

Minji Kim, M.Ed.  
Curriculum Vitae  
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## EDUCATION

Ph.D., Expected 2026 Educational Policy and Evaluation, Arizona State University

M.Ed., 2018 International Education Policy and Management, Vanderbilt University  
Dissertation: *Catching Up or Leading the World: A Comparison of the Internationalization of Higher Education Between South Korea and Japan from the 1940s to 2018*  
Advisor: Xiu Cravens, Ph.D.

B.A., 2015 Education & Child Study and East Asian Studies, Smith College  
Advisors: Susan Etheredge, Ed.D., and Marnie S. Anderson, Ph.D.  
Study Abroad Program: C.V. Starr-Middlebury School in Beijing, China

## PUBLICATIONS

### Refereed Journal Articles

2. **Kim, M.**, Maitra, D., Hailu, M. F., & Coley, B. (2024). “Never met them in person, but we help each other”: Black women’s experiences in online undergraduate engineering programs. *Online Learning Journal*, 28(3), 398–424. <https://doi.org/10.24059/olj.v28i3.3936>
1. Kulophas, D. & **Kim, M.** (2020). How “Thailand 4.0” principals applied leadership and technology towards teacher learning: Three case studies. *Kasetsart Journal of Social Sciences*, 41(3), 620–625. <https://so04.tci-thaijo.org/index.php/kjss/article/view/247655>

### Manuscripts In Preparation

1. **Kim, M.**, & McGuire, K. M. Institutional effort to support faculty teaching online since the COVID-19 pandemic.

### Other Publications

7. **Kim, M.**, & Hailu, M.F. (2024, April 6). How women engineering students navigate barriers in universities. *University World News*. [Editorial].  
<https://www.universityworldnews.com/post.php?story=20240402121015629>

6. **Kim, M.** (2023). *Start your college-going pathway?* Equity Research Cooperative (EqRC). [Research Video]. <https://test-optional.equityresearchcooperative.org/>
5. **Kim, M.**, Freeman, F., Davis, C.W.J. (2023). *The critical Examination of test-optional: Research brief on college student survey findings, wave 2.* Equity Research Cooperative (EqRC). [Research Brief Report]. <https://test-optional.equityresearchcooperative.org/>
4. Hailu, M. F., & **Kim, M.** (2023). Review of Degrees of difference: Reflections on women of color on graduate school. *Education Review*, 30. <https://doi.org/10.14507/er.v30.3759>
3. Wambua, P., Duong, B.-H., Kwarase, P. K., Nielsen, A., Silova, I., **Kim, M.**, Olemo, C. D., Okumu, K. O, Okello, G., & Njuguna, A. (2023, April). *Enabling e-Learning in higher education: Experiences of ten universities. Monitoring and Evaluation Phase 1 Report.* Mastercard Foundation Scholars Program e-Learning Initiative. [Research Report].
2. **Kim, M.**, Hailu, M.F., & Halkiyo, A. (2022, November 26). Stories that inform: Obstacles to black female engineers. *University World News*. [Editorial]. <https://www.universityworldnews.com/post.php?story=20221125092853380>
1. Lee, C.J., Sim, R.H., Lee, R.H., **Kim, M.**, Heo, K.-Y. (2016). *Global citizenship education in South Korean post-secondary institutions: Towards better education platform.* The United Nations Academic Impact Korea. [Research Report]. [http://unaikorea.org/Resource\\_eng/2356](http://unaikorea.org/Resource_eng/2356)

## AWARDS & HONORS

2024	Unconditional Research Grant Arizona State University
2023–2024	Graduate College University Grant Arizona State University
2023	University Graduate Fellowship Grant Arizona State University
2022–2026	50% Graduate Research Assistantship (Tuition award for 100% of non-resident tuition with the maximum allowed appointment for Research Assistantship) Arizona State University
2011–2015	Dean’s List (7 semesters; one semester excluded due to Study Abroad in 2014) Smith College

**RESEARCH GRANTS & FELLOWSHIP****Internal Grants & Fellowships – Funded**

<b>Year</b>	<b>Project Title and Investigator(s)</b>	<b>Funder</b>	<b>Received Institution</b>	<b>Amount (\$)</b>	<b>Status</b>
2024	3. A Post-Intentional Phenomenological Exploration of South Korean International Women Ph.D. Students in STEM and Internationalization of U.S. Higher Education / Principal Investigator: <b>Minji Kim</b>	Education Policy and Evaluation Program, Mary Lou Fulton Teachers College, Arizona State University	Arizona State University	330	Funded
2023	2. Women Engineering Students and Faculty in South Korea: An Exploratory Study / Principal Investigator: Meseret F. Hailu, Co-Principal Investigator: <b>Minji Kim</b>	Mary Lou Fulton Teachers College, Arizona State University	Arizona State University	500	Funded
2023	1. Women Engineering Students and Faculty in South Korea: An Exploratory Study / Principal Investigator: <b>Minji Kim</b> , Co-Principal Investigator: Meseret F. Hailu	Racial Equity Seed Research Grant, Center for RARE JUSTICE, Arizona State University	Arizona State University	8,500	Funded

**CONFERENCE ACTIVITY****Papers Presented**

- 2025 Kwarase, P. K., **Kim, M.**, & Silova, I. Digital Education by Students: Experiences & Needs from Eight African Universities. Comparative and International Education Society (CIES), Chicago, IL, March 22–26.
- 2025 **Kim, M.**, Hailu, M. F., Njiru, R. Kyoheirwe, F. M., Munezero, J., & Cyulinyana,

M. C. Engineering Program Culture: A Comparative Analysis of Three East African Universities. Comparative and International Education Society (CIES), Chicago, IL, March 22–26.

- 2024 Olemo, C. D., Duong, B.-H., **Kim, M.**, & Welch, K. From Crisis Response to Sustainable Practices: Lessons Learned from Faculty for Quality and Inclusive e-Learning in Eight African Universities. eLearning Africa, Kumasi, Ghana, July 11–12. [Note: I was a non-presenting co-author]
- 2023 **Kim, M.**, Maitra, D., Hailu, M.F., & Coley, B. “Never Met Them in Person, But We Help Each Other”: Black Women’s Online Engineering Education. Association for the Study of Higher Education (ASHE), Minneapolis, MN, November 15–17.
- 2023 Duong, B.-H., & **Kim, M.** A Multinational e-Learning Partnership and Initiative: Program-Based Recommendations. American Educational Research Association (AERA), Chicago, IL, April 13–16.

### Posters & Roundtables

- 2025 **Kim, M.**, & Hailu, M. F. Gender Equity in STEM: New Insights on Critical Scholarship from the Korea Foundation for Women in Science, Engineering, and Technology. American Educational Research Association (AERA), Denver, CO, April 23–27.
- 2025 **Kim, M.**, & Amrein-Beardsley, A. Assessing Institutional Presence within the Community of Inquiry (CoI) Survey Instrument for Online Graduate Programs. American Educational Research Association (AERA), Denver, CO, April 23–27.
- 2025 **Kim, M.**, & McGuire, K. M. (2025, under review). Institutional Effort to Support Faculty Teaching Online since the Pandemic: Perspectives of Frontline University Staff. American Educational Research Association (AERA), Denver, CO, April 23–27.
- 2024 Batusua, G. B., Coronado, L., Coughlin, A., Feldman, P., Ibrahim, M., Kwarase, P. K., Tewari, N., Oloniyo, O. A., Stone, C. R., Boyce, A., Akinrotimi, B. O., & **Kim, M.** Positioning Evaluation to Challenge the Status Quo: Perspectives from Graduate and Undergraduate Evaluation Students. American Evaluation Association (AEA), October 21–26.
- 2024 **Kim, M.**, & McGuire, K. M. “We Didn’t Create Just One Way to Get Support”: Institutional Effort to Support Faculty Teaching Online since the COVID-19 Pandemic. Arizona State University Institute for Social Science Research (ISSR) Graduate Student Poster Contest, Tempe, AZ, April 22.

- 2023 Camacho, S., **Kim, M.**, & Davis, C.W.J. The Critical Examination of Test-Optional. What's Next: Admission and advising after the SCOTUS Ruling. Session: Elevating Community Voices to Reimagine College Admissions. National Association for College Admission Counseling (NACAC), Virtual, September 22.
- 2023 Duong, B.-H., **Kim, M.**, Okumu, K. O., Olemo, C. D., Wambua, P., & Kwarase, P. K. Blue Marble Evaluation: Reimagining e-Learning for Systems Transformation. Emerging Voices in Evaluation, Virtual, May 18–19. [Note: I was a non-presenting co-author]

### **Presentations in Preparation**

1. **Kim, M.**, & Hailu, M. F. (2025, under review). Navigating Gendered Pathways: Experiences of Women in Korean Engineering Higher Education. Paper proposal under review for presentations at the Annual Teachers College Doctoral Council (TCDC) Conference, Tempe, AZ.

### **TEACHING EXPERIENCE**

#### **Mary Lou Fulton Teachers College, Arizona State University**

- Present Action Research Quantitative Methods (Fall [Hybrid]) – Ed.D. Course
- 2023 Measurement and Survey Research (Fall [F2F]) – Ph.D. Course
- Course evaluation average = 4.6 (out of 5.0, mean ≈ 4.5)

### **RESEARCH EXPERIENCE**

- Present Research Scientist, Equity Research Cooperative
- Support outreach initiatives for the Solutions Learning Implementation Grant (funded by the Bill & Melinda Gates Foundation).
  - Conduct qualitative analysis of interviews with university administrators, faculty, students, and community stakeholders using Dedoose, contributing to insights for community and institutional equity.
  - Summarize code reports by highlighting key findings and compelling participant quotes.
- 2024 Summer Evaluation Team Member, STEM Program Evaluation Lab
- Contributed to the external evaluation of the Center for Integration of Modern Optoelectronic Materials on Demand (IMOD), a project funded by the National Science Foundation.
  - Co-authored the background and methods sections of the IMOD's two-year comprehensive evaluation report.

- Analyzed and synthesized program theory interviews with IMOD stakeholders, drafting a key findings memo.

2023

Project Consultant, Equity Research Cooperative

- Led critical quantitative analysis of a college student survey dataset ( $N = 3,013$ ; 54 survey items) for the Test Optional Policies and Equitable Admissions research project (funded by the Bill & Melinda Gates Foundation) using RStudio.
- Drafted and iteratively revised a research brief, integrating feedback from senior researchers to highlight key survey findings and their implications.
- Designed two systems maps on college-going barriers faced by Indigenous and Black, Indigenous, People of Color youth, enhancing accessibility through Canva.
- Actively participated in project progress discussions with consultants and researchers via Google Hangout.
- Supported expert recruitment for the Experts to Action Project and maintained records of outreach efforts using Google Sheets.
- Led quality assurance processes for survey data, refining data verification protocols and improving overall data integrity.

2022–Present Research Assistant, Mary Lou Fulton Teachers College  
Arizona State University, Tempe, Arizona

- Conducted comprehensive reviews and edits of manuscripts at the Revise and Resubmit stage, research proposals, and grant reports.
- Contributed to scholarly writing, including a short literature review and policy brief, for the Mastercard Foundation Scholars Program e-Learning Initiative.
- Co-led the development and iterative revisions of a coding form for a systematic integrative review of peer-reviewed articles on large-scale e-Learning initiatives (2013–2023) using Google Scholar, EBSCOhost, and Scopus.
- Assisted in copyediting and coordinating with international researchers for e-Learning Initiative's Working Paper publications.
- Mentored a 4th-year undergraduate student in developing her Barrett Honors thesis by providing research resources and guiding thesis topic selection on equity in medical education.

2023

Graduate Service Assistant, Mary Lou Fulton Teachers College  
Arizona State University, Tempe, Arizona

- Authored and edited content for publication as part of the Mastercard Foundation Scholars Program e-Learning Initiative.
- Designed research questions and established search criteria for a systematic literature review on large-scale e-learning programs in higher education.

- 2019–2020 Regional Coordinator, Office of International Affairs  
Yonsei University, Seoul, South Korea
- Supervised 150 outbound and 90 inbound exchange students per semester, ensuring smooth transitions and resolving any challenges related to safety and housing through collaborating with coordinators in Europe.
  - Managed 5 scholarship programs for both outbound and inbound students.
  - Reviewed program applications for 90 inbound exchange students from Europe each semester.
  - Represented Yonsei University at the 2020 European Association for International Education (EAIE) Conference in Helsinki, Finland, facilitating 20 meetings with international universities to enhance partnerships and forge new collaborations.
  - Led communications and managed the formalization of Student Exchange Agreements with prestigious institutions, including Trinity College Dublin (2022 QS ranking #101), University of Nottingham (#103), Vrije Universiteit Brussel (#221), and University College Maastricht of Maastricht University (#233).
  - Played a key role in addressing outbound students' concerns during the COVID-19 pandemic by monitoring weekly safety reports and maintaining communication through various channels.
- 2017–2018 Graduate Assistant, International Education Policy and Evaluation Program,  
Vanderbilt University, Nashville, Tennessee
- Coordinated with 6 international scholars and educational leaders from diverse countries to host 5 research presentations per semester, engaging an average of 20 graduate students and faculty.
  - Supported graduate students in securing summer internship sites by managing a comprehensive database of 200 previous internship sites (2012–2018) and organizing alumni visits.
  - Provided detailed program and student experience information to 20 prospective and admitted students through emails, phone calls, and Skype, enhancing program enrollment and student satisfaction.
- 2016 Research Intern, “Global Citizenship Education in South Korean Post-Secondary Education: Towards Better Education Platforms” Project  
United Nations Academic Impact Korea, Seoul, South Korea
- Contributed to research, case writing, and data analysis for the project, ensuring accurate documentation and communication of findings.
  - Drafted a speech paper and created an English PowerPoint presentation, presented at the 2016 UN NGO Conference.
  - Conducted a focus group interview of 9 faculty members from major Korean research universities to understand their perspectives on global citizenship education.
  - Analyzed websites and case studies of major Korean research universities, proposing tailored policy recommendations in a 300-page report in both Korean and English.

- Drafted and delivered research abstracts and project progress reports to the Ministry of Education in Korea, enhancing compliance and project visibility.

## **EXTRACURRICULAR UNIVERSITY SERVICE**

- 2015–2016 Social Chair, Korean Graduate Students and Scholars Association  
Vanderbilt University, Nashville, Tennessee
- Planned and executed monthly social and academic events in collaboration with board members.
  - Created and maintained an address book containing contact information for students, staff, and faculty.
  - Managed event logistics, including room reservations, and promoted events via Facebook and the institutional platform (Anchorlink).
  - Enhanced the accessibility and visibility of the association by optimizing keywords on the Facebook Page and coordinating with the Office of International Students to reach a broader audience.

## **COMMUNITY INVOLVEMENT**

- 2014 Tutor Mentor, Kensington International School Young Scholars Program  
Kensington International School, Springfield, Massachusetts
- Provided weekly two-hour tutoring sessions in English to a Burmese refugee child, focusing on reading, writing and comprehension skills.
  - Identified the student's academic needs and guided her in improving sentence structure and thesis statements.
  - Broadened the student's understanding of higher education by sharing insights from my college experience.
- 2014 Translator, International Democratic Education Conference  
Byeopssi School, Gwangmyeong, South Korea
- Translated presentations between English and Korean for a group of 15 international participants.
  - Provided simultaneous interpretation of a Korean documentary on a unique village community into English.
  - Assisted in a one-day tour of democratic schools in Seoul, translating for the tour guide in English and Mandarin Chinese for Taiwanese middle school students.
- 2016 Translator, Science Studies Department  
JeonBuk National University, Jeonju, South Korea
- Translated a 40-minute English lecture by Professor Min-Jun Go from Drew University in Korean.



- Facilitated a student exchange event and a 20-minute Q&A session, providing translation between Korean and English for Korean students from the Science Studies Department and American students from Drew University.

## **UNIVERSITY GOVERNANCE AND SERVICE**

### **University Service**

2022–2023	Grant Reviewer Arizona State University
2015–2016	Social Chair, Korean Graduate Students and Scholars Association Vanderbilt University

### **Department Service**

Present	Associate Editor, <i>Current Issues in Education</i> Mary Lou Fulton Teachers College, Arizona State University
2023–2024	Secretary, The Teachers College Doctoral Council Mary Lou Fulton Teachers College, Arizona State University

## **SERVICE TO PROFESSION**

### **Peer Review**

Present	Reviewer Comparative and International Education Society (CIES)
2022–2024	Reviewer <i>Current Issues in Education</i>

## **LANGUAGES**

Korean: Native speaking, reading, writing