


CURRICULUM VITAE

Chang Sung Jang, M.Ed.

December 1, 2022

Department of Educational Leadership and Policy Studies
Jeannine Rainbolt College of Education
The UNIVERSITY of OKLAHOMA
820 Van Vleet Oval, Rm. 340, Norman, OK 73019
+1 (405) 719-7799
csjang1227@ou.edu
 orcid.org/0000-0003-1013-1672

EDUCATION

Ph.D. Candidate in Adult and Higher Education Expected May 2023
The University of Oklahoma Norman, OK
Concentrations: Workforce Learning and Development, Adult and Continuing Education
Working dissertation: *What drives workers to be learners? Determinants and patterns of adult education participation in the United States*
Advisory committee: Drs. Doo Hun Lim (chair; EDAH), Junghee Choi (member; EDAH), Timothy Ford (member; ELPS), and Michael Crowson (external member; EIPT)

M.Ed. in Education Feb 2013
Sungkyunkwan University Seoul, South Korea
Concentration: Educational Administration and Policy
Thesis: *A study on the historical development and institutional features of the secondary vocational education in Korea* [in Korean]
Advisor: Dr. Sang Hoon Bae

B.A.s in Education and Public Administration Feb 2011
Sungkyunkwan University Seoul, South Korea

PROFESSIONAL EXPERIENCE

Graduate Research Assistant Aug 2018 – present
Center for Educational Development and Research (CEDaR), The University of Oklahoma Norman, OK

- Supported quantitative data analysis and provided workshops and consultations pertaining to basic and advanced educational statistics for faculty and graduate students.
- CEDaR website development, design, and management.
- Research projects: *Art Tech: Expanding access to fine arts* (funded by U.S. Department of Education; PI: Dr. Siduri Haslerig) and *Sustainable energy engineering for empowering rural communities (RET-SEE) program* (funded by National Science Foundation; PI: Dr. Mark Nanny) – served an external evaluator.

PROFESSIONAL EXPERIENCE – cont.

Graduate Research Assistant

Aug 2017 – Aug 2018

Department of Educational Leadership and Policy Studies (ELPS), The University of Oklahoma

Norman, OK

- Assisted ELPS faculty members' research projects.
- Research projects: *Application of virtual and augmented reality for training and mentoring of higher education instructors* and *Neuroscience and human resource development* (led by Dr. Doo Hun Lim); *A study on the improvement of universities' adult-friendly educational operation in Korea* (funded by National Institute for Lifelong Education; Co-PI: Dr. Junghwan Kim).

Researcher

Aug 2016 – Aug 2017

Office of Local Lifelong Education, National Institute for Lifelong Education (NILE)

Seoul, South Korea

- Supported city/provincial institutes for lifelong education to facilitate networks and resources among local educational institutions, learning cities, and learning centers.
- Managed regional adult learning programs and employed performance evaluations as a part of the Learning City Project for cultivating local lifelong education.

Researcher

Sep 2014 – Aug 2015

Center for Innovative Higher Education (CIHE), Sungkyunkwan University

Seoul, South Korea

- Built and implemented learning support systems for (under)graduate students in conjunction with the Creative Korea Project; CIHE website development, design, and management.
- Research projects: *Competency modeling of deputy directors of the Korean Ministry of Education* (funded by Korean Ministry of Education [MOE]; PI: Dr. Sang Hoon Bae) – co-developed competency model and competency-based curriculum and evaluation system.

Researcher

Sep 2013 – Aug 2014

Research Institute of Education Development, Hansung University

Seoul, South Korea

- Led CTL team; conducted and managed teaching/learning programs for faculty and (under)graduate students.
- Involved in task force establishing short- and long-term development plans – performed a university-wide analysis of quality and performance of undergraduate education using the Korea-National Survey of Student Engagement (K-NSSE).

Researcher

Feb 2013 – Aug 2013

Center for Jobs and Career Development, Korea Research Institute for Vocational Education and Training (KRIVET)

Seoul, South Korea

- Supported government-funded training program operations for TVET teachers.
- Research projects: *2014 tomorrow's world of work: Field of study* (published by MOE and KRIVET; PI: Dr. Sang Geun Han) – investigated up-to-date data and created contents.

Graduate Research Assistant

Mar 2011 – Feb 2013

Department of Education, Sungkyunkwan University

Seoul, South Korea

- Assisted department faculty members' research projects (7 total).
- Selected research projects: *The study on how to evaluate the outcomes of advanced college education* and *Creating the strategic model for performance improvement of career and technical education at the secondary level* (funded by National Research Foundation of Korea [NRF]; PI: Dr. Sang Hoon Bae).

TEACHING EXPERIENCE

Workshop Co-Lecturer

Jeanine Rainbolt College of Education, The University of Oklahoma
Poster presentation workshop

Mar 2022
Norman, OK

Co-hosted and presented by CEDaR and OU Libraries

Guest Speaker

Sungkyunkwan University

Oct 2021
Seoul, South Korea

Neuroscience and education: How neuroscience reshapes the foundation of education [in Korean]

Lectured for Sungkyunkwan University's research project team entitled *Student engagement and the brain* (funded by NRF; PI: Dr. Sang Hoon Bae)

Guest Speaker

Jeanine Rainbolt College of Education, The University of Oklahoma
Neuroscience and adult learning: Lesson from brain-based inquiry
Offered in conjunction with EDAH 5013 – The Adult Learner

Apr 2021
Norman, OK

Workshop Lecturer

Jeanine Rainbolt College of Education, The University of Oklahoma
SPSS demo and practice

Jan 2020 – present
Norman, OK

Offered in conjunction with EDAH 5043 – Introduction to Research; lectured each semester from Spring 2020 (8 times total)

RESEARCH INTEREST

Areas/Topics

Postsecondary education policy and evaluation

Cross-national research on adult education and human resource development (HRD)

Adult education and training (AET) and work-related learning of the workforce

School-to-work and work-to-school transitions of adult learners

Organizational aspects and learning in adult/higher education institutions (AHEIs)

Institutionalization and developmental trajectories of education systems

Methodologies

High-volume data analytics for postsecondary education research

Machine learning (ML) algorithms for educational data analysis

Neuroscientific or brain-based approach for educational inquiry

PUBLICATION

Articles Published in Journals (Refereed)

Nahar, G., Urick, A., Wescoup, S., **Jang, C. S.**, Cascio, C., & Unsicker-Durham, S. (2022). A framework for cohesive school improvement: Integrating school improvement plans, evidence use, and resources. *AASA Journal of Scholarship and Practice*, 19(3), 32–51.

https://www.aasa.org/uploadedFiles/Publications/JSP_Fall2022.FINAL.pdf

PUBLICATION – cont.

- Jang, C. S.,** Lim, D. H., You, J., & Cho, S. (2022). Brain-based learning research for adult education and human resource development. *European Journal of Training and Development*, 46(5/6), 627–651. <https://doi.org/10.1108/EJTD-02-2021-0029> (Scopus)
- Jang, C. S.,** Bae, S. H., Jeong, Y. M., & Kim, J. H. (2017). Research trends in journal articles of Korean after-school: Network-text analysis. *The Journal of After-School Research*, 4(1), 63–81. [in Korean]
- Bae, S. H., Cho, S., & **Jang, C. S.** (2014). The effects of Meister high school programs on students' career maturity and career decision-making self-efficacy. *The Journal of Vocational Education Research*, 33(5), 107–132. <http://uci.kci.go.kr/resolver/G704-000975.2014.33.5.005> [in Korean] (KCI)
- Bae, S. H., **Jang, C. S.,** Lee, T. H., & Cho, S. (2014). The trend and tasks of Meister high school research: Network text analysis and content analysis. *The Journal of Vocational Education Research*, 33(3), 83–104. <http://uci.kci.go.kr/resolver/G704-000975.2014.33.3.003> [in Korean] (KCI)
- Bae, S. H., Choi, E. O., & **Jang, C. S.** (2014). The effects of career guidance activities at middle schools on career maturity and career decision-making self-efficacy at high schools. *The Journal of Yeolin Education*, 22(2), 119–143. <http://uci.kci.go.kr/resolver/G704-001282.2014.22.2.008> [in Korean] (KCI)
- Bae, S. H., Choi, E. O., & **Jang, C. S.** (2013). Comparisons of family backgrounds, psychological characteristics, and school satisfaction among first-year students from Meister, vocational and general high schools. *The Journal of Vocational Education Research*, 32(3), 49–76. <http://uci.kci.go.kr/resolver/G704-000975.2013.32.3.004> [in Korean] (KCI)
- Bae, S. H., Jang, H. Y., Oh, S. H., **Jang, C. S.,** & Lee, T. H. (2013). Vocational education research in Korea: A trend analysis of the Journal of Vocational Education Research. *The Journal of Vocational Education Research*, 32(2), 45–71. <http://uci.kci.go.kr/resolver/G704-000975.2013.32.2.006> [in Korean] (KCI)

Articles Published in Journals (Non-Refereed)

- Jang, C. S.** (2019). Navigating partnership model for expanded learning opportunities: A case of the state of Oklahoma. *International Journal for Research on Extended Education*, 7(1), 107–113. <https://doi.org/10.3224/ijree.v7i1.08>

Book Chapters/Edited Volumes

- Lim, D. H., & **Jang, C. S.** (in press). Application of virtual and augmented reality for smart learning. In J. W. Song (Ed.), *The future of school education in the glocal era* (pp.). Seoul National University Press. [in Korean]
- Lim, D. H., & **Jang, C. S.** (2022). Neuroscience and human resource development. In J. S. Jung (Ed.), *Issues and research trends of human development* (pp.). Hakjisa. [in Korean]
- Lim, D. H., Ryu, H., & **Jang, C. S.** (2020). Aging issues and HRD in South Korea. In D. H. Lim, S. W. Yoon, & D. Y. Cho (Eds.), *Human resource development in South Korea: Theory and cases* (pp. 37–55). Palgrave Macmillan. https://doi.org/10.1007/978-3-030-54066-1_3
- Lim, D. H., Park, S., Park, C. H., & **Jang, C. S.** (2020). Neuroscientific approaches for maintaining, balancing, and developing mature workers. In C. Hughes (Ed.), *Strategies for attracting, maintaining, and balancing a mature workforce* (pp. 85–111). IGI Global. <https://doi.org/10.4018/978-1-7998-2277-6.ch004>

PUBLICATION – cont.

- Wood, D., **Jang, C. S.**, Hassan, S., & Lim, D. H. (2019). Blended mentoring: Integrative approach for faculty mentoring. In S. Keengwe (Ed.), *Handbook of research on virtual training and mentoring of online instructors* (pp. 56–75). IGI Global. <https://doi.org/10.4018/978-1-5225-6322-8.ch004>
- Lim, D. H., Han, S. J., Oh, J., & **Jang, C. S.** (2019). Application of virtual and augmented reality for training and mentoring of higher education instructors. In S. Keengwe (Ed.), *Handbook of research on virtual training and mentoring of online instructors* (pp. 325–344). IGI Global. <https://doi.org/10.4018/978-1-5225-6322-8.ch015>

Papers Published in Refereed Conference Proceedings

- Jang, C. S.**, Choi, J., Romit, M., & Lim, D. H. (2022). The determinants of adult education and training participation in the US: A machine learning approach. Proceedings of the 63rd Annual Adult Education Research Conference (AERC). Norman, OK. <https://newprairiepress.org/aerc/2022/papers/23>
- Hwang, J., **Jang, C. S.**, Kim, J., & Kwon, I. T. (2021). Work-related learning and college access of working adults: Evidence from PIAAC. Proceedings of the Adult Education in Global Times: An International Research Conference (AEGT2021). Vancouver, BC, Canada.
- Jang, C. S.**, Lim, D. H., & Cho, S. (2021). Content and keywords network analysis of brain-based learning for ACE and HRD. Proceedings of the 2021 Academy of Human Resource Development (AHRD) International Research Conference in the Americas. Minneapolis, MN.
- Jang, C. S.**, Hwang, J., Kim, J., & Kwon, I. T. (2020). Work-related learning and college access of working adults: Evidence from PIAAC. Proceedings of the Adult Education in Global Times: An International Research Conference (AEGT2020). Vancouver, BC, Canada. https://edst-educ.sites.olt.ubc.ca/files/2020/06/aegt_proceedings_upload.pdf
- Jang, C. S.**, Lim, D. H., Yoo, J., & Yim, J. (2019). An analysis of research trends in brain-based learning in adult education and HRD fields: The content analysis and network text analysis. Proceedings of the 60th AERC. Buffalo, NY. <https://newprairiepress.org/aerc/2019/papers/33>
- Oh, J., Han, S. J., Lim, D. H., **Jang, C. S.**, & Kwon, I. T. (2018). Application of virtual and augmented reality to the field of adult education. Proceedings of the 59th Annual AERC. Victoria, BC, Canada. <https://newprairiepress.org/aerc/2018/papers/8>
- Bae, S. H., **Jang, C. S.**, Lee, T. H., & Cho, S. (2014). The trend and tasks of Meister high school research in Korea (2008–2013): The application of network text analysis and content analysis methods. Proceedings of the 2014 Korean Educational Research Association (KERA) Annual Conference. Seoul, South Korea. [in Korean]
- Bae, S. H., Hong, J., & **Jang, C. S.** (2012). The effects of bureaucratic school management on creative behaviors and work engagement of high school teachers. Proceedings of 165th Fall Conference of the Korean Educational Administration Society. Cheongwon-gun, Chungcheongbuk-do, South Korea. [in Korean]
- Bae, S. H., **Jang, C. S.**, Kim, H., Kim, K., Lee, S., & Kim, H. (2011). Comparisons of family backgrounds and emotional and psychological characteristics among students from Meister, vocational and general high schools. Proceedings of the 2011 KERA Fall Conference, Gwangju, South Korea. [in Korean]

Posters/Abstracts Published in Refereed Conference Proceedings

- Kim, J., **Jang, C. S.**, & You, J. (2022). Application of cultural-historical activity theory in human resource development and adult education: A keyword network analysis. Proceedings of the 2022 AHRD International Research Conference in the Americas. Arlington, VA.

PUBLICATION – cont.

- Kim, J., You, J., & **Jang, C. S.** (2022). Role of learning in human resource development: A keyword network analysis of articles in AHRD journals. Proceedings of the 2022 AHRD International Research Conference in the Americas. Arlington, VA.
- Jang, C. S.**, Lim, D. H., Cho, S., & Kim, J. (2020). The trends of neuroscientific research for human resource development: A keywords network analysis. Proceedings of the 2020 AHRD International Research Conference in the Americas. Atlanta, GA.
- Jang, C. S.**, Kim, D., & Lim, D. H. (2019). The effects of administrative and financial supports on adult learners' performance of lifelong education participation. Proceedings of the 2019 KERA Annual Conference. Seoul, South Korea. [in Korean]
- Han, S. J., Oh, J., & **Jang, C. S.** (2018). Application of virtual and augmented reality for training and development. Proceedings of the 2018 AHRD International Research Conference in the Americas. Richmond, VA.
- Jang, C. S.**, Cho, S., & Bae, S. H. (2018). The development of key competency model for deputy directors of the Korean Ministry of Education. Proceedings of the 2018 AHRD International Research Conference in the Americas. Richmond, VA.
- Kwak, E., **Jang, C. S.**, Cho, S., & Bae, S. H. (2015). Core competency modeling for deputy directors of the Korean Ministry of Education. Proceedings of the 2015 KERA Annual Conference. Busan, South Korea. [in Korean]
- Jang, C. S.**, & Kim, H. (2011). An analysis of the college admission officer system from political perspective: Application of stakeholder model. Proceedings of the 2011 KERA Fall Conference, Gwangju, South Korea. [in Korean]

MANUSCRIPTS UNDER REVIEW

- Hwang, J., **Jang, C. S.**, & Kim, J. Workplace learning and postsecondary access of working adults with no college degree: Evidence from PIAAC.
- Jang, C. S.**, Choi, J., Romit, M., & Lim, D. H. Determinants of adult education and training participation in the United States: A machine learning approach.
- Dewhirst, C., Spivey, E., **Jang, C. S.**, & Grimes, B. Can we talk? ECE intern and cooperating teacher discussion of trauma-responsive practices during student teaching internships.

MANUSCRIPTS IN PROGRESS

- Hwang, J., **Jang, C. S.**, & Kim, J. Exploring typologies of working adults: A latent class analysis of skill proficiency, education level, and adult learning participation.
- Jang, C. S.**, Lim, D. H., & Cho, S. Education gap, adult learning participation, and skill proficiency in the United States: A latent class analysis.
- Jang, C. S.**, Cho, S., & Bae, S. Organizational justice and work engagement in Korean universities: A moderated mediation model of trust culture and student orientation.
- Jang, C. S.**, & Choi, J. Lifelong learning and civic engagement: The determining role of adult education participation.
- Kim, J., **Jang, C. S.**, & Chae, C. A bibliometric study of the literature on adult education.
- Kim, J., **Jang, C. S.**, & You, J. Application of cultural-historical activity theory in human resource development and adult education: A keyword network analysis.

MANUSCRIPTS IN PROGRESS – cont.

- Kim, J., You, J., & **Jang, C. S.** Role of learning in human resource development: A keyword network analysis of articles in AHRD journals.
- Jang, C. S.**, Cho, S., & Lim, D. H. Workplace learning research trend in Korea: Keyword network analysis. [in Korean]

PROFESSIONAL PRESENTATION

Conference Presentations without Proceedings

- Burch, C., Nanny, M., Jackson, K., Tessman, D., Sanap, N., Nahar, G., & **Jang, C. S.** (2022). Rural K-12 schools and the renewable energy industry: Empowering the future workforce. NAWEA/WindTech 2022 Conference. Newark, DE.
- Cho, S., **Jang, C. S.**, & Lim, D. H. (2021). Workplace learning research trend in Korea: Keyword network analysis. Adult and Continuing Education of Korea 2021 Annual Conference. Seoul, South Korea. [in Korean]
- Jang, C. S.**, Hwang, J., & Kim, J. (2020). Work-related learning and college access of working adults: Evidence from PIAAC. 2020 American Association for Adult and Continuing Education (AAACE) 69th Annual Conference. Reno, NV.

Invited Talks/Seminar Presentations

- Lim, D. H., & **Jang, C. S.** (2022, March). The determinants of workplace learning participation: A machine learning approach. JRCoE Scholarly Dialogue Lunch & Learn. Jeannine Rainbolt College of Education, The University of Oklahoma, Norman, OK.
- Bae, S. H., **Jang, C. S.**, & Cho, S. (2015, July). What have we learned about human talent from the Global HR Forum over the past decade? 2015 KRIVET International Forum (World Education Forum 2015). Incheon, South Korea. [in Korean]
- Bae, S. H., **Jang, C. S.**, Cho, S., & Lee, T. H. (2013, September). The performance and tasks of Meister high school. 2013 MOE and KRIVET Education Policy Seminar (2013 Korea Happy School Exhibition). Goyang-si, Gyeonggi-do, South Korea. [in Korean]

HONORS & AWARDS

Participation Award

- Student Committee, Korean Educational Research Association
Graduate student poster session at the 2011 KERA Fall Conference
- Oct 2011
Seoul, South Korea

GRANTS

- Summer Research and Scholarship Grant – \$1,000.00** May 2021
Jeannine Rainbolt College of Education, The University of Oklahoma Norman, OK
- Graduate Tuition Grant – \$99.00** Aug 2020
The Commission of Professors of Adult Education
Received student registration fee reimbursement at the 2020 AAACE 69th Annual Conference

SKILLS & CERTIFICATES

Language

Korean – Native language

English – Advanced level

Japanese – Intermediate level (Japanese Language Proficiency Test – N3 level)

Research Skills & Software

Quantitative methodology: Multilevel models (e.g., HLM), structural equation modeling (e.g., path analysis with multiple mediators and predictors, CFA), mixture modeling (e.g., LCA), machine learning (e.g., decision trees, RFCs), social network analysis (e.g., bibliometric analysis)

Statistical package: SPSS, SPSS Amos, Stata, RStudio, jamovi, NetMiner

License: Microsoft Office Specialist (MOS) Master (CRT No. AE5L-wW3z)

ACADEMIC SERVICE

General Administrator The Korean American Academy of Lifelong Education	Aug 2022 – present
Graduate Student Committee Chair The Korean American Academy of Lifelong Education	Aug 2020 – Jul 2021
Graduate Student Representative of the University of Oklahoma The Korean American Academy of Lifelong Education	Aug 2019 – present
Guest Reviewer International Journal for Research on Extended Education	Jul 2019
Graduate Student Representative of the University of Oklahoma The Korean Academy of Human Resource Development in the Americas	Aug 2017 – present
Editorial Assistant The Journal of After-School Research, The Korean After-School Study Association	Jan 2014 – May 2014 Seoul, South Korea

References Available Upon Request