

**Eun Sook Kim, Ph.D.**

Department of Educational and Psychological Studies  
University of South Florida, EDU 105, Tampa, Florida 33620  
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**EDUCATION**

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Texas A&M University, College Station, TX  
Doctor of Philosophy in Educational Psychology August 2011  
• Focus: Research, Measurement, & Statistics  
Master of Science in Educational Psychology May 2007  
• Focus: Research, Measurement, & Statistics

Korea National Open University, Korea February 1997  
Bachelor of Arts in Korean Literature

Pusan National University, Busan, Korea February 1993  
Bachelor of Arts in English Education

**PROFESSIONAL EXPERIENCE**

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*Associate Professor* 2017-present  
Department of Educational and Psychological Studies  
University of South Florida, Tampa, FL  
• Coordinator of the Master's Program in Measurement and Evaluation

*Assistant Professor* 2011-2017  
Department of Educational and Psychological Studies  
University of South Florida, Tampa, FL  
• Coordinator of the Master's Program in Measurement and Evaluation

*Adjunct Member of Graduate Faculty* 2013-present  
Department of Educational Psychology  
Texas A&M University, College Station, TX

*Adjunct Professor* 2017-present  
School of Music  
University of South Florida, Tampa, FL

*Graduate Research Assistant* 2010-2011  
Department of Educational Administration and Human Resource Development  
Texas A&M University, College Station, TX  
*Project School Leadership Improvement Study* (PI: Dr. Roger Goddard)  
• Managed large-scale datasets  
• Conducted studies on school leadership and teacher efficacy effects on student academic achievement

*Instructor* 2008-2010  
Department of Educational Psychology  
Texas A&M University, College Station, TX

*Teaching Assistant* 2007-2010

Department of Educational Psychology  
Texas A&M University, College Station, TX

- *Experimental Design in Education*
- *Educational Statistics*

**Middle School Teacher**

1993-2011

Busan Metropolitan City Office of Education, Busan, Korea

- Taught English to 7<sup>th</sup> - 9<sup>th</sup> grade students

**RESEARCH INTERESTS**

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Measurement invariance testing  
Multilevel/longitudinal data analysis  
Multiple group analysis  
Bayesian analysis  
Propensity score analysis  
School effects on student academic achievement with large-scale data  
Childhood aggression and peer victimization

**PUBLICATIONS**

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(\* indicates a graduate student; † indicates a publication from a graduate student dissertation/thesis)

**Book Chapters - Published**

3. Blake, J. J., Smith, D. M., Marchbanks, M. P., Seibert, A. L., Wood, S. M., & Kim, E. S. (2016). Does student teacher racial/ethnic match impact Black students' discipline risk? In R. J. Skiba, K. Mediratta, & M. K. Rausch (Eds.), *Inequality in School Discipline: Research and Practice to Reduce Disparities* (pp. 79-98). New York: Palgrave-Macmillan.
2. Kim, S., Sturman, E., & Kim, E. S. (2015). Structural equation modeling (SEM): Principles, processes, and practices. In K. D. Strang (Ed.), *Palgrave Handbook of Research Design in Business and Management* (pp. 153-172). New York: Palgrave-Macmillan.
1. Willson, V. L., & Kim, E. S. (2010). Pretest sensitization. In N. Salkind (Ed.), *Encyclopedia of Research Design: Vol.2* (pp. 1091-1094). Thousand Oaks, CA: Sage Publications.

**Peer Reviewed Journal Articles - Published**

37. Kim, E. S., & \*Wang, Y. Investigating sources of heterogeneity with 3-step multilevel factor mixture modeling: Beyond testing measurement invariance in cross-national studies. *Structural Equation Modeling*.
36. \*Joo, S-H., & Kim, E. S. Impact of the strict invariance violations when testing a group mean difference and measurement invariance using MIMIC. *Behavioral Research Methods*. [Fall 2015 SEM course project]
35. †Cao, C., Kim, E. S., Chen, Y-H., Ferron, J., & Stark., S. Exploring the test of covariate moderation effects in multilevel MIMIC models. *Educational and Psychological Measurement*.
34. \*Wang, Y., Kim, E. S., Dedrick, R., Ferron, J., & Tan, T. A multilevel bifactor approach to construct validation of the mixed-format Students Confident in Mathematics Scale. *Educational and Psychological Measurement*. [Doctoral qualifying exam]

33. Kim, E. S., \*Wang, Y., & Kiefer, S. M. Cross-level Group Measurement Invariance When Groups Are at Different Levels of Multilevel Data. *Educational and Psychological Measurement*.
32. Kim, E. S. & \*Wang, Y. (2017). Class enumeration and parameter recovery of growth mixture modeling and second-order growth mixture modeling in the presence of measurement noninvariance between latent classes. *Frontiers in Psychology*, 8:1499.
31. \*Wang, Y. & Kim, E. S. (2017). Evaluating model fit and structural coefficient bias: A Bayesian approach to multilevel bifactor model misspecification. *Structural Equation Modeling*, 24(5), 699-713. [Fall 2014 SEM course project]
30. \*Wang, Y., \*Rodriguez de Gil, P., Chen, Y-H., Kromrey, J. D., Kim, E. S., \*Nguyen, D. T., \*Pham, T. V., & Romano, J. (2017). Comparing the performance of approaches for testing the Homogeneity of Variance assumption in one-factor ANOVA models. *Educational and Psychological Measurement*, 77(2), 305-329. [Robust ANOVA group]
29. \*Jang, S. R., Kim, E. S., \*Cao, C., Allen, T., Cooper, C. Lapierre, L., et al. (2017). Measurement invariance of life satisfaction across 26 countries. *Journal of Cross-Cultural Psychology*, 48(4), 560-576. [Fall 2014 SEM course project]
28. Kim, E. S., \*Cao, C., \*Wang, Y., & \*Nguyen, D. T. (2017). Measurement invariance testing with many groups: A comparison of five approaches. *Structural Equation Modeling*, 24(4), 524-544.
27. †Chun, S. Stark, S., Kim, E. S. & Chernyshenko, S. (2016). MIMIC methods for detecting DIF among multiple groups: Exploring a new sequential-free baseline procedure. *Applied Psychological Measurement*, 40(7), 486-499.
26. Kim, E. S., Dedrick, R. F., \*Cao, C. & Ferron, J. M. (2016). Multilevel factor analysis: Reporting guidelines and a review of reporting practices. *Multivariate Behavioral Research*, 51(6), 881-898.
25. Kim, E. S., \*Joo, S-H., \*Lee, P., \*Wang, Y., & Stark, S. (2016). Measurement invariance testing across between-level latent classes using multilevel factor mixture modeling. *Structural Equation Modeling*, 23(6), 870-887.
24. Blake, J. J., Kim, E. S., Lund, E. M., Zhou, Q., Kwok, O., & Benz, M. R. (2016). Predictors of bully victimization in students with disabilities: A longitudinal examination using a national dataset. *Journal of Disability Policy Studies*, 26(4), 199-208.
23. Tan, T. X., Camras, L. A., & Kim, E. S. (2016). Pre-adoption adversity and long-term clinical-range behavior problems in adopted Chinese girls. *Journal of Counseling Psychology*, 63(3), 319-330.
22. \*Xu, X., Kim, E. S., & Lewis, J. (2016). Sex difference in spatial ability for college students and exploration of measurement invariance. *Learning and Individual Differences*, 45, 176-184. [Fall 2013 SEM course project]
21. \*Nguyen, D., Kim, E. S., \*Rodriguez de Gil, P., \*Kellermann, A. P., Chen, Y.-H., Kromrey, J. D., & \*Bellara, A. P. (2016). Parametric tests for two population means under normal and non-normal distributions. *Journal of Modern Applied Statistical Methods*, 15(1), Article 9. [t-test group]

20. †Im, M. H., Kim, E. S., Kwok, O., Yoon, M., & Willson, V. L. (2016). Impact of not fully addressing cross-classified multilevel structure in testing measurement invariance: A Monte Carlo study. *Frontiers in Psychology*, 7, number 328, 1-15.
19. Kim, E. S., & \*Cao, C. (2015). Testing group mean differences of latent variables in multilevel data using multiple-group multilevel CFA and multilevel MIMIC modeling. *Multivariate Behavioral Research*, 50(4), 436-456.
18. Kim, E. S., Yoon, M., Wen, Y., Luo, W., & Kwok, O. (2015). Within-level group factorial invariance in multilevel data: Multilevel factor mixture and multilevel MIMIC models. *Structural Equation Modeling*, 22(4), 603-616.
17. \*Rodriguez de Gil, P., \*Bellara, A. P., \*Lanehart, R. E., \*Lee, R. S., Kim, E. S., & Kromrey, J. D. (2015). How do propensity score methods measure up in the presence of measurement error: A Monte Carlo study. *Multivariate Behavioral Research*, 50(5), 520-532. [Propensity Score Analysis group]
16. Asunda, P. A., Kim, E. S., & Westberry, R. (2015). Technology student characteristics: Course taking patterns as a pathway to STEM disciplines. *Journal of Technology Education*, 27(1), 2-22.
15. \*Shoraka, M., Arnold, R., Kim, E. S., Kromrey, J. D., Salinitri, G. (2015). Parental characteristics and the achievement gap in mathematics: Hierarchical linear modeling analysis of Longitudinal Study of American Youth (LSAY). *Alberta Journal of Educational Research*, 61(3), 280-293. [Spring 2013 MLM course project]
14. Goddard, R. D., Goddard, Y. L., Kim, E. S., & Miller, R. J. (2015). A theoretical and empirical analysis of the roles of instructional leadership, teacher collaboration, and collective efficacy beliefs in support of student learning. *American Journal of Education*, 121(4), 501-530.
13. Raffaele Mendez, L., Kim, E. S., Ferron, J., & Woods, B. (2015). Altering school progression through delayed entry or kindergarten retention: Propensity score analysis of long-term outcomes. *Journal of Educational Research*, 108(3), 186-203.
12. Kim, E. S., & Willson, V. L. (2014b). Testing measurement invariance across groups in longitudinal data: Multi-group second-order latent growth model. *Structural Equation Modeling*, 21(4), 566-576.
11. Kim, E. S., & Willson, V. L. (2014a). Measurement invariance across groups in latent growth models. *Structural Equation Modeling*, 21(3), 408-424.
10. Yoon, M., & Kim, E. S. (2014). A comparison of sequential and non-sequential specification searches in testing factorial invariance. *Behavior Research Methods*, 46(4), 1199-1206.
9. Jacob, R., Goddard, R. D., & Kim, E. S. (2014). Assessing the use of aggregate data in the evaluation of school-based intervention: Implications for evaluation research and state policy regarding public use data. *Educational Evaluation and Policy Analysis*, 36(1), 44-66.
8. Kim, E. S., Kwok, O., & Yoon, M. (2012). Testing factorial invariance in multilevel data: A Monte Carlo study. *Structural Equation Modeling*, 19(2), 250-267.
7. Kim, E. S., Yoon, M., & Lee, T. (2012). Testing measurement invariance using MIMIC: The likelihood ratio test with a critical value adjustment. *Educational & Psychological*

*Measurement*, 72(3), 469-492.

6. Graves, S., Blake, J. J., & Kim, E. S. (2012). Differences in parent and teacher ratings of preschool problem behavior in a national sample: Implications for practicing school psychologists. *Journal of Early Intervention*, 34(3), 151-165.
5. Kim, E. S., & Yoon, M. (2011). Testing measurement invariance: A comparison of multiple-group categorical CFA and IRT. *Structural Equation Modeling*, 18(2), 212-228.
4. Thoemmes, F., & Kim, E. S. (2011). A systematic review of propensity score methods in the social sciences. *Multivariate Behavioral Research*, 46(1), 90-118.
3. Blake, J. J., Kim, E. S., & Lease, A. M. (2011). Exploring the incremental validity of nonverbal social aggression: The utility of peer nominations. *Merrill-Palmer Quarterly*, 57(3), 293-318.
2. Blake, J. J., Kim, E. S., McCormick, A. S., & Hayes, D. (2011). The dimensionality of social victimization: A preliminary investigation. *School Psychology Quarterly*, 26(1), 56-69.
1. Kim, E. S., & Willson, V. L. (2010). Evaluating pretest effects in pre-post studies. *Educational and Psychological Measurement*, 70(5), 744-759.

#### Peer Reviewed Journal Articles - Accepted

- Tan, T. X., Kim, E. S., Baggerly, J., \*Mahoney, E. E., & \*Rice, J. (in press). Children's adoption status and the trajectories of reading and math performance from kindergarten to the first grade. *American Journal of Orthopsychiatry*.
- \*Yi, Y., Chen, Y-H., \*Wang, Y., \*Rodriguez de Gil, P., \*Pham, T. V., \*Nguyen, D. T., Kim, E. S., & Kromrey, J. D. ANOVA\_HOV: A SAS macro for testing homogeneity of variance in one-factor ANOVA models. *Journal of Modern Applied Statistical Methods*. [Robust ANOVA group]
- \*Wang, Y., \*Pham, T. V., \*Nguyen, D. T., Kim, E. S., Chen, Y-H., Kromrey, J. D., \*Yi, Z., & \*Yin, Y. (in press). Evaluating the efficacy of conditional analysis of variance under non-normality and heterogeneity. *Journal of Modern Applied Statistical Methods*. [Robust ANOVA group]
- \*Pham, T. V., Kromrey, J. D., Chen, Y-H., Kim, E. S., \*Nguyen, D. T., & \*Wang, Y. (in press). ANOVA Robust: A macro for various robust approaches to testing mean differences in one-factor ANOVA models. *Journal of Statistical Software*. [Robust ANOVA group]
- \*Nguyen, D. T., Kim, E. S., \*Wang, Y., \*Pham, T. V., Kromrey, J. D., & Chen, Y-H. (conditionally accepted). Empirical comparison of tests for one-factor ANOVA under heterogeneity and non-normality: A Monte Carlo study. *Journal of Modern Applied Statistical Methods*. [Robust ANOVA group]

#### Peer Reviewed Journal Articles – Submitted

- Lee, S-H., Carey, S., Lazinski, M., & Kim, E. S. An integrative intervention program for college musicians and kinematics in cello playing. *European Journal of Integrative Medicine*.

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#### CONFERENCE PRESENTATIONS/SYMPOSIA

- \*Alamri, A., \*Wang, Y., Kim, E. S. (2018, April). Examining source of measurement noninvariance in multilevel confirmatory factor analysis using multilevel multiple indicators multiple causes

- (MIMIC) modeling: A simulation study. Poster presented at the annual meeting of 2018 American Educational Research Association, New York, NY.
- \*Wang, Y., & Kim, E. S. (2018, April). Covariates in factor mixture modeling: Investigating measurement invariance across unobserved groups. Poster presented at the annual meeting of 2018 American Educational Research Association, New York, NY.
- \*Yi, Z., \*Yin, Y., \*Cheng, K., \*Pham, T. V., \*Nguyen, D. T., \*Wang, Y., Kim, E. S., & Chen, Y.-H. (2018, April). A Comparison of Robust Tests for Homogeneity of Variance in Factorial ANOVA Paper presented at the annual meeting of 2017 American Educational Research Association, San Antonio, TX. [Robust ANOVA group]
- \*Wang, Y., Kim, E. S., \*Nguyen, D. T., \*Pham, T. V., Chen, Y.-H., \*Yi, Z., \*Yin, Y., & Kromrey, J. D., (2017, April). *Evaluating the efficacy of conditional analysis of variance under non-normality and heterogeneity*. Paper presented at the annual meeting of 2017 American Educational Research Association, San Antonio, TX. [Robust ANOVA group]
- \*French, K. A., \*Mancini, V. S., Allen, T. D., Miller, M. H., Centeno, G., & Kim, E. S. (2017, April). *Faculty time allocation: A latent profile approach*. Poster presented at the annual meeting of 2017 Society for Industrial and Organizational Psychology, Orlando, FL.
- \*Jang, S. et al. (2017, April). *Measurement invariance of work-family conflict and psychological well-being measures*. Symposium presented at the annual meeting for 2017 Society of Industrial and Organizational Psychology, Orlando, FL.
- \*Alamri, A. & Kim, E. S. (November, 2016). *A demonstration of five different approaches on estimating reliability coefficients with multilevel confirmatory factor analysis*. Paper presented at the annual meeting of 2016 Florida Educational Research Association, Lakeland, FL. [Summer 2016 Directed study]
- \*Wang, Y., & Kim, E. S. (2016, April). *Evaluating model fit and structural coefficient bias: A Bayesian approach to multilevel bifactor model misspecification*. Paper presented at the annual meeting of 2016 American Educational Research Association, Washington, DC. [Spring 2015 MLM course project]
- Kim, E. S., \*Cao, C., \*Wang, Y., & \*Nguyen, D. T. (2016, April). *Testing measurement invariance with many groups: An empirical comparison of five approaches*. Poster presented at the annual meeting of 2016 American Educational Research Association, Washington, DC.
- \*Nguyen, D. T., Kim, E. S., \*Pham, T. V., \*Wang, Y., Kromrey, J. D., & Chen, Y.-H. (2016, April). *Testing mean equality under heterogeneity and nonnormality*. Paper presented at the annual meeting of 2016 American Educational Research Association, Washington, DC. [Robust ANOVA group]
- \*Rodriguez de Gil, P., Kromrey, J. D., \*Joo, S.-H., \*Wang, Y., Kim, E. S., & \*Montgomery, J. (2016, April). *An empirical comparison of multiple imputation approaches for treating missing data in observational studies*. Poster presented at the annual meeting of 2016 American Educational Research Association, Washington, DC. [Propensity Score Analysis group]
- \*Wang, Y., \*Li, Y., & Kim, E. S. (November, 2015). *A cross-cultural study of students confidence in mathematics using a modified multiple-indicators multiple-causes approach on TIMSS 2011 data*. Paper presented at the annual meeting of 2015 Florida Educational Research Association, Orlando, FL.

- \*Pham, T. V., Kim, E. S., \*Nguyen, D. T., \*Wang, Y., Kromrey, J. D., & Chen, Y-H. (2015, September). *ANOVA\_Robust: A SAS Macro for various robust approaches to testing mean differences in one-factor ANOVA models*. Paper presented at the annual meeting of 2015 Southeast SAS Users Group, Savannah, GA. (Proceedings: 134-2015) [Robust ANOVA group]
- Kim, E. S., Kromrey, J. D., \*Joo, S.-H., \*Wang, Y., \*Montgomery, J., \*Lee, R., \*Rodriguez de Gil, P., \*Ashford, S., \*Lanehart, R., & \*Cao, C. (2015, August). *Propensity score analysis with missing data: A comparison of multiple imputation approaches*. Paper presented at the annual meeting of 2015 Joint Statistical Meetings, Seattle, WA. (Proceedings: 316951\_98130) [Propensity Score Analysis group]
- \*Wang, Y., & Kim, E. S. (2015, August). *Evaluation of model fit indices and structural coefficient bias with bifactor model misspecification*. Paper presented at the annual meeting of 2015 Joint Statistical Meetings, Seattle, WA. [Fall 2014 SEM course project]
- \*Montgomery, J., \*Ashford, S., \*Cao, C., \*Joo, S.-H., Kim, E. S., Kromrey, J. D., Lanehart, R., \*Lee, R., \*Rodriguez de Gil, P., & \*Wang, Y. (2015, May). *An empirical comparison of multiple imputation approaches for treating missing data in observational studies*. Paper presented at the annual meeting of 2015 Modern Modeling Methods Conference, Storrs, CT. [Propensity Score Analysis group]
- \*Rodriguez de Gil, P., Kromrey, J. D., Lanehart, R. E., Kim, E. S., \*Montgomery, J., \*Wang, Y., \*Lee, R., \*Cao, C., & \*Ashford, S. (2015, April). *An empirical comparison of multiple imputation approaches for testing missing data in observational studies*. Paper presented at the annual meeting of 2015 SAS Global Forum, Dallas, TX. (Proceedings: 3300-2015) [Propensity Score Analysis group]
- \*Nguyen, D., Kim, E. S., & \*Pham, T. V. (2015, April). *Performance of five SEM Models with a small number of indicators: A Monte Carlo study*. Poster presented at the annual meeting of 2015 American Educational Research Association, Chicago, IL. [Fall 2013 SEM course project]
- \*Hicks, T., Kim, E. S., MacDonald, G., Kromrey, J. D., \*Joo, S., \*Holmes, H., & Archer, S. (2015, April). *Testing applications of Bayesian statistics with convenience priors in multilevel analysis of small data sets with complex structures: A Monte Carlo study*. Paper presented at the annual meeting of 2015 American Educational Research Association, Chicago, IL. (Proceedings: 935006.1) [Bayesian group]
- \*Wang, Y., \*Rodriguez de Gil, P., Bellara, A. O., Chen, Y-H., \*Hicks, T., \*Holmes, H., Kim, E. S., Kromrey, J. D., \*Li, I., \*Nguyen, D. T., \*Pham, T. V., & Romano, J. (2015, April). *Homogeneity of variance assumption: An empirical investigation of 14 approaches in one-factor analysis of variance models*. Poster presented at the annual meeting of 2015 American Educational Research Association, Chicago, IL. [Robust ANOVA group]
- \*Kellermann, A., & Kim, E. S. (2014, November). *Evaluating approximate fit indexes of measurement invariance testing across multiple groups with binary data*. Paper presented at the annual meeting of 2014 Florida Educational Research Association, Cocoa Beach, FL. [Fall 2014 SEM course project]
- \*Craig, B., & Kim, E. S. (2014, November). *Applied DIF detection using MIMIC models: Comparing scale purification and pure short anchor procedures using real data*. Paper presented at the annual meeting of 2014 Florida Educational Research Association, Cocoa Beach, FL. [Fall 2014 SEM course project]

- \*Nguyen, D., \*Kellermann, A. P., \*Rodriguez de Gil, P., Kim, E. S., & Kromrey, J. D. (2014, October). *Strimmed\_t: A SAS Macro for the symmetric trimmed t test*. Paper presented at the Southeast SAS Users Group, Myrtle Beach, SC. (Proceedings: SD-79). [t-test group]
- Bellara, A. P., Kromrey, J. D. Kim, E. S., Ferron, J. M., & Karanxha, Z. (2014, August). *Comparing propensity score methods using multilevel modeling: A Monte Carlo study*. Paper presented at the Joint Statistical Meetings, Boston.
- \*Hicks, T., MacDonald, G., Kromrey, J. D., Kim, E. S., Romano, J., & Archer, S. (2014, May). *Testing applications of Bayesian statistics with informed priors in multilevel analysis of small data sets with complex structures: A Monte Carlo study*. Paper presented at the annual meeting of 2014 Modern Modeling Methods Conference, Storrs, CT. [Bayesian group]
- \*Holmes, H., \*Rodriguez de Gil, P., \*Li, I., Bellara, A., Chen, Y.-H., \*Hicks, T., & Kim, E. S. (2014, May). *Testing the homogeneity of variance assumption: An investigation of the performance of ten different approaches in one-factor ANOVA models*. Paper presented at the annual meeting of 2014 Modern Modeling Methods Conference, Storrs, CT. [Robust ANOVA group]
- Kromrey, J. D., Kim, E. S., & \*Rodriguez de Gil, P. (2014, May). Propensity score methods in the presence of measurement error. In J. D. Kromrey (Chair), *Propensity score analysis: Empirical investigations of common problems and their impacts on treatment effect estimates*. Symposium conducted at the annual meeting of 2014 Modern Modeling Methods Conference, Storrs, CT. [Propensity Score Analysis group]
- \*Cao, C., & Kim, E. S. (2014, April). *Estimation of interactions between covariates of MIMIC models with multilevel data*. Paper presented at the annual meeting of 2014 American Educational Research Association, Philadelphia, PA. [Fall 2013 SEM course project]
- \*Pham, T. V., \*Rodriguez de Gil, P., \*Nguyen, D., Kim, E. S., Kromrey, J. D., & Romano, J. (2014, April). *An empirical study of accuracy and precision in the estimation of difference between correlated proportions*. Poster presented at the annual meeting of 2014 American Educational Research Association, Philadelphia, PA. [Correlated Proportion group]
- \*Cao, C., & Kim, E. S. (2014, April). *Comparing MLR to Satorra-Bentler estimation in MIMIC with nonnormal data*. Poster presented at the annual meeting of 2014 National Council on Measurement in Education, Philadelphia, PA. [Spring 2014 Direct Study]
- \*Wu, P.-C., \*Rodriguez de Gil, P., \*Pham, T., \*Nguyen, D., Romano, J., Kromre, J. D., & Kim, E. S. (October, 2013). *SAS Macros CORR\_P and TANGO: Interval estimation for the difference between correlated proportions in dependent samples*. Paper presented at the annual meeting of the Southeast SAS Users Group (SESUG), St. Petersburg, FL. (proceedings: SD-03) [Correlated Proportion group]
- Kromrey, J. D., \*Rodriguez de Gil, P., Kim, E. S., \*Bellara, A., \*Lanehart, R. E., \*Hicks, T., & Lee, R. S. (2013, August). *Covariate measurement error in propensity score analysis: An empirical investigation of the impacts on the treatment effect estimates*. Poster presented at the annual meeting of Joint Statistical Meetings, Montreal, Canada. [Propensity Score Analysis group]
- \*Rodriguez de Gil, P., Chen, Y.-H., Kim, E. S., \*Nguyen, D., \*Kellermann, A., \*Bellara, A., & Kromrey, J. D. (2013, August). *Parametric test for two population means: An empirical comparison of Type I error control and statistical power*. Paper presented at the annual meeting of Joint Statistical Meetings, Montreal, Canada. [t-test group]



- \*Wen, Y., Luo, W., Kim, E. S., & Kwok, O. (2013, July). *Testing measurement non-invariance in multilevel data with a within-level violator*. Paper presented at the annual meeting of International Meeting Psychometric Society, Arnhem, Netherlands.
- Kim, E. S., \*Rodriguez de Gil, P., Kromrey, J. D., \*Lanehart, R. E., \*Bellara, A., & Lee, R. S. (2013, May). *The impact of measurement error on propensity score analysis: An empirical investigation of fallible covariates*. Paper presented at the annual meeting of Modern Modeling Methods Conference, Storrs, CT. [Propensity Score Analysis group]
- Kim, E. S., Kwok, O., & Yoon, M. (2013, April). *Within-level group factorial invariance in multilevel data: Multilevel factor mixture and multilevel MIMIC models*. Paper presented at the annual meeting of the American Educational Research Association, San Francisco, CA.
- \*Rodriguez de Gil, P., \*Nguyen, D., Kim, E. S., \*Kellermann, A. P., \*Bellara, A. P., Chen, Y.-H., & Kromrey, J. D. (April, 2013). *Testing two population means: Another look at alternative approaches*. Paper presented at the annual meeting of the American Educational Research Association, San Francisco, CA. (proceedings: 608940) [t-test group]
- \*Kellermann, A. P., \*Bellara, A. P., \*Rodriguez de Gil, P., \*Nguyen, D., Kim, E. S., Chen, Y.-H., & Kromrey, J. D. (April, 2013). *Variance heterogeneity and non-normality: How SAS PROC TTEST can keep us honest*. Paper presented at the annual meeting of the SAS Global Forum, San Francisco, CA. (proceeding: 228-2013) [t-test group]
- \*Bellara, A. P., \*Rodriguez de Gil, P., Kim, E. S., \*Lanehart, R. E., Lee, R. S., & Kromrey, J. D. (2013, April). *How do propensity score methods measure up in the presence of measurement error: A Monte Carlo study*. Paper presented at the annual meeting of the American Educational Research Association, San Francisco, CA. (proceedings: 608794) [Propensity Score Analysis group]
- \*Hicks, T., \*Rodriguez de Gil, P., Kromrey, J. D., Kim, E. S., \*Lanehart, R. E., & \*Bellara, A. P. (2013, February). *How to use propensity scores to strengthen estimates of treatment effects: A guided tour of the propensity score landscape for real-world analysts*. Poster presented at the annual meeting of Statistical Practice, New Orleans, LA. [Propensity Score Analysis group]
- \*Rodriguez de Gil, P., \*Lanehart, R. E., \*Bellara, A. P., Kromrey, J. D., Kim, E. S., Borman, K. M., & \*Lee, R. S. (August, 2012). Propensity score analysis with nested data: Comparing single and multilevel estimates. Poster presented at the annual meeting of Joint Statistical Meetings, San Diego, CA. (proceedings: 5060-5072). [Propensity Score Analysis group]
- \*Lanehart, R. E., \*Rodriguez de Gil, P., Kim, E. S., \*Bellara, A. P., Kromrey, J. D., & \*Lee, R. S. (April, 2012). *Propensity score analysis and assessment of propensity score approaches using SAS procedures*. Paper presented at the annual meeting of the SAS Global Forum, Orlando, FL. (proceedings: 314-2012) [Propensity Score Analysis group]
- \*Nguyen, D., \*Rodriguez de Gil, P., Kim, E. S., \*Bellara, A. P., \*Kellermann, A., Chen, Y.-H., Kromrey, J. D. (October, 2012). *PROC TTEST® (Old Friend), what are you trying to tell us?* Poster presented at the annual meeting of the Southeast SAS Users Group (SESUG), Durham, NC. (proceedings: PO-10) [t-test group]
- Schroeder, P. A., Goddard, R. D., Miller, R. J., Kim, E. S., Madsen, J., & Goddard, Y. L. (2012, April). *Assessing the fidelity of a principal professional development program: Design, delivery, and receipt*. Paper presented at the annual meeting of the American Educational Research Association, Vancouver, Canada.

- Miller, R. J., Goddard, R. D., Kim, E. S., Goddard, Y. L., Madsen, J., & Schroeder, P. A. (2011, November). *Evaluation of principals' professional development learning: Results from a randomized control trial*. Paper presented at the annual meeting of the University Council for Educational Administration, Pittsburgh, PA.
- Blake, J. J., Kim, E. S., Lund, E., & Benz, M. R. (2011, August). *The forgotten minority: Exploring prevalence rates and risk for victimization in children with disabilities*. Poster presented at the annual meeting of the American Psychological Association, Washington, D. C.
- Yoon, M., & Kim, E. S. (2011, July). *A Comparison of sequential and nonsequential specification searches in testing factorial invariance*. Poster presented at the international meeting of Psychometric Society, Hong Kong.
- Jacob, R., Goddard, R., & Kim, E. S. (2010). *Using state assessment data to assess the impact of school-based interventions: A comparison of student-level and school-level analyses*. Paper presented at the annual meeting of the Association for Public Policy Analysis and Management, Boston, MA.
- Kim, E. S., & Thoemmes, F. (2010, August). *The use of propensity score matching in the social sciences: A meta-analysis*. Psychological Science Graduate Superstars – Datablitz, the American Psychological Association, San Diego, CA. [Invited presentation]
- Kim, E. S. (2009, February). *Meta-analysis: School effects on student academic achievement in multilevel models*. Paper presented at the annual meeting of the Southwest Educational Research Association, San Antonio, TX.
- Kim, E. S. (2008, February). *Conceptual approach to multiple regression through graphical illustrations: Ordinary least squares and underlying assumptions*. Paper presented at the annual meeting of the Southwest Educational Research Association, New Orleans, LA.

## GRANTS

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### Grants - Funded

- |   |           |
|---|-----------|
| American Educational Research Association<br>Role: PI<br>Amount: \$20,000<br><i>Beyond Testing Measurement Invariance in Cross-National Comparative Studies with International Education Data: Investigating Sources of Heterogeneity</i> | 2017-2018 |
| National Science Foundation<br>Role: Co-I<br>Amount: \$380,000<br><i>SBP: Broadening Participation of STEM Faculty Through Work Design</i> (PI: Dr. Tammy Allen)  | 2015-2018 |
| Hillsborough County Public Schools<br>Role: Co-PI (20%)<br>Amount: \$12,500<br><i>Race to the Top Districted-Developed Assessments for Hard-to-Measure Content Areas Project B: Physical Education/Health Education 2</i>                 | 2011-2012 |
| Hillsborough County Public Schools<br>Role: Co-PI (20%)   | 2011-2012 |

Amount: \$12,500

*Race to the Top Districted-Developed Assessments for Hard-to-Measure Content Areas  
Project G: Career and Technical Education*

### Grants - Submitted

- National Institutes of Health 2017  
 Role: Co-PI  
 Amount: \$411,125  
*Exploring the Underlying Mechanisms of Comorbid ADHD and Obesity* (PI: Jennifer Bleck, Ph.D.)
- National Science Foundation 2016  
 Role: Co-PI  
 Amount: \$299,458  
*SBP: Achievement Emotions in Undergraduate Chemistry Courses* (PI: Jeffrey R. Raker, Ph.D.)
- National Academy of Education/Spencer Postdoctoral Fellowship 2016  
 Amount: \$70,000  
*Do Parents and Teachers Rate a Child in the Same Manner? Statistical Models to Test Measurement Invariance between Informants of Children with Dyads and Partial Nesting*

### Grants - Not Funded

- National Science Foundation 2016  
 Role: Co-I  
 Amount: \$391,442  
*SBP: Effects of Ambivalent Experiences on Women's Cardiovascular Responses, Performance, and Interest in STEM Fields* (PI: Kristen Salomon, Ph.D.)
- National Science Foundation 2016  
 Role: Co-PI  
 Amount: \$299,458  
*SBP: Achievement Emotions in Undergraduate Chemistry Courses* (PI: Jeffrey R. Raker, Ph.D.)
- National Academy of Education/Spencer Postdoctoral Fellowship 2016  
 Amount: \$70,000  
*Do Parents and Teachers Rate a Child in the Same Manner? Statistical Models to Test Measurement Invariance between Informants of Children with Dyads and Partial Nesting*
- Institute of Education Sciences 2015  
 Role: Co-PI  
 Amount: \$1,398,384  
*Toward an Ecological Model of Document Critique and Collaboration for Postsecondary Education* (PI: Joseph M. Moxley, Ph.D.)

### Grants - Consulting

- Office of Juvenile Justice Department 2016  
 Role: Technical Consultant  
*Assessing the Role of School Discipline in Disproportionate Minority Contact with the Juvenile Justice System* (the Public Policy Research Institute at Texas A&M University)

**AWARDS**

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Educational Researcher of the Year Florida Educational Research Association	2017
Outstanding Alumni Award: Early Career College of Education, Texas A&M University	2015
Award in Curriculum and Instruction Busan Dongbu School District, Busan, Korea	2004
Award in Curriculum and Instruction Busan Dongbu School District, Busan, Korea	2000

**TEACHING**

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**Courses Taught**

Department of Educational & Psychological Studies, University of South Florida	
Applied Multilevel Model in Education (Doctoral level)	2012-present
Structural Equation Modeling (Doctoral level)	2012-present
Statistical Analysis for Educational Research II (Doctoral level)	2012-present
Designs of Systematic Studies in Education (Doctoral level)	2011-2012
Department of Educational Psychology, Texas A&M University	
Measurement and Evaluation in Education and Psychology (Master's level)	2010
Educational Statistics (Undergraduate level)	2008

**DOCTORAL/MASTER'S SUPERVISORY COMMITTEES**

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**Major Professor – Defended**

3. Yan Wang (Summer 2015 to Spring 2018) Measurement & Research, USF
2. Thanh Pham (Spring 2014 to Fall 2017) Measurement & Research, USF
1. Brandon Craig (Fall 2015 Summer 2017) Measurement & Research, USF

**Co-Major Professor – Defended**

1. Chunhua Cao (Spring 2013 to Spring 2017) Measurement & Research, USF

**Committee Member – Defended**

20. Seulki Rachel Jang (Spring 2016 to Spring 2018) Psychology, USF
19. Anh Kellermann (Fall 2015 to Spring 2018) Measurement & Research, USF
18. Sarah Eisel (Spring 2016 to Spring 2018) Aging Studies, USF
17. James Yibo Zhang (Fall 2016 to Spring 2018) Accounting, USF
16. Jennifer Greene (Summer 2015 to Spring 2018) Measurement & Research, USF
15. Elizabeth Lockhart (Fall 2013 to Fall 2017) Public Health, USF
14. Nazuk Sharma (Fall 2015 to Spring 2017) Marketing, USF
13. Seang-Hwane Joo (Spring 2016 to Spring 2017) Measurement & Research, USF

12. Heather Wright (Spring 2016 to Spring 2017) Instructional Technology, USF
11. Keri Stewart (Spring 2015 to Summer 2016) School Psychology, USF
10. Leslie Marshall (Fall 2014 to Summer 2016) Psychological and Social Foundations, USF
9. Vanessa Panaite (Spring 2013 to Summer 2016) Psychology, USF
8. Youness Mountaki (Spring 2015 to Spring 2016) SLA/IT, USF
7. Patricia Rodriguez de Gil (Fall 2012 to Fall 2015) Measurement & Research, USF
6. Jennifer Bleck (Fall 2014 to Summer 2015) Public Health, USF
5. Eun Kyeng Baek (Spring 2012 to Spring 2015) Measurement & Research, USF
4. Myung Hee Im (Summer 2013 to Spring 2014) Texas A&M University
3. Natasha Burke (Fall 2012 to Spring 2014) Psychology, USF
2. Merlande PetitBois (Spring 2012 to Summer 2014) Measurement & Research, USF
1. Aarti Bellara (Fall 2011 to Summer 2013) Measurement & Research, USF

**Major Professor – In Progress**

1. Abeer Alamri (Summer 2016 to present) Measurement & Research, USF

**Co-Major Professor – In Progress**

1. Diep Nguyen (Fall 2014 to present) Measurement & Research, USF

**Committee Member – In Progress**

8. Tawabur Rahman (Fall 2017 to present) Chemistry Education, USF
7. Lori Scriber (Fall 2017 to present) Career and Workforce Education, USF
6. Joseph Simmons (Spring 2017 to present) Educational Leadership, USF
5. Caitlin McKeown (Spring 2017 to present) Adult Education, USF
4. Hayriye Karliova (Summer 2016 to present) SLA/IT, USF
3. Seokjoon Chun (Summer 2016 to present) Psychology, USF
2. Jessica Montgomery (Fall 2015 to present) Measurement & Research, USF
1. Harold Holmes (Fall 2014 to present) Special Education, USF

**Master Thesis Committee Member - Defended**

- Seokjoon Chun (Spring 2013 to Fall 2014) Psychology, USF

**Advising of Master in Measurement and Evaluation - Completed**

- Zhiyao Yi (Fall 2015 to Summer 2016) Measurement & Research, USF

**PROFESSIONAL AFFILIATIONS/SERVICES**

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**Memberships in Professional Organizations**

- American Educational Research Association (AERA)
- Division D (Measurement and Research Methodology)
- SIG-Structural Equation Modeling

2010-present

SIG-Multilevel Modeling	
American Psychological Association (APA)	2011-2015
Florida Educational Research Association (FERA)	2014-present
Southwest Educational Research Association (SERA)	2007-2010
<b>Secretary</b>	
AERA SIG-Multilevel Modeling	2014-present
<b>Co-Chair of the Evaluation Committee</b>	2014-present
<b>Chair of the Evaluation Committee</b>	2017
Florida Educational Research Association	
<b>Session Chair</b>	
American Educational Research Association	2015-2017
<b>USF PAMA Conference</b>	2017
Planning and Marketing Committee	
<b>Editorial Board</b>	
<i>European Journal of Psychological Assessment</i>	2017-present
<i>Psychological Methods</i>	2016-present
<i>Journal of Personality Assessment</i>	2016-present
<i>Journal of School Psychology</i>	2014-present
<i>Child Psychiatry and Human Development</i>	2014-present
<i>Journal of Psychoeducational Assessment</i>	2013-present
<b>Reviewer</b>	
<i>Structural Equation Modeling</i>	
<i>Educational and Psychological Measurement</i>	
<i>Psychological Methods</i>	
<i>British Journal of Mathematical and Statistical Psychology</i>	
<i>Evaluation and Programming Planning</i>	
<i>Journal of Clinical Psychology</i>	
<i>Psychometrika</i>	
<i>American Educational Research Journal</i>	
<i>Journal of Experimental Education</i>	
<i>European Journal of Training and Development</i>	
<i>Early Education and Development</i>	
<b>Grant Proposal Review Panelist</b>	
<i>Institute of Education Sciences (IES)</i>	2015

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**CERTIFICATES**

Applied Statistics Certification Program	2010
Department of Statistics, Texas A&M University	
<ul style="list-style-type: none"> <li>• Mathematical Statistics</li> <li>• Categorical Data Analysis</li> <li>• Advanced SAS Programming</li> </ul>	
Certificate of TATEP, Teaching Assistant Training & Evaluation Program	2007
Center for Teaching Excellence, Texas A&M University	

Teaching Certificate in English Education 1993  
College of Education, Pusan National University, Busan, Korea

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**PROFESSIONAL DEVELOPMENT**

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SAS Summer Workshop 2016  
SAS Global Academic Program, Cary Training Center  
Applied Analytics Using SAS Enterprise Miner

Bayesian Analyses Using SAS 2012  
SAS Global Forum Pre-conference Training

Certificates of Summer Statistics Workshop 2009-2010  
Department of Educational Psychology, Texas A&M University

- Item Response Theory
- Mediation and Moderation Analysis
- Introduction to Theory and Application of Propensity Score