

# Curriculum Vitae

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Soyoung Kim, Ph.D.  
Instructional Systems

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## ↻ Educational Background

B.A	Yonsei University, Department of Education Major: Education Minor: Sociology Graduated first class honor, GPA: 3.89/4.00
M.A	Yonsei University, Graduate School Major: Human Resources Development
Ph.D.	Florida State University Major: Instructional Systems Certification: Measurement & Statistics

## ↻ Awards

Yonsei University, Best Students Awards, for 4 consecutive years  
Yonsei University, Achievement Scholarship, for 4 consecutive years  
JungSan Scholarship, for 2 consecutive years

Florida State University, Outstanding Teaching Assistant Awards (Instructor Role) *2006*  
Florida State University, Gagné-Briggs Outstanding Doctoral Student Awards *2006*  
Florida State University, the Dept. Nominee for the Research & Creativity Awards *2006*  
American Educational Research Association (AERA), the Selected Doctoral Candidate for  
the Graduate Student Seminar *2006*

Seoul National University of Science & Technology, Best Teaching Awards *2012*

## ☞ Work Experiences

GS Caltex, Human Resources & Innovation Dept.  
Position: Distance Learning Coordinator

Northwest Airlines, Human Resources Dept.  
Position: Human Resource Administrator

Seoul National University of Science and Tech.  
Vice President of Planning

## ☞ Research Project Experiences

2006-

Yonsei University, BK21 Research Team on the Return on Investment of Human Resources Development  
Kyungwon University, Web2.0 Learning Platform Development & Management Project for the College of Bio-Nano.  
Korean Research Institute for Vocational Education & Training : KRIVET, Developmental Research For ROI Analysis Systems based on BSC model to evaluate Nation-wide Human Resources Development Program  
Korea Employment Information Service: KEIS, Research on the Improvement of Adoption Competency of Workplace for College Graduates

2009-

Ministry of Employment and Labor: MOEL, Human Resources & Organizational Developmental Study for Mid-sized Company  
Ministry of Employment and Labor: MOEL, Evaluation for Human Resources Development Program for Mid-sized Company  
National Research Foundation of Korea: NRF, Higher Education in Europe; Bologna Process  
Korean Educational Development Institute: KEDI, Evaluation on the Educational Policy for Secondary Education Support Program  
Korea Institute of Civil Engineering and Building Technology: KICT, Human Factors influencing on Evacuation Behaviors in Disaster.  
National Research Foundation of Korea: NRF, The social-psychological conditions of effective social network learning  
National Research Foundation of Korea: NRF, Modeling the Structure of Learning Outcomes from Social Network Learning in Higher Education  
(To be updated)

## 🔍 Research

### 1. Research Paper (International)

TITLE	DATE	NUMBER OF AUTHORS	ROLE	JOURNAL	INDEX
Designing Nonverbal Communication for Pedagogical Agents: When Less is More	03/2009	2	Co-Correspondent	Computers in Human Behavior	SSCI
Analyzing Needs, Readiness, and Epistemological Beliefs of Students and Faculty to Implementation University 2.0 as Social Platform of Teaching and Learning	08/2009	3	First author	International Journal of Engineering Education	SCIE
Evaluating the effectiveness of research centers and institutes in universities: Disciplines and life cycle stages	06/2014	3	Corresponding author	KEDI Journal of Educational Policy	SSCI

### 2. Research Paper (Domestic)

TITLE	DATE	NUMBER OF AUTHORS	ROLE	JOURNAL
Analysis Research on the Performance effectiveness of Wee Class to Establish School Safety Network for High School	2014.5	2	First author	The Korea Association For Policy Analysis and Evaluation
Analysis Research for the Effect of School Engagement on Learning Outcomes and Related Factors in Higher Education	2014.2	1	Sole author	Journal of Lifelong Learning Society
Analysis research on the relationships among learners' psychological factors, participatory behaviors, and learning outcomes in learning through social media	2014.2	1	Sole author	The Korean Association For Educational Methodology
Analysis Research for the Effect of School Engagement on Learning Outcomes and Related Factors in Higher Education	2013.12	2	First author	Asian Journal of Education
The Influence of Social Network Learning Environment on Learning Outcomes by Learners' Psychological Characteristics	2012.12	1	Sole author	Journal of Educational Technology
Evaluation Research for the Training Performance of Prospective Recruits by Incorporating Supervisors' Perspectives	2012.6	2	First author	Korean Society for The Study of Vocational Education

Public Education and Political Inequality under the Reformation of Neoliberalism	2011.10	1	Sole author	Korean Society for The Study of Vocational Education
Meta-evaluation for Investigating Performance Index of Advancement of College Education (ACE) Project	2011.4	4	Corresponding author	Journal of Korean Education
Evaluation Research on the Outcomes of Consortium Training Programs for Small and Middle-sized Corporations by Using CIPP model and Kirkpatrick's Model	2011.3	4	First author	Sogang Institute of Political Studies
Evaluation Research and Discriminant Analysis on the Relative Efficiency of Private Companies' HRD Performance	2009. 9.	2	Corresponding author	Korean Society for The Study of Vocational Education, 28(3), 1-24
Relative efficiency appraisal and influence analysis of inputs-outputs on the 2nd stage BK21 research teams	2009. 6.	3	Corresponding author	Korean journal of educational research, 47(2), 105-134
School Accountability System and School Ranking for Korean Schools: The Investigation on School Effects based on Educational Production Function and Hierarchical Linear Model	2008. 10.	2	Co-author	Journal of Korean Education, 35(3), 217-241
Examining the Effect of Job Rotation on Performance Evaluation and Candidates Selection in Talents Management through an Organization Case	2008. 8.	5	Co-author	Journal of Employment and Skills Development, 11(2), 261-283
A Study on the Perception Regarding the Roles and Competencies of HRD Practitioners According to Performance-Oriented Paradigm	2008. 6.	3	Corresponding author	Korean Society for The Study of Vocational Education, 27(2), 137-159
Canonical Correlations Analysis between Organizational Adaptation Variables and Individual Characteristics, Structural, Learning Experiences at Work Variables for College Graduate Early Careers	2007. 12.	3	First author	Journal of Korean Education, 34(4), 105-129
Evaluation Strategy Suited to Constructivist Classroom: Authentic Assessment and Immediate Feedback	2007. 12.	1	Sole author	Journal of Educational Technology, 23(3), 31-53
A Study on the College Graduate Newcomers' Organizational Adaptation	2007. 12.	4	Co-author	Korean Society for The Study of Vocational Education, 26(3), 141-164

Statistical Analysis and Classification Study for the Evaluation Indexes of 'Best Human Resource Developer(Best-HRD)' Program	2007. 8.	4	First author	Journal of Employment and Skills Development, 10(2), 119-142
The Effects of Semiotic Texts and Social Interaction on Moral Judgment and Learners' Motivation	2006. 12.	1	Sole author	Journal of Educational Technology, 22(4), 29-53

### 3. Books

TITLE	DATE	NUMBER OF AUTHORS	ROLE	PUBLISHERS
Evaluation of Bologna Process Implementation	2014.8	4	Co-author	BOBMUNSA
University Reform in EU	2014.2	5	Co-author	BOBMUNSA
INSTRUCTIONAL METHOD AND TECHNOLOGY	2013.3	7	Co-author	HAKJISA
(Book Chapter) Integrated Design of Web-platform, Offline Supports, and Evaluation System for the Successful Implementation of University 2.0	2009.11	3	First author	IGI Global Publishing, "Handbook of Research on Human Performance and Instructional Technology"
Semiotic Mediation and Social Mediation: The Basics of Growth in Moral Judgment Competency	2008. 2. 14.	1	Sole-author	VDM Verlag Dr. Muller
Learning Sciences, Starting Future	2007. 12. 10.	5	Co-author	HackJiSa

### 4. Dissertation/Thesis

DEGREE	TITLE	Institutions
Dissertation (Ph.D)	Juxtaposition of Semiotic Mediation with Social Mediation: The Effect of Text Types and Social Interaction on Moral Judgment	Florida State University
Thesis (Master)	The evaluation research for ROI of HRD programs focused on positions within organization	YONSEI University

## 5. Conferences Papers (International)

TITLE	CONFERENCE	NUMBER OF AUTHORS	ROLE		VENUE	DATE
			First	Co		
The effects of agent nonverbal communication on procedural and attitudinal learning outcomes	IVA	2		○	Tokyo, Japan	2008.9.
Strategic Combination of Authentic Assessment and Immediate Feedback in Constructivist Learning Environment	AERA	1	○		New York, USA	2008.4.
Measuring the Dual Aspects of Learners Moral Characteristics: Instrument Development for Moral Epistemology and Moral Motivation	AERA	1	○		New York, USA	2008.4.
The Effect of Juxtaposing Semiotic Mediation with Social Mediation on Moral Judgement	AERA	2	○		Chicago, Illinois	2007.4.
Moral Judgement Competency Improved by Semiotic Text and Situated Cognition	AERA	1	○		Chicago, Illinois	2007.4.
Structural Analysis: The Definition of Instructional Design and Technology	AERA	1	○		Chicago, Illinois	2007.4.
Semiotic Analysis: The Influence of Mediation on Moral Reasoning and Moral Judgement	AERA	2	○		Chicago, Illinois	2007.4.
Semiotic Insight to Understand the Process and the Results of DACUM Job Analysis	ISPI	1	○		Dallas, Texas	2006.4.
Designing Motivational Strategies in a More Systematic Way: Suggestions Based on Meta-Analysis Results	ISPI	1	○		Dallas, Texas	2006.4.
A Comparative Study on Measurement Instruments for Moral Judgement: Selecting an Appropriate Instrument	AERA	1	○		San Francisco, California	2006.4.
Enhanced effect of semiotic text through instructional technology: concept mapping for moral judgement	AERA	1	○		San Francisco, California	2006.4.

TITLE	CONFERENCE	NUMBER OF AUTHORS	ROLE		VENUE	DATE
			First	Co		
Effective Pedagogical Agent Nonverbal Communication for Different Learning Outcomes	AERA	4		○	San Francisco, California	2006.4.
Meaningful Colors and Shapes: Iconology on Non-human Images of Pedagogical Agent	AECT	2		○	Orlando, Florida	2005.10 .
Considering Pedagogical Agents Gestures and Facial Expression with Learning Outcomes	AECT	4		○	Orlando, Florida	2005.10 .
How to Plan Your Needs Assessment: Initiating Realistic Renovation	ISPI	1	○		Las Vegas, Nevada	2005.9.
The Effect of Multimedia Design Elements for Learning Outcomes in Pedagogical Agent Research: A Meta Analysis	AIED	1	○		Amsterdam, Netherlands	2005.7.
Designing Effective Nonverbal Communication for Pedagogical Agents	AIED	4		○	Amsterdam, Netherlands	2005.7.
The Effect of Text Types on Moral Judgement and Motivation: A Semiotic Perspective.	AERA	1	○		Montreal, Canada	2005.4.
The Effect of Text Types on Moral Judgement: A Semiotic Perspective	AACE	1	○		Washington DC, USA	2004.11 .
Using Technology Support the Authentic Assessment in a Constructivist Classroom	AECT	1	○		Chicago, Illinois	2004.10 .
The Effect of Problem's Structure on Problem Representation	AECT	3		○	Chicago, Illinois	2004.10 .
The Process Model of HPT and ISD	AECT	1	○		Chicago, Illinois	2004.10 .
Another Results of ISD: Analyzing Entry-Level Employee's Motivation on Course Material Based on the ARCS Model	ISPI	1	○		Chicago, Illinois	2004.9.
The Hybrid Process Model of HPT and ISD as a Negative Entropy	ISPI	1	○		Tampa, Florida	2004.4.

TITLE	CONFERENCE	NUMBER OF AUTHORS	ROLE		VENUE	DATE
			First	Co		
Return on Investment Analysis of a Training Program	AACE	1	○		Phoenix, Arizona	2003.11 .
The Effect of Authentic Assessment Strategy on Students' Achievement in a Constructivist Classroom	AACE	1	○		Phoenix, Arizona	2003.11 .
Multimedia Based Generative Concept Mapping and Problem Solving Performance	AACE	2		○	Phoenix, Arizona	2003.11 .
Three Perspectives and a Case Study about Return on Investment of a Training Program	AECT	1	○		Anaheim, California	2003.10 .
Evaluating the Computerized Tools for Conducting a Cognitive Task Analysis	AECT	3		○	Anaheim, California	2003.10 .
How to Prove the Monetary Value of an Intervention: Making a Strategic Bridge between Job Analysis and Return on Investment	ISPI	1	○		Chicago, Illinois	2003.9.

(To be updated)

## 6. Conference Papers (Domestic)

TITLE	CONFERENCE	NUMBER OF AUTHORS	ROLE	VENUE	DATE
Evaluation Research on the Performance of Organizations by Data Envelopment Analysis )	KRIVET	2	Co-author	Seoul National Univ.	2008. 9. 23

(To be updated)

## 7. Educational Policy Reports

TITLE	DATE	NUMBER OF AUTHORS	ROLE	
			First	CO
Research on the Improvement of Adoption Competency of Workplace for College Graduates	2007. 10.	4		○
The BSC Based ROI Analysis System for the Nation-wide HRD Projects Evaluation	2007. 2.	5		○

(To be updated)



### 8. Official Simultaneous Translations

TITLE	DATE	VENUE
Improving Team Performance in Higher Education: Using Team Cognition to Improve Team Performance (Dr. Tristan, Florida State University)	2008. 10.	Sookmyung Women's University
Using Team-based Learning in Academia (Dr. Tristan, Florida State University)	2007.12.	Sookmyung Women's University