

CURRICULUM VITAE

Heewon Chang, Ph. D.

**Professor & Chair
PhD in Organizational Leadership Program
College of Business and Leadership
Eastern University**

**OFFICE
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CURRENT POSITION

- 1994- Professor, PhD in Organizational Leadership, College of Business and Leadership, Eastern University, St. Davids, PA (tenured in 2004; promoted to full professorship in 2008; tenure reaffirmed in 2015 & 2022)
- 2016- Chair, PhD in Organizational Leadership, College of Business and Leadership, Eastern University, St. Davids, PA (Sabbatical 2022-2023)
- 2019- Founder & Consulting Editor, *International Journal of Multicultural Education* (open-access peer-review journal sponsored by PhD in Org Leadership, Eastern University, 2007-2018; <http://www.ijme-journal.org>)
- 2015- Editorial Board Member: *Journal of Korean Association for Qualitative Research* (since 2015); *Journal of Autoethnography* (since 2018); *Journal of Qualitative Inquiry* (since 2019)

EDUCATION

- 1989 PhD in Curriculum and Instruction (Concentration: Education and Anthropology), College of Education, University of Oregon, Eugene, Oregon.
- Dissertation: *American High School Adolescent Life and Ethos: An Ethnography* (Dissertation Advisor—Dr. Harry Wolcott; Advisor in anthropology—Dr. Philip Young)

*Note: The dissertation was nominated for the Outstanding Dissertation Award by American Educational Research Association (AERA) and the Council on Anthropology and Education at the American Anthropological Association (CAE-AAA) and was published as the book, *Adolescence Life and Ethos*, in 1992 by Falmer Press.*

- 1984 MA in Education and Anthropology, College of Education, University of Oregon
Master's Thesis: *The Role of School in Various Cross-Cultural Contexts: A Discussion of Six Models* (Thesis Advisor—Dr. Harry Wolcott)
- 1982 BA in Education with Minor in Sociology, College of Arts and Languages, Yonsei University, Seoul, Korea (with an honor equivalent to *Summa Cum Laude*)
Senior Thesis: *Application of Ethnography to the Education Research in Korea* (Thesis Advisor—Dr. Joon-Sang Han)

CERTIFICATION

- 2000 Pennsylvania Elementary Teaching Certification for K-6 grades
- 1982 Korean National Secondary Teaching Certificate in Ethics for 6-12 grades

AREAS OF PROFESSIONAL AND RESEARCH INTEREST

- Autoethnography | Ethnography | Qualitative Research Methods
- Leadership Development | Mentoring | Organizational Culture & Change | Female and Minority Leadership
- Systems-Thinking for Organizational Leaders | I/Systems-Thinking (IST) for Organizational Research
- Diversity, Equity, and Inclusion | Multicultural Education
- Educational Leadership for Justice | Doctoral Education | Higher Education Leadership

RESEARCH & PUBLICATION IN PROGRESS

- Journal Article (to *Organization Studies*): "I/Systems-Thinking (IST) for Organizational Research: Merging Systems-Thinking with Autoethnographic I-Thinking (w/ PhD Student)
- Journal Article (Leadership & Organizational Studies?): "Dynamic Process Model of Leader/ship Development: Paradigm extension from self-development to other-development" (w/ PhD Faculty, Student, & Alumni)

- Journal Article (the Journal of Mentoring & Tutoring?): "Informal, Experiential, and Reciprocal Mentoring for Leadership Development: A Collaborative Autoethnography" (w/ PhD Alumni)
- Book Manuscript: *Doctoral Journey Trail Guide* (w/ PhD Alumni)
- Book Manuscript : *Infusing Autoethnographic I into Qualitative Research*

PROFESSIONAL SOCIETY MEMBERSHIP

2008-present	International Leadership Association
2015-present	CCCU Doctoral Education Council
2018-present	Advancing the Value of Ethnography in Industry
2016-	Ethnographic and Qualitative Research Conferences (currently inactive membership)
1985-	American Anthropological Association/Council on Anthropology and Education (currently inactive membership)
1988-	American Educational Research Association (currently inactive membership)
1997-	National Association of Multicultural Education (currently inactive membership)
2009-	International Congress of Qualitative Inquiry (currently inactive membership)
2010-	Korean Anthropological Education Association (currently inactive membership)
2015-	International Association of Christian Higher Education (currently inactive membership)

SELECTED HONOR/AWARD/GRANTS

2023	Society of Professors of Education Outstanding Book Award for <i>Transformative Autoethnography for Practitioners: Change Processes and Practices for Individuals and Groups</i> (2022, Myers Education Press)
2017	McGraw Hill Higher Education Distinguished Scholar Award, 20 th Annual American Association of Behavioral and Social Sciences, USA
2016-2019	Funded Project: IJME Journal Grant from Yonsei University, Seoul Korea
2009-2010	Funded Project: NVivo Teaching Grant (\$10,000 Received with Dr. Faith Ngunjiri from Eastern University)
1988-1989	Funded Project: Faculty Research Grant (received with Professor Eui-Sook Cho), Soong Sil University, Seoul, Korea
1988	International Student Outstanding Achievement Award, University of Oregon, Eugene, Oregon
1988	Graduate Student Service Award, University of Oregon, Eugene, Oregon

1986-87	Robert A. Booth Fellowship, University of Oregon, Eugene, Oregon
1984-86	Graduate Teaching Fellowship, University of Oregon, Eugene, Oregon
1983-84	P. E. O. International Peace Scholarship
1982	The Most Distinguished Graduating Senior Award in Education by the Korean National Association of High School Teachers, Yonsei University, Seoul, Korea
1978-82	University Scholarship for Outstanding Academic Achievement, Yonsei University

LANGUAGES OF PROFICIENCY

- Korean: excellent in writing, reading, and speaking as a native speaker
- English: excellent in writing, reading, and speaking as a bilingual speaker
- German: proficient in reading and speaking as a foreign language speaker

COLLEGIATE TEACHING

Full-time Appointments

2014-present	<p>Professor, PhD in Organizational Leadership, Eastern University (tenured in 2008)</p> <p><u>Doctoral courses taught:</u> Qualitative Research Methodology; Advanced Qualitative Research Methodology; Foundation of Research Methods; Dissertation Proposal Seminar; Equity and Social Justice in Educational Leadership and Policy; CEO in Educational Contexts; The Advanced Study of Educational Law and Finance; Academic Inquiry, Writing, and Self-reflexivity; Research Team; Doctoral Comprehensive Learning Assessment; Systems Approaches for Organizational Leaders</p> <p><u>New Ph. D. course developed:</u> Qualitative Research Methodology; Advanced Qualitative Research Methodology; Dissertation Proposal Seminar; Equity and Social Justice in Educational Leadership and Policy; Academic Inquiry, Writing, and Reflexivity; Contemporary Research Seminar; Research Team; Systems Approaches for Organizational Leaders</p>
2008-2013	<p>Professor (joint appointment), Education & PhD in Organizational Leadership, Eastern University</p> <p><u>Master's courses taught:</u> Multicultural Education; Research Design; Master's Thesis/Project</p> <p><u>Doctoral courses taught:</u> Qualitative Research Methodology; Dissertation Proposal</p>

Seminar; Equity and Social Justice in Educational Leadership and Policy

New Master's program designed: Online M. Ed. in Multicultural Education-ELL/ESL Concentration

2003-2008 Associate Professor, Education, Eastern University

Master's courses taught: Multicultural Education; Research Design; Education in a Global Context; Advanced Seminar in Multicultural Education-Gender Equity Education; Master's Thesis/Project

Undergraduate courses taught: Multicultural Education

New M. Ed. courses designed: Thesis/Project; Education in a Global Context; Advanced Seminar in Multicultural Education;

1998-2003 Assistant Professor, Education, Eastern College

Master's courses taught: Multicultural Education; Research Design; Learning and Cognition

Undergraduate courses taught: Multicultural Education; Justice in a Pluralistic Society

1997-1998 Visiting Professor, Education, Eastern College

M. Ed. course taught: Multicultural Education; Research Design; & Learning and Cognition

Undergraduate course taught: Multicultural Education

Other Faculty Appointments

2014 Visiting Professor, Yonsei University, South Korea

MA/PhD course taught: Qualitative Research Method

2013-2015 Adjunct Lecturer, Charles Sturt University, Australia (dissertation advising)

2004 Instructor, School of International Leadership and Development, Eastern University

MA course taught: Program Evaluation; Applied Research and Program Evaluation

1994-1996 Adjunct Professor, Education, Eastern College

M. Ed. course taught: Multicultural Education; Research Design

Undergraduate course taught: Multicultural Education

1994 Instructor, Department of Sociology & Anthropology, Ursinus College, Collegeville, PA

Undergraduate course taught: Introduction to Sociology

1987 Instructor, Continuation Center, University of Oregon, Eugene, OR

Graduate course taught: Introduction to Education and Anthropology

JOURNAL EDITING

- 2019- Founder and Consulting Editor, *International Journal of Multicultural Education*, Yonsei University (<http://www.ijme-journal.org>)
- 2019- Editorial Board Member, *Journal of Qualitative Inquiry*
- 2018- Editorial Board Member, *Journal of Autoethnography*
- 2015- Editorial Board Member, *Journal of Korean Association for Qualitative Research*
- 2007-2018 Founder and Editor-in-Chief, *International Journal of Multicultural Education*, Eastern University (<http://www.ijme-journal.org>)
- Founded and has served as Editor-in-Chief of IJME, the open-access peer-reviewed online journal, since 2007; published 29 issues; edited, administered, and managed electronic publishing (e.g., managing and overseeing peer review process, writing reviews, technological production, & public relations); supervised and managed 15 different global editors over the years (e.g., assistant, associate, co-, managing, review, copy, guest editors); led the editorial board of 10-15 members from the world; elevated IJME to the status of the SJR-ranked and Scopus-indexed journal (in the 1st quartile among 716 selected journals and the 15th open-access journal in the category of "Cultural Studies")
- 2017-2018 Special Issue Co-editor, *International Journal of Multicultural Education* (Theme: Multicultural Education: Using Our Past to Build Our Future): Published in February 2018
- 2016-2017 Special Issue Co-editor, *International Journal of Multicultural Education* (Theme: Critical Autoethnography in Pursuit of Educational Equity): Published in February 2017
- 2014-2015 Special Issue Co-editor, *International Journal of Multicultural Education* (Theme: Educational Leadership against Racism): Published in February 2015
- 2013 Anniversary Issue Co-editor, *International Journal of Multicultural Education* (Theme: Multicultural Education: Past, Present, and Future): Published in February 2013
- 2009-2010 Special Issue Coeditor, *Journal of Research Practices* (Theme: Autoethnography as Research Practice)
- 1998-2007 Founder & Editor, Electronic Magazine of Multicultural Education, Eastern University (<http://www.ea.edu/publications/emme/>)
- Founded EMME (Electronic Magazine of Multicultural Education), an open-access online journal, in 1998 and served as Editor until 2006 when the journal was switched over to IJME; Published 18 issues including 95 scholarly articles, 10 art review articles, and 446 book and multimedia review.

THESIS/DISSERTATION ADVISING

Completed PhD Dissertations I Supervised as Chair (19 in total)

1. Susan Abtouche (2023, April), *Retirees' Motivation for Charitable Legacy Giving: Personal, Familial, Organizational, and Leadership Factors*
2. Amir St. Clair (2023, April), *Crisis Leadership in Higher Education: An Interpretive Phenomenological Analysis of Executive Leaders' Experience at Small, Private Higher Education Institutions in the United States*
3. Karen Chamis (2022, April), [*Blessed Be the Ties That Bind: Mid-Councils' Impact on Organizational Identity and Membership Identification in the Presbyterian Church \(USA\) During Covid-19*](#)
4. Susan Hicks (2022, April), [*The Faith Integration Experience of Christian African American Principals in the U.S. Urban High-Poverty Public School Context*](#)
5. Lynette Bryan (2022, January), [*Personal Spirituality and Public Leadership: A Phenomenology of U.S. Public School Principals*](#) (Received the 2023 Outstanding Dissertation Award from the PhD in Organizational Leadership program at Eastern University)
6. Carron Odokara (2021, March), [*Racial and Ethnic Diversity and Inclusion in Selected U.S. Christian Denominations: Multiple Organizational Case Study*](#) (Received the 2022 Outstanding Dissertation Award from the PhD in Organizational Leadership program at Eastern University)
7. Jeff Logan (2020, November), [*Laughing and Leading Together: The Effective Use of Affiliative Humor by Indigenous Leaders in Southern Saskatchewan*](#)
8. Gail McFadden-Roberts (2020, November), [*Going Beyond Compliance to Exceed Expectations: A Grounded Theory Study of Good Corporate Governance*](#)
9. Natasha Webster (2020, May), [*Advancement and Persistence in Higher Education Leadership: A Narrative Study of Women Deans in Business Schools*](#)
10. Karen Asenavage-Loptes (2019, May), [*A Systems Model for Internationalization in U.S. Higher Education: Influence of Context, Culture, Leadership, and Faith*](#)
11. Rena Morrow (2019, April), [*The Impact of Charter School Leadership on Student Achievement: A Dual Case Study of Inner-City High-Achieving Schools*](#)
12. Kathleen Brenneman Nussbaum (2019, March), [*Diversity Stewards: A Multi-Site Case Study of Governing Boards in Christian Higher Education*](#) (Received the 2019 Outstanding Dissertation Award from the PhD in Organizational Leadership program at Eastern University)
13. Jessica Neely (2018, September), [*Organizational Spirituality and Church Growth In The United Methodist Church: A Mixed-methods Study*](#)
14. Wendy Bilgen (2018, April), [*Constructing a Social Justice Leadership Identity: An Autoethnography of a Female Jewish Christian Social Worker Living In Turkey*](#)
15. Cheryl Patton (2017, November), [*Workplace Conflict, Management, and Leadership Implications: An Interpretive Phenomenology of Medical Imaging Technologists*](#)
16. Stephanie Polonus (2017, August), [*Constructive Parental Involvement on Interscholastic Athletic Teams: A Grounded Theory Study of Head Coach Leadership*](#)
17. Bethany Davis (2017 June), [*Workplace Faith Integration in Nonprofit Christian Camp and Retreat Center Organizations: A Grounded Theory*](#) (Received the 2016 Outstanding Dissertation Award from the PhD in Organizational Leadership program at Eastern University)
18. Charesse Ford (2016 March), [*In Pursuit of Educational Equity in U.S. Independent Schools: A Grounded Theory Study of Diversity Leadership*](#)
19. Michael Evans (2013 December), [*Educational Leadership for Excellence and Equity: A Case Study of an Urban Hispanic Charter School*](#)
20. Geri Remy (2013 May). [*Culturally Relevant Pedagogy of Critical Thinking for Leadership Development: Action Research of Korean Nurses in the United States*](#)

21. Charles Campbell (2013 May) [Leadership Through Multidimensional Partnership: An Organizational Case Study of the Intersection of Spirituality and Mental Health](#) (Received the 2014 Outstanding Dissertation Award from the PhD in Organizational Leadership program at Eastern University)

Completed PhD Dissertations that I Served as a Methodologist or Committee Member (12 in total)

1. Za Chijere (2020, November), [Flourishing in Indigenous Social Enterprising Nonprofit Organizations in Malawi](#)
2. Robin Bronkema (2020, August), [The Process of Leadership Advancement For Female Heads of Christian Schools: A Grounded Theory Study of the Critical Influences on the Attainment of the Headship](#)
3. Darabant, Christopher (2018, April), [Leadership Practices, Ethnicity and Job Satisfaction: A Grounded Theory Study of Team Dynamics](#)
4. Peri, Jonathan (2017, November), [Non-Traditional Pathways to the Presidency in U.S. Higher Education: A Collective Case Study](#)
5. Shatzer, Kim (2017, March), [Navigating Life and Work: A Grounded Theory Study Examining the Experiences of Female Middle Managers in Banking](#)
6. Sensenig, Catherine (2015 May), [Cross-Cultural Leadership and Partnership in a Small NGO: An Ethnography of Community Development in Rural Ecuador](#)
7. Brian Leander (2014 May), [Diversity-Oriented Churches: A Mixed-Methods Study of Top-Management Team Openness to Diversity, Senior Pastor Cultural Intelligence and Leadership Practices](#)
8. Tom Klaus (2013 December), [Leadership in an Intractable Conflict Over Public School Sexuality Education in the United States](#)
9. Maggie Madimbo (2013 May), [Transformational Engaging Leadership: Portraits of Women Leaders in Malawi with Implications for Leadership Development](#)
10. Pat Bleil (2012 December), [Mentoring Experiences of Women Executives in the Pharmaceutical Industry: A Phenomenology](#)
11. Grace Fornicola (2012 December), [Women as Leaders during Organizational Downsizing in Child Welfare Nonprofit Organizations](#)
12. Danny Kwon (2012 May), [Intergenerational Ministry: An Explanation Into An Emerging Paradigm For Youth Ministry](#)

Completed Master's Thesis/Projects I Supervised as Chair (19 in total)

1. Dana Marniche (2009), National Geographic's Images of Sub-Saharan Africans: A Content Analysis (A Journal Article Prepared for Publication)
2. Rochelle Evans (2009), *Opening the Doors to Social Studies: A Curriculum Unit for Pre-K through First Grade ESL Students* (Instructional Unit)
3. Stephanie Hook (2009), *A Caring Community: Culturally and Biblically Responsive Classroom Management* (Professional Development Workshop Plan)
4. Stefanie Zubrick (2008), *Dropping Out In Rural America: What Role Does Culture Play In The Lives Of High School Students?* (A Journal Article Prepared for Publication)
5. Judy Ha (2008), *Preparing Generation W(orld): Teaching Social Studies with a Global Approach* (A Journal Article Prepared for Publication)

6. Paul Cortez (2008), *Multicultural Curriculum Unit for Secondary Social Studies: Democracy and Communism* (Instructional Unit)
7. Kate Hoy (2008), *Integration of Multicultural Education in Music Curriculum: The Music of the World* (Instructional Unit)
8. Dawn Dennison (2008), *Native Americans, Pilgrims, and Thanksgiving* (Instructional Unit)
9. Leslie Bratton (2008), *College Awareness: An Instructional Unit* (Instructional Unit)
10. Stanley Williams (2007), *School and Community Safe Corridors and Communication* (Program Development Plan)
11. Tyrone Thomas, Jr. (2007), *Life Management: An 8th grade Language Arts Unit* (Instructional Unit)
12. Stefanie Fields (2007), *Astronomy Curriculum (co-advised with Dr. David Breadstreet)* (Instructional Unit)
13. Megan Correia (2006), *Success for All: An Urban School's Experience* (Thesis)
14. Kristin Luther (2006) "Separation and celebration: A Troublesome Approach to Multicultural Education" (A Journal Article Prepared for Publication).
15. Nancy Kaufman (2005) *Graphic Organizers: Effective Writing Tools for English Language Learners* (Thesis)
16. Anupama Anand (2005), *Using Picture Books to Promote Multicultural Awareness: A Literature Review* (Thesis)
17. Mary Smith (2005), *Third Culture Kids as Assets to the World*. (Thesis)
18. Emily Hargis (2004), *The Expectations of a Student Teacher: A Self-Case Analysis* (Thesis)
19. Elizabeth Brown (2004), *All about Me Unit* (Instructional Unit)

SERVICE TO THE DEPARTMENT/UNIVERSITY

Department Administration/Service

2016-present	Chair, PhD in Organizational Leadership, Eastern University
2015-2016	Interim Director, PhD in Organizational Leadership, Eastern University
2014-present	Dissertation Coordinator, PhD in Organizational Leadership, Eastern University Quality control of PhD dissertations; updating the documentation of the dissertation process; chair, committee, and student training on the dissertation process; growing the pool of potential committee members
2010-present	Cohort Advisor, Ph. D. in Organizational Leadership, Eastern University Advised cohort 2, 6, & 11 students on a variety of academic and programmatic issues (12 & 14 as a substitute during the sabbatical of fellow faculty members)
2012-2013	Interim Director, Ph. D. in Organizational Leadership, Eastern University Directed the PhD. program for the 2012-2013 academic year
2013-2014	Chair, Faculty Search Committee, Ph. D. in Organizational Leadership
2010-2011	Member, Faculty Search Committee, Ph. D. in Organizational Leadership
2004-2011	Chair, Graduate Education, Loeb School of Education, Eastern University

	Oversee graduate education curriculum development & modification; schedule graduate courses; evaluate adjunct faculty; advise M. Ed. thesis/project; serve committees pertaining to graduate education; monitor graduate student enrollment; conduct the graduate program evaluation; assist with the hiring of associate faculty & budgeting; coordinated & preside over department faculty orientations and department meetings; oversee the Graduate Assistantship program; curriculum development, modification, & evaluation
2003-2005	Coordination of the Self-Study for the PDE evaluation visit, Education Dept., Eastern University Collect documents; coordinate self-study writings for secondary education fields; design & manage the website for the PDE visit; plan and manage the site visit preparation
1998-2004	Coordinator, M. Ed. in Multicultural Education, Education Dept., Eastern University Curriculum design and revision, adjunct faculty search, course scheduling, student advising
1985-1986	Assistant to Faculty Coordinator of Secondary Education, Division of Teacher Education, University of Oregon, Eugene, Oregon

College/University Committee

2020-present	Member, University Educational Policy and Curriculum Committee
2020-2023	Member, Middle State Commission on Higher Education (MSCHE) Steering Committee, Eastern University
2019-2023	College of Business and Leadership Faculty Search Committees
2017-2020	Co-chair, University Educational Policy and Curriculum Committee
2016-2020	Co-chair, Graduate Educational Policy and Curriculum Committee
2016-present	Member, Campolo Institute of Action Research in Social Justice Advisory Board
2014-2017	Member, University Educational Policy and Curriculum Committee
2014-2016	Chair & Co-Chair, CCGPS/Graduate-Educational Policy and Curriculum Committee
2012-2013	Member, CCGPS-Educational Policy and Curriculum Committee
2010-2013	Member, Faculty Personnel Committee-Policy Subcommittee
2009-2011	Middle State Self-Study, Working Group, Eastern University
2006-2009	Member, Graduate Curriculum and Policy Committee, CCGPS, Eastern U.
2007-2011	Chair/member, Education Faculty Search Committee, Loeb School of Education, Eastern U.
2006-2007	Chair, Online Instruction Taskforce, Loeb School of Education, Eastern U.
2006-2007	Chair, Faculty Search Committee, Loeb School of Education, Eastern U.

2006	Member, Middle State Steering Committee, CCGPS, Eastern U.
2005	Chair, Ph. D. Research Curriculum Development Committee, Campolo Graduate School of Professional Studies, Eastern University
2004-2005	GPS Leadership Team, Eastern University
2003-2004	Chair, Graduate Education Policy and Curriculum Committee, Eastern University
2002-2005	Faculty Senate, Eastern University
2002-2005	Member and Chair (2002-03), Education Faculty Search Committee
2000-2003	Member and Co-Chair (2002-03), Undergraduate Education Policy and Curriculum Committee, Eastern University
2001-2002	Member, Psychology Faculty Search Committee
1998-2002	Faculty Advisor, SOAR (Students Organized Against Racism)

SELECTED SERVICE TO THE SCHOLARLY PROFESSION/DISCIPLINE

Other Professional Organization, Committee, & Board

2016-present	Members (Vice Chair, 2019-2021; Chair of the 2021 Program Committee since 2019), Doctoral Education Council, Council on Christian Colleges and Universities (CCCU)
2016-2019	Workshop Organizer & Presenter, Ethnographic and Qualitative Research Conference
2016-2017	Scientific Panel: International Symposium of Qualitative Research (ISQR)
2009-2016	Editorial Board Member, Korean Journal of Educational Anthropology
2009-2014	Organizer/Chair of scientific sessions, International Leadership Association "Collaborative Autoethnography" (Workshop, 2014) "Collaborative Autoethnography" (Workshop, 2010) "Leadership for Transformation: An Autoethnographic Approach" (Workshop, 2009)
2009-2010	Organizer & Chair of scientific sessions, International Congress of Qualitative Inquiry "Reaching the World with Qualitative Research: Publishing in Open-access E-journals" (2010) "Mentoring for Leadership Development in the Global Community" (2010)
2008	Advisory Board, Teacher Education Evaluation Reform, PA Department of Education
2006-2007	Organizer and Chair, Scientific Session, Pennsylvania Association of College Teacher Educators: "Multicultural Educators' Gendered Lives: Ethnography of Autoethnography"
1988-2009	Organizer and/or Chair, Several Scientific Sessions, American Anthropological Association Annual Meetings: "Collaborative Autoethnography" (workshop) (2009)

"Autoethnography: Advocacy and Critique" (2006)
 "Multicultural Math and Science Curriculum: Beyond the Culture Sampler Approach" (2004)
 "Intercultural, Cross-Cultural, and Multicultural Education: Global Perspectives on Policies and Practices" (2003);
 "Bilingual and Multilingual Educational Policy and Its Impact on Identity Construction of Linguistic Minorities in a Global Context" (2002);
 "Urban Religious Schools' Responses to Cultural Diversity" (1998);
 "Cultural Construction of Academic Labeling," (1994);
 "Exploring Adolescent World," (1988)

2004 Co-Organizer, Scientific Session, Ethnography in Education Forum, University of Pennsylvania, Philadelphia, February 27-28
 "Hope or Despair: Voices of Stakeholders on Urban Education"
 2000-2004 Co-Chair, Committee 6 (Multicultural and Multilingual Education), Council on Anthropology and Education, American Anthropological Association
 2000-2003 Member, The Board of Council on Anthropology and Education
 2000-2001 Chair, Outstanding Dissertation Award Committee, Council on Anthropology and Education

Peer Review for Journals and Publishers

1998- Peer review for various academic journals (e.g., *Contemporary Sociology*, *Journal of Contemporary Ethnography*, *Journal of Research Practice*, *Journal of Qualitative Inquiry*, *Journal of the International Community of Christians in Teacher Education*, *International Journal of Qualitative Methods*, *Journal of Marriage and Family*, *Human Organization*, *Anthropology and Education Quarterly*, *Qualitative Health Research*, *Journal of Autoethnography*, *Journal of Qualitative Inquiry*)
 2000- Review of Conference Session and Paper Proposals for various academic organizations (e.g., International Leadership Association, Council on Anthropology and Education, American Educational Research Association)
 2008-2009 Review of Grant Proposal for the Social Sciences and Humanities Research Council of Canada
 2005- Review for Publishers (e.g., Allyn and Bacon, Pearson, Springer, and Routledge)

Program Evaluation

2017 Program Evaluation: School of Leadership Studies, James Madison University, October 1-3, VA

2005	Evaluation of Elementary and Early Childhood Education, PA Department of Education Evaluation Team for Penn State University-Harrisburg, PA
2005	Evaluation of Elementary and Early Childhood Education, PA Department of Education Evaluation Team for Immaculata College, PA
2003-2005	Self-study of Educational Certification Programs prepared for PA Department of Education Evaluation Visit, Eastern University
2003	Evaluation of Elementary Education, PA Department of Education Evaluation Team for Cedar Crest College, Cedar Crest, PA
2002	Evaluation of Elementary Education, PA Department of Education Evaluation Team for King's College, Wilkes-Barre, PA
2001	Self-study of Institutional Effectiveness prepared for the Middle State Accreditation Visit, Eastern University

SELECTED SERVICE TO CHURCH/COMMUNITY

Church Involvement

2017-present	Elder & Chair of World Wide Ministry Council, Bryn Mawr Presbyterian Church, Bryn Mawr, PA
1989-present	Member, Sanctuary Choir Member, Bryn Mawr Presbyterian Church, Bryn Mawr, PA
2000-2003	Elder & Chair of Youth Ministry Council, Bryn Mawr Presbyterian Church, Bryn Mawr, PA
1997-2017	Sunday School and Confirmation Class Teacher, Youth Camp Counselor, Urban-Suburban Partnership, Pastor Nominating Committee, Nominating Committee, Bryn Mawr Presbyterian Church, Bryn Mawr, PA
1992-1997	Member, Sunday School Teacher, Church School Education Coordinator, Church of Love Korean Presbyterian Church, Broomall, PA

Community/Board Involvement

2020-present	Secretary, Highfield Home Owner Association, Wayne, PA
2009-2013	Vice Chair & Chair of Governance Committee, Eastern University Academic Charter School Board, Philadelphia, PA
2007-2009	Member, Orchestra Parents' Association, Radnor High School, PA

- 2005-2007 President, Orchestra Parents' Association, Radnor High School, PA
- 2003-2006 Member-at-Large, Radnor High School Girls Crew Parents Board, PA

PUBLICATIONS

BOOKS (chronologically reversed)

- Hernandez, K-A., **Chang, H.**, & Bilgen, W. (2022). *Transformative Autoethnography for Practitioners: Change Processes and Practices for Individuals and Groups*. Myers Education Press (Received American Educational Studies Association's 2023 AESA Critic's Choice Book Award).
- Chang, H.**, Ngunjiri, F. W., & Hernandez, K. (2013). *Collaborative Autoethnography*. Routledge.
- Chang, H.**, & Boyd, D. (Eds.). (2011). *Spirituality in Higher Education: Autoethnographies*. Routledge.
- Chang, H.** (2008). *Autoethnography as Method*. Routledge (Revision under contract with Routledge)
- Chang, H.** (1992). *Adolescent Life and Ethos: An Ethnography of a US High School*. London, UK: Falmer Press.

JOURNAL ARTICLES (chronologically reversed)

- Sparks, C., & **Chang, H.** (2021). Doctoral Capstone Products: A Systems Thinking Model for Quality Assurance. *Christian Higher Education*, 20(1-2), 38-56.
- Chang, H.**, & Bilgen, W. (2020). Autoethnography in Leadership Studies: Past, Present, and Future. *Journal of Autoethnography*, 1(1), 93-98. <https://doi.org/10.1525/joae.2020.1.1.93>
- Chang, H.** (2020). In Celebration of Our Friend and Copyeditor's Long-Lasting Service For the International Journal of Multicultural Education. *International Journal of Multicultural Education*, 22(3).
- Lee, H., Bryan, L., & **Chang, H.** (2019). Doctoral Students' Learning Success in Online-based Leadership Programs: Intersection with Technological and Relational Factors. *The International Review of Research in Open and Distributed Learning*. 21(1), 61-81.
<https://doi.org/10.19173/irrodl.v20i5.4462>
- Chang, H.**, Pak, S. Y., & Sleeter, C. E. (2018). Multicultural education: Using our past to build our future. *International Journal of Multicultural Education*, 20(1), 1-4.
- Chang, H.** (2018). A journal editor's identity journey: An autoethnography of becoming, being, and beyond. *International Journal of Multicultural Education*, 20(3), 1-16.

- Hernandez, K. A., **Chang, H.**, & Ngunjiri, F. (2017). Collaborative autoethnography as multivocal, relational, and democratic research: Opportunities, challenges, and aspirations. *Auto/Biography Studies*, 32(2). 251-254.
- Marx, S., Pennington, J. L., & **Chang, H.** (2017). Critical autoethnography in pursuit of educational equity: Introduction to the IJME special issue. *International Journal of Multicultural Education*, 19(1), 1-6.
- French, II, R. P., & **Chang, H.** (2016). Conceptual re-imagining of global "mindset": Knowledge as prime in the development of global leaders. *Journal of International Organizations Studies*. 7(1), 49-62
- Chang, H.** (2016).* Autoethnography in health research: Growing pains? *Qualitative Health Research*, 26(3), 443-451. doi:10.1177/1049732315627432
- Hernandez, K., Ngunjiri, F., & **Chang, H.** (2015). Exploiting the margins in higher education: A collaborative autoethnography of three foreign-born female faculty of color. *International Journal of Qualitative Studies in Education*, 28(5), 533-551.
- Ngunjiri, F., Hernandez, K., & **Chang, H.** (2015). Autoethnographic methods for leadership research. *ILA Member Connector*, April, 4-7.
- Longman, K., **Chang, H.**, & Loyd-Paige, M. (2015). Self-analytical, community-building, and empowering: Collaborative autoethnography of leaders of color in higher education. *Journal of Ethnographic and Qualitative Research*, 9, 268-285.
- Chang, H.**, Longman, K., & Franco, M. (2014). Leadership development through mentoring in higher education: A collaborative autoethnography of leaders of color. *Mentoring & Tutoring: Partnership in Learning*, 22(4), 373-389.
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- Chang, H.** (2021). Individual and Collaborative Autoethnography for Social Science Research. In Holman, S., Adams, T., & Ellis, C. *Handbook of autoethnography* (2nd ed.). Routledge.
- Ngunjiri, F. W., **Chang, H.**, & Hernandez, K. (2016). Multivocal meaning making: Using collaborative autoethnography to advance theory on women and leadership. In J. Storberg-Walker & P. Haber-Curran (Eds.), *Theorizing women & leadership: New insights & contributions from multiple perspectives* (pp.x-x). Charlotte, NC: Information Age Publishing.
- Chang, H.** (2013). Individual and collaborative autoethnography as method: A social scientist's perspective. In Holman, S., Adams, T., & Ellis, C. *Handbook of autoethnography* (pp. 107-121). Walnut Creek, CA: Left Coast Press.
- Chang, H.** (2011). Autoethnography as method for spirituality research in the academy. In *Spirituality In higher education: Autoethnographies* (pp. 11-30). Walnut Creek, CA: Left Coast Press.
- Chang, H.** (2007). Autoethnography: Raising cultural awareness of self and others. In G. Walford, (Ed.) *Methodological developments in ethnography: Studies in educational ethnography* (Volume 12) (pp. 207-221). Oxford, UK: Elsevier.
- Chang, H.** (2004). "Acting and waiting in the love of God," In R. A. Knott (Ed.) *College Faith: 150 Christian Leaders and Educators Share Faith Stories from Their Student Days* (pp. 37-38). Berrien Springs, MI: Andrews University Press.

SELECTED PRESENTATIONS

Workshop/Panel/Invited Lecture Presentation

- 2022 Invited Plenary Panel: "Trends and Issues in CCCU Doctoral Education Programs: Exploring Implications and Responses," CCCU Council for Collaboration in Doctoral Education, Judson University, Elgin, IL, Sept 29 - Oct 1
- 2022 Presentation (with PhD Alumni: Dr. Lynette Bryan & Dr. Susan Hicks): "Doctoral Student-facilitated Writing Group for Dissertation Success," CCCU Council for Collaboration in Doctoral Education, Judson University, Elgin, IL, Sept 29 - Oct 1
- 2022 Workshop (with PhD Alumni: Dr. Wendy Bilgen): "Transformative Autoethnography Model (TAM) for Roaming and Creating Changes," International Conference of Autoethnography, Bristol, UK, July 16-19
- 2020 Poster (with PhD Student: Lynette Bryan): "Doctoral Students' Learning Success in Online-Based Leadership Programs: Intersection with Technological and Relational Factors," PhD Leadership Research Forum, Eastern University, St. Davids, PA
- 2020 Invited Workshop (with Dr. Karen Longman): "From Draft to Press: Book & Article?" Ethnographic and Qualitative Research Conference (EQRC), Feb. 23, Las Vegas, USA
- 2019 Keynote (with Dr. Cheryl Sparks): "Developing Quality Standards for Doctoral Capstone Products," CCCU Doctoral Education Forum, Sept. 18, Dallas Baptist University, Dallas, TX
- 2019 Invited Lecture: Qualitative Research Methodologies. Dongduk Women's University, Seoul, S. Korea, April
- 2019 Invited Workshop (with Dr. Karen Longman): "From Draft to Press: Article or Book?" Ethnographic and Qualitative Research Conference (EQRC), Feb. 24, Las Vegas, USA
- 2019 Scientific Session: CAE Research on Leadership Development (with students and PhD Faculty). Ethnographic and Qualitative Research Conference (EQRC), Feb. 24, Las Vegas, USA
- 2018 Invited Lecture: "Continuity and Change in Anthropology and Education: From My Autoethnographic Perspective," Yonsei University, Seoul, S. Korea April.
- 2018 Workshop (with Dr. Karen Longman): "From Draft to Press: Jump-Starting & Maintaining Your Publication Agenda," Ethnographic and Qualitative Research Conference (EQRC), Feb. 25, Las Vegas, USA
- 2017 Panel: "Leadership Development Research and Praxis: Collaborative Autoethnographies of Business, Nonprofit, and Education Leaders," Ethnographic and Qualitative Research

- Conference (EQRC), January 30-31, Las Vegas, USA
- 2017 Workshop: "From Draft to Press: Becoming Journal-published in Graduate School," AABSS/EQRC, January 30-31, Las Vegas, USA
- 2016 Panel: "Innovative Doctoral Leadership Education in a Globalizing World," International Association for the Promotion of Christian Higher Education. May 30-June 3, Cheonan City, South Korea
- 2016 Panel: "Promoting Christian Scholarship via Publishing," International Association for the Promotion of Christian Higher Education. May 3-June 3, Cheonan City, South Korea
- 2015 Invited Workshop: "Autoethnography and Collaborative Autoethnography," Yonsei University, November 9, Seoul, South Korea
- 2015 Invited Editors' Panel: "Meet the Editors: DeMystifying the Publication Process," ILA, October 14-17, Barcelona, Spain
- 2015 Invited Plenary: "Dissertation Supervision Issues and Practices" (with Kevin Lawson). CCCU Doctoral Directors Forum, Azusa Pacific University, September 19, Azusa, California
- 2014 Invited Workshop: Solo and Collaborative Autoethnography. St. Francis College of Charles Sturt University, Brisbane, Australia
- 2012 Panel: "Applying Qualitative Research Methods to Justice-Oriented Leadership Dissertation Studies." International Congress of Qualitative Research, May 2012, Urbana, IL
- 2010 Panel: "The Circle is Unbroken: Ethnographic Studies of Schools and Their Communities in Pedagogy and Praxis." American Anthropological Association Annual Meeting, Nov. 20
- 2010 Workshop: Collaborative Autoethnography. International Leadership Association Annual Meeting (October 28)
- 2010 Workshop: Teach, Research, & Reach. Handong Global University, Korea, (October 20)
- 2010 Panel: Reaching the World with Qualitative Research: Publishing in Open-access Journals, International Congress of Qualitative Inquiry, May 28, U of Illinois (with Sara Hartmann from Eastern U, Faith Ngunjiri from Eastern U, & Kevin Stranack from Simon Fraser U)
- 2010 Panel: Mentoring for Leadership Development in the Global Community, International Congress of Qualitative Inquiry, May 28, U of Illinois (with Eastern's Doctoral Students: Pat Bleil, Julie Breithaupt, Karen Kispert, David Ober, and David Wolf)
- 2009 Workshop: Collaborative Autoethnography, American Anthropological Association Annual Meeting, December 4, Philadelphia
- 2009 Workshop, Leadership for Transformation: An Autoethnographic Approach, International

- Leadership Association Annual Meeting, November 13, Prague, Czech Republic
- 2009 Panel: "Packing the Inquiry Toolkit: QDA Software as a Tool in the Doctoral Process" co-presented with *Cynthia W. Jacobs* from QSR International (May 2009, ICQI Conference)
- 2008 Workshop: Autoethnography-"Do you mean I can use my personal stories for scholarly writing?" Academic Festival, Eastern University
- 2007 Invited Presenter, session on "Leading Effective Class Discussion On-ground and Online," Faculty Workshop, Eastern U.
- 2007 Invited Panelist, Session on online academic journal editing, SW/Texas Popular Culture/American Culture Associations Annual Meeting (Albuquerque, NM)
- 2006 Invited Presenter, Workshop on Autoethnography, Yonsei University, Seoul, Korea
- 2005 Invited Senior Researcher-Mentor, Round Table Discussion on Educational Ethnography, American Anthropological Association Annual Meeting
- 2005 Invited Speaker, Cultural Sensitivity Workshop for Bible Camp Counselors, Phoenixville Presbyterian Church, Eastern University
- 2005 Invited Panelist, Diversity Workshop for Teachers, Administrators, and Supporting Staff, Phoenixville Area School District
- 2005 Invited Presenter, "Grading Practices of Education Department," Faculty Workshop, Eastern University
- 2002 Invited Workshop Presenter, Cultural Autobiography, Faculty Workshop, Eastern University
- 2000 Invited Presenter, Urban Girls Conference, SUNY, Buffalo
- 1999 Invited Speaker, Kappa Delta P1 Induction Ceremony, Eastern College
- 1998-2004 Presenter, Multicultural Workshop for Barry School Summer Camp, Eastern College, PA
- 1998 Workshop on Qualitative Research Methods in Education at Yonsei University, Seoul, Korea
- 1997 Invited Speaker, Workshop for Teachers on Diversity Education at Pennsauken Public School System, New Jersey, and Pennsylvania School District, PA (coordinated by Diversity Works, Inc.)
- 1994 Invited Presenter, Workshop on Multiculturalism for Urban Female High School Students sponsored by the Ellis Scholars' Program, Eastern College, Pennsylvania
- 1993- Guest Speaker, Numerous Presentations on Asian Americans in undergraduate classes, Eastern College and Ursinus College, Pennsylvania

- 1993 Guest Speaker in Undergraduate and Graduate courses on the issues of Education and Anthropology, Ethnographic/Qualitative Methods, and Anthropological Studies of Adolescents, Asia United Theological College, Duk-Sung Women's University, Joong-Ang University, and Presbyterian College and Theological Seminary, Seoul, Korea
- 1993 Invited Panelist, The 1993 Multicultural Resource Center Conference, MRCC, Bryn Mawr, Pennsylvania

Scientific Paper/Poster Presentations

- 2022 Paper: "The Power of a Student-facilitated Writing Group: From a Perspective of Social Learning and Shared Leadership," CCCU Doctoral Forum, Judson University, IL, Sept, 29-Oct. 1
- 2020 Paper "Collaborative Autoethnography: Intersection of Qualitative Research and Pedagogy" (with Dr. Cheryl Patton), Ethnographic and Qualitative Research Conference (EQRC), Feb. 24, Las Vegas, USA
- 2020 Research Presentation (presented): A Meta-analysis of CAE research on Leadership Development: Ethnographic & Qualitative Research Conference (Feb 23-25, 2020, Las Vegas, NV)
- 2020 Research Poster: "Doctoral Students' Learning Success in Online-Based Leadership Programs: Intersection with Technological and Relational Factors," PhD Leadership Research Forum (Jan. 29, 2020, Eastern University, St. Davids, PA)
- 2018 Paper: "Contributors to Organizational Leader and Leadership Development: A Collaborative Autoethnography" (with PHD students—Serena Livingston, Bill Shorts, & Susan Hicks—& faculty Christa Lee-Chuvala), Ethnographic and Qualitative Research Conference (EQRC), Feb. 26, Las Vegas, USA
- 2017 Paper: "Methodological Reflection" (with Mary Tabata & Andrea Cabrelli), EQRC, January 30-31, Las Vegas, USA
- 2016 Paper: "Effective Doctoral Leadership Education: Inclusive Practices across Borders," ILA, November 2-5, Atlanta, USA
- 2016 Paper: "A study of the programmatic, technological, and human relational factors on doctoral student learning effectiveness within online-based doctoral leadership programs in the United States" (with Lynette Bryan) Ethnographic and Qualitative Research Conference, Feb. 1-2, Las Vegas, NV.
- 2015 Keynote: "Korean Diaspora and Heritage Language Learning: Qualitative Research Approaches," Korean Bilingual Education Association International Conference, November 7, Seoul, Korea

- 2015 Paper: "Doctoral leadership education across geographical and professional borders" (with Lynette Bryan & Hyunkyung Lee). ILA, October 14-17, Barcelona, Spain
- 2015 Scholarly Panel: "Collaborative Autoethnography in Leadership Development" (with Kathy-Ann Hernandez). ILA, October 14-17, Barcelona, Spain
- 2015 Paper: "Empowerment of Korean Diabetic Patients: Self-leadership in Multifaceted Relationships," International DIPEX Conference, June 25-27, Freiburg, Germany,
- 2015 Paper: "The politics of educational vision casting: Lessons learned from education superintendent elections in South Korea." Ethnographic and Qualitative Research Conference, Feb. 9-10, Las Vegas, NV.
- 2015 Paper: "Critical reflection, collaboration, and empowerment: A methodological analysis of a collaborative autoethnography study." Ethnographic and Qualitative Research Conference, Feb. 9-10, Las Vegas, NV.
- 2014 Paper: "Sharing power in producing anthropology: Collaborative autoethnography." American Anthropological Association, Dec. 2-7, San Diego, CA.
- 2014 Invited Presentation: Autoethnography for Nursing Science, Korean Qualitative Research Association, May 16, Seoul, Korea
- 2014 Invited Presentation: Qualitative Research Methods for Educational Anthropologists, Korean Educational Anthropology Association, April 26, Seoul, Korea.
- 2014 Invited Presentation: Further Qualitative Data Analysis for DIPEX Projects, DIPEX Research Team in Korea, April 19, Seoul, Korea
- 2012 Paper: "Crossing from Ethnography to Autoethnography: Harry Wolcott's Contributions to the Discipline of Anthropology and Education American Anthropological Association Annual Meeting, November 2012, San Francisco, CA
- 2012 Paper: "The Making of Collaborative Autoethnography: Methodologically Speaking," in the panel, *Methodological Insights from Collaborative Autoethnography*. International Congress of Qualitative Research, May 2012, Urbana, IL
- 2012 Paper: "Self-reflexivity: A Habit of Mind for Developing Leaders" Tobias Leadership Conference, Feb. 23-25, 2012, Colorado Springs, CO
- 2011 Paper: "Exploiting the Margins: Women of Color Advancing in the Academy" American Educational Research Association (April 11)
- 2010 Poster: "Learn to Act: Mentoring Research in Leadership Development," International Leadership Association. October 28
- 2010 Paper: "Multicultural Education: What, Why, and How," Academic Forum at Goyang Culture Friendship Fair 2010, Korea, October 19.
- 2009 Poster: "Navigational Strategies of Immigrant Faculty in US Academy: Collaborative Autoethnography," International Leadership Association, Prague, Czech Republic, (November 2009, ILA Conference)
- 2009 Paper: "Where Spirituality, Gender, and Ethnicity Meet: Collaborative Autoethnography

- of Three Female Leaders of Color in a Faith-Based Higher Education" co-presented with Dr. Faith Ngunjiri and Dr. Kathy-Ann Hernandez from Eastern University (May 2009, ICQI Conference)
- 2006 Paper: "Make Autoethnography Ethnographic," 2006 American Anthropological Association Annual Meeting, San Francisco, CA
- 2006 Paper: "Autoethnography as a Methodology," Korean Society of Anthropology and Education, Seoul National University, Seoul, Korea
- 2006 Paper: "Autoethnography: Raising Cultural Awareness of Self and Others," Ethnography in Education Forum, University of Pennsylvania, February
- 2004 Paper: "Hope or Despair: Voices of Stakeholders on Urban Education," Ethnography in Education Forum, University of Pennsylvania, February
- 2003 Paper: "Rethinking of Multicultural Education from a Global Cultural Perspective," American Anthropological Association Annual Meeting, Chicago, IL
- 2002 Paper: "Cultural Autobiography: Self-Reflective Practices for Multicultural Educators," CCTE Education 2002 Conference, Calvin College, Grand Rapids, MI
- 2000 Paper: "Evolution of the Mentor-Mentee Relationship: From *Doktoriater To* Uncle Harry," American Educational Research Association Annual Meeting, New Orleans, LA
- 2000 Paper: "Triple Jeopardy in Identity Formation: Korean Urban Girls in an Evening Commercial High School," Urban Girls Conference, SUNY, Buffalo, NY
- 1998 Paper: "Re-examining the Cultural Border Rhetoric of the Multicultural Society: Is Cultural Border Read," American Anthropological Association Annual Meeting, Philadelphia, PA
- 1998 Paper: "Is Cultural Diversity a Friend or a Foe?: An Ethnography of Christian Schools," Academic Festival, Eastern College, St. Davids, PA
- 1997 Paper: "Experiential Learning of Multiculturalism Through Simulation Activities: Multicultural Card Game," American Anthropological Association Annual Meeting, Washington, DC
- 1994 Paper: "We Are Dumb but Not That Dumb: Korean vocational high school students' negotiation with their negative academic label," American Anthropological Association Annual Meeting, Atlanta, GA
- 1993 Paper: "Multiculturalism as Everyone's Experience': An Alternative Framework of Multicultural Understanding." Multicultural Resource Center Conference, Bryn Mawr, Pennsylvania
- 1992 Paper: "Negotiation and Renegotiation with Adolescents in Qualitative Research." The 1992 Conference on Qualitative Research in Education, Athens, Georgia.

- 1991 Paper: "Successful Adolescents as Successful Negotiators." Annual Ethnography in Education Forum, University of Pennsylvania, Philadelphia.
- 1989 Paper: "Schooling for Upward Social Mobility or Social Tracking?: A Case of Korean Adolescents." American Anthropological Association Annual Meeting, Washington, DC
- 1988 Paper: "Adolescent Fundraising as a Reflection of American Ideals." American Anthropological Association Annual Meeting, Phoenix, Arizona.
- 1987 Paper: "American High School Students' View of Peers." American Anthropological Association Annual Meeting, Chicago, Illinois.