

# CURRICULUM VITAE

## Dr. Won-Jae Lee

**Assistant Professor of Criminal Justice**  
**Angelo State University**  
**Member, Texas Tech University System**  
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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, Dong-Guk University  
Seoul, South Korea

### ACADEMIC EXPERIENCE

- Aug 2007 to Present 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

### PUBLICATIONS

- Lee, Won-Jae**, Koenigsberg, Monica R., Davidson, Christie, and Beto, Dan R. (December 2009). Affective Commitment and Compensation Satisfaction: Their impact on turnover intention among line probation officers and direct-care staff. *Federal Probation*, (page numbers will be arranged soon).
- Lee, Won-Jae**, Phelps, James R., and Beto, Dan R. (Summer 2009). Turnover Intention among Probation Officers and Direct-Care Staff: A statewide study. *Executive Exchange*, (page numbers will be arranged soon).
- 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 Intention among Line 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.

### **Publications in Progress**

**Lee, Won-Jae**, Koenigsberg, Monica R., Phelps, James R. and Beto, Dan R. "A Pilot Survey of Linking Personality, Leadership Style, and Organizational Effectiveness among Probation Directors" will be submitted to *Federal Probation*.

**Lee, Won-Jae**, Koenigsberg, Monica R., Davidson, Christie, and Beto, Dan R. "The Effect of Probation Executives' Personality and Leadership Style upon Leadership Success" will be submitted to *Executive Exchange*.

**Lee, Won-Jae**, Phelps, James R., and Koenigsberg, Monica R. "The Importance of Racial Profiling Study in the Democratic America" will be submitted to *Korean Journal of Public Safety and Criminal Justice* (written in English).

### **Technical Reports**

**Lee, Won-Jae** (July 2008). *2008 Texas Adult Probation Turnover Intention Study: Line Community Supervision Officers and Direct-Care Staff* submitted to the Texas Probation Advisory Committee.

**Lee, Won-Jae** (December 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.

**Lee, Won-Jae** and Steve Reames (February 2007). *The San Angelo Police Department Annual Racial Profiling Report 2006*. San Angelo Police Department, Texas.

### **PAPERS PRESENTED**

"Five Index Crime Trends in South Korea: 1987-2007" will be 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" will be 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.

## PROFESSIONAL EXPERIENCE

### Grants

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

- 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: English Language Learner's Institute Director Search Committee
- 2007 – 2008: Faculty Innovation Grant Selection Committee
- 2006 – 2007: Chair of Search Committee in Criminal Justice

### Awards

- 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 Border Member of Journal of Korean Criminal Psychology as of April 2005)

### **International Activities**

- 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 29<sup>th</sup> 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 Dong-Guk 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, Iksan, South 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 Dong-Eui University, Pusan, 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 Dong-Guk University, Seoul, 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 Kyung-Gi University, Suwon, South 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 two visiting scholars, Nam-Sik Hong and Yong-Ju Sohn, from Korean Ministry of Justice to SHSU
- Dec 2001: Planner and coordinator for the establishment of exchange agreement between SHSU and Dong-Guk University, Seoul, 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, Seoul, 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 Dong-Guk University, Seoul, Korea
- Jun 2001: Planner and coordinator for Korean academic trip of Dr. W. Wesley Johnson

## REFERENCES

W. Wesley Johnson, Ph.D.  
 President, Academy of Criminal Justice Sciences  
 Director of Doctoral Program  
 Department of Administration of Justice  
 University of Southern Mississippi  
 Hattiesburg, MS 39406  
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 Director of Police Research Center  
 College of Criminal Justice  
 Sam Houston State University  
 Huntsville, TX 77341  
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Dan R. Beto, Former Executive Director,  
 Correctional Management of Institute of Texas  
 Editor of *Executive Exchange* of  
 The National Association of Probation Executives  
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 Bryan, TX 77802  
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