

JOHYUN KIM

Office Address

Higher Education and Learning Technologies
Young Education North 115
Texas A&M University-Commerce,
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14620 Falling Leaf Drive
Frisco, TX 75035
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EDUCATIONAL BACKGROUND

Ph.D., 8/2000 – 5/2006 Education Policy, Organization & Leadership
College of Education
University of Illinois at Urbana-Champaign, Urbana, IL

Major and Specializations:

Higher education, community college leadership, educational policy analysis, program evaluation, high school to college transition, institutional effectiveness, and statistical methods.

M.A., 8/1997 – 8/2000 Teaching English as a Second Language, College of Liberal Arts and Sciences
University of Illinois at Urbana-Champaign, Urbana, IL

B.A., 3/1991 – 2/1996 History, College of Arts and Sciences (summa cum laude)
SookMyung Women's University, Seoul, Korea

ADDITIONAL TRAINING

Hierarchical Linear Modeling (taught by Dr. Oi-man Kwok), Summer Statistics Workshop, Texas A&M University College Station, May 2014

Introduction to Structural Equation Modeling (taught by Dr. Randall E. Shumacker), 4 weeks online class offered by statistics.com, May 17, 2013 – June 14, 2013

Advanced Structural Equation Modeling (taught by Dr. Randall E. Shumacker), 4 weeks online class offered by statistics.com, June 28, 2013 – July 26, 2013

ABBREVIATED PROFESSIONAL EXPERIENCES

Associate Professor
(8/2018 – present)

Department of Higher Education and Learning Technologies/Department of Educational Leadership
Texas A&M University-Commerce, Commerce, TX
**Higher Education Master's Program
Coordinator** (8/2014 – present)

Assistant Professor (8/2012 – 8/2018)	Department of Higher Education and Learning Technologies/Department of Educational Leadership Texas A&M University-Commerce, Commerce, TX
Adjunct Professor (3/2011 – 8/2012)	Doctor of Education in Higher Education and Organizational Change, College of Education and Health Services Benedictine University, Lisle, IL
Associate Director (9/2006 – 8/2012)	Office of Planning, Budget, and Institutional Research Western Illinois University, Macomb IL
Research Analyst (9/2004 – 9/2006)	Office of Institutional Research and Assessment Parkland College, Champaign, Illinois
Graduate Research Associate (8/2000 – 9/2004)	Office of Community College Research and Leadership (OCCRL) University of Illinois at Urbana-Champaign, Urbana, IL
Graduate Teaching Assistant (Spring 2002)	Department of Human Resource Education University of Illinois at Urbana-Champaign, Urbana, IL
Librarian (Graduate Assistant) (8/1999 – 5/2000)	English as an International Language, Helen Brennan Library, UIUC
Special English Class Teacher (Spring 1999)	For Practicum in Teaching English as a Second Language to Adult Learners University of Illinois at Urbana-Champaign
Reading and Writing Class Tutor (Spring 1998)	University of Illinois at Urbana-Champaign
Instructor (11/1995 – 8/1997)	Seoul Language Institute, Seoul, Korea

DISSERTATION

2006 *The impact of dual and articulated credit on college readiness and total credit hours in four selected community colleges*, University of Illinois at Urbana-Champaign.

RESEARCH SKILLS & FOCUS

Methods

Multiple/logistic regression, factor analysis, MANOVA, structural equation modeling (SEM), hierarchical linear modeling (HLM), content analysis, and mixed methods.

Research Areas

- High school-to-college transition
- Developmental education and college readiness
- Dual credit/enrollment
- Retention and graduation in higher education
- Community colleges as linkages to high schools, adult education, and the workforce
- Success of underserved youth and adult students (minority, low income, first-generation, international, refugee, and immigrant students) in higher education
- Institutional effectiveness and performance
- Multivariate and multilevel quantitative analyses (using SPSS, LISREL, and HLM)

PUBLICATIONS (* indicates peer refereed)

- *Lee, T., Lim, D. H., & Kim, J. (accepted). The Effect of self-esteem and mentoring on job satisfaction: A comparative study between U.S.-born and foreign-born faculty. *Mentoring & Tutoring: Partnership in Learning*.
- *Sheng, Z., Watkins, S., Yoon, S. W., Kim, J. (2021). Examining Schools as Learning Organizations: An Integrative Approach. *The Learning Organization*. Vol. ahead-of print No. <https://doi.org/10.1108/TLO-03-2020-0050>. *SCOPUS journal*
- *Kwon, K. B., & Kim, J. (2020). Corporate universities: Major engine behind the growth and success of HRD in South Korea. In D. H., Lim, S. W., Yoon, & D. Cho. (Eds). *Human resource development in South Korea*. Palgrave Macmillan.
- *Ballenger, J., Rice, D., & Kim, J. (2020). Comparative analysis of enrollment and degrees awarded in STEM fields among gender, race and ethnicity in doctoral universities in Texas. In Barbara Polnick (Ed.), *Girls and Women of Color in STEM: Their Journeys in Higher Education*. Charlotte, NC: Information Age Publishing.
- *Riley, J., Green, C., Munoz, A., & Kim, J. (2017). ¡Guiamos!: A university-based program for pre-service bilingual teachers mentored by in-service bilingual and ESL teachers. *Bilingual Research Journal*, 40(3), 1-18. <http://dx.doi.org/10.1080/15235882.2017.1385547>.
- *Kim, J., Watkins, S., & Yoon, S. W. (2016). Future innovators and leaders fall behind in achievement progress: Red alert for educational leaders. *Education Leadership Review*, 17(1), 129-141.
- *Tripses, J., Hunt, J., Kim, J., Watkins, S. (2016, January/February). Competencies and skills needed for superintendents in changing environments. *The Illinois School Board Journal*, 84(1), 6-11.
- *Kim, J. (2015). Predictors of college retention and performance between regular and special admissions. *Journal of Student Affairs Research and Practice*, 52(1), 50-63.
- *Stewart, S., Lim, D. H., & Kim, J. (2015). Factors influencing college persistence for first-time students. *Journal of Developmental Education*, 38(3), 12-20. (Received outstanding article award.)

- *Tripses, J., Hunt, J., Kim, J., & Watkins, S. (2015). Leading into the future: Perceptions of school board presidents on the essential knowledge and skills for superintendent preparation programs. *Education Leadership Review*, 16(2), 36-54.
- *Rankin, D., Scott, J., & Kim, J. (2015). Assisting state policy on postsecondary completion: Texas vs. SREB peers, *Research in Higher Education Journal*, 28. Retrieved from <http://www.aabri.com/manuscripts/142065.pdf>
- *Rankin, D., Scott, J., & Kim, J. (2015). Oklahoma and Texas Completion Policies for Community Colleges. *eJournal of Education Policy*. Retrieved from <https://nau.edu/coe/ejournal/spring-2015/>
- *Kim, J. (2014). Relationship of tech prep and dual credit to college readiness and retention. *College Student Journal*, 48(3), 337-346.
- *Shipp, J. E. & Kim, J. (2014). The Gateway to cultural competence: The implications of leadership and gender on the student affairs organization. *Focus on Colleges, Universities, and Schools*, 8(1), 1-11.
- *Kim, J. & Kemp-Graham, K. (2013). Capacity rich or capacity poor: An exploration of capacity in Texas public schools that have successfully turned around chronically low-performing schools into high performing schools. *National Forum of Educational Administration and Supervision Journal*, 30(2), 41-56.
- *Kim, J. (2011). Evaluation of the work-based learning courses in the manufacturing technology program in a community college. *College Student Journal*, 45(3), 451-460.
- *Kim, J. & Kline, R. (2009). The impact of a comprehensive public university's cost guarantee program on student enrollment, retention, and graduation. *National Forum of Educational Administration and Supervision Journal*, 26(2), 31-44.
- *Kim, J. & Bragg, D. (2008). The impact of dual and articulated credit on college readiness and retention in four community colleges. *Career and Technical Education Research*, 33(2), 133-158.

Manuscripts under review

- Kim, J. (under review). Personal, Program, and Environmental Factors Affecting Nontraditional Students' Degree Dropout. *The Journal of Continuing Higher Education*.
- Lim, D. H. & Kim, J. (under review). The Effect of College on Intellectual Engagement, Career, Interpersonal Relationships and Personal Development Perceived by Private College versus Public University Alums. *College Student Affairs Journal*.

Manuscripts in preparation

- Kim, J. Dual credit: A review of the literature.
- Kim, J. The role of financial aid in minority freshman retention.

Spence, D. & Kim, J. Contingent faculty members and their relative deprivation at a public two-year college district in Texas.

Draganov, T. & Kim, J. Increasing Retention of Underrepresented Minority Students in STEM fields at California Community Colleges: A Study of the STEM2 Program at Cypress College.

Glee, J. & Kim, J. Understanding the Attitude of Faculty toward Academic Advising as a Factor Affecting Degree Completion of Students in Career/Technical programs.

Monographs & Technical Reports

Kim, J., Kirby, C., & Bragg, D. (2006). Dual credit: Then and now. *In Brief*. Champaign, IL: Office of Community College Research and Leadership, University of Illinois at Urbana-Champaign.

Kim, J., Bragg, D., & Gardner, D. (2004). *The status of Tech Prep consortia in Illinois: Summary results for the FY'03 final Tech Prep reports*. Champaign, IL: Office of Community College Research and Leadership, University of Illinois at Urbana-Champaign.

Kim, J., Bragg, D., & Barnett, E. (2003). *Dual credit in Illinois: Results of expert panel deliberations and a Delphi study of definitions and priorities*. Champaign, IL: Office of Community College Research and Leadership, University of Illinois at Urbana-Champaign.

Bragg, D., Deng C., & Kim, J. (2003). *The status of Tech Prep consortia in Illinois: Summary results for the FY'02 final Tech Prep reports*. Champaign, IL: Office of Community College Research and Leadership, University of Illinois at Urbana-Champaign.

Kim, J. (2002). Top 10: The most useful Tech Prep related web resources. *Update Newsletter*. Champaign, IL: Office of Community College Research and Leadership, University of Illinois at Urbana-Champaign.

Bragg, D., Deng C., & Kim, J. (2002). *The status of Tech Prep consortia in Illinois: Summary results for the FY'01 final Tech Prep reports*. Champaign, IL: Office of Community College Research and Leadership, University of Illinois at Urbana-Champaign.

Kim, J., Bragg, D., & Barnett, E. (2001). *Illinois' Tech Prep on-site review and improvement process for 2000-2001: Cross-consortium results and implications for practice*. Champaign, IL: Office of Community College Research and Leadership, University of Illinois at Urbana-Champaign.

PRESENTATIONS (* indicates peer refereed)

*Draganov, T. & Kim, J. (2021, April). *The impact of the STEM-support program on retention, transfer, and AA degree completion of students in STEM fields*. Presentation at the Council for the Study of Community Colleges (CSCC) virtual conference.

*Glee, J. & Kim, J. (2021, April). *Understanding the attitude of career and technical education faculty toward academic advising and the impact of factors as determinants for faculty's perception of advising*. Presentation at the Council for the Study of Community Colleges (CSCC) virtual conference.

- *Shin, J., Oh, J., Yoon, S.W., Han, C., Kim, J., & Sung, M. (2020, February). *Exploring top executives' knowledge sharing: A social network approach*. Poster presented at the 2020 Academy of Human Resource Development (AHRD) annual conference. Atlanta, GA.
- *Park, J.T., Park, S., Yoon, S.W., Han, C., Kim, J., & Oh, J. (2020, February). *The present and future of national human resource development: The case of industrial skills council in South Korea*. Poster presented at the 2020 AHRD conference. Atlanta GA.
- *Sawyer, A., Kim, J., & Yoon, S.W. (2018, May). *Student enrollment and recession: Economic factors behind the scene*. Association of Institutional Research (AIR), Orlando, Florida.
- *Spence, D. & Kim, J. (2018, April). *Faculty job satisfaction at a public two-year college district in Texas*. Presentation at the Council for the Study of Community Colleges, American Association of Community Colleges (AACC), Dallas, TX.
- *Sawyer, A., Kim, J., & Yoon, S.W. (2018, April). *The Relationship between economic indicators and Texas public two-year college enrollment*. American Educational Research Association (AERA), New York City, New York.
- * Lee, T., Lim, D. H., & Kim, J. (2017, June). *The effect of mentoring on U.S. vs. foreign-born faculty's self-esteem and job satisfaction*. Accepted at Adult Education Research Conference (AERC), University of Oklahoma, Oklahoma.
- *Riley, J., Green, C., Munoz, A., & Kim, J. (2017, June). *Effective Tools for Teacher Mentoring*. Accepted at International Society for Technology in Education (ISTE), San Antonio, Texas.
- *Riley, J., Green, C., Munoz, A., & Kim, J. (2016, October). *¡Guiamos!/We Guide: An Online Mentoring Program for Pre-service and In-service Bilingual and ESL (English as a Second Language) Teachers*. Texas Association of Bilingual Education (TABE), Galveston, Texas.
- *Kim, J., Yoon, S. W., & Watkins, S. (2016, August). *Academic Progress and Trends of High Achieving Students in Illinois and Texas*. International Organization of Social Sciences and Behavioral Research (IOSSBR), New Orleans, Louisiana.
- *Spence, D., & Kim, J. (2015, August). *Trends and differences in faculty tenure status by institutional characteristics at public universities in Texas*. Texas Higher Education Symposium, San Antonio, Texas.
- *Rankin, D., Scott, J., & Kim, J. (2014, October). *Assessing State Policy on Postsecondary Completion: Texas vs. SREB Peers*. Academic and Business Research Institute (AABRI), Las Vegas, Nevada.
- *Kim, J., Lim, D. H., Song, J. H., & Yoon, S. W. (2014, April). *Examination of Dropout Rates and Causes for Nontraditional Students at One Public Midwestern University*. American Educational Research Association (AERA), Philadelphia, Pennsylvania.
- *Rankin, D., Scott, J., & Kim, J. (2014, April). *Closing the Gaps: A Comparison of Texas and Other Southern Regional Education Board State Policies for Student Retention and Completion*. American Educational Research Association (AERA), Philadelphia, Pennsylvania.

- *Kemp-Graham, K. & Kim, J. (2013, December). *Bermuda Triangle of Schools: Demystifying Middle School*. Learning Forward, Dallas, Texas.
- *Hunt, J., Watkins, S., Tripses, & J., Kim, J. (2013, November). *School Board Presidents Address Superintendent Skills*. Illinois Association for School Board's Conference, Chicago, Illinois.
- *Kim, J., & Kemp-Graham, K. (2013, August). *Texas race to the top: What can the data tell us about reforming low-performing schools in the lone star state*. National Council of Professors of Educational Administration (NCPEA), Rutherford, New Jersey.
- *Watkins, S., Kim, J., & Yoon, S. W. (2013, August). *Future innovators and leaders fall behind in achievement progress: Red alert for educational leaders*. National Council of Professors of Educational Administration (NCPEA), Rutherford, New Jersey.
- * Hunt, J., Kim, J., Watkins, S., & Tripses, J. (2013, August). *Leading into the Future: Perceptions of School Board President on the Essential Knowledge and Skills for Superintendent Preparation Programs*. National Council of Professors of Educational Administration (NCPEA), Rutherford, New Jersey.
- *Kim, J., & Yoon, S. W. (2012, October). *Comparing models of faculty orientation to online teaching*. Presentation at the annual Illinois Association for Educational Communications and Technology conference, Chicago, IL.
- * Kim, J., & Yoon, S. W. (2012, October). *Google Hangout for Virtual Office Hours*. Presentation at the annual Illinois Association for Educational Communications and Technology conference, Chicago, IL.
- Kim, J. (2011, November). *Workshops on SPSS: Session 2: Inferential statistics using SPSS*. Macomb, IL: Center for Innovation for Teaching and Research, Western Illinois University.
- Kim, J. (2011, November). *Workshops on SPSS: Session 1: Descriptive statistics using SPSS*. Macomb, IL: Center for Innovation for Teaching and Research, Western Illinois University.
- *Kim, J., & Yoon, S. W. (2011, October). *Predicting adult learners' retention in a nontraditional BA degree program*. Presentation at the annual Illinois Association for Educational Communications and Technology conference, Malta, IL.
- *Yoon, S. W., & Kim, J. (2011, October). *Google Doc as a journal portal*. Presentation at the annual Illinois Association for Educational Communications and Technology conference, Malta, IL.
- *Kim, J., Yoon, S. W., & Kline, R. (2009, May). *Predicting academic performance and retention in college using high school GPA and ACT score by admission types (regular admission vs. special admission)*. Presentation at Association for Institutional Research (AIR), Atlanta, Georgia.
- *Kim, J., Rhonda, K., Gilbert, C., & Smith, R. (2008, May). *How the cost guarantee program impacts student enrollment, retention, and graduation in a comprehensive public university*. Presentation at the Association for Institutional Research (AIR), Seattle, WA.
- *Kim, J. & Bragg, D. (2007, April). *How dual and articulated credit impact college readiness and retention*. Presentation at the American Educational Research Association (AERA),

Chicago, IL.

- *Kim, J. (2003, April). *A Delphi study of definitions and research priorities in dual credit*. Presentation at the Council for the Study of Community Colleges, American Association of Community Colleges (AACC), Dallas, TX.
- *Barnett, E. & Kim, J. (2003, April). *The best of the best in Tech Prep: A panel discussion*. Presentation at the Connections Conference, St. Charles, IL.
- *Barnett, E. & Kim, J., & Gardner, D. (2003, April). *Best practices in Illinois dual credit/enrollment*. Presentation at the Connections Conference, St. Charles, IL.
- *Kim, J., Charner, I., Stone, J., & Castellano, M. (2002, December). *Strategies for improving options in career and technical education*. Presentation at the Association for Career and Technical Education (ACTE), Las Vegas, NA.
- *Yoon, S. & Kim, J. (2002, November). *Innovative use of distance learning technologies for career and technical education*. Presentation at the American Association for Adult and Continuing Education (AAACE), St. Louis, MO.
- *Kim, J. & Barnett, E. (2002, June). *Tech Prep on-site review and improvement process for 2000-2001*. Presentation at the Connections Conference, Springfield, IL.
- Bragg, D., Barnett, E., & Kim, J. (2001, September). *Tech Prep leadership training*. Training of state staff in the implementation of the tech prep evaluation sponsored by the Illinois State Board of Education, Springfield, IL.

COURSES TAUGHT

Higher Education and Learning Technologies, Texas A&M University-Commerce (Student Evaluation: 1=Strongly Disagree, 5=Strongly Agree)

Fall 2020

- Community College Curriculum HIED 541 (Student Evaluation: Instructor 4.63/ Course 4.41)
- Advanced Statistics HIED 619 (Student Evaluation: Instructor 5.00/ Course 5.00)

Summer 2020

- Community College Curriculum HIED 541 (Student Evaluation: Instructor 4.93/ Course 4.76)
- Community College Instructional Leadership HIED 653 (Student Evaluation: Instructor 5.00/ Course 5.00)
- Organization and Governance in Higher Education HIED 657 (Student Evaluation: Instructor 4.95/ Course 4.76)

Spring 2020

- American Community College HIED 540 (Student Evaluation: NA due to Covid-19)
- Community College Curriculum HIED 541 (Student Evaluation: NA)

Fall 2019

- Community College Curriculum HIED 541 (Student Evaluation: Instructor 4.58/ Course 4.59)
- Advanced Statistics HIED 619 (Student Evaluation: NA)

Spring 2019

- American Community College HIED 540 (Student Evaluation: Instructor 4.72/ Course 4.71)
- Advanced Statistics HIED 619 (Student Evaluation: Instructor 4.63/ Course 4.90)

Fall 2018

- American Community College HIED 541 (Student Evaluation: Instructor 4.71/ Course 4.56)
- Advanced Statistics HIED 619 (Student Evaluation: Instructor 5.0/ Course 5.0)

Summer 2018

- American Community College HIED 540 (Student Evaluation: Instructor 5.0/ Course 4.88)
- Community College Instructional Leadership HIED 653 (Student Evaluation: Instructor 4.84/ Course 4.53)

Spring 2018

- American Community College HIED 540 (Student Evaluation: Instructor 4.59/ Course 4.65)
- Advanced Statistics HIED 619 (Student Evaluation: Instructor 5.0/ Course 4.82)

Higher Education and Learning Technologies, Texas A&M University-Commerce (Student Evaluation: 1=Strongly Agree, 5=Strongly Disagree)

Fall 2017

- Community College Curriculum HIED 541 (Student Evaluation: 1.23)
- Advanced Statistics HIED 619 (Student Evaluation: 1.21)

Summer 2017

- American Community College HIED 540 (Student Evaluation: 1.23)
- Research Methodology HIED 695 (Student Evaluation: 1.41)

Spring 2017

- Advanced Statistics HIED 619 (Student Evaluation: 1.33)
- Community College Instructional Leadership HIED 653 (Student Evaluation: 1.61)

Fall 2016

- Internship HIED 622 (Student evaluation not applicable)
- Research Methodology HIED 695 (Student Evaluation: 1.10)

Summer 2016

- American Community College HIED 540 (Student Evaluation: 1.23)
- Advanced Statistics HIED 619 (Course Evaluation: 1.15)

Spring 2016

- Community College Curriculum HIED 541 (Student Evaluation: 1.47)
- Advanced Statistics HIED 619 (Student Evaluation: 1.00)

Fall 2015

- Advanced Statistics HIED 619 (Student Evaluation: 1.08)
- Internship HIED 622 (Student Evaluation not applicable)

Summer 2015

- Advanced Statistics HIED 619 (Student Evaluation: 1.06)

Spring 2015

- American Community College HIED 540 (Student Evaluation: 1.37)
- Community College Curriculum HIED 541 (Student Evaluation: 1.22)
- Internship HIED 622 (Student Evaluation not applicable)

Fall 2014

- American Community College HIED 540 (Student Evaluation: 1.28)
- Community College Curriculum HIED 541 (Student Evaluation: 1.21)
- Research Methodology HIED 695 (Student Evaluation: 1.56)

Summer 2014

- Community College Instructional Leadership HIED 653 (Student Evaluation: 1.08)

Spring 2014

- Research Methodology HIED 695 (Student Evaluation: 1.13)
- American Community College HIED 540 (Student Evaluation: 1.18)
- Community College Curriculum HIED 541 01W (Student Evaluation: 1.38)
- Community College Curriculum HIED 541 01E (Student Evaluation: 1.08)

Fall 2013

- Community College Instructional Leadership HIED 653 (Student Evaluation: 1.40)
- Statistical Procedures for Education and Research HIED 617 01W (Student Evaluation: 1.00)
- Statistical Procedures for Education and Research HIED 617 02W (Student Evaluation: 1.00)

Summer 2013

- Community College Curriculum HIED 541 (Student Evaluation: 1.04)
- Statistical Procedures for Education and Research HIED 617 (Student Evaluation: 1.00)

Spring 2013

- Research Methodology HIED 695 (Student Evaluation: 1.22)
- Organization and Governance in Higher Education HIED 657 (Student Evaluation: 1.45)
- Using Research for Best Practice EDAD 595 01W (Student Evaluation: 1.11)
- Using Research for Best Practice EDAD 595 02W (Student Evaluation: 1.55)

Fall 2012

- Using Research for Best Practice EDAD595 04W (Student Evaluation: 1.09)
- Using Research for Best Practice EDAD595 05W (Student Evaluation: 1.06)
- Using Research for Best Practice EDAD595 06W (Student Evaluation: 1.04)
- Using Research for Best Practice EDAD595 07W (Student Evaluation: 1.15)

Higher Education and Organizational Change, Benedictine University (Student Evaluation: 1=Strongly Disagree, 5=Strongly Agree)

Quantitative Research and Mixed Designs HEOC825

- Student Evaluation: 4.9/5.0 in summer 2011

- Student Evaluation: 4.6/5.0 in fall 2011
- Student Evaluation: 4.8/5.0 in spring 2012
- Student Evaluation: 4.7/5.0 in summer 2012

DETAILED PROFESSIONAL EXPERIENCES

Associate/Assistant Professor, Higher Education and Learning Technologies/ Educational Leadership, Texas A&M University-Commerce, Commerce, TX, August 2012-Present

- Developed on-line courses – American Community College HIED 540; Community College Curriculum HIED 541; Advanced Statistics HIED 619; Community College Instructional Leadership HIED 653; Organization and Governance in Higher Education HIED 657.
- Developed hybrid course – American Community College HIED 540
- Teach Using Research for Best Practice EDAD 595; American Community College HIED 540; Community College Curriculum HIED 541; Statistical Procedures for Education and Research HIED 617; Advanced Statistics HIED 619; Community College Instructional Leadership HIED 653; Organization and Governance in Higher Education HIED 657; Research Methodology HIED 695.
- Serve as Masters of Science in Higher Education program coordinator
- Serve as academic advisor for Master’s and doctoral students.
- Serve as dissertation director and committee member.

Adjunct Professor, Doctor of Education in Higher Education and Organizational Change, College of Education and Health Services, Benedictine University, Lisle, Illinois, March 2011-August 2012

- Developed a new course as both on-line and hybrid format – Quantitative Research and Mixed Designs HEOC825.
- Taught Quantitative Research and Mixed Designs (summer 2011, fall 2011, spring 2012, summer 2012).
- Served as doctoral dissertation director and committee member.
- Served as faculty internship supervisor.

Associate Director, Office of Planning, Budget, and Institutional Research, Western Illinois University, Macomb, Illinois, September 2006-August 2012

- Collected, compiled, and/or coordinated annual accountability reports to state/federal regulatory agencies, such as the Illinois Board of Higher Education (IBHE), the National Center for Educational Statistics (NCES), the National Collegiate Athletic Association (NCAA), and accreditation organizations.
- Provided consultation for various reports as well as wrote/submitted both internal and external reports, including but not limited to program review, enrollment projection, cost studies, enrollment benchmarking, shared enrollment files and teacher education data warehouse, national student clearing house, and Voluntary Systems of Accountability (VSA).
- Designed, developed, and conducted research studies in measuring institutional effectiveness and student success and satisfaction to assist university-wide planning and decision making.
- Compiled, analyzed, revised, and disseminated the university Fact Book and related publications.
- Maintained the university’s space inventory and assisted in the maintenance of additional space databases.
- Organized and led market equity research for administrative/professional employees to enhance personnel, retirement, and salary planning.
- Provided oversight and support for accreditation of the Higher Learning Commission-North Central Association (NCA) of Colleges and Schools as well as discipline-specific accrediting agencies.

- Facilitated and/or served as liaison to various university-wide committees and taskforces.

Research Analyst, Office of Institutional Research and Assessment, Parkland College, Champaign, Illinois, September 2004-September 2006

- Researched, assessed, assembled, and reported institutional data by querying internal, state, and federal databases required by state/federal regulatory agencies, such as the Illinois Community College Board (ICCB), the National Center for Educational Statistics (NCES), and accreditation/data-publishing organizations, regarding student enrollment, completion, financial aid, graduation rates, human resources, and finance reports.
- Devised and administered institutional surveys, including student satisfaction surveys, faculty/staff/administrator climate surveys, and graduate follow-up surveys, as well as analyzed and detailed survey data for planning, program evaluation, and institutional effectiveness studies.
- Designed, developed, and conducted institutional research and analysis projects/activities in support of areas such as instructional performance, student success, program review, and assessment.
- Prepared a variety of narrative and statistical records, reports, and files related to institutional planning, research, decision making, and other assigned activities.
- Collaborated with Campus Technologies to create and preserve accurate and reliable databases storing the college's student, staff, faculty, and administrative information for recurring and future research projects.
- Supervised and performed mainframe, statistical, and database computer programming.

Graduate Research Associate, Office of Community College Research and Leadership (OCCRL), University of Illinois at Urbana-Champaign, August 2000-September 2004

- Designed and developed evaluation protocols and instruments for the statewide tech prep (technical preparation) evaluation system in collaboration with Illinois State Board of Education (ISBE) and Illinois Community College Board (ICCB). Conducted on-site evaluations. Wrote technical reports.
- Synthesized and analyzed annual performance data provided by 41 tech prep local consortia in Illinois using both quantitative and qualitative methods. Identified trends and patterns to understand and enhance tech prep efforts on the state level. Recognized accomplishments, barriers, and technical assistance needs commonly reported by consortia and provided recommendations. Prepared reports on findings.
- Developed course contents and instructional materials for an on-line graduate-level course on tech prep implementation for teachers, administrators and business partners.
- Collaborated on the design of the *Illinois Articulation Project*, a statewide research project on collaboration and articulation between secondary and postsecondary educational institutions in Illinois, funded by ISBE and ICCB. Developed survey instrument and administered survey, analyzed data, wrote reports and papers, and reported results to stakeholders.
- Participated in the planning of and conducted high school and community college transcript analysis for the Career and Technical Education (CTE) national evaluation project funded by the Office of Vocational and Adult Education (OVAE).
- Developed and managed OCCRL website.
- Organized, handled and analyzed *the Community College and Beyond* national dataset.
- Collected, compiled, synthesized and analyzed materials, information, and data about higher education and educational policies.

Graduate Teaching Assistant, for on-line course entitled Tech Prep Administration - Theory to Practice, Department of Human Resource Education, University of Illinois at Urbana-Champaign, Spring 2002

- Developed and published PowerPoint slide presentations.
- Assisted with synchronous course delivery.

- Consulted with and solved students' technical problems.

Special English Class Teacher, for Practicum in Teaching English as a Second Language to Adult Learners, University of Illinois at Urbana-Champaign, Spring 1999

- Taught English grammar, listening, speaking, and writing skills to beginning-level adult ESL learners.
- Developed teaching materials focused on communicative language learning.
- Advised students about English learning and cultural adjustment.
- Tutored beginning-level Korean student in pronunciation.

Reading and Writing Class Tutor, University of Illinois at Urbana-Champaign, Spring 1998

- Tutored beginning-level Chinese student enrolled in an academic writing class.
- Developed tutoring materials based on student's performance and needs.

Full-Time Instructor, Seoul Language Institute, Seoul, Korea, November 1995-August 1997

- Taught English grammar, reading and writing skill to young adults.
- Taught beginning-level English conversation.
- Counseled students on career plans and academic performance.

TECHNOLOGY AND DATA ANALYSIS SKILLS

SPSS (Statistical Package for the Social Sciences) syntax programming (Expert)

LISREL for Structural Equation Modeling and HLM for Hierarchical Linear Modeling

MS Office Applications: Word, PowerPoint, Excel, and Access (Advanced)

Web Development: Adobe Photoshop (Intermediate)

Instrument Development: Scale development/validation

CMS (Course Management System): D2L, eCollege, ANGEL, Desire2Learn, and Blackboard

PROFESSIONAL SERVICE

Editorial Board (appointed, 2013-2016) Journal of The First-Year Experience and Students in Transition

Reviewer (2012-Present) Higher Education Research & Development

Reviewer (2012-Present) Research in Higher Education

Reviewer (2013-2014) Educational Evaluation and Policy Analysis

Reviewer (2012-Present) The Asia-Pacific Education Researcher

Manuscript Reviewer (2012-Present) Association for the Study of Higher Education (ASHE) Conference Papers

Manuscript Reviewer (2012-Present) American Educational Research Association (AERA) Conference Papers

Manuscript Reviewer (2010-Present) Academy of Human Resource Development (AHRD) Conference Papers

Regions III Advisory Board	National Association of Student Personnel Administrators (NASPA)
Program Reviewer	NASPA Community College Institute
Faculty Representative	NASPA Orientation, Transition, and Retention Knowledge Community
Directorate Board	American College Personnel Association (ACPA) Commission for Two-Year College
Steering Committee (2007-2008)	Illinois Association for Institutional Research

Texas A&M University-Commerce – Department Committee

Program Coordinator (2014-Present)	Masters of Science in Higher Education
Chair (2017-Present)	HELT Scholarship Committee
Chair (2016-2018)	Higher Education and Learning Technologies (HELT) Curriculum Committee
Member (2019)	HELT Faculty Search Committee
Member (2017)	HELT Faculty Search Committee
Member (2016-2017)	HELT Scholarship Committee
Member (2015-2016)	Ed Leadership Curriculum Committee
Member (2012-2015)	Ed Leadership Scholarship Committee
Member (2013)	Ed Leadership Website Ad hoc Committee

Texas A&M University-Commerce – College and University Committee

Member (2017-2018)	College of Education and Human Services Scholarship Committee
Member (2013)	College of Education and Human Services Virtual Advisory Committee
Member (2014-Present)	Faculty Senate Academic Practices Committee
Member (2013-Present)	University International Education Fee Scholarship Awards Committee
Member (2019-Present)	COEHS Strategic Planning Committee
Member (2019-Present)	COEHS Departmental Recognition Committee

Member (2019-Present)	Faculty Senate Awards Committee
Member (2016-2018)	Graduate School Faculty Representative
Member (2013-2014)	University International Student Services Committee
Mentor (2014-2016)	University Mentors for WILL (Women in Leadership Learning Community)

Western Illinois University – University Committee

Member (2011-2012)	President’s Recruitment and Retention Task Force
Member (2008-2012)	Diversity Committee
Member (2008-2012)	Workforce Diversity Initiative Council
Member (2008-2012)	Voluntary Systems of Accountability (VSA) Student Learning Assessment Committee
Member (2007-2012)	Web Accessibility Committee
Member (2006-2012)	Facility Conditions Assessment Committee
Member (2008-2010)	North Central Association of Colleges and Schools (NCA) Accreditation Committee
Member (2008-2010)	NCA Accreditation Support Team
Member (2008-2009)	Council of Administrative Personnel Executive Board
Chair (2008)	Assistant Director of Institutional Research and Planning Search Committee
Member (2008)	Administrative Information Management Director Search Committee
Member (2006-2007)	First Year Experience (FYE) improvement dimension subcommittee
Member (2006-2007)	Community College Task Force Committee
Member (2006-2007)	Enrollment Network Committee
Member (2007)	Chief Technology Officer Search Committee

DOCTORAL STUDENT DISSERTATION ADVISING

Texas A&M University-Commerce

John Stutler (Completed in 2020, dissertation chair) – Instructors' Self-Perception of Teaching Effectiveness in Texas Dual Credit English 1301: An Opportunity for Reflection and Growth

Jacklyeen Glee (Completed in 2020, dissertation chair) – Understanding the Attitude of Faculty toward Academic Advising as a Factor Affecting Degree Completion of Students in Career/Technical programs

Sabrina Hodge (Completed in 2019, dissertation chair) – The Early College High School: A Case Study Analysis of African American Male Students' Experiences and Perceptions of Advantages and Challenges that Lead to College Persistence

Torri Draganov (Completed in 2019, dissertation chair) – Increasing Retention of Underrepresented Minority Students in STEM fields at California Community Colleges: A Study of the STEM2 Program at Cypress College

Jena Dunn (Completed in 2018, dissertation chair) – Institution, Student, and Employer Perceptions of Religious Educational Certificates and Diplomas

Lee Deboer (Completed in 2018, dissertation chair) – University Violence and Crime: How Does Violence and Crime on College Campuses Impact the Perceptions of College Students?

Denecia Spence (Completed in 2017, dissertation chair) – Contingent Faculty Members and Their Relative Deprivation

Anthony Sawyer (Completed in 2016, dissertation chair) – The Relationship between Economic Indicators and Texas Public Two-Year College Enrollment

Robyn McCormick (In progress, dissertation chair) – Mandatory Honors Students' Service Experiences and Its Impact on Student Engagement, Satisfaction, Academic Success, and Sustained Civic Involvement

Alicia Morales (In progress, dissertation chair) – Hispanic Students' Retention and Graduation in Community Colleges

Sharlene Belton-Gonzalez (In progress, dissertation chair) – Exploration of the language-acquisition and acculturation experiences of au pairs enrolled in English as a Second Language programs in Dallas County Community Colleges.

Alene Denson (In progress, dissertation chair) – The intersectionality of gender and race in the hiring, promotion, and placement of women and women of color in senior and executive leadership positions

LeWana Hobbs (In progress, dissertation chair) – The Relationship between Student Satisfaction with Support Services and GPA, Intent to Return, and Campus Involvement

Jennifer Skinner (In progress, dissertation chair) – Smartphone Usage: The Effects on Interpersonal Communication Skills of Students in College

Audra Barrett (In progress, dissertation chair) – Unlocking the Door: The Key to Preparing Faculty for Dual Enrollment Students in a Texas Urban Community College

LaToya Ellis (In progress, dissertation chair) – A Phenomenological Exploration: Student Engagement on African American Male Students Academic Performance

David McCasland (Completed in 2020, dissertation committee member) – Examining If a Character Education Program Would Reduce Cheating and Plagiarism in Higher Education

Teresa Bussell (Completed in 2020, dissertation committee member) – The relationship of Instructional Technology to Minority Student Course Completion in Higher Education

Wendy Morgan (Completed in 2019, dissertation committee member) – Experiences of Highly Involved Student in Extracurricular Activities

LaJuanda Jones (Completed in 2018, dissertation committee member) – Understanding the Role that Grit Plays on First Generation Minority Male Persistence

Mark Burks (Completed in 2018, dissertation committee member) – The Effects of The Rising Star Scholarship Program on Enrolled Participants

Joe Martinez (Completed in 2018, dissertation committee member) – Student Engagement Factors of Success for Community College Latino Males

Beverly Kopachena (Completed in 2018, dissertation committee member) – Biology Faculty Attitudes Regarding the Teaching and Development of Online Courses

Robert Guillory (Completed in 2018, dissertation committee member) – Do 5-Week Time Compressed Face-to-Face Summer Courses Increase Retention Rates of Students at a 2-year College?

Darlene Waller (Completed in 2018, dissertation committee member) – A Longitudinal Study of Tenure and Tenure Track Faculty at Public Doctoral Granting Institutions in Texas.

Meredith Clements-Bilbo (Completed in 2017, dissertation committee member) – An Examination of First-Generation Female College Students Participating in a Rural East Texas Upward Bound Program

Nancy Breed (Completed in 2015, dissertation committee member) – A Comparison of NCLEX-RN Pass Rates of Nursing Programs by Control of Institutions

Jack Brown (Completed in 2015, dissertation committee member) – Measuring the Acceptance of Evolutionary Theory: A Profile of Science Majors in Texas 2-Year Colleges

Tracy Tolbert (Completed in 2015, dissertation committee member) – Influence of Emotional Intelligence on First-Year College Students

Tony Tipton (Completed in 2014, dissertation committee member) – Analysis of the Relationship between Teachers' Classroom Technology Implementation Levels and High School Students' Academic Achievement

Alison Mahnich (Completed in 2014, dissertation committee member) – The History of the DeFuniak Springs, Florida Chautauqua

Kimberly Laird (Completed in 2014, dissertation committee member) – Predictive Models of Intentional and Unintentional Outcomes: An Evaluation Tool for Outcomes-Based Funding in Texas Higher Education

Jody Sheppard (Completed in 2013, dissertation committee member) – Factors that Influence College Choice: Decisions of Graduate Students

Brad Helmer (Completed in 2013, dissertation committee member) – Effect of Principals’ Communication on Female Elementary School Teachers’ Perception of Morale and Student Learning

Truitt Leake (Completed in 2013, dissertation committee member) – Doctoral Curriculum Core Values: Factors That Contribute to Graduate Success

Jason Johnston (Completed in 2013, dissertation committee member) – Impact of Professional Development Expenditures on Student Achievement in Texas Public Schools

David Rankin (Completed in 2013, dissertation committee member) – A Comparison of Texas’ Closing the Gaps by 2015 Undergraduate Retention and Graduation Policy to SREB Member States

Benedictine University

Hope Essien (Completed in 2015, dissertation committee member) – The Effect of Active Learning Curriculum on Academic Proficiency of African American Students Enrolled in Developmental Mathematics Course

Joan Tulloch (Completed in 2013, dissertation committee member) – First-Generation Latino Student Identity and Persistence at a Two-Year Hispanic-Serving Institution in Southeastern United States

PROFESSIONAL MEMBERSHIP

American Educational Research Association (AERA)

Association for Institutional Research (AIR)

Association for the Study of Higher Education (ASHE)

Council for the Study of Community Colleges (CSCC)

Academy of Human Resource Development (AHRD)

National Association of Student Personnel Administrators (NASPA)

American College Personnel Association (ACPA)

GRANTS, HONORS, AWARDS, AND RECOGNITIONS

2021-2022 *NASPA (National Association of Student Personnel Administrators)*
) Orientation, Transition and Retention Knowledge Community Research Grant (PI, Proposal funded)

Title: Factors Affecting the Success of Two College Student Groups: Regular Admission vs. Special Admission

2020-2021 *NASPA (National Association of Student Personnel Administrators)*
) Region VI Research & Assessment Grant (Co-PI, Proposal Funded)

Title: A Comparative Study on Campus Climate and Mental Health among International Students and Domestic Students

2012-2017 *¡Profes!: Preparing Teachers and Administrators to Better Serve English Learners in Bilingual, ESL, and STEM Classrooms*. Funded by the Office of English Language Acquisition, US Department of Education for \$1,595,549, Role: Designing survey instruments and interview questions and analyzing data

Paul W. Barrus Distinguished Faculty Award for Teaching, Texas A&M-Commerce Faculty Senate, 2019

Outstanding article award by the *Journal of Developmental Education*, 2016

Faculty for Excellence in Teaching, Research, and Service Award; Sponsored by the Office of President and Provost/Vice President of Academic Affairs, Texas A&M University-Commerce, 2015

Department Faculty Development Travel Grant for \$700, Texas A&M University-Commerce, 2020

Department Faculty Development Travel Grant for \$2,000, Texas A&M University-Commerce, 2018

Department Faculty Development Travel Grant for \$2,000, Texas A&M University-Commerce, 2017

Department Faculty Development Travel Grant for \$2,000, Texas A&M University-Commerce, 2016

Department Faculty Development Travel Grant for \$1,500, Texas A&M University-Commerce, 2015

Department Faculty Development Travel Grant for \$1,500, Texas A&M University-Commerce, 2014

Provost Faculty Development Grant recipient, Provost Office, Texas A&M University-Commerce, 2013 (Proposal: Learning more and Serving better)

Department Faculty Development Travel Grant for \$1,000, Texas A&M University-Commerce, 2013

Rupert Evans Award recipient, Annual award to a doctoral student achieving high standards of excellence in scholarship, research, and service from Department of Education Policy, Organization & Leadership, University of Illinois at Urbana-Champaign, 2002

Rotary International Ambassadorial Scholarship recipient, a merit-based award to foreign students who will study in U.S. covering full tuition, fees, room & board, and allowance (1997-1998)

A merit-based scholarship, SookMyung Women's University, 1991, 1993, 1994, 1995