBS News*, “[What Happens When Shoppers Pick their Own Prices?](#)”
August 14
- 2011 *Wall Street Journal*, “[A Blue-State Bailout in Disguise](#)”, September 16

PROFESSIONAL ACTIVITIES

[OUTSIDE DIRECTORSHIP]

- 2016-2018 Auditor (Non-resident), JUMP (사단법인 점프 비상근 감사)
- 2015-Present Outside Director, Dong Il Technology, LTD. (동일기연 사외이사)

[GOVERNMENT COMMITTEES]

- 2021-Present Member, Government Subsidy Evaluation Committee
(기획재정부 보조사업평가단 평가위원)
- 2019-2020 Member, Top-down Budgeting Committee
(기획재정부 국가재정운용계획 지원단 간사 및 PM)
- 2019-Present Member, Evaluation Committee on Budgetary Programs
(기획재정부 재정사업평가위원회 분과위원)
- 2019-Present Member, Evaluation Committee of Local State-owned Enterprises
(행정안전부 지방공기업 경영평가위원)
- 2019-Present Member, Internal Performance Evaluation Committee, Ministry of
National Defense, Republic of Korea (국방부 자체평가위원)
- 2017-19 Member, Internal Performance Evaluation Committee, Ministry of Gender
Equality and Family, Republic of Korea (여성가족부 자체평가위원)
- 2015-Present Member, Management Evaluation Committees of Public Enterprises and
Quasi-government Agencies (기획재정부 공공기관 경영평가위원)

2016/19 Member, Evaluation Committees of Responsible Administrative Agencies
(행정안전부 책임운영기관 종합평가위원)

2015 Member, Committees on Innovating Evaluation System of Local Public Enterprises and Quasi-government Agencies (행정자치부 지방공기업 경영평가체계 자문위원)

[EXPERT COMMITTEES]

2017-Present Member, Governmental Accounting Research Committees of the Korean Institute of Certified Public Accountants (한국공인회계사회 공공부문회계연구위원)

2015-17 Member, Tax Policy Research Committees of the Korean Institute of Certified Public Accountants (한국공인회계사회 국제연구위원)

[ACADEMIC ASSOCIATIONS]

2015-Present Board Member, Korean Association for Policy Studies
Board Member, Korean Association for Public Administration
Board Member, Korean Association for Local Public Enterprises

[UNIVERSITY SERVICE]

2016-Present Auditor, Institute of Public Affairs, Yonsei University

2014-2018 Auditor, Social Science Research Institute, Yonsei University

[INTERNATIONAL ORGANIZATIONS]

2016-17 Contributor, [*Benchmarking PPP Procurement 2017*](#), the World Bank Group

TEACHING EXPERIENCE

2013-Present **YONSEI UNIVERSITY** (as a faculty member)
Introduction to Public Policy (Undergraduate), Public-Private Partnerships (Master; Graduate), Public Enterprises (Undergraduate; Master), Business and Government (Graduate), International Trade (Undergraduate), Introductory Economics (Undergraduate), Public Accountability (Graduate)

2011-12 **HARVARD UNIVERSITY** (as a teaching fellow)
Microeconomic Theory (ECON-1010A2), Economic Analysis of Public Policy (API-102A), and Financial Accounting (ECON-S1900)

OTHER ACADEMIC ACTIVITIES

[CONFERENCE & WORKSHOP PRESENTATIONS]

Excluding presentations by coauthors and those at my home school

- 2018 Future Governance Workshop, Leuven, Belgium, April 2018
- 2017 KAPA Summer Conference, Jeonju, Korea, June 2017
- 2016 Social Science Korea (SSK) Seminar, Seoul, Korea, December 2016
- 2016 KAPA Winter Conference, Seoul, Korea, December 2016
- 2016 The West East Institute Conference, Cambridge, MA, USA, August 2016
- 2016 The Korean Association for Policy Studies, June 2016
- 2016 Korean Sociological Association, Seoul, Korea, June 2016
- 2015 The Korean Association for Governance Studies, Seoul, Korea, August 2015
- 2015 The Academy of Management (AOM) Annual Meeting, Vancouver, British Columbia, Canada, August 2015
- 2015 KAPA International Conference, Seoul, Korea, July 2015
- 2015 The American Society for Public Administration (ASPA) Conference, Chicago, IL, USA, March 2015
- 2015 Yonsei-NUS Research Workshop, Singapore, February 2015
- 2014 Next Steps for Public Administration in Theory and Practice: Looking Backward and Moving Forward, Guangzhou, China, November 2014
- 2014 Public Management Research Conference (PMRC), Seoul, Korea, June 2014
- 2014 The 2014 International Yonsei Public Administration Conference, Seoul, Korea, June 2014
- 2013 The Association for Public Policy Analysis and Management (APPAM) Annual Conference, Washington DC, USA, November 2013
- 2012 The Association for Public Policy Analysis and Management (APPAM) Annual Conference, Baltimore, MD, USA, November 2012
- 2012 The Annual Northeast Conference on Public Administration (NECoPA),

- Boston, MA, USA, November 2012
- 2012 KAPA International Conference, Seoul, Korea, June 2012
- 2012 Midwest Political Science Association (MPSA) Annual Conference, Chicago, USA, April 2012
- 2012 The American Society for Public Administration (ASPA) Conference, Las Vegas, NV, USA, March 2012
- 2011 KAPA-ASPA International Conference, Seoul, Korea, October 2011
- 2011 International Conference on Digital Government Research, College Park, MD, USA, June 2011

[INVITED TALKS]

- 2018 Korea University, Department of Public Administration, Seoul, Korea, January 2018
- 2016 Seoul National University, Public Performance Management Center, October, 2016
- 2013 Konkuk University, Institute for Economic and Business Research, Seoul, Korea, December 2013
- 2013 Korea University, Department of Public Administration, Seoul, Korea, May 2013

[ADVISING]

Including only those I advised as the chair of thesis or dissertation committees

- 2021 Park, Sungjae; Pyun, Gisik
- 2020 Imm, Gayoung; Jeon, Seunghoon; Kim, Sunhyung, Ji, Suho, Choi Hyunju
- 2019 Kim, Youngrok; Park, Jeongin; Lee, Jongwon (Part-time)
- 2018 Kim, Taek Kyu; Khin, Yu Wai
- 2017 Kim, Nayeong
- 2016 Choi, Heasun
- 2015 Kim, Sun Hyoung