**Sanga Kim**

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| 415 S. Mesa Hills Dr. Apt 1112, El Paso, TX, 79912  (319) 594-5285 | skim12@utep.edu |

**EDUCATION**

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| Ph.D. | University of Iowa (2018)  Department of Educational Policy and Leadership Studies |
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|  | University of Iowa (2017)  Graduate Certificate in College Teaching – Social Science |
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| M.Ed. | Dongguk University, Seoul, South Korea (2008)  Education Policy |
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| B.A. | Dongguk University, Seoul, South Korea (2005)  Sociology |

**RESEARCH AND PROFESSIONAL EXPERIENCE**

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| **Post-Doctoral research fellow**  **Computing Alliance of Hispanic-Serving Institutions (CAHSI)**  **The University of Texas at El Paso (UTEP)** | **2019 – Present**  **El Paso, TX** |

* Perform extensive quantitative analyses on the secondary datasets accessed through the Integrated Postsecondary Education System (IPEDS)
* Develop and administer new survey instruments working with post-secondary higher education institutions to measure students’ perceptions of campus climate
* Analyze multi-institutional survey data collected from other studies (UCLA BRAID, Purdue SUCCESS programs) to examine college student learning and outcomes in computing fields
* Collect, manage, and analyze primary data from the 40+ CAHSI INCLUDES Alliance institutions and work directly with the partner institutions to translate the results of their analyses in ways that contribute to a continuous improvement model
* Conduct an independent study to investigate the impact of one-year residency teacher preparation program, supervised/collaborated by Dr. Erika Mein in the UTEP College of Education
* Contribute to guidance to Regional Networks on strategic plans by providing scholarly articles through Library system at CAHSI website
* Conduct CAHSI-related research collaborating with external evaluators and researchers

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| **Equity Program Manager**  **Department of Equity**  **Iowa City Community School District (ICCSD)** | **2018 – 2019**  **Iowa City, IA** |

* Performed extensive quantitative analyses on student, teacher, and parent survey data for the purpose of examining the relationship between school climate and various academic and social-emotional learning outcomes
* Implemented survey instrument development and administration, requiring analytical expertise in coordination with a research-practice partnership between the University of Iowa and the ICCSD
* Organized and maintained project databases, codebooks, and documents of all data files, including student and teacher administrative records
* Contributed to the production of policy reports and briefs by providing data analysis results, comprehensive charts, and graphs

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| **Graduate Research Assistant**  **Public Policy Center**  **The University of Iowa** | **2018**  **Iowa City, IA** |

* Completed quantitative data analyses for evaluations of K-12 professional development programs that the Iowa City Public Schools have implemented
* Examined students’ perceptions of school climate using large-scale survey data, and contributed to 28 school profiles and a district profile, all of which emerged from the analyses
* Advised undergraduate research interns independently, and analyzed a variety of data for their individual research projects

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| **Graduate Research Assistant**  **Center for Research on Undergraduate Education**  **The University of Iowa** | **2016 – 2018**  **Iowa City, IA** |

* Performed research on Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) and used quasi-experimental designs to examine the effects of GEAR UP
* Conducted quantitative analysis to examine first-generation and international students’ college experiences and educational outcomes with large-scale administrative databases (e.g., multi-institutional, multilevel, and longitudinal data)
* Completed literature reviews on college access of racial-minority and low-income students and GEAR UP
* Conducted literature reviews on academic experiences and outcomes of international undergraduate students in the U.S. and college outcomes of first-generation college students
* Wrote manuscripts collaborating with faculty members and state agencies that resulted in 4 papers submitted and 3 presentations at national and international conferences

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| **Graduate Research Assistant**  **Department of Educational Policy and Leadership Studies**  **The University of Iowa** | **2012 – 2016**  **Iowa City, IA** |

* Assisted Professor David Bills for research on transition from higher education institutions to job market, focusing on overeducation and skills mismatches
* Conducted extensive quantitative analyses on federally collected data
* Took a lead role to conduct research on immigrants’ skills mismatches in the U.S. with a focus on highly educated immigrants
* Wrote conference papers, manuscripts with faculty members and doctoral students that resulted in one paper submitted and 4 presentations at national and international conferences

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| **Researcher**  **Korean Educational Development Institute**  **Korean government-funded research institution** | **2011 – 2012**  **Seoul, South Korea** |

* Conducted research on one of the nation’s largest educational welfare policies and programs entitled “Education Welfare Priority Zone Plan” for high-poverty school districts
* Evaluated the government’s policies by analyzing both quantitative and qualitative data (self-evaluation reports) of 16 city/provincial education Offices
* Wrote reports to government and local agencies

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| **Independent Research Coordinator** |  | **2010** |

* “Research on Developing Policies to Extend the Right to Choose General High Schools” with Professor Bukwon Park, funded by Seoul Metropolitan Office of Education
  + Conducted research on the relationship between students’ middle school GPAs and the types of high school they attended
  + Analyzed questionnaires administered to teachers and students
  + Managed $30,000 budget for the research and coordinated research activates
* “Survey of Schools Running ‘Subject Based Classroom System A Type (Curriculum Innovation Schools)” with Professor Bukwon Park, funded by Korean Educational Development Institute
  + Conducted research on government’s new policy, “Domestic Curriculum Innovation Schools” and collected qualitative data related to the new implementation
  + Managed $30,000 budget for the research and coordinated research activates

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| **Admission Researcher and Officer**  **Konkuk University** | **2009 – 2010**  **Seoul, South Korea** |

* Directed, designed, and conducted in-depth admission interview (1 night and 2 days) to select students on the Admissions Officer System
* Examined on the admission policies for students in rural areas
* Designed and implemented outreach programs for high-poverty high schools in Seoul
* Conducted research on “Developing Outreach Programs to Support Perspective Students Entering College” with Dr. Sungbin Moon
  + Analyzed college outreach programs in South Korea
  + Developed outreach programs for high-poverty schools in Seoul
* Conducted research on “Developing a Guidebook to Train Admissions Officers” with Professor Hunan Moon, funded by the Korean Council for University Education
  + Conducted research on training programs for admission officers in Korea and other countries
* Directed and created two conferences, attended by more than 300 high school teachers and admissions officers
* Managed $1,800,000 budget in 2009 and performed budgetary planning for 2010 in the Admissions Office

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| **Researcher**  **Korean Women’s Development Institute**  **Korean government-funded research institution** | **2008**  **Seoul, South Korea** |

* Contributed to the development of survey design of domestic vocational training institutes for women
* Analyzed quantitative data from the survey of administrations in charge of nationwide women’s vocational competency development institutes and local autonomous organizations
* Conducted research about vocational training programs of Women’s Development Institutions and of educational institutes for elderly women to develop senior women’s vocational competency
* Wrote reports about policies and practices for women’s vocational training

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| **Graduate Research Assistant**  **Department of Education**  **Dongguk University** | **2005 – 2007**  **Seoul, South Korea** |

* “Issue Paper to Improve the Quality of Graduate School Systems” with Professor Bukwon Park, funded by The Ministry of Education and Human Resources Development (2007)
  + Analyzed student affairs centers in graduate schools in South Korea
  + Conducted research about research ethics systems and policies in U.S. universities
* “Research on Analyzing Cases to Promote the Roh Administration’s Educational Policies” with Professor Bukwon Park, funded by The Ministry of Education and Human Resources Development (2007)
  + Analyzed government’s policies for improvement of college admission policies and the teacher evaluation system in high schools
* “Foundational Research to Utilize Robots as a Teaching Media in This Ubiquitous Era: Research on Attitudes and Images Toward Robots,” with Professor Namin Shin, funded by National Research Foundation of Korea (2006 – 2007)
  + Created and analyzed questionnaires to survey the attitudes of elementary, middle, and high school students towards robots
  + Collected and analyzed qualitative data of educational robot development companies
  + Wrote manuscripts collaborating with a faculty member that resulted in 2 publications and 2 presentations at national and international conferences
* “Research on Measures to Build Centers to Improve Game Creativity” with Professor Sangmin Hwang, funded by Korean Game Development Institute (2006)
  + Researched and analyzed training programs of online game developers
* “The Meaning of Schooling from the perspectives of Teachers, Parents, and Students” with Ph.D. Kim, K., Kim, S., funded by Dongguk University Graduate School (2006)
  + Conducted interviews with middle school students and analyzed qualitative data and wrote a manuscript
* “Research on Measures for the Right to Choose General High Schools in Seoul” with Professor Bukwon Park, funded by Seoul Metropolitan Office of Education (2005 – 2007)
  + Analyzed the results of mock assignments for middle school students
  + Conducted interviews with parents of middle school students
  + Analyzed qualitative data obtained from the meetings with local officials working for the Seoul Metropolitan Office of Education and a research project team council and
  + Wrote a report of the qualitative analyses
  + Created PowerPoint presentations used for public hearing for policy-decision-making in high school admission policies, implemented in 2010

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| **Research Assistant**  **Korean Educational Development Institute**  **Korean government-funded research institution** | **2005**  **Seoul, South Korea** |

* Worked for data entry the 2006 Educational Statistics Analysis Sourcebook
* Analyzed data for the 2006 Educational Statistics Analysis Sourcebook

**PUBLICATIONS**

Kim, S., Bowman, N. A., Ingleby, L., Ford, D., & Sibaouih, C. (in press). Promoting Educational Success: Which GEAR UP Services Lead to Postsecondary Enrollment and Persistence?. *Educational Policy*.

Kim, S., Beverly, S. P., & Ro, H. K. (in press). How Many Latinas in STEM Benefit from High-Impact Practices? Examining Participation by Social Class and Immigrant Status. In E. M. Gonzalez, F. Fernendez, & M. S. Wilson (Eds.), *An Asset-Based Approach to Advancing Latina Students in STEM: Increasing Resilience, Participation, and Success*

(pp. TBD). Routledge.

Ro, H. K., Fernandez, F., & Kim, S. (accepted). Examining Voter Turnout among Asian American College. *Journal of College Student Development.*

Villa, E. Q., Gates, A. Q., Kim, S., & Knight, D. S. (2020). *The CAHSI INCLUDES Alliance: Realizing Collective Impact*. In Proceedings of the American Society of Engineering Education Annual Conference & Exposition (Vol. 2020).

Kim, S., & Bowman, N. A. (2019, March). What’s in a Name? The Impact of Divergent Definitions of First-Generation College Students. *Teachers College Record*. Retrieved from <https://www.tcrecord.org/content.asp?contentid=22689>

Ro, H. K., Kim, S., & Bergom, I. (2019). Political Engagement among Undergraduate Women of Color. *Journal of Student Affairs Research and Practice*, 56(5), 564-581.

Ro, H. K., & Kim, S. (2019). College Experiences and Learning Outcomes of Women of Color Engineering Students in the United States. *International Journal of Gender, Science and Technology*, *11*(1), 55-82.

Bowman, N. A., Kim, S., Ingleby, L., Ford, D., & Sibaouih, C. (2018). Improving College Access at Low-Income High Schools? The Impact of GEAR UP Iowa on Postsecondary Enrollment and Persistence. *Educational Evaluation and Policy Analysis*, 40(3), 399-419.

Shin, N., & Kim, S. (2009). Korean Students’ Attitudes Towards Robots: Two Survey Studies, *The Journal of Korea Robotics Society*, 4(1), 10-16.

Shin, N., & Kim, S. (2007). What Do Robots Have to Do with Students Learning?, *The Journal of Education Information and Media*, 13(3), 79-99.

Shin, N., & Kim, S. (2007, August). Learning about, from, and with Robots: Students' Perspectives. In RO-MAN 2007-The 16th IEEE International Symposium on Robot and Human Interactive Communication (pp. 1040-1045). IEEE.

**CHAPTERS AND POLICY REPORTS**

Bruch. S.K., Maller, R., Kim, S., White, K. K., Heeren, T., Nucaro, N.,…Bennett, N. (2019). *Student Experiences of School Climate in the Iowa City Community School District*. Iowa City, IA: University of Iowa Public Policy Center.

Bruch, S. K., Drake, L., Heeren, T., Maller, R., Rhym, C., Shi, Q., & Kim, S. (2018). *Year 2 Evaluation of West Wind’s Implicit Bias Program in the Iowa City Community School District*. Iowa City, IA: University of Iowa Public Policy Center.

**PUBLICATIONS IN PROGRESS**

Kim, S., & Linley, J. L. (In preparation). *The Role of Faculty Interaction in the Academic Lives of International Undergraduate Students’ at U.S. Research Universities*.

Ro, H. K., Kim, S., & Beverly, S. (In preparation). *Inequality in Engineering Students’ Co-curricular Participation: Intersectionality Approach by Gender, Race, and Social Class.*

Ro, H. K., Kim, S., & Beverly, S. (In preparation). *Examining STEM Student-Faculty Interaction at Research Universities: An Intersectionality Framework between Gender and Race*.

**PRESENTATIONS**

Villa, E. Q., Gates, A. Q., Kim, S., & Knight, D. S. (June 2020). *The CAHSI INCLUDES Alliance: Realizing Collective Impact*. Paper presented at the annual meeting of the American Society of Engineering Education, Montreal, Quebec, Canada.

Kim, S., Beverly, S. P. & Ro, H. (April 2020) Latinas in STEM: Factors Influencing Participation in High-Impact Practices. AERA Annual Meeting San Francisco, CA. (Conference Canceled)

Kim, S. (April 2020) Reassessing of Asian American Students' Academic Outcomes in College: Mediating Effects of Students' College Experiences. AERA Annual Meeting San Francisco, CA. (Conference Canceled)

Knight, D. S., Kim, S. & Nunez, A. (April 2020) Assessing Gender and Racial/Ethnic Parity in the Computing Fields: Evidence From the Integrated Postsecondary Education Data System. AERA Annual Meeting San Francisco, CA. (Conference Canceled)

Ro, H. K., & Kim, S. (April 2019). *Examining STEM Students’ Learning Outcomes at Research*

*Universities: An Intersectionality Framework between Gender and Race*. Paper presented at the annual meeting of the American Educational Research Association, Toronto, Canada

Ro, H. K., & Kim, S. (March 2019). *Inequality in Engineering Students’ Co-curricular Participation: Intersectionality Approach by Gender, Race, and Social Class.* Paper presented at the annual meeting of the American College Personnel Association, Boston, Massachusetts.

Kim, S. & Linley, J. L. (April 2018). *Examining the Impact of Faculty Interaction on International Students’ Academic Outcomes at U.S. Research Universities*. Paper presented at the annual meeting of the American Educational Research Association, New York City, New York.

Kim, S., Bowman, N. A., Ingleby, L., Ford, D., & Sibouih, C. (April 2018). *Promoting Educational Success: Which GEAR UP Services Lead to Postsecondary Enrollment and Persistence?*. Paper presented at the annual meeting of the American Educational Research Association, New York City, New York.

Bowman, N. A., Kim, S., Ingleby, L., Ford, D., & Sibouih, C. (November 2017). *Improving College Access at Low-Income High Schools? The Impact of the GEAR UP Program on Postsecondary Enrollment and Persistence*. Paper presented at the annual meeting of the Association for the Study of Higher Education, Houston, Texas.

Kim, S. (April 2016). *Understanding Asian Doctoral Students’ Experiences in Job-Related Activities.* Paper presented at the annual meeting of the American Educational Research Association, Washington, District of Columbia.

Kim, S., Wu, Z., & Bills, D. B. (August 2015). *Skill Mismatch among Migrants to the U.S.* Paper presented at the Summer Meeting of International Sociological Association, Research Committee on Social Stratification and Mobility, Philadelphia, Pennsylvania.

Wu, Z., Kim, S., & Bills, D. B. (August 2015). *Gender Differences in Skill Mismatch: A Cross-national Perspective.* Paper presented at the Summer Meeting of International Sociological Association, Research Committee on Social Stratification and Mobility, Philadelphia, Pennsylvania.

Chen, W., Kim, S., & Wu, Z. (August 2015). *The Determinants of Shadow Education and Its Effects on Students’ Math Performance: Comparative Perspectives in Six Countries*. Paper presented at the Summer Meeting of International Sociological Association, Research Committee on Social Stratification and Mobility, Philadelphia, Pennsylvania.

Bills, D. B., Kim, S., Shin, D.H., & Wu, Z. (August 2014). *American Boomers in the Late Career: Are They Too Skilled or Not Skilled Enough?*. Paper presented at the Spring Meeting of the Research Committee on Social Stratification and Mobility, Budapest, Hungary.

Kim, S. (August 2014). *The Occupational Attainment of Asian Doctorate Recipients from United States Universities.* Paper presented at the annual meeting of the American Sociological Association, San Francisco, California.

Shin, N., & Kim, S. (2007). *Learning About, From, and with Robots: Students’ Perspectives*. Paper presented at the16th IEEE International Symposium on Robot and Human Interactive Communication, Seoul, South Korea.

**TEACHING EXPERIENCE**

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| **Teaching Intern**  **Course: Quantitative Methods for Policy Analysis (for doctoral level)**  **Department of Educational Policy and Leadership Studies**  **The University of Iowa** | **Spring 2017,**  **Spring 2018**  **Iowa City, IA** |

* Helped students solving problems to run statistical analyses using Stata in class
* Advised students individually about choosing appropriate dataset, designing analytical models, and conducting data analyses
* Helped students during office hours that covered course contents
* Evaluated each of multiple steps of computer-based statistical assignments and reviewed students’ research papers

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| **Teaching Practicum**  **Course: Foundations of Education (for undergraduate level)**  **Department of Educational Policy and Leadership Studies**  **The University of Iowa** | **Spring 2016,**  **Iowa City, IA** |

* Facilitated in-class group discussions
* Graded class quizzes and students’ research papers
* Helped students during office hours that covered course contents
* Prepared instructional materials

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| **Teaching Assistant**  **Courses: Introduction to Education, Sociology of Education,**  **Education and Culture (for undergraduate level)**  **Department of Education**  **Dongguk University** | **2006 – 2007**  **Seoul, South Korea** |

* Facilitated in-class group discussions
* Graded class quizzes and research papers
* Advised students individually to help students’ understanding of course contents
* Prepared instructional materials

**SELECTED HONORS AND AWARDS**

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| 2017 | **Ballard and Seashore Dissertation Fellowship.**  Limited and highly competitive fellowship award. The University of Iowa |
| 2017 | **Erwin and Louise Wasta International Scholarship.**  Endowed scholarship awarded by the University of Iowa. |
| 2016 | **Graduate College Summer Fellowship.**  The University of Iowa. |
| 2015 – 2016 | **Department of Educational Policy and Leadership Studies Doctoral Fellowship.**  The University of Iowa. |
| 2013 – 2018 | **Schools, Culture and Society Ph.D. Student Awards.**  The University of Iowa. |
| 2012 – 2015 | **The William Duffy Schools, Culture, and Society Doctoral Fellowship.** Awarded for a first-year graduate student of exceptional promise entering the doctoral program in Schools, Culture and Society program. The University of Iowa. |
| 2005 – 2006 | **Scholarship from the Graduate School’s Student Council.**  Donguk university. |
| 2004 | **Merit-based Scholarship.**  Donguk university. |

**PROFESSIONAL SERVICE**

Reviewer for Journal of Women and Minorities in Science and Engineering 2020

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| Volunteer review group (The University of Iowa, Iowa City, IA) | 2015 – 2018 |

* Participated in a manuscript review group
* Discussed the manuscripts for the Sociology of Education, American Educational

Research Journal, Research in Higher Education, Social Science Research, Teacher

College Record and made initial decisions

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| Reviewer for Korean-American Educational Researchers Association (KAERA) | 2018 |

* Reviewed the proposals of the 2018 annual meeting

**AFFILIATIONS**

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| The American Educational Research Association | 2012 – Present |
| The Association for the Study of Higher Education | 2012 – Present |
| The American Sociological Association | 2012 – Present |
| International Sociological Association, Research Committees 28 on Social Stratification and Mobility | 2015 – Present |