

Joonkil Ahn

University of Arizona
Department of Educational Policy Studies & Practice
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EDUCATION

- 2021 Doctor of Philosophy in Education Policy, Organization and Leadership
University of Illinois Urbana-Champaign
Educational Administration and Leadership Concentration
- 2017 Master of Arts in Teaching English as a Second Language
Carson-Newman University
- 1997 Bachelor of Arts in English Education
Kyungpook National University, South Korea

ACADEMIC EXPERIENCE

- 2023–Present Assistant Professor (Tenure Track), Educational Leadership and Policy Program
Department of Educational Policy Studies & Practice, University of Arizona
- 2022–2023 Educational Leadership Specialization Director, Doctor of Education Program,
College of Education & Human Development, University of North Dakota
- 2021–2023 Assistant Professor (Tenure Track), Educational Leadership Program
Department of Teaching, Leadership & Professional Practice, University of North Dakota
- 2019–2021 Graduate Student Researcher, Educational Administration and Leadership
Department of Education Policy, Organization and Leadership, University of Illinois Urbana-Champaign
- 2017–2019 Graduate Student Researcher, The Career Center
University of Illinois Urbana-Champaign

K-12 TEACHING AND LEADERSHIP EXPERIENCE

- 2013–2014 Chair, Department of Seniors & Parent Involvement, English Teacher
Daegu High School, South Korea
- 2012–2013 Chair, Department of Juniors & Foreign Language Education, English Teacher
Daegu High School, South Korea
- 2011–2012 Chair, Department of Freshman & Foreign Language Education, English Teacher,
Daegu High School, South Korea
- 2010–2011 Chair, Department of Liberal Arts Education, English Teacher

Daegu High School, South Korea

- 2008–2010 English Teacher
Daegu High School, South Korea
- 2001–2008 English Teacher
Kyungpook National University High School, South Korea
- 1997–2001 English Teacher
Dalsung High School, South Korea

PROFESSIONAL CERTIFICATION

- 2020 Illinois Principal License: PreK–12
- 2019 Illinois Teacher License, ESL: PreK–12
- 2017 Tennessee Teacher License, ESL: PreK–12
- 2015 Certification of Basics of APA Style, American Psychological Association
- 2001 Advanced Teaching License, English Language Arts: 7–12, Korea
- 1997 Initial Teaching License, English Language Arts: 7–12, Korea

PUBLICATIONS

Refereed Journal Articles

- Flores, O., & **Ahn, J.** (2024). “Kids have taught me. I listen to them”: Principals legitimizing student voice in their leadership. *AERA Open*, 10(1), 1-14
<https://doi.org/10.1177/23328584241232596>
- Ahn, J.**, & Wang, Y. (2024). Disambiguate the impact of school leadership on organizations: Network analysis approach to systematic review of literature on Teaching and Learning International Survey. *European Journal of Educational Management*, 7(1), 1–14.
<https://doi.org/10.12973/eujem.7.1.1>
- Ahn, J.** & Bowers, A. J. (2023). Do teacher beliefs mediate leadership and teacher behaviors?: Testing teacher self-efficacy's mediation role between leadership for learning and teacher outcomes. Online first. *Journal of Educational Administration*, 62(2), 197–222
<https://doi.org/10.1108/JEA-12-2022-0227>
- Ahn, J.**, Wang, Y., & Lee, Y. (2023). Interplay between leadership and school-level conditions: A review of literature on the Teaching Learning International Survey (TALIS). *Educational Management Administration & Leadership*. Online first. 1–23.
<https://doi.org/10.1177/17411432231177835>

- Wang, Y., & **Ahn, J.** (2023). The more the merrier? A network analysis of construct content validity in school leadership literature. *Educational Management Administration & Leadership*. Online first. 1–18. <https://doi.org/10.1177/17411432231155730>
- Roegman, R., Goodwin, L., Reagan, E. M., Vernikoff, L. **Ahn, J.**, & Hoang, A. P. (2023). Advancing racial equity in extended clinical practice. 1–15. *Equity & Excellence in Education*. Online First. <https://doi.org/10.1080/10665684.2022.2158395>
- Nelson, J., **Ahn, J.**, & Hegtvedt, K. A. (Revised & Resubmitted). Investigating gaps in teachers' perceptions of principal and assistant principal leadership. *Educational Administration Quarterly*.
- Roegman, R., Flores, O., & **Ahn, J.** (Revised & Resubmitted). Measuring race: A literature review on anti-racist practice in principal preparation. *Review of Educational Research*.
- Ahn, J.**, Flores, O., Welton, A. D., & Hackmann, D. G. (Revised & Resubmitted). Challenges in sustaining professional learning communities focused on equity. *Journal of Educational Change*
- Ahn, J.**, Bowers, A. J., & Welton, A. D. (2021). Leadership for learning as an organization-wide practice: Evidence on its multilevel structure and implications for educational leadership practice and research. *International Journal of Leadership in Education*. 1–53. <https://doi.org/10.1080/13603124.2021.1972162>
- Reagan, E. M., **Ahn, J.**, Roegman, R., & Vernikoff, L. (2021). What makes teacher preparation legitimate? An analysis of teacher residency websites. *Action in Teacher Education*, 43(2). 144–159. <https://doi.org/10.1080/01626620.2021.1883150>
- Seo, G., **Ahn, J.**, Huang, W., Makela, J. P., & Yeo, H. Y. (2020). Pursuing careers inside or outside academia? Factors associated with doctoral students' career decision-making. *Journal of Career Development*, 25(3), 1–16. <https://doi.org/10.1177/0894845320907968>
- Hackmann, D. G., Malin, J. R., & **Ahn, J.** (2019). Data use within an education-centered cross-sector collaboration. *Journal of Educational Administration*, 57(2), 118–133. <https://doi.org/10.1108/JEA-08-2018-0150>
- Ahn, J.** (2017). Taking a step to identify how to create professional learning communities: Report of a case study of a Korean public high school on how to create and sustain a school-based teacher professional learning community. *International Education Studies*, 10(1), 82–92. <https://doi.org/10.5539/ies.v10n1p82>
- Ahn, J.**, Hinson, D. W., & Teets, S. T. (2016). Teachers' views on integrating faith into their professional lives: A cross-cultural glimpse. *AILACTE Journal*, 13(1), 41–57.

Manuscript In Progress

Ahn, J. (In Progress). How educator expectations shape science identity of students of color over time?: A longitudinal perspective.

Ahn, J., & Flores, O. (In Progress). Factors to sustain collaborative learning dynamics across schools within a district: Organizational learning perspectives.

Ahn, J., & Flores, O. (In Progress). Deficit framework on the ground: A review of literature.

Cho, H., & **Ahn, J.** (In Progress). Head Start teachers' language ideologies and willingness to teach emergent bilingual students.

Other Publications

Newspaper Contribution (Written in Korean language)

Ahn, J. (2023, July). Why Can't We See the Principal in School Crisis? *Oh My News*.
https://www.ohmynews.com/NWS_Web/View/at_pg.aspx?CNTN_CD=A0002948393#dvOpinion

Book Reviews/Columns in Research/Professional Institute Periodicals

Ahn, J., & Makela, J. P. (2020, September 1). When practice fuels research: Exploring the impact of a practitioner-driven research grant. *Career Convergence*.
https://www.ncda.org/aws/NCDA/pt/sd/news_article/320882/_PARENT/CC_layout_details/false

Ahn, J. (2012, December). School reform through instruction reform. *Daegu Education*. Daegu Education Research & Information Institute, 56, 149-155.

Ahn, J. (2009, May). Why our kids become fools once they enter the college? [Review of the book, *Why our kids become fools once they enter the college?*, by K. Cho]. *Daekyung Forum*, Daegu Kyungpook Development Institute, 66, 62-65.

Grant Reports (Written in Korean Language)

Ahn, J., Kwon, M. S., & Ahn, J. P. (2014). *Learn together and grow together: Professional learning communities in Daegu High School*, Daegu Metropolitan City School District.

Ahn, J., Kwon, M. S., & Ahn, J. P. (2013). *Learn together and grow together: Professional learning communities in Daegu High School*, Daegu Metropolitan City School District.

Columns in Educational Periodicals (Written in Korean Language)

Ahn, J. (2017, June). Upon the last contribution. *Good Teacher*, 202, 76-79.

Ahn, J. (2017, May). Colleges create true learning opportunities for students only when they compete in teaching, not in recruiting. *Good Teacher*, 201, 78-81.

- Ahn, J.** (2017, April). Harmony between being casual and polite. *Good Teacher*, 200, 96-98.
- Ahn, J.** (2017, March). School reform and college matriculation system. *Good Teacher*, 199, 94-97.
- Ahn, J.** (2017, February). School administrators in America. *Good Teacher*, 198, 68-71.
- Ahn, J.** (2017, January, in press). Teacher hiring system in the U.S and educational inequity. *Good Teacher*, 197, 66-69.
- Ahn, J.** (2016, December). College entrance in the U.S. *Good Teacher*, 196, 82-85.
- Ahn, J.** (2016, November). ESL in the U.S. vs. tracking system in Korean schools. *Good Teacher*, 195, 90-93.
- Ahn, J.** (2016, October). School law in American schools. *Good Teacher*, 194, 88-91.
- Ahn, J.** (2016, September). Vacations in American schools. *Good Teacher*, 193, 88-90.
- Ahn, J.** (2016, August). History of school reform in the U.S. (2). *Good Teacher*, 192, 82-86.
- Ahn, J.** (2016, July). History of school reform in the U.S. (1). *Good Teacher*, 191, 94-98.
- Ahn, J.** (2016, June). Higher education in the U.S. vs. Korea. *Good Teacher*, 190, 84-87.
- Ahn, J.** (2016, May). Goals of American education. *Good Teacher*, 189, 84-87.
- Ahn, J.** (2016, April). Sports in American schools. *Good Teacher*, 188, 70-73.
- Ahn, J.** (2016, March). Student assessment system in the U.S. School. *Good Teacher*, 187, 74-78.
- Ahn, J.** (2016, February). American teachers & Korean teachers. *Good Teacher*, 186, 74-78.
- Ahn, J.** (2016, January). Strengths & issues of American education. *Good Teacher*, 185, 74-77.

CONFERENCE PRESENTATIONS

- Ahn, J.** (Accepted). Association between educator growth mindset and racially minoritized students' science identity: A multiple-group growth curve approach. Paper to be presented at the 2024 Annual Meeting of American Educational Research Association, Philadelphia, PA
- Ahn, J., & Flores, O.** (Accepted). A district's case study to sustain collaborative learning dynamics across schools: An organizational learning perspective. Paper to be presented at the 2024 Annual Meeting of American Educational Research Association, Philadelphia, PA

- Ahn, J., & Flores, O.** (2023, November). Do PLCs still work? Factors to sustain collaborative learning dynamics across schools within a district. Paper presented at the 2023 annual convention of the University Council for Educational Administration, Minneapolis, MN
- Ahn, J.** (2023, November). Do educator growth mindset and student sense of belonging shape racially minoritized students' science identity? Roundtable presented at the 2023 annual convention of the University Council for Educational Administration, Minneapolis, MN
- Ahn, J., Wang, Y., & Lee, Y.** (2023, April). *Different pathways of school leadership influencing organizational outcomes? A network meta-analysis of the Teaching and Learning International Survey*. Paper presented at the 2023 annual meeting of the American Educational Research Association, Chicago, IL.
- Ahn, J., & Flores, O.** (2023, April). *PLCs as meetings or how you do things around here?* Roundtable presented at the 2023 annual meeting of the American Educational Research Association, Chicago, IL.
- Wang, Y., & Ahn, J.** (2023, April). *The more the merrier? A network analysis of construct redundancy in school leadership literature*. Roundtable presented at the 2023 annual meeting of the American Educational Research Association, Chicago, IL.
- Link, L. J., Ahn, J., Schleicher, J., & Schlenker, J.** (2023, April). *Mastery learning: Getting classroom assessment right. Current Trends in Education*. Paper presented at North Dakota Association of Colleges for Teacher Education Annual Conference. Mayville, ND.
- Cho, H., & Ahn, J.** (2023, March). *Head Start teachers' language ideologies and willingness to teach emergent bilingual students*. Poster to be presented at the American Association for Applied Linguistics 2023 Conference, Portland, OR.
- Ahn, J. & Flores, O.** (2022, November). *What it takes to transform professional learning communities from pseudo-community of congeniality into community of collegiality?* Paper presented at the 2022 annual convention of the University Council for Educational Administration, Seattle, WA.
- Ahn, J., Bowers, A. J., Modeste, M., Ni, Y., Price, H., Urick, A., Xia, J., Wang, Y** (2022, November). *Strategizing teaching quantitative methods for aspiring educational leaders and researchers*. Critical conversations held at the 2022 annual convention of the University Council for Educational Administration, Seattle, WA.
- Nelson, J. L., Ahn, J., & Hegtvedt, K. A.** (2022, August). *Gaps in perceived fairness at work: The case of teachers' perceptions of principal versus assistant principals*. Paper presented at the 2022 Annual Meeting of the American Sociological Association. Los Angeles, CA.

- Ahn, J.** (2022, April). *Looking inside the black box of the school improvement process: A network analysis approach*. Paper presented at the 2022 annual meeting of the American Educational Research Association, San Diego, CA.
- Flores, O., & **Ahn, J.** (2022, April). *Kids have taught me. I listen to them: Principals legitimizing student voice in their leadership*. Paper presented at the 2022 annual meeting of the American Educational Research Association, San Diego, CA.
- Nelson, J., **Ahn, J.**, & Hegtvedt, K. A. (2022, April). *Teachers' perceptions of principal versus assistant principals' leadership: An organizational justice and attribution theory approach*. Paper presented at the 2022 annual meeting of the American Educational Research Association, San Diego, CA.
- Hoang, A. P., **Ahn, J.**, Vernikoff, L., Roegman, R., Reagan, E., & Goodwin, L. (2022, April). *Advancing racial equity in extended clinical practice*. Paper presented at the 2022 annual meeting of the American Educational Research Association, San Diego, CA.
- Roegman, R., Flores, O., & **Ahn, J.** (2022, April). *Measuring race: A literature review on the anti-racist practice in principal preparation*. Paper presented at the 2022 annual meeting of the American Educational Research Association, San Diego, CA.
- Ahn, J.**, & Wang, Y. (2021, November). *Relationship matters: What does network analysis have to offer to educational leadership research*. An invited network table session presented at the 2021 annual convention of the University Council for Educational Administration, Columbus, OH
- Ahn, J.** (2021, November). *The mediating role of teacher self-efficacy between leadership for learning and teacher outcomes*. Paper presented at the 2021 annual convention of the University Council for Educational Administration, Columbus, OH
- Nelson, J., **Ahn, J.**, & Hegtvedt, K. A. (2021, November). *Investigating gaps in teachers' perceptions of principal and assistant principal leadership*. Paper presented at the 2021 annual convention of the University Council for Educational Administration, Columbus, OH
- Flores, O., & **Ahn, J.** (2021, November). *Listening to a different perspective: School leaders' commitment to equity through advocacy for student voice*. Paper presented at the 2021 annual convention of the University Council for Educational Administration, Columbus, OH
- Ahn, J.** (2021, April). *A measurement model of leadership for learning using TALIS 2018: A multilevel factor analysis approach*. Paper presented at the 2021 virtual annual meeting of the American Educational Research Association.
- Roegman, R., Goodwin, L., Reagan, E. M., Vernikoff, L. & **Ahn, J.** (2021, April). *Extended clinical practice that challenges the status quo? A collaborative autoethnography*. Paper

presented at the 2021 virtual annual meeting of the American Educational Research Association.

Ahn, J. (2019, November). *Association between distributed leadership, organizational structure and the professional learning communities in U.S. Schools*. Paper presented at the annual convention of the University Council for Educational Administration, New Orleans, LA.

Ahn, J. (2019, November). *Association between leadership practices, organizational structure, and the professional learning communities in U.S. Schools*. Paper presented at the Graduate Student Summit of the annual convention of the University Council for Educational Administration, New Orleans, LA.

Mullen, C. A., Hackmann, D. G., Malin, J. R., Ovando, M. N., O'Doherty, A., Tienken, C., Klimaitis, C. C., Stovall, A. W., Boyles, E., **Ahn, J.**, & Ross, L. (2019, November). *Collaborative peer group mentoring among leaders: Research from process to product*. Symposium presented at the annual convention of the University Council for Educational Administration, New Orleans, LA.

Ahn, J. & Hackmann, D. G. (2019, April). *Distributed leadership practices in support of professional learning communities in one middle school*. Paper presented at the annual meeting of the American Educational Research Association, Toronto, Ontario.

Reagan, E. M., **Ahn, J.**, Roegman, R., & Vernikoff, L. (2019, April). *A dose of whose medicine? Competing agendas behind the teacher residency model*. Roundtable session presented at the annual meeting of the American Educational Research Association, Toronto, Ontario.

Hackmann, D. G., Malin, J. R., & **Ahn, J.** (2019, April). *Use of data within the context of a cross-sector career academy initiative*. Paper presented at the annual meeting of the American Educational Research Association, Toronto, Ontario.

Makela, J. P., & **Ahn, J.** (2019, June). *The salary puzzle: A multi-institutional study of salary reporting gaps on first destination surveys*. Roundtable session presented at the 2019 National Career Development Association Global Conference, Houston, TX.

Ahn, J., & Makela, J. P. (2018, June). *When practice fuels research: The impact of the Larsen Grant for research in career development*. Roundtable session presented at the 2018 National Career Development Association Global Conference, Phoenix, AZ.

Perlus, J., Pipkins, K. C., & **Ahn, J.** (2018, June). *Post-college gap years: Debunking the myth of the "on time"? Medical school applicant*. Roundtable session presented at the 2018 National Career Development Association Global Conference, Phoenix, AZ.

Roegman, R., Reagan, E. M., & **Ahn, J.** (2018, May). *Prescribing remedies for what ails education? Medical residencies as a model of teacher preparation*. Paper presented at the 14th Congress of Qualitative Inquiry, Champaign, IL.

Ahn, J. (2017, March). *How can we help schools move from pseudo-community of congeniality into professional learning communities of collegiality?* Paper presented at the 2017 Association of Independent Liberal Arts Colleges of Teacher Education Annual Meeting and Conference, Tampa, FL.

Teets, S. T., **Ahn, J.** (2017, March). *Enhancing the academic, social and emotional development of P-12 students from marginalized populations: What's faith got to do with it?* Roundtable presented at the 2017 Association of Independent Liberal Arts Colleges of Teacher Education Annual Meeting and Conference, Tampa, FL.

Ahn, J. (2016, January). *Taking a step to identify how to create and develop a professional learning community in school.* Paper presented at the 14th Hawaii International Conference on Education, Honolulu, HI.

Ahn, J. (2015, April). *Standardized achievement tests and college admission rates in the U.S. and South Korea: Relationships among socioeconomic factors and academic achievement.* Paper presented at the 2015 Research, Creativity, and Performance Day. Carson-Newman University, Jefferson City, TN.

TEACHING EXPERIENCE

- 2024 Instructor
EDL620: Advanced Foundations of Educational Leadership: Theory, Research and Practice
University of Arizona
- 2023 Instructor
EDL 504 Disciplined Inquiry
EDL 696A Quantitative Research Methods for Equity-Driven Educational Leaders
University of Arizona
- 2023 Instructor
EDL574 Administration & Organizational Behavior II
University of North Dakota
- 2022 Instructor
EDL573 Administration & Organizational Behavior I
EDL532 Program Evaluation
University of North Dakota
- 2021 Instructor
EDL593 Internship in Educational Leadership
University of North Dakota
- 2020 Instructor
EOL588: Capstone Experience I & II

Made it onto “The List of Teachers Ranked as Excellent by Their Students,”
Center for Innovation in Teaching and Learning
University of Illinois Urbana-Champaign

2020 Teaching Assistant
EOL540 Introduction to Educational Leadership
EOL405 Historical and Social Barriers to Education
University of Illinois Urbana-Champaign

2017 Instructor
Level 3 Reading, Writing and Grammar, English Language Institute
Carson-Newman University

AWARDS AND HONORS

2022 Hopper Danley Faculty Fellowship, College of Education & Human Development, University of North Dakota

Outstanding Dissertation Award, Division A: Administration, Organization, & Leadership, AERA

Honorable Mention, the 2022 Dissertation Award Competition, the American Educational Research Association’s Advanced Studies of National Databases (ASOND) SIG

2021 Dissertation of the Year Award, Leadership for School Improvement Special Interest Group (SIG), AERA

2020 David L. Clark National Graduate Student Research Scholar in Educational Administration and Policy, AERA Divisions A and L; University Council for Educational Administration (UCEA)

2019–2021 Barbara Jackson Scholar, UCEA

2019 AERA Mentorship Award, College of Education, University of Illinois

2019 Hardie Conference Travel Award, College of Education, University of Illinois

2019 Conference Travel Award, The Graduate College, University of Illinois

2019 Conference Travel Award, Department of Education Policy, Organization and Leadership, University of Illinois

2017 Linda Lotto Memorial Award, College of Education, University of Illinois

2017–2020 Illinois Distinguished Fellowship, the Graduate College, University of Illinois

2016	AILACTE Graduate Student Scholar Award, The Association of Independent Liberal Arts Colleges for Teacher Education
2015	Knox County Retired Teachers Association Educational Scholarship
2013	Teaching and Research Fellowship, Daegu Metropolitan City School District, Korea
2012	Teacher of the Year, Teaching and Research Competition, Daegu Metropolitan City School District, Korea
2007	Secretary of Education Award for Outstanding Teacher, <i>Award area: School Reform</i> , Korean Ministry of Education & Human Resource Development
2001	First Prize, Teacher Certification Training, Daegu Metropolitan City School District, Korea
1998	Superintendent Award for Outstanding Teacher, <i>Award area: Teaching and Learning</i> , Daegu Metropolitan City School District, Korea

GRANT ACTIVITIES

2023	(Under Review). Does Educator Asset-Based Mindset Shape Racially Minoritized Students' Science Identity Development Over Time?: A Multiple-Group Latent Growth Curve Perspective. AERA-NSF Grants Program, \$25,000, Ahn, J. (Principal Investigator).
2023	(In Preparation). Measuring Deficit-Laden Educational Practices, Ahn, J. (Principal Investigator), Flores, O. (Co-Principal Investigator), Bo, L (Co-Principal Investigator).
2022	(Awarded) Teacher Equity Mindset Impact on High School Student STEM Major Intention: A Moderated Mediation Approach, College of Education & Human Development, the University of North Dakota, Research & Faculty Development (RFD) Mini-Grant, \$3,000. Ahn, J. (Principal Investigator)
	(Awarded) In-depth Examination of Large and Intermediate Size School District Operation in the U.S., National Research Foundation of Korea, \$25,076, Na, M. (Principal Investigator), Ahn, J. (Co-Principal Investigator), Park, S. (Co-Principal Investigator), Kim, T. (Co-Principal Investigator), Lim, S. (Co-Principal Investigator), Lee, S. (Co-Principal Investigator).
	(Not awarded) Broadening Participation in Engineering (BPE), Track 2. Examining an Anti-Deficit Approach in Partnerships and Teaching (ADAPT) in Engineering Education of Rural, Female, and Racially Diverse Students in North Dakota. National Science Foundation, \$400,000, Azizova, Z. (Principal

Investigator), **Ahn, J.** (Co-Principal Investigator), Pu, H. (Co-Principal Investigator), Vallie, A. L. (Co-Principal Investigator)

- 2019 National Academy of Education/Spencer Dissertation Fellowship, Spencer Foundation, \$27,500 (Not awarded)
- 2019 Illinois Program for Research in the Humanities Dissertation Fellowship, University of Illinois, \$22,000 (Not awarded)
- 2013–2014 (Principal Investigator). Schools with Instructional Reform: Professional Learning Communities in Daegu High School. Daegu Metropolitan City School District, Korea. \$30,400.
- 2012–2013 (Principal Investigator). Schools with Instructional Reform: Professional Learning Communities in Daegu High School. Daegu Metropolitan City School District, Korea. \$8,700.

SERVICE

National Level

- 2024 Editorial Board Member, *Journal of Cases in Educational Leadership*
Chair, AERA Division A 2023 Outstanding Dissertation Award Selection Committee
Reviewer, *Journal of Educational Administration*
Reviewer, *International Journal of Educational Management*
Reviewer, *Journal of Cases in Educational Leadership*
- 2023 Editorial Board Member, *Journal of Cases in Educational Leadership*
Member, AERA Division A 2023 Outstanding Dissertation Award Selection Committee
Reviewer, *Swiss National Science Foundation (SNSF)*
Reviewer, *Educational Administration Quarterly*
Reviewer, *Journal of Educational Administration*
Reviewer, *Journal of School Leadership*
Reviewer, *The Urban Review*
Reviewer, *Behavioral Sciences*
Reviewer, AERA Annual Meeting, Division A
Reviewer, UCEA Annual Meeting
- 2022 Reviewer, *Educational Administration Quarterly*
Reviewer, *Education Sciences*
Reviewer, AERA Annual Meeting, Division A
Reviewer, UCEA Annual Meeting
Discussant, UCEA Graduate Student Council (GSC)
Faculty Mentor, Researcher Development Program, AERA LSI SIG, UCEA
Faculty Mentor, Jackson Scholar Network, UCEA
- 2021 Reviewer, *Educational Administration Quarterly*
Reviewer, *Journal of Research on Leadership Education*
Reviewer, *Asia Pacific Education Review*

Reviewer, AERA Annual Meeting, Leadership for School Improvement SIG
 Reviewer, *Graduate Student Summit*, the UCEA Annual Convention
 2020 Reviewer, *Journal of School Leadership*
 Reviewer, AERA Annual Meeting, Division A–Section 1: Leadership
 Reviewer, *Graduate Student Summit*, the UCEA Annual Convention
 2019 Reviewer, *International Journal of Leadership in Education*
 2019 Reviewer, *Graduate Student Summit*, the UCEA Annual Convention
 2020 Representative, UCEA Graduate Student Council

University Level

2022 Member, Research & Faculty Development Committee, College of Education & Human Development, University of North Dakota
 2021–2023 Member, Doctor of Education Program Leadership Team, College of Education & Human Development, University of North Dakota
 2021 Member, Faculty search committee, Department of Teaching, Leadership & Professional Practice, College of Education & Human Development, University of North Dakota
 2020 Member, Faculty search committee, Department of Education Policy, Organization and Leadership, Educational Administration and Leadership Program, College of Education, University of Illinois Urbana-Champaign
 2019–2020 Peer mentor; Provided 12 hours of systematic assistance on factor analysis and multilevel modeling technique for one peer graduate student
 2018–2019 Grant reviewer, *Robert P. Larsen Grant*, The Career Center, University of Illinois Urbana-Champaign
 2018 Peer mentor; Assisted a peer doctoral student for 3 hours in learning multiple regression and ANOVA
 2017 Peer mentor; Provided 13 hours of assistance for peer graduate students in learning multiple regression, ANOVA, and SPSS techniques

Local Level

2022 Mentor for college students, Hope Korean Presbyterian Church, Grand Forks, ND

RESEARCH TRAINING

Graduate Research Methods Courses at the University of Illinois Urbana-Champaign
 Statistical Inference in Education
 Applied Regression Analysis
 Categorical Data Analysis
 Hierarchical Linear Modeling
 Multivariate Analysis
 Structural Equation Modeling
 Longitudinal Data Analysis
 Using R for Data Analysis and Computation
 Mixed Methods Inquiry
 Qualitative Research Methods

American Educational Research Association (AERA) Professional Development

- 2020 Introduction to Systematic Review and Meta-Analysis
- 2020 Using Factor Analysis for Survey Design and Validation
- 2020 Analyzing NAEP Process Data Using R
- 2019 Multilevel Modeling with Large-Scale International Databases Using the HLM Software

Other External Research Training

- 2023 (Selected via competition & fully funded) 2023 National Assessment of Educational Progress (NAEP) Data Training Workshop, Arlington, VA, January 12–14.
- 2020 Social Network Analysis, Coursera Course, University of California, Davis

Research Software platforms

Quantitative: *Mplus*, R, SAS, HLM, SPSS, Gephi, Tableau
Qualitative: Dedoose

METHODS

Quantitative data analysis with local, national, international datasets; data cleaning, coding; descriptive and inferential statistics, including univariate and multivariate analysis (*t*-test, correlation, chi-square test of independence, ANOVA, ANCOVA, MANOVA, simple and multiple regression, logistic regression, hierarchical linear modeling); multilevel exploratory and confirmatory factor analysis, path analysis, multilevel structural equation modeling; longitudinal analysis (linear growth modeling, multiple-group growth modeling, latent growth mixture modeling, nonlinear growth modeling); social network analysis

Qualitative research approaches: case study, content analysis, general qualitative design

PROFESSIONAL AFFILIATIONS

- 2023–Present AERA, Organizational Theory SIG
AERA, Leadership for Social Justice SIG
- 2022–Present AERA, Div L - Educational Policy and Politics 2 year
- 2017–Present AERA, Division A: Administration, Organization, and Leadership
AERA, Leadership for School Improvement (LSI) SIG
- 2022 AERA, Advanced Studies of National Databases (ASOND) SIG
- 2017–Present University Council for Educational Administration

INVITED GUEST SPEAKER / CONSULTANT

- August 6, 2023 Keynote speaker to K-12 teacher workshop hosted by Good Teacher (National-level teacher association in Korea). Online.
Title: Principal's role difference in the U.S. and Korea.
- November 17, 2022 Guest speaker at the Jackson Scholar Convocation. The 2022 Annual Convention of UCEA.

July 8, 2022	Guest speaker at EFR 509: Introduction to Applied Educational Research. University of North Dakota, Grand Forks, ND (virtual). Title: Research Conversations: Qualitative and Quantitative Orientation.
April 24, 2021	Claremont Graduate University, Claremont, CA (virtual) Title: <i>Leadership as an organization-wide practice: Evidence on its multilevel structure and implications for educational leadership practice and research</i>
May 1, 2014	Guest Speaker at Teacher Professional Development, Dalseo Middle School, Korea Title: <i>What Makes Teacher Professional Learning Communities Authentic?</i>
April 23, 2014	Guest Speaker at Teacher Professional Development, Kyungpook Girls' High School, Korea Title: <i>School Reform via Instructional Reform</i>
April 18, 2014	Guest Speaker at Teacher Professional Development, Hosan High School, Korea Title: <i>Enhancing Marginalized Student's College and Career Readiness</i>
April 2, 2014	Consultant for Susong High School, Korea Title: <i>How to Transform Grade-Level Teams into Powerful Professional Learning Communities</i>
March 26, 2014	Guest Speaker at Teacher Professional Development, Daegu Foreign Language High School, Korea Title: <i>What Makes Professional Learning Communities Authentic and Sustainable? (II)</i>
March 19, 2014	Guest Speaker at Teacher Professional Development, Daegu Foreign Language High School, Korea Title: <i>What Makes Professional Learning Communities Authentic and Sustainable? (I)</i>
February 26, 2014	Guest Speaker at Teacher Professional Development, Haknam High School, Korea Title: <i>School Reform via Instructional Reform</i>
February 22, 2014	Consultant for Hosan High School, Korea Title: <i>How to Transform Grade-Level Team into Authentic Teacher Professional Learning Communities</i>

January 14, 2014	Guest Speaker at Advanced English Teaching Licensure Training, Daegu Center for Educator Professional Development, Korea Title: <i>Professional Learning Communities with English Teachers</i>
October 11, 2013	Guest Speaker at Teacher Professional Development at Shiji Middle School, Korea Title: <i>How to Sustain Authentic Professional Learning Communities with Mutual Respect</i>
May 29, 2013	Keynote Speaker at District & School Leader Conference, Daegu High School, Korea Title: <i>Introducing the Ways in Which Teacher Participation in Professional Learning Communities Enhanced Student Learning in English Classrooms</i>
May 22, 2013	Guest Speaker at District Grant Principal Investigator Conference, Daegu Metropolitan City School District, Korea Title: <i>Action Research in Professional Learning Community Context</i>
May 16, 2013	Consultant at Teacher Professional Development at Kyungpook National University Middle School (II) Title: <i>Professional Learning Communities as Venues for Teacher Professional Growth</i>
April 9, 2013	Guest Speaker at Principal & Teacher Conference, Daegu Center for Educator Professional Development, Korea Title: <i>Cooperative Learning and Professional Learning Communities</i>
January 25, 2013	Guest Speaker at Principal & Teacher Conference, Daegu Center for Educator Professional Development, Korea Title: <i>School Reform through Authentic Professional Learning Communities</i>
January 16, 2013	Guest Speaker at Advanced English Teaching Licensure Training, Daegu Center for Educator Professional Development, Korea Title: <i>Professional Learning Communities with English Teachers</i>
March– December 2012	Consultant for Improving Teaching Practice, Daegu Metropolitan City School District, Korea
December 14, 2012	Guest Speaker at Teacher Professional Development, Sungsan Middle School, Korea Title: <i>Professional Learning Communities for English Teachers</i>
December 11, 2012	Consultant for Sustaining Professional Learning Communities, Kyungpook National University Middle School

December 10, 2012	Guest Speaker at Teacher Professional Development, Daegu Naedang Elementary School, Korea Title: <i>Enhancing Instructional Quality via Professional Learning Communities</i>
December 7, 2012	Guest Speaker at Teacher Professional Development at Daepyung Middle School, Korea Title: <i>Enhancing Instructional Quality via Professional Learning Communities</i>
November 14, 2012	Guest Speaker at Teacher Professional Development at Sunghwa Girls' High School Title: <i>Professional Learning Communities as Venues for Teacher Professional Growth</i>
November 7, 2012	Guest Speaker at Good School Academy, Korea Title: <i>How to Transform a Pseudo-Community of Congeniality into Authentic Professional Learning Communities</i>
November 5, 2012	Guest Speaker at Teacher Professional Development at Bumil Middle School, Korea Title: <i>School Reform through Professional Learning Communities</i>
October 29, 2012	Guest Speaker at Teacher Professional Development at Daegu Middle School (V), Korea Title: <i>Enhanced Student Engagement via Professional Learning Communities</i>
October 16, 2012	Guest Speaker at Teacher Professional Development at Songhyun Girls' Middle School, Korea Title: <i>What Makes Professional Learning Communities Authentic and Sustainable?</i>
October 10, 2012	Guest Speaker at Teacher Professional Development at Dowon High School, Korea Title: <i>From Pseudo-Community of Congeniality into Authentic Professional Learning Communities</i>
October 8, 2012	Guest Speaker at Teacher Professional Development at Daegu Middle School (IV), Korea Title: <i>Staff Mutual Respect and Authentic Professional Learning Communities</i>
October 6, 2012	Guest Speaker at Associate Principal & Department Chair Conference at Daegu Metropolitan City School District, Korea

	Title: <i>School Reform through Authentic Professional Learning Communities</i>
October 4, 2012	Guest Speaker at Teacher Professional Development at Dowon Elementary School (I), Korea Title: Professional Learning Communities and <i>Cooperative Learning in Elementary Classrooms</i>
September 28, 2012	Guest Speaker at Teacher Professional Development at Dongdaegu Elementary School, Korea Title: <i>From Pseudo-Community of Congeniality into Authentic Professional Learning Communities</i>
September 25, 2012	Guest Speaker for Teacher Professional Development at Daegu Middle School (III), Korea Title: <i>Professional Learning Communities and Teaching Materials</i>
September 4, 2012	Guest Speaker at Teacher Professional Development at Dowon Elementary School (I), Korea Title: <i>Professional Learning Communities as Venues for Teacher Professional Growth</i>
August 24, 2012	Guest Speaker at Teacher Academy at Daegu Middle School (II), Korea Title: <i>Cooperative Learning in English Class</i>
August 24, 2012	Guest Speaker at Teacher Workshop at Hwawon High School, Korea Title: <i>What Makes Professional Learning Communities Authentic and Sustainable?</i>
July 05, 2012	Consultant for the School Curriculum Redesign Conference, Shiji High School, Daegu, Korea Title: <i>School Reform through Instructional Reform</i>
July 04, 2012	Guest Speaker at Teacher Workshop at Seobu High School, Korea Title: <i>How to Create and Sustain School-Based Professional Learning Communities</i>
June 22, 2012	Guest Speaker at Teacher Academy at Daegu Middle School (I), Korea Title: <i>Professional Learning Communities as venues for Teacher and Student Growth</i>
2008–2009	Consultant for analyzing Korean SAT. Daegu Metropolitan City School District, Daegu, Korea

CURRICULUM / TEST DEVELOPMENT

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| 2013 | Member, Task Force for Developing a Teaching and Learning Model for the Learner-Centered English Classroom. Daegu Metropolitan City School District, Daegu, Korea |
| 2013 | Developer, High School English Achievement Test. Daegu Metropolitan City School District, Daegu, Korea. |
| 2007 | Developer, High School Authentic English Assessment for EDUNET Korea, Daegu Education Research and Information Institute, Daegu, Korea |
| 2002 | Developer, Staff Recruitment Test for Daegu Metropolitan City School District, Daegu, Korea |
| 2000 | Developer, Staff Recruitment Assessment for Daegu Bank, Daegu, Korea. |

LEADERSHIP EXPERIENCE

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| 2019 | Organizer, Korean Teachers' Visit to U.S. School Districts with Successful Implementation of Professional Learning Communities and Special Education Programs, Kildeer Countryside School District 96 (Willow Grove Early Learning Center, Ivy Hall Elementary School, Woodlawn Middle School, Buffalo Grove, IL), Urbana School District (Urbana Early Childhood School, Urbana, IL). |
| 2017 | Organizer, Korean Students' Visit to an American College, Carson-Newman University, Jefferson City, TN. |
| 2016 | Organizer, Korean Students' Visit to an American College, Carson-Newman University, Jefferson City, TN. |
| 2016 | Organizer, Korean Teachers' Visit to Flipped Learning and Professional Learning Communities in the U.S., L&M STEM Academy (Knoxville, TN), Carson-Newman University (Jefferson City, TN). |
| 2013 | Organizer, Team Leader, Korean Teachers' Visit to Professional Learning Communities in Japan, Hiroshima & Okayama, Japan. |
| 2013 | Organizer, Mulbaegi Music Concert. Daegu High School, Korea. Coordinated a partnership between Daegu High School and a local orchestra, two elementary schools, and an activist group to increase student voice and access to after-school music education. |
| 2012 | Organizer, student action research groups. Daegu High School, Korea. Created 16 high school student action research groups, connecting university faculty mentors for each research group to conduct research projects of critical issues relevant to student life. |

- 2011–2013 Organizer, facilitator, Professional Learning Community (PLC) of Daegu High School. Organized 66 classroom observations & facilitated 26 PLC meetings, Daegu High School, Korea
- 2010–2012 President, Teachers’ Christian Fellowship (TCF), Korea
- 2012 Organizer, Korean Students’ Visit to an American College, Louisiana College, Pineville, LA.
- 2011 Organizer, Choir Festival. Daegu High School, Korea. Coordinated the creation of 12 student choirs and the overall operation of the event.
- 2011 Organizer, Team Leader, Korean Teachers’ Visit to Professional Learning Communities in Japan, Hiroshima, Okayama, Japan.
- 2010–2011 Chair, Instructional Technology Purchase & School Renovation Committee, (\$1,565,000 disbursed), Daegu High School, Daegu, Korea
- 2006–2009 Vice President, Teachers’ Christian Fellowship (TCF), Korea
- 2005–2006 Editor, Government-Research Report to the Korean Department of Education (Title: *Exploring the strategies to enhance student satisfaction of student-centered extracurricular programs*). Kyungpook National University High School, Daegu, Korea
- 2004–2005 Editor, Government-Funded Research Report to the Korean Department of Education (Title: *Improvement of student career decision-making ability through student-centered teaching-learning model development*). Kyungpook National University High School, Daegu, Korea
- 2005 Organizer, Cooperative Learning Seminar for Teachers, Daegu, Korea
- 2003 Organizer, Teacher Academy for Preservice Teachers. Keimyung University, Daegu, Korea.
- 2003–2005 City Representative, Teachers’ Christian Fellowship (TCF), Korea