



School of Education & Information Studies

Momentum: Accelerating Equity in Computing and Technology
10945 Le Conte Ave #1400E
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Google Scholar: <https://scholar.google.com/citations?user=s5D0a3AAAAAJ&hl=en>

EDUCATION

University of Illinois at Urbana–Champaign (UIUC)	Champaign, IL
<i>Doctor of Philosophy in Education Policy, Organization and Leadership</i>	Dec. 2020
▪ Specialization: Sociology of Higher Education	
▪ Dissertation: An Explanatory Sequential Mixed Methods Study of Engaging Racism in the U.S.: Demystifying Racialization of Domestic and International Students of Color (See Abstract Attached)	
▪ Faculty Advisor: Professor William Trent	
▪ Received the Hardie Dissertation Award	March 2020
▪ A winner of the Outstanding Doctoral Student Medal	April 2021
University of Oregon	Eugene, OR
<i>Master of Science in Educational Methodology, Policy and Leadership</i>	Dec. 2012
<i>Master of Arts in Applied Linguistics</i>	Aug. 2011
Keimyung University	Daegu, South Korea
<i>Bachelor of Arts in International Commerce; minor in American Studies</i>	Feb. 2001

AREAS OF RESEARCH INTEREST

Equity, Diversity & Inclusion & Sociology of Higher Education: Race and Racism; Racialization; Campus Climates; College Access (K-16 educational pipelines and transfer) and Success; Minoritized and Underrepresented Students; Social Stratification; Culturally Responsive Teaching, Learning, and Evaluation; Teacher Education

Methods & Theories: Critical Quantitative Analysis; Mixed Methods; Symbolic Interactionism; Critical Race Theory; Racial Microaggressions; Racial Formation; College Student Identity Development; Social Identity Theory; Looking Glass-Self Theory; Intersectionality

RESEARCH EXPERIENCE

Momentum: Accelerating Equity in Computing and Technology, UCLA	Los Angeles, CA
<i>Postdoctoral Scholar</i>	Jan. 2021 - Present
▪ The Inclusive Computing Project funded by the National Science Foundation (NSF)	
○ As the project lead on the CIC survey project, develop a research plan, design survey instruments, administer surveys, and clean and analyze data, utilizing a variety of quantitative methodologies.	
○ Collaborating with the Director (Dr. Sax) and Associate Director (Dr. Lehman), design and execute studies that focus on issues of equity in computing.	
○ Oversee communication and collaboration with survey administration sites so that data collection, analysis, IRB, etc., are set in place.	
○ Disseminate findings to broad audiences of researchers, practitioners, and policymakers through peer-reviewed journals and academic and practitioner conferences.	
○ Engage in conversations with key collaborators in the computing community (e.g., funders, non-profit organizations, researchers, practitioners, etc.) to ensure that research is meaningful and	

relevant to their interests/needs.

- Supervise and mentor undergraduate and graduate student researchers and support their learning and development. <https://momentum.gseis.ucla.edu/>

Office of Community College Research and Leadership (OCCRL), UIUC

Champaign, IL

Affiliated Researcher & Research Associate, four research projects

Jan. 2017 – Present

- *NSF-LSAMP EAGER project, [Transfer and the Undergraduate SPEM Pipeline at Two-year Hispanic Serving Institutions Project](#)*
- *[Exploring and Engaging Equity Video Vignette Series](#) funded by the Bill & Melinda Gates Foundation*
- *Fostering Access, Affordability, and Equity: The Role of Open Education Resources (OER) in Illinois CTE Programs funded by Illinois Community College Board*
- *Racial Campus Climate Survey*
 - *Conducted data mining, descriptive, and inferential data analysis (Logistic Regression and HLM) using secondary quantitative data such as IPEDS and ELS 2002 to identify influential factors of educational pathways of Hispanic/Latinx students in STEM.*
 - *Collaborated with PI and another research associate to perform focus group interviews and analyze the data to examine the ways institutional practices and identities foster student success in STEM.*
 - *Conducted descriptive-evaluative research on OER.*
 - *Disseminating research findings to a wide range of audiences by presenting at academic and professional conferences and publishing research briefs, reports, blogs, video training, and podcasts.*
 - *Designed survey instruments for a racial campus climate survey*

Racial Microaggressions Research Team, UIUC

Champaign, IL

Affiliated Researcher & Research Assistant

Jan. 2015 - Present

- *Form research questions, plan quantitative data analysis methods such as ANOVA and logistic regressions and conduct the direct content analysis with qualitative data to explore experiences of racial microaggressions by racial groups.*
- *Lead racial microaggressions (RMAs) workshops/training for staff, faculty, and students to inform the nature of microaggressions and educate ways to address RMAs on campus.*
- *Develop manuscripts for publication as a lead author for the Journal of International Students (2019) and Journal of Higher Education (in preparation).*

Global Engagement Lounge, UIUC

Champaign, IL

Collaborator and researcher

Aug. 2018 - May 2019

- *Collaborated with different offices at Student Affairs to conduct focus group interviews and needs assessment survey.*
- *Facilitated interactive research training sessions.*

The Center for Education for Small Urban Communities, UIUC

Champaign, IL

Research Assistant

Sept. 2015 - Aug. 2017

- *Brainstormed and edited grant proposals to secure research funds from school districts for *High Leverage Teaching Practices: Improving School Learning through Teacher Study Teams Project*.*
- *Collaborated with local K-12 schools to collect survey and observation data, monitored the data collection process, and managed databases for descriptive analysis and coding.*
- *Performed pre- and post-research to identify patterns and changes in teacher self-efficacy as a result of a two-year professional development intervention called high leverage teaching practices.*
- *Examined teachers' instruction and their students' learning outcomes utilizing Culturally Responsive Teaching and Critical Race Theory and developed reports for schools and districts.*

DREAM-De.SH(ie) Project, UIUC

Champaign, IL

Collaborator

Sept. 2016 – Dec. 2019

- *Collaborate with campus partners to develop missions and study abroad program initiatives for*

students of color.

REFEREED PUBLICATIONS

6. **Yeo, H. J.** (in press). Not a citizen but a student: An international student critical race theory (IntlCrit) in the U.S. higher education. *Theory and Method in Higher Education Research*. Bingley, UK: Emerald Publishing Limited.
5. **Yeo, H. J.**, Mendenhall, R., Harwood, S., & Huntt, M. (2019). Asian international student and Asian American student: Mistaken identity and racial microaggressions. *Journal of International Students*, 9(1), 44-70. doi:[10.32674/jis.v9i1.278](https://doi.org/10.32674/jis.v9i1.278)
4. **Yeo, H. J.**, McKee, M., & Trent, W. (2018). EYES theory: A proposed racialization and developmental identity model for understanding concepts of race for international students of color studying in U.S. higher education intuitions. In J. Hoffman, P. Blessinger, & M. Makhanya (Eds.), *Perspectives on diverse student identities in higher education: International perspectives on equity and inclusion* (pp. 95-112). Bingley, UK: Emerald Publishing Limited. doi:[10.1108/S2055-36412018000014008](https://doi.org/10.1108/S2055-36412018000014008)
3. Turner, F., **Yeo, H. J.**, & Zamani-Gallaher, E. (2022). Mentoring domestic and international graduate students of color. In D. Nguyen, & C. Yao (Eds.), *A handbook for supporting today's graduate students*. Stylus Publishing.
2. Seo, G., & **Yeo, H. J.** (2020). In pursuit of careers in the professoriate or beyond the professoriate: What matters to doctoral students when making a career choice? *International Journal of Doctoral Studies*, 15, 615- 635. doi: <https://doi.org/10.28945/4652>
1. Seo, G., Ahn, J., Huang, W., Makela, J. P., & **Yeo, H. J.** (2020). Pursuing careers inside or outside academia? Factors associated with doctoral students' career decision making. *Journal of Career Development*. doi: <https://doi.org/10.1177/0894845320907968>

REFEREED PUBLICATIONS UNDER REVIEW & IN PREPARATION

5. Mendenhall, R., Gutierrez, V., Collins, J. D., **Yeo, H. J.**, Harwood, S. A., Browne Huntt, M., Lewis, J. A., Schulz, M. S., & McKee, M. (under review). Environmental racial microaggressions at a predominantly White university: Habitus and enduring social structures. *Sociology of Race and Ethnicity*.
4. **Yeo, H. J.** (in preparation). How do we measure international students' perceptions of campus climates and racial experience on U.S. campuses?
3. Shenrui Yang & **Yeo, H. J.** (in preparation). I don't think it is racism: Asian International Students' Understanding of Racial Microaggressions under Anti-Asian Climate.
2. Harwood, S., **Yeo, H. J.**, Mendenhall, R., & Huntt, M. (in preparation). Unwelcomed and invisible in the classroom: Racial microaggressions experienced by students of color in higher education.
1. **Yeo, H. J.**, Velez, A., & Zamani-Gallaher, E. (in preparation). Redefining Hispanic-Serving Community College's Role in STEM attainment for students of color.

TECHNICAL RESEARCH REPORTS

14. Perez, M., Del Real Viramontes, J., **Yeo, H. J.**, Owolabi, N., & Zamani-Gallaher, E. M. (2021, June). *Fostering access, affordability, and equity: A primer on the role of open educational resources in Illinois career and technical education*. Champaign, IL: Office of Community College Research and Leadership, University of Illinois at Urbana-Champaign.

13. **Yeo, H. J.**, Velez, A., Zamani-Gallaher, E., & Keist, J. (2020). *Race and gender inequity in STEM degree attainment at Hispanic-serving community colleges in Florida*. Champaign, IL: Office of Community College Research and Leadership, University of Illinois at Urbana-Champaign.
12. Velez, A., **Yeo, H. J.**, Zamani-Gallaher, E., & Keist, J. (2020). *Hispanic-serving community colleges and STEM degree attainment in Puerto Rico*. Champaign, IL: Office of Community College Research and Leadership, University of Illinois at Urbana-Champaign.
11. **Yeo, H. J.**, Velez, A., Zamani-Gallaher, E., & Keist, J. (2020). *Equity in education for a growing population: Hispanic-serving community colleges and STEM in Colorado*. Champaign, IL: Office of Community College Research and Leadership, University of Illinois at Urbana-Champaign.
10. **Yeo, H. J.**, Velez, A., Zamani-Gallaher, E., & Keist, J. (2020). *Small but serving large: Hispanic-serving community colleges and STEM degree attainment in New York*. Champaign, IL: Office of Community College Research and Leadership, University of Illinois at Urbana-Champaign.
9. **Yeo, H. J.**, Velez, A., Zamani-Gallaher, E., & Keist, J. (2020). *STEM degree attainment at Hispanic-serving community colleges in Texas*. Champaign, IL: Office of Community College Research and Leadership, University of Illinois at Urbana-Champaign.
8. **Yeo, H. J.**, & Trent, W. (2019). *Inequities in educational opportunities and funding*. Champaign, IL: Office of Community College Research and Leadership, University of Illinois at Urbana-Champaign.
7. **Yeo, H. J.**, Velez, A., Zamani-Gallaher, E., & Fox, H. (2019). *Hispanic-serving community colleges and STEM degree attainment in Arizona*. Champaign, IL: Office of Community College Research and Leadership, University of Illinois at Urbana-Champaign.
6. **Yeo, H. J.** (2019, February 12). Demystifying affirmative action and Asian-Americans [\[Blog post\]](#).
5. Velez, A., **Yeo, H. J.**, Zamani-Gallaher, E., & Fox, H. (2019). *A growing presence: STEM degree attainment at Illinois Hispanic-serving community colleges*. Champaign, IL: Office of Community College Research and Leadership, University of Illinois at Urbana-Champaign.
4. Zamani-Gallaher, E., **Yeo, H. J.**, Velez, A., & Fox, H. (2019). *STEM completion at Hispanic-serving community colleges in California*. Champaign, IL: Office of Community College Research and Leadership, University of Illinois at Urbana-Champaign.
3. Zamani-Gallaher, E., **Yeo, H. J.**, Velez, A., & Fox, H. (2019). *STEM completion at Hispanic-serving community colleges*. Champaign, IL: Office of Community College Research and Leadership, University of Illinois at Urbana-Champaign.
2. Velez, A. & **Yeo, H. J.** (2017, November 16). Place and space for “Minority student success: Using data to affect change” 2017 Minority Serving Institution Convening [\[Blog post\]](#).
1. **Yeo, H. J.** (2017, March 1). Understanding Latina/o educational pathways from the perspectives of scholar and subject of inquiry [\[Blog post\]](#).

CONFERENCE PRESENTATIONS & WORKSHOPS

Peer-Reviewed Research Presentations

20. **Yeo, H. J.**, Velez, A., & Zamani-Gallaher, E. (2021, April). *A national portrait of STEM attainment for students of color at Hispanic serving community college*. Research Paper session presented in the Council for the Study of Community Colleges (CSCC), Virtual Conference.
19. **Yeo, H. J.** (2020, November). *Engaging Racism in the U.S.* Research Paper session accepted but not presented at the Association for the Study of Higher Education (ASHE), Virtual Conference.

18. **Yeo, H. J.**, Velez, A., & Zamani-Gallaher, E. (2020, April). *Redefining Hispanic-Serving Community College's Role in STEM attainment for students of color*. Research Paper session presented in the Council for the Study of Community Colleges (CSCC), Tempe, AZ.
17. **Yeo, H. J.** (2019, April). *Unwelcomed and invisible in the classroom: Racial microaggressions experienced by students of color in higher education*. Roundtable session Presented at the Annual Meeting of the American Education Research Association (AERA), Toronto, Canada.
16. Teitelbaum, E. & **Yeo, H. J.** (2019, April). *Uncovering Implicit Factors in Experiences of Students of Color*. Research Paper session Presented at the Annual Meeting of the American Education Research Association (AERA), Toronto, Canada.
15. **Yeo, H. J.** (2018, November). *Graduate Student Public Policy seminar (GSPPS)* invited as an awardee at the Association for the Study of Higher Education (ASHE), Tampa, FL.
14. Zamani-Gallaher, E., Velez, A., **Yeo, H. J.**, & Fox, H. (2018, November). *The politics of institutional identity: Understanding STEM pathways at Hispanic- "Serving" Community College* at the Association for the Study of Higher Education (ASHE), Tampa, FL.
13. **Yeo, H. J.**, Velez, A., & Zamani-Gallaher, E. (2018, July). *Deconstructing White culture and practices for producing equitable student outcomes in STEM at Hispanic- "Serving" Community College* at the American College Personnel Association (ACPA) Two-Year College Drive-In Conference, Joliet, IL.
12. Zamani-Gallaher, E., Velez, A., **Yeo, H. J.**, & Fox, H. (2018, April). *A rising tide lifts all the boats? Exploring STEM pathway practices in a Hispanic-Serving Community College* at the Council for the Study of Community Colleges (CSCC), Dallas, TX.
11. Zamani-Gallaher, E., Velez, A., **Yeo, H. J.**, & Fox, H. (2018, April). *Using data-driven practices in STEM pathways at Hispanic-Serving Community Colleges* at Illinois Latino Council on Higher Education, Normal, IL.
10. Zamani-Gallaher, E., Velez, A., **Yeo, H. J.**, & Fox, H. (2018, March). *Hispanic-serving community colleges: Exploring STEM pathways, support systems, and advancing men of color* at Black and Latino Male Summit, Urbana-Champaign, IL.
9. Mendenhall, R., Thomas, M., **Yeo, H. J.**, King, T., & Smith, M. (2018, March). *Racial microaggressions and doing the difficult work of diversity* at the Illinois Summit on Diversity in Psychological Science, Urbana-Champaign, IL.
8. **Yeo, H. J.**, Velez, A., Zamani-Gallaher, E., & Fox, H. (2017, October). *Exploring STEM pathways at Hispanic-serving community colleges* at Minority Serving Institution Convening (MSI), Dallas, TX.
7. Zamani-Gallaher, E., Velez, A., **Yeo, H. J.**, & Fox, H. (2017, October). *Translating research to practice: Exploring Hispanic-serving community colleges STEM Pathways* at the Louis Stokes Midwest Center of Excellence Annual Conference, Indianapolis, IN.
6. Seo, G., **Yeo, H. J.**, Huang, W. D., & Makela, J. (2017, June). *Beyond Ph.D.: The role of career development in bridging the gaps to career success of doctorates*. Poster Session Presented at the Annual Meeting of National Career Development Association (NCDA), Orlando, FL.
5. **Yeo, H. J.** (2017, April). *Racial microaggressions targeting international students on a U.S. campus*. Research Paper session Presented at the Annual Meeting of the American Education Research Association (AERA), San Antonio, TX.
4. Crenshaw, H., **Yeo, H. J.**, & Crockett, M.D. (2017, April). *Critical race theory, teacher attributions, and school-based professional development*. Research Paper session accepted but not presented at the Annual Meeting of the American Education Research Association (AERA), San Antonio, TX.

3. Crenshaw, H. Crockett, M.S., & **Yeo, H. J.** (2017, April). *Teacher attributions in school-based professional development*. Research Paper session accepted but not presented at the Annual Meeting of the American Education Research Association (AERA), San Antonio, TX.
2. **Yeo, H. J.**, Szetho, S. (2016, April). *Career development needs analysis and program proposal for international students*. Roundtable paper Presented at the 2016 Conference of Culturally Responsive Evaluation and Assessment (CREA), Chicago, IL.
1. Yoon, H. J., & **Yeo, H. J.** (2014, April). *Ewoo High School: A promotion of student learning through parents and community involvement*. Poster Presented at Strong Global Communities: International Conference on Prevention Implementation, Eugene, OR.

Invited Talks

Center for Teaching and Learning, Hannam University Daejeon, Korea
Culturally Responsive and Inclusive Teaching for Faculty May. 2022

- Lectured about recognizing implicit bias, avoiding microaggressions, and advocating minoritized and marginalized students' voices utilizing the culturally responsive and inclusive teaching approaches to over 60 faculty members.

Engineers for Professional Inclusion Conference, UCLA Los Angeles, CA
Panel April. 2022

- engaged students, company representatives, and academics in meaningful conversations about diversity and what it means to be inclusive in a professional environment.

Linton School of Global Business, Hannam University Daejeon, Korea
Empowering Student Voice in a Diverse Global Classroom Oct. 2021

- Lectured about power dynamics based on different social identities in a diverse global classroom, implicit bias, and microaggressions. Students learned how to recognize implicit bias, avoid microaggressions, and advocate minoritized and marginalized students' voices.

Why Research Matters to Student Affairs Practice (ED 412), School of Education & Information Studies, UCLA Los Angeles, CA
Critical Quant and Researcher's Positionality Aug. 2021

- Shared my research experience regarding researcher's roles and social identities in developing research questions, building theoretical and methodological frameworks, and analyzing data.

Identity and Differences in Education (EDUC 201), College of Education, UIUC Champaign, IL
Whiteness as an Identity April. 2021

- Provided an hour lecture about how White privilege and Whiteness as property play a role in educational inequities in higher education.

Hannam University, Sociology of Education, College of Education Daejeon, Korea
Understanding Diversity, Equity, and Inclusion in Multicultural Education Dec. 2020

- Lectured about the applications of DEI concepts in Korean classrooms and importance of understanding dynamics and implicit bias in a multicultural classroom.

Exploring and Engaging Equity Video Vignette Series, OCCRL Champaign, IL
Racial Microaggressions and Racial battle Fatigue across Educational Contexts Jan. 2020

- Provided an in-depth description of the four types of racial microaggressions and how college students experience them. This video also delves into implicit bias and how prejudices operate in an unrealized way within people's daily lives [\[Video\]](#).

Hannam University, Sociology of Education, College of Education Daejeon, Korea
Microaggressions in College Classroom and Becoming Socio-culturally Responsive Educators Nov. 2019

- Lectured about the importance of understanding dynamics in a multicultural classroom and concepts of microaggressions and implicit bias to become a socio-culturally responsive teacher.

South West Univ. Summer Program, International Programs, COE, UIUC Champaign, IL
International Students' Identities and Experiences in the United States July 2019

- Talked about how the U.S. society and social issues influence international students' perceptions of race and how they experience racism to exchange-students from Shanghai, China.

Korean Summer Workshop 2019, College of Liberal Arts and Sciences, UIUC Champaign, IL
Social Identity, Implicit Bias and Stereotypes in the Language Teaching and Learning July 2019

- Facilitated a two-hour session about social identities, implicit bias and stereotypes embedded in the Korean language and culture, and ways to develop an inclusive curriculum and interact with diverse students in a class to Korean preservice teachers from Sookmyung Women's University, Korea.

The 21st | Illinois Public Media, WILL-AM 588, IL Champaign, IL
International Student Enrollment Dec. 2018

- Shared racial experiences of and lack of systemic social supports for international students in the U.S. higher education institutions on Illinois' statewide news talk. [\[The 21st News talk link\]](#).

The College Student course (EOL 572), College of Education, UIUC Champaign, IL
International Students of Color in the United States Nov. 2018

- Provided an hour lecture about race-related research topics and methods with international students of color in the United States.

Racial Microaggressions Training, Montessori School of Champaign-Urbana Champaign, IL
Addressing Racial Microaggressions in K-12 classroom April 2018

- Educated teachers and staff on the nature of racial microaggressions and how to better address them in and outside of the classroom

[Coffee Break Webinar](#), Office of Community College Research and Leadership Champaign, IL
Addressing Racial Microaggressions on Campus Feb. 2018

- Focused on how implicit bias and forms of racial microaggressions occur on a college campus.

[LSMCE Webinar](#), the Louis Stokes Midwest Center of Excellence Champaign, IL
STEM pathways at Hispanic-Serving community colleges: The Illinois HSCC context Mar. 2019

- Shared STEM pathways and completion of minoritized students focusing on race and gender in Illinois.

Podcasts

3. **Yeo, H. J.** (2019, July 10). Democratizing higher education through community colleges in Hong Kong: A talk with Dr. Hei-hang Hayes Tang, Assistant professor of Education University of Hong Kong [\[Podcast link\]](#).
2. **Yeo, H. J.** (2019, February 12). Demystifying affirmative action and Asian-Americans: A talk with Dr. OiYan Poon, Assistant professor of Higher Education at Colorado State University [\[Podcast link\]](#).
1. **Yeo, H. J.** (2017, December 13). The experience of undocumented immigrants who navigate into and through higher education: A talk with José Ángel N., the author of *Illegal: Reflections of an Undocumented Immigrant* [\[Podcast\]](#).

Presentations at Universities

6. **Yeo, H. J.** (2017, December). *Myths on Asian Americans: Affirmative actions, model minority, and racial microaggressions* at Asian American Cultural Center, UIUC, IL.

5. **Yeo, H. J.** (2017, April). *Racial microaggressions and campus climates* at Intercultural Dialogue Series, Office of Inclusion and Intercultural Relations, UIUC, IL.
4. **Yeo, H. J.** (2017, March). *Examining the racialization of international students in the United States*. Pre-conference at the 8th Annual College of Education Graduate Student Conference, UIUC, IL.
3. **Yeo, H. J., Szetho, S.** (2016, March). *Career development needs analysis for international students*. Paper Presented at the 7th Annual College of Education Graduate Student Conference, UIUC, IL.
2. **Yeo, H. J.** (2016, March). *Racial microaggressions targeting international students in the U.S. Higher Institutions*. Paper Presented at the 7th Annual College of Education Graduate Student Conference, UIUC, IL.
1. **Yeo, H. J.** (2012, September). English teacher training program in public schools in Korea: Collaboration for activating classroom interaction. Poster Presented at the Graduate Student Research Forum, University of Oregon, Eugene, OR.

TEACHING EXPERIENCES

College of Education, UIUC Champaign, IL

Teaching Assistant of EPS/AAS 402, Asian American Education Aug. 2019 – Dec. 2020

- Lectured Asian International Students in Higher Education.
- Instructed 30 students in the online discussion session.
- Supported instructions, including updating instructional materials, grading student assignments, guiding students for class activities/assignments, and managing the course Moodle page.
- *Leading instructor, Professor Yoon Kyung Pak*

College of the Liberal Arts and Sciences (LAS), UIUC Champaign, IL

Solo-Instructor of LAS 100 and LAS 399 July 2018 - Dec.2020

- Instructed 60~80 students in two-hybrid courses, *Success in LAS for International Students* (LAS 100) and *Leadership & Professional Development* (LAS 399)
- Developed the course curriculum; Added social identities and social justice components in the curriculum and instructional materials; Developed the pre-post survey for the course evaluation.
- *Supervisor: Assistant Dean, Dr. Nicole Lamers*

Microaggressions Training, Rock Valley College Rockford, IL

Co-Instructor Jan. 2018

- Implemented three microaggressions training sessions during an in-service training day.

Racial Microaggressions Training, UIUC Champaign, IL

Instructor or Co-instructor with Dr. Ruby Mendenhall 2016 - Present

- Trained students, faculty, and staff across campus- e.g., College of Engineering, College of Liberal Arts and Sciences, College of Medicine, Intensive English Institute, and Illinois Leadership Series.

Leadership Institute, University of Oregon Eugene, OR

Lecturer Jan. 2013 - Jan. 2014

- Taught English communication skills, classroom management strategies, and effective educational technology usages for highly diverse educational environments to visiting faculty from the Henan University of Technology in China.
- Led a discussion session to facilitate the participants to reassess their faculty roles as visionary and globally competent educational leaders in the globalization of higher education.

Lane Community College (LCC) Eugene, OR

Faculty of English as a Second Language (ESL) Mar. 2011 - Jan. 2014

- Instructed immigrants and international students in improving English proficiency in traditional and online formats and conducted academic advising for Test prep and college application processes.

- Developed and conducted formative and summative evaluations to examine student learning.
- Redesigned curriculum and instruction for LLC faculty members to promote inclusive learning environment by incorporating multicultural and diversity issues in ESL curricula.

Leader of ESL Digital Literacy Curriculum Design team and ESL Literacy Curriculum Design team

- Combined digital literacy standards with ESL curriculum for diverse adult second language learners.
- Created digital literacy workshops for diverse adult second language learners.

Instructional Specialist

- Created “how-to” documents for faculty and students to improve technology literacy.
- Provided specialized instructional supports such as computer skill workshops and technological applications in teaching and learning for Adult Basic Secondary Education and ESL staff/students.

East Asian Languages & Literatures, University of Oregon

Eugene, OR

Graduate Teaching Fellowship- Teaching Korean

2011 - 2012

- Developed teaching and evaluating materials and taught first and second-year Korean classes.

OTHER STUDENT AFFAIRS EXPERIENCES

Racial Justice Allies, Diversity & Social Justice Education, UIUC

Champaign, IL

Committee Member

Jan. 2017 - Present

- Facilitate the Racial Justice Allies & Advocates training and review learning outcomes for it.

Faculty Advisory Committee, College of Education, UIUC

Champaign, IL

Committee Member of Education Policy, Organization and Leadership (EPOL)

Sept. 2017 - Sept. 2018

- Provided varied perspectives of domestic and international students of color to enhance the academic and professional needs and experiences of graduate students.

Graduate Student Conference, College of Education, UIUC

Champaign, IL

Committee Member

Nov. 2016 - Mar. 2017

- Developed social media to promote the conference and co-developed contents on the website.
- Coordinated the program schedules and informational resources for reviewers and participants.
- Recruited session organizers and discussants and coordinated on-site conference duties.

Student Advising on Graduate Education, the Graduate College, UIUC

Champaign, IL

Committee Member

Aug. 2015 - Aug. 2016

- Co-developed and coordinated an interdisciplinary field career workshop.
- Collaborated with Graduate College staff on career-related projects by providing varied perspectives that enhance the academic, professional, and social experience of graduate students.

The Career Center, UIUC

Champaign, IL

Pre-Professional Graduate Assistant

Aug. 2014 - Dec. 2015

- Provided career advising to undergraduate students and career workshops in collaboration with other campus units and RSOs.
- Analyzed international students’ employment data by visa status and majors.
- Issued a weekly newsletter and maintained online resources on the website for international students' career development.
- Collaborated with the career center research team to operate and evaluate the Career Certificate for International Students workshop to enhance the career development program and resources.

RESEARCH GRANTS AND AWARDS

- Hardie Dissertation Award, UIUC, \$2,000 2019
- Block Grant Research Fellowship, College of Education, UIUC, \$12,000 2018-2019
- Block Grant Research Fellowship, College of Education, UIUC, \$3,144 2019

- AERA Mentorship Award, UIUC, \$1,000 2019
- Hardie Conference Travel Award, UIUC, \$500 2019
- Richard W. and Patricia A. Justice Award, UIUC, \$1,300 2017-2018
- President's Diversity Research in Diversity Travel Award, UIUC, \$600 2017
- Hardie Conference Travel Award, UIUC, \$500 2016-2017
- Hibel Family Higher Education Award, UIUC, \$500 2015-2016
- EPOL Conference Travel Awards, UIUC, \$100 2014, 2015, 2016

EDITORIAL SERVICES

- *Peer Reviewer*, Journal of Engineering Education 2022- Present
- *Peer Reviewer*, Engage CSEdu 2021- Present
- *Peer Reviewer*, Journal of College Student Development 2019- Present
- *Peer Reviewer*, Journal of International Students 2018- Present
- *Reviewer & Chair*, Association for the Study of Higher Education (ASHE) 2019- Present
- *Reviewer & Chair*, American Educational Research Association (AERA) 2019- Present
- *Reviewer & Chair*, Council for the Study of Community Colleges (CSCC) 2020- Present

PROFESSIONAL AFFILIATIONS & SERVICES

- University of Maryland, College Park 2021 Nov.- Present
 - A special member of UMD Grad Faculty in the Department of Higher Education, Student Affairs, & International Ed Policy
- University of Utah 2021 Nov.- Present
 - A special member of the faculty in the Department of Educational Leadership and Policy
- Association for the Study of Higher Education (ASHE) 2016- Present
 - Member-At-Large, Executive Committee of Council on International Higher Education (CIHE) 2021- Present
- American Educational Research Association (AERA) 2015- Present
 - Division J: Postsecondary Education; SIG #27 Critical Examination of Race, Ethnicity, Class, and Gender in Ed; SIG 112: Sociology of Education
 - Session Chairs April 2019
 - Division J- Section 2a: College Student Access
 - Division J-Section 6: Society, Culture, and Change
 - SIG-Research on the Education of Asian and Pacific Americans
- Council for the Study of Community Colleges (CSCC) 2017- Present
- American College Personnel Association (ACPA) 2018- Present
- Korean American Educational Research Association (KAERA) 2014- Present

RESEARCH SKILLS

Statistics: Data Cleaning and Management; ANOVA; ANCOVA; Multiple and Logistic Regression Analysis; Explanatory and Confirmatory Factor Analysis; Hierarchical Linear Modeling (HLM)

Research Design: Data and Information Retrieval; Survey sampling; Survey Research Methods; Questionnaire Design; Experimental Research Design; Qualitative Research Design; Ethnographic Methods in Education; Mixed Method Inquiry; Professional Writing

Measurement & Assessment: Testing and Assessment; Measurement and Assessment

Educational Technology: Information Technology for Curriculum Design

Specialized Software: Quantitative software-SPSS and SAS; Qualitative software-Atlas ti and NVivo

TEACHING CERTIFICATES

Teachers of Korean to Speakers of Other Languages

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Teachers of English to Speakers of Other Languages

Hanyang University, Seoul, Korea, and the University of Oregon, Eugene, Oregon

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