

# CURRICULUM VITAE

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## HAIYAN BAI, Ph.D.

### Office Address

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## ACADEMIC BACKGROUND

- Ph.D.**                      **University of Cincinnati**, Cincinnati, OH  
(*NCATE accredited*)  
Major: **Quantitative Research Methodology**  
Minor: Educational Measurement and Evaluation
- M.A.**                      **University of Cincinnati**, Cincinnati, OH  
Major: **Linguistics**
- B.A.**                      **Shanghai International Studies University**, China  
Major: **Teaching English as a Second Language**
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## ACADEMIC POSITIONS

- 2012-present      **Associate Professor,**  
Quantitative Methodology  
Educational & Human Science Department,  
College of Education & Human Performance,  
University of Central Florida, Orlando, FL

*Responsibilities included teaching graduate-level educational research courses (3/3 teaching load) (research methods, measurement and evaluation, and statistics), maintaining an active research agenda on quantitative methodological development and quantitative research in education, serving on doctoral students' dissertation committees, and providing professional services to faculty and graduate students in the college and beyond, research communities, and local schools.*

2006-2012      **Assistant Professor,**  
Quantitative Methodology  
Educational & Human Science Department  
College of Education, University of Central Florida, Orlando, FL

*Responsibilities included teaching graduate-level educational research courses (3/3 **teaching load**) (research methods, measurement and evaluation, and statistics), maintaining an active research agenda on quantitative methodological development and quantitative research in education, and providing related academic services*

2004-2006      **Teaching Assistant, Educational Statistics and Measurement**  
Division of Educational Studies & Leadership  
College of Education  
University of Cincinnati

2003-2004      **Graduate Assistant, Educational Statistics and Measurement**  
Division of Educational Studies  
College of Education  
University of Cincinnati

2002-2003      **Graduate Instructor, Linguistics**  
Department of English & Comparative Literature  
University of Cincinnati

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**HONORS AND AWARDS**

- 2014-2015     **Sabbatical Award**, College of Education and Human Performance, UCF
- 2013-2014     **Faculty Fellow**, Faculty Center of Teaching and Learning, UCF
- 2014            **Appreciation Certificate** for Outstanding Service to Florida Educational  
Research Association, FL.
- 2013            **Major Grants Development Stimulus**, UCF
- 2013            **Excellence in Research Award**, College of Education, UCF
- 2012            **Excellence in Graduate Teaching Award**, College of Education, UCF
- 2012            Measurement and Evaluation in Education Course (EDF 6432) **nominated**  
**for Florida Distance Learning Consortium Course Showcase**, UCF
- 2011-2012     **Scholarly Teaching and Learning (SoTL) Award** for research on  
teaching and learning excellence, University of Central Florida
- 2011-2012     **Teaching Incentive Program (TIP) Award** for teaching excellence,  
University of Central Florida
- 2011            **Excellent Community Service Award**, Orlando Chinese Profession Association
- 2011            **Appreciation Certificate for Outstanding Service** to the Faculty Senate at  
UCF
- 2008-2014     **Coyle Competitive Fund for Professional Development for research**, College  
of Education, UCF
- 2009-2010     **UCF Academy Fellow**, University of Central Florida
- 2006            **Outstanding Graduate Student**, University of Cincinnati
- 2006            **Graduate Student Summer Research Fellow**, University of Cincinnati
- 2001-2006     **University Graduate Scholarships**, University of Cincinnati
- 2005, 2004     Graduate Student Governance Association **Research Travel Grants**,  
University of Cincinnati
- 2003            **Graduate Student Research Mentoring Grant**, University of Cincinnati

## RESEARCH AND SCHOLARSHIP ACTIVITIES

### Research Interests

- Methodological Study on Causal Inference with Selection Bias and Small Samples
- Educational Measurement and Evaluation

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## PUBLICATIONS

*Note: In the areas of research methodology, measurement, and evaluation, the primary author is listed first; and an asterisk "\*" denotes student collaborations on scholarly publications/presentations.*

### Refereed Professional Journal Articles

*Note: \* indicating student collaborations on scholarly publications/presentations.*

#### National/International

32. **Bai, H.**, Aman, A., Xu, Y., Orlovskaya, N., & Zhou, M. (in press). Effects of web-based interactive modules on engineering students' learning motivation. *American Journal of Engineering Education*, 7(1). Page number TBA (Acceptance rate: 21% per journal website)
31. Pan, W., & **Bai, H.** (2016). Propensity score methods in nursing research: Take advantage of them but proceed with caution. *Nursing Research*, 65(6), 421-424. (Impact Factor: 1.856) doi: 10.1097/NNR.0000000000000189 (*This is an invited editorial commentary article*)
30. Pan, W. and **Bai, H.** (2015). Propensity score interval matching: using bootstrap confidence intervals for accommodating estimation errors of propensity scores. *BMC Medical Research Methodology*, 15(1), 53. PMC4517543 (Impact Factor: 3.49)
29. **Bai, H.**, Sivo, S., Pan, W., & Fan, X. (2015). Application of a new resampling method to SEM: A comparison of S-SMART with the bootstrap. *International Journal of Research & Method in Education*, 1-14.  
(<http://www.tandfonline.com/doi/pdf/10.1080/1743727X.2015.1056135>)  
(Acceptance rate: 11% per Cabell's Directory)
28. **Bai, H.**, & Martin, S. (2015). Assessing the needs of training on inclusive education for public school administrators. *International Journal of Inclusive Education*, 1-

15. (*Impact Factor: .696*)  
<http://www.tandfonline.com/doi/pdf/10.1080/13603116.2015.1041567#.VVSySEY2XsA>
27. Wu, C. L., & **Bai, H.** (2014). From early aspirations to actual attainment: the effects of economic status and educational expectations on university pursuit. *Higher Education*, 1-14. (*Acceptance rate: 20% per Cabell's Directory*)
26. \*Carlson, R. G., Daire, A. P., & **Bai, H.** (2014). Examining relationship satisfaction and individual distress for low-to-moderate income couples in relationship education. *The Family Journal*, 1-10.
25. **Bai, H.** (2013). A Bootstrap procedure of propensity score estimation. *Journal of Experimental Education*, 81(2), 157-177. (*Acceptance rate: 16% per executive manager*)
24. Stewart, T., Webster, N., & **Bai, H.** (2013). Understanding the impact of a summer service-learning program on the social dominance orientation of gifted adolescents. *Journal of Community Positive Practices*, 71-88.
23. \*Samir, P., Hagedorn, W. B., & **Bai, H.** (2013). An investigation of counselor educators' attitudes towards evidence-based practices. *Counselor Education and Supervision*, 52(2), 96-108. (*Acceptance rate: 8.5% per Cabell's Directory*)
22. **Bai, H.**, Pan, W., Hirumi, A., & \*Kebritchi, M. (2012). Assessing the effectiveness of a 3-D instructional game on improving mathematics achievement. *The British Journal of Educational Technology*, 43(6), 933-1003. (*Acceptance rate: 11-20% per Cabell's Directory*)
21. Martin, S., **Bai, H.**, & \*Hu, B. (2012). Exploring an effective professional development model with special educators in China. *Journal of International Special Needs Education*, 14(2), 88-98. (*Acceptance rate: 15% per Cabell's Directory*)
20. **Bai, H.** (2011). Using propensity score analysis for making causal claims in research articles. *Educational Psychology Review*, 23, 273-278. (*Acceptance rate: 11-20% per Cabell's Directory*)
19. **Bai, H.** (2011). Improving the accuracy of parameter estimation of proportional hazards regression with kernel resampling. *Multiple Linear Regression Viewpoints*, 37(1), 1-7. (*Acceptance rate: 25% per editor*)
18. Stewart, T., Allen, K., & **Bai, H.** (2011). The effects of service-learning participation on pre-internship educators' teacher sense of efficacy. *Alberta Journal of*

*Educational Research*, 57(3), 298-316. (Acceptance rate: 23% per Cabell's Directory)

17. **Bai, H.**, Pan, W., Wang, L., & Ritchey, N. (2011). Another look at resampling: Replenishing small samples with virtual data through S-SMART. *Journal of Modern Applied Statistical Method*, 9(1), 181-197.
16. **Bai, H.** (2011). Comparison of propensity score matching methods for reducing selection bias. *International Journal of Research & Method in Education*, 34(1) 81-107. (Acceptance rate: 11% per Cabell's Directory and editor for methodological articles)
15. **Bai, H.** (2011). Cross-validating a bidimensional mathematics anxiety scale. *Assessment*, 1, 178-182. (Acceptance rate: 21% per Cabell's Directory and editor)
14. **Bai, H.**, & Stewart, T. (2010). Measuring psychometric properties of the community service self-efficacy scale. *Citizenship, Social and Economics Education*, 9(2), 115-128.
13. Wilson, N., & **Bai, H.** (2010). The relationships and impact of teachers' pedagogical understandings of metacognition. *Metacognition and Learning*, 5, 269-288. (Acceptance rate: 25-30% per Cabell's Directory)
12. \*Kebritchi, M., Hirumi, A., & **Bai, H.** (2010). The effects of modern mathematics computer games on mathematics achievement and class motivation. *Computers & Education*, 55(2), 427-443. (Acceptance rate: 20% per Cabell's Directory)
11. Stewart, T., & **Bai, H.** (2010). Community service self-efficacy and summer service-learning: Comparative analyses among academically talented youth. *Gifted Education International*, 27(2), 149-160. (Acceptance rate: 20% per editor)
10. Pan, W., & **Bai, H.** (2010). Testing and estimating direct and indirect effects of an intervention program on college student retention: A structural model. *Enrollment Management Journal*, 4(1), 1-17. (Acceptance rate: 32% per editor)
9. **Bai, H.**, Wang, L., Pan, W., & Frey, M. (2009). Psychometric analysis of a bi-polar scale for measuring mathematics anxiety. *Journal of Instructional Psychology*, 36(3), 185-193.
8. **Bai, H.**, & Pan, W. (2009). An application of a new multivariate resampling method to multiple regression. *Multiple Linear Regression Viewpoints*, 35(1), 1-5. (Acceptance rate: 25% per editor)

7. **Bai, H.**, & Pan, W. (2009). A multilevel approach to assess the interaction effects on college student retention. *College Student Retention: Research, Theory & Practice*, 11(2), 287-301. (Acceptance rate: 26% per editor)
6. Pan, W., & **Bai, H.** (2009). A Multivariate approach to a meta-analytic review of the effectiveness of the D.A.R.E. Program. *International Journal of Environmental Research and Public Health*, 6(1), 267-277. (Acceptance rate: 20% per managing editor)
5. **Bai, H.** (2008). Kernel resampling to improve the performance of multiple regression with small samples. *Journal of Applied Statistical Science*, 17(4), 573-582.
4. **Bai, H.**, & Pan, W. (2008). Resampling methods revisited: Advancing the understanding and applications in educational research. *International Journal of Research & Method in Education*, 31(1), 45-62. (Acceptance rate: 11% per Cabell's Directory & editor for methodological articles)
3. Kebritchi, M., Hirumi, A., & **Bai, H.** (2008). The effects of modern math computer games on learners' math achievement and math course motivation in a public high school setting. *British Journal of Educational Technology*, 38(2), 49-259.
2. Pan, W., Guo, S., Alikonis, C., & **Bai, H.** (2008). Do intervention programs assist students to succeed in college? A multilevel longitudinal study. *College Student Journal*, 41, 90-98.
1. Pan, W., & **Bai, H.** (2007). Methodological gap in quantitative analysis of cross-cultural research data. *New Waves Journal of Educational Research & Development*, 11(3), 20-25. (Acceptance rate: 30% per editor)

## Invited Expert Video Products by SAGE

2. Bai, H. (2016). *Why Use Propensity Score Method?* Video publication in Sage research methods series. Thousand Oaks, CA: SAGE Publications Ltd.  
<http://methods.sagepub.com/video>
1. Bai, H. (2016). *Doing Propensity Score Matching With R.* Video publication in Sage research methods series. Thousand Oaks, CA: SAGE Publications Ltd.  
<http://methods.sagepub.com/video>

## Peer Reviewed Books

3. **Bai, H.**, & Clark, M.H. (in progress under contract). *Propensity score methods and applications*. (The Quantitative Application in the Social Sciences series) Thousand Oaks, CA: SAGE Publications, Inc.
2. Pan, W., & **Bai, H.** (2015). *Propensity score analysis: Fundamentals and development*. New York, NY: Guilford Publications, Inc. (*This is a methodological book discussing about propensity score analysis, the popular quantitative method, dealing with issues of selection bias.*)
1. **Bai, H.** (2010). *An introduction to S-SMART: Another look at the bootstrap*. Köln, Germany: LAP LAMBERT Academic Publishing. (ISBN: 978-3-8383-2872-0). (*This is a methodological book which introduces my trailblazer work to deal with small sample issues.*)

## Refereed/Peer Reviewed Book Chapters

7. Pan, W., & **Bai, H.** (2016). A robustness index of propensity score estimation to uncontrolled confounders. In H. He, P. Wu, & D. Chen, (Eds.), *Statistical causal inferences and their applications in public health research* (Chapter 5). New York, NY: Springer.
6. **Bai, H.** (2015). Methodological considerations in implementing propensity score matching. In W. Pan & H. Bai (Eds.), *Propensity Score Analysis: Fundamentals and Developments*. New York, NY: Guilford Publications, Inc.
5. Pan, W., & **Bai, H.** (2015). Propensity score analysis: Concepts and issues. In W. Pan & H. Bai (Eds.), *Propensity Score Analysis: Fundamentals and Developments*. New York, NY: Guilford Publications, Inc.
4. Stewart, T., Allen, K., & **Bai, H.** (2010). Service-learning and pre-internship teacher efficacy: A comparison of two designs and their mediating factors. In J. Keshen, B. A. Holland, & B. E. Moely (Eds.), *Research for what: Making engaged scholarship matter*. A Volume in *Advanced Service-Learning Research*. (pp. 121-145). Charlotte, NC: IAP Inc.
3. Wang, L., & **Bai, H.** (2009). Psychological assessment: Theory, practice, and future trend. In N. Zhang (Ed.), *Contemporary Applied Psychology*. Beijing, China: Renda University Press.



2. Wang, L., Pan, W., & **Bai, H.** (2009). Detection efficacy of multilevel latent trait approach to differential person functioning: A Monte Carlo comparison with conventional person misfit statistics. In K. Shigemasu, A. Okada, T. Imaizumi, & T. Hoshino (Eds.), *New trends in psychometrics*. (pp. 535-542). Tokyo, Japan: Universal Academy Press.
1. Pan, W., & **Bai, H.** (2008). Coping with methodological problems in quantitative research on model minority. In G. Li & L. Wang (Eds.), *Model minority myths revisited: An interdisciplinary approach to demystifying Asian American education experiences*. (pp. 267-287). Charlotte, NC: IAP.

## Refereed Articles in International Conference Proceedings

8. Aman, A., Xu, Y., **Bai, H.**, & Nina Orlovskaya, N. (2016). Evaluation of an interactive and inter-connected software in undergraduate renewable energy courses, *2016 Proceedings of the ASEE Annual Conference and Exposition*. New Orleans, LA.
7. Aman, A., Xu, Y., **Bai, H.**, & Nina Orlovskaya, N. (2015). Interconnected software modules to aid the learning of fuel cell courses. *2016 Proceedings of the ASEE Annual Conference and Exposition*. Seattle, WA.
6. **Bai, H.** (2010). Kernel resampling for Cox regress estimation. *2010 Proceedings of the American Statistical Association, Section on Statistical Computing* (pp. 5549-5555). Alexandria, VA: American Statistical Association.
5. **Bai, H.**, & Pan, W. (2008). *Application of a new resampling method to multiple regression with small samples. 2008 Proceedings of the American Statistical Association, Section on Statistical Computing* (pp. 3674-3678). Alexandria, VA: American Statistical Association.
4. **Bai, H.**, Pan, W., & Sivo, S. (2007). A continuing study on a new resampling method to reduce small-sample bias: An extension to Multivariate Data. *2007 Proceedings of the American Statistical Association, Section on Statistical Computing* (pp. 2061- 2064). Alexandria, VA: American Statistical Association.
3. **Bai, H.**, Pan, W., & Wang, L. (2006). A continuing study on a new resampling method to reduce small-sample bias: An extension to non-normal distributions. *2006 Proceedings of the American Statistical Association, Section on Statistical Computing* (pp. 1987-1990). Alexandria, VA: American Statistical Association.
2. Pan, W., & **Bai, H.** (2006). A new program for computing percentage points for Pearson distributions. *2006 Proceedings of the American Statistical Association, Section on Statistical Computing* (pp. 2133-2135). Alexandria, VA: American Statistical Association.
1. **Bai, H.**, Pan, W., & Wang, L. (2005). A new resampling method to reduce small-sample bias. *2005 Proceedings of the American Statistical Association, Section on Statistical Computing* (pp. 2060-2063). Alexandria, VA: American Statistical Association.

*Note. Proceedings of the American Statistical Association are selected from the refereed Joint Statistical Meetings (JSM), the most rigorous statistical meeting in the world,*

*jointly sponsored by the American Statistical Association, the International Biometric Society, the Institute of Mathematical Statistics, the Statistical Society of Canada, International Chinese Statistical Association, and International Indian Statistical Association. JSM proceedings published refereed articles which are the major resources for the new trends and statistical development in the international statistical world.*

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### Instrument Development

4. **Bai, H.** (2014). Scales for assessing learning style of engineering students. (IRB#: SBE-14-10712).

*This scale was designed to assess the learning styles of engineering students. Likert-scale items with 16 items and 5 additional questions for demographic data. We have adopted it to collect data from over 450 senior engineering students at UCF.*

3. **Bai, H., & Martin, S.** (2014). Needs assessment: Assessing knowledge and skill needs of principals working with students who have disabilities. Published instrument. (IRB#: SBE-09-06212).

*The needs assessment was designed to assess the needs of training in special education knowledge and skills among the public school leaders. It contains 35 Likert-scale items with 7 subscales and 6 additional questions for demographic data. It was adopted by the Orange County Public Schools and guided their principal training program.*

2. **Bai, H., Wang, L., Pan, W., & Frey, M.** (2009-present). A bi-polar scale for measuring mathematics anxiety (BPS-MMA). Published instrument.

*The instrument with 14 items has been used by 10 studies including doctoral dissertations and faculty research projects at universities in the United States and other countries such as Philippines.*

1. \***Patel, S., & Bai, H.** (2008-present). Measure of juvenile sex offender resistance (MJSOR). Unpublished instrument. (IRB #: SBE-08-05733).

*MJSOR is designed to assess the degrees of juvenile sex offender resistance including 24 items.*

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### Books in Preparation

1. **Martin, S., & Bai, H.** (in preparation). *Overview of the national urban special education leadership initiative*. Lanham, MD: Rowman & Littlefield Publishers, Inc.

## GRANTS AND RESEARCH PROJECTS

### Federal Grant Funded as a Co-PI

- Sept. 2014    Title:            ELEVATE: English Learner Excellence  
eVolving through Advanced Teacher Education  
PI:                Gillian Eriksson  
**Co-PI:           Haiyan Bai**  
Agency:        U.S. Department of Education, Washington, D.C.  
Amount:         \$1,057,548 with total of \$2,437,702.00 collaborating with  
OCPS  
Grant dates:    07/01/2015 to 6/30/2020  
Status:           Funded in July 2015
- Sept. 2013    Title:            Interactive Web-Based Visualization Tools for Gluing  
Undergraduate Fuel Cell System Courses  
PI:                Yunjun Xu  
**Co-PI:           Haiyan Bai**  
Agency:        National Science Foundation (NSF), Washington, D.C.  
Amount:         \$193,355.00  
Grant dates:    10/01/2013 to 9/30/2015  
Status:           Funded in Sept. 2013

### Grant Awarded (Serving as a co-Investigator)

- 2014            Title:            An investigation of the effects of the Istation  
Reading program on the reading performance  
elementary school students in the state of Florida  
Co-Investigator: Sandra Robinson, Laurie Campbell, Glun Lambie,  
**Haiyan Bai**, and Debbie Hahs-Vaugh  
Agency:        Florida Department of Education, Tallahassee, FL  
Amount:         \$12,500,000.00  
Grant dates:    09/15/2014 to 8/31/2017  
Status:           Funded in July 2014  
*Note. This project has currently involved 519 elementary schools. In addition, I  
am currently engaged in assessing the program effectiveness on the benchmark  
data from 225,205 elementary school students collected in 2013 and 2014.*

### Grant Awarded (Serving as an Evaluator)

- 2015            Title:            Replicating the CGI Experiment in Diverse  
Environments  
PI                 Juli Dixon  
**Evaluator       Haiyan Bai**  
Grant dates:    2012-2015

	Agency:	Institute of Education Sciences (IES)
	Amount:	\$3,480,000.
2014	Title:	Fulbright-Hays Group Projects Abroad (GPA)
	PI	Yvonne Pratt-Johnson
	<b>Evaluator</b>	<b>Haiyan Bai</b>
	Agency:	U.S. Department of Education Florida, Washington, D.C.
	Grant dates:	Summer 2014
	Status:	Funded in June 2014
2013	Title:	Fulbright-Hays Group Projects Abroad (GPA)
	PI	Yvonne Pratt-Johnson
	<b>Evaluator</b>	<b>Haiyan Bai</b>
	Agency:	U.S. Department of Education Florida, Washington, D.C.
	Grant dates:	Summer 2013
	Status:	Funded in June 2013
Sept. 2008	Title:	CSUMS: Computational Mathematics with an Emphasis on Computer Vision and Imaging Science (CMECVIS)
	PI:	Mubarak Shah
	Evaluator	<b>Haiyan Bai</b>
	Agency:	National Science Foundation (NSF), Washington, D.C.
	Amount:	\$585,198.00
	Grant dates:	09/15/2008 to 8/31/2012
	Status:	Funded in Sept. 2008

### **Institutional Research Projects (Funded) as a PI or Co-PI**

2013-2014	<b>PI</b> , <i>Exploring the Effects of a Reading Program for Improving Learning Outcomes of Children with Special Needs</i> . Toni Jennings Exceptional Education Institute. Amount \$5000.00
2011-2012	<b>PI</b> , <i>A Further Study on the Effects of a Reading Program for Pre-Service Teachers to Teach Children with Special Needs</i> . Toni Jennings Exceptional Education Institute. Amount: \$7000.00
2010-2011	<b>PI</b> , <i>The Effects of Tutoring and Practice on Pre-service Teachers' Reading Lesson Complexity for Teaching Children with Disabilities</i> . Toni Jennings Exceptional Education Institute. Amount: \$6500.00
2010	<b>PI</b> , <i>A Competing Risks Model of Public High School Student Departure</i> . (UCF

- Academy Fellow Project). Provost and the Office of Academic Affairs to support intercollegiate research at the University of Central Florida. Total Amount to support the research project for four faculty members: \$84,000.00
- 2009 **Co-PI**, *Teachers in Action with Persons with Disabilities Through High-Tech High-Touch Service-Learning*. Toni Jennings Exceptional Education Institute. Amount: \$7500.00
- 2009 **Co-PI**, *Implementing Sustainable Partnerships through Effective Training Modules for Teachers and Administrators Working with Students with Disabilities*. Toni Jennings Exceptional Education Institute. Amount: \$5000.00
- 2008 **Co-PI**, *Building Sustainable Partnerships through Effective Training Modules for Teachers and Administrators Working with Students with Disabilities*. Toni Jennings Exceptional Education Institute. Amount: \$9000.00
- 2007 **Co-PI**, *Exploring an Effective Model of Training Chinese Special Education Teachers*. Toni Jennings Exceptional Education Institute. Amount: \$10000.00
- 2006-2007 **PI**, *A Multivariate Resampling Method to Improve the Validity of Statistical Inference Using Small Sample*, In-House Research Grants, University of Central Florida. Amount: \$7500.00
- 2006 **PI**, *A New Resampling Method to Improve the Quality of Small-Sample Research in the Social Sciences*, Graduate Student Summer Research Fellowship, University of Cincinnati. Amount: \$3000.00
- 2005-2006 **PI**, *A Quantitative Research Synthesis of the Effectiveness of a School-Based Drug Prevention Program*, Graduate Student Faculty Mentoring Research Grant, University of Cincinnati. Amount: \$750.00

### Pending Grant Proposals to NSF

- Nov. 2015 Title: Collaborative Research: What Practice Makes Perfect: Enhancing Mechanics Learning Through Effective Practice Strategies Based on Cognitive Science
- PI:** Haiyan Bai
- Agency: NSF; Sponsor: Embry-Riddle Aeronautical University
- Amount: \$117,205.00
- Grant dates: 05/01/2017 to 4/30/2020
- Status: Pending
- % of IDC: 100%
- Nov. 2015 Title: Collaborative Research: What Practice Makes Perfect: Enhancing Mechanics Learning Through Effective Practice Strategies Based on Cognitive Science

PI: Yunjun Xu  
**Co-PI: Haiyan Bai**  
Agency: NSF  
Amount: \$300,000.00  
Grant dates: 05/01/2017 to 4/30/2020  
Status: Pending  
% of IDC: 30%



## Refereed Professional Presentations

### National/International

71. Jahani, S., **Bai, H.**, & \*Zhou, M. (2016). *Factors influence international women students' choice of STEM majors: A PLS-SEM model*. Paper accepted for paper presentation at the American Educational Research Association (**AERA**) Annual meeting 2017, San Antonio, TX.
70. Liu, X., **Bai, H.**, & Koirala, H. P. (2016). *Forward and backward continuation ratio models for ordinal response variables*. Paper accepted for paper presentation at the American Educational Research Association (**AERA**) Annual meeting 2017, San Antonio, TX.
69. \*Hang, J., **Bai, H.**, & Jones, D. (2016). *A Rasch model to explore the psychometric properties of client ratings of counselor competence (CRCC)*. Paper accepted for poster presentation at the American Educational Research Association (**AERA**) Annual meeting 2017, San Antonio, TX.
68. Compel, L., Lambie, G., Hahs-Vaughn, D., **Bai, H.** (2016). *Investigating summer reading achievement through curriculum based measures among fourth grade students*. Paper accepted for poster presentation at the American Educational Research Association (**AERA**) Annual meeting 2017, San Antonio, TX.
67. \*Crunk, E., **Bai, H.**, \*Harris, S., Barden, S., \*Gonzalez, J., \*Belser, C., & \*Oh, S. (2016). *Assessing changes in multicultural competence and self-efficacy in counselor trainees*. Paper accepted for poster presentation at the American Educational Research Association (**AERA**) Annual meeting 2017, San Antonio, TX.
66. \*Lavery, M., Hahs-Vaughn, D., Sivo, S. A., **Bai, H.**, Amrein-Beardsley, A. (2016). *A priori analysis of error rates in value added models*. Paper accepted for roundtable presentation at the American Educational Research Association (**AERA**) Annual meeting 2017, San Antonio, TX.
65. \*Harris, S., Lambie, G., **Bai, H.** (2016). *Assessing changes in multicultural competence and self-efficacy in counselor trainees*. Paper accepted for poster presentation at the American Educational Research Association (**AERA**) Annual meeting 2017, San Antonio, TX.
64. \*Resnick, P., Kent-Walsh, J., Schwartz, J., Zraick, R., & **Bai, H.** (2016, November 19). *Augmentative & Alternative Communication Assessment: Examining Symbol Format & Iconicity*. Paper presented at the 2016 American Speech-Language-Hearing Association (**ASHA**) Convention. Philadelphia, PA.
63. **Bai, H.**, Xu, Y., Orlovskaya, N., & \*Aman, A. (2016, April). *Cross-validating the effects of IGLU program on engineering students' learning motivations*. Paper

accepted for presentation at the International Conference of the Chinese American Educational Research and Development Association 2015, Washington, DC.

62. **Bai, H.**, & Pan (April, 2016). *Examining discrepancies in propensity score matching results from various software packages for evaluation research*. Paper presented at the annual meeting of the American Educational Research Association (**AERA**) 2016, Washington, DC.
61. Pan, W., & **Bai, H.** (April, 2016). *Sensitivity and robustness of propensity score estimation to the impact of unobserved covariates*. Paper presented at the annual meeting of the American Educational Research Association (**AERA**) 2016, Washington, DC.
60. \*Childs, K., Dixon, J., \*Sutherland, M., **Bai, H.**, & Boston, M. (Feb. 2016). *Examining an instrument designed to measure the quality of instruction*, paper accepted for presentation at the 43rd Annual Conference of the Research Council on Mathematics Learning in Orlando, Florida, February 25-27, 2016.
59. \*Aman, A., Xu, Y., **Bai, H.**, & Orlovskaya, N. (2015, June). *Evaluation of an interactive and inter-connected software in undergraduate renewal energy*. Paper presented at American Society for Engineering Education Annual (**AEA**) Conference and Exposition, Seattle, WA.
58. **Bai, H.**, & Pan, W. (August, 2015). *Critical issues in propensity score matching*. Paper presented in Joint Statistical Meeting (**JSM**) 2015, Seattle, WA.
57. \*Aman, A., Xu, Y., **Bai, H.**, & Orlovskaya, N. (2015, June). *Interconnected software modules to aid the learning of fuel cell courses*. Paper presented at American Society for Engineering Education (**ASEE**) Annual Conference and Exposition, Seattle, WA.
56. Tang, Y., & **Bai, H.**, (2015, June). *Develop a better way to practice to enhance students' experience in learning dynamics*. Paper presented at American Society for Engineering Education (**ASEE**) Annual Conference and Exposition, Seattle, WA.
55. **Bai, H.**, Xu, Y., Orlovskaya, N., & \*Aman, A. (2015, April). *Assessing the impact of Web-based interactive modules on engineering students' learning motivations*. Paper presented at the International Conference of the Chinese American Educational Research and Development Association 2015, Chicago, IL.
54. Yan, T., & **Bai, H.** (2015, April). *Evaluating the effectiveness of deliberate practice in teaching dynamics*. Paper presented at the International Conference of the Chinese American Educational Research and Development Association 2014, Chicago, IL.

53. \*Aman, A., Xu, Y., Bai, H., & Orlovskaya, N. (2014, May). *The development of interactive software as a secondary learning tool for undergraduate fuel cell courses*. Poster presented at the Florida Energy System Consortium Workshop, Gainesville, FL.
52. **Bai, H.** (October, 2014). *A study on critical issues for propensity score matching*. Paper presented at the annual meeting of the American Evaluation Association (**AEA**) 2014, Denver, CO.
51. **Bai, H.**, & Martin, S. (2014, April). *Assessing the needs of training on inclusive education for public school administrators*. Paper presented at the annual meeting of the American Educational Research Association (**AERA**) 2014, Philadelphia, PA.
50. Wu, C. L., & **Bai, H.** (2014, April). *Assessing the relationships among the factors related to student aspiration and attainment for universities*. Paper presented at the International Conference of the Chinese American Educational Research and Development Association 2014, Philadelphia, PA.
49. **Bai, H.**, Xu, Y., & Orlovskaya, N. (2014, April). *Web-based interactive modules for engineering college undergraduate students*. Paper presented at the International Conference of the Chinese American Educational Research and Development Association 2014, Philadelphia, PA.
48. Bowdon, M., **Bai, H.**, Gilkeson, J., & Turner, A. (2013, November). *The risky business of student evaluations: Interdisciplinary research models*. Paper presented at the annual meeting of The Professional and Organizational Development Network in Higher Education (**POD**), Pittsburgh, VA.
47. **Bai, H.**, Blair, T., \*Straub, C., Leinsing, D., & \*Guo, W. (2013, April). *Clinical field experiences for developing pre-service teacher's skills in reading instruction to K6 students with diverse backgrounds: A mixed-method exploration*. Paper presented at the annual meeting of the American Educational Research Association (**AERA**) 2013, San Francisco, CA.
46. \*Fox, J., Mullen, P., **Bai, H.**, & Graham, J. (2012, September). *Meta-analysis and counseling: Where are we now?* Paper presented at the Association for Assessment in Counseling and Education Annual Conference, Orlando, FL.
45. **Bai, H.**, Pan, W., & Hirumi, A. (2012, April). *Examining the effectiveness of a 3-D mathematics game: A structure equation model*. Paper presented at the annual meeting of the American Educational Research Association (**AERA**) 2012, Vancouver, CA.

44. **Bai, H.**, Li, Q., Hua, N., Bowdon, M., Culp, R., & Leinsing, D. (2012, April). *Examining influencing factors on various types of student departure from public high schools*. Paper presented at the annual meeting of the American Educational Research Association (**AERA**) 2012, Vancouver, CA.
43. **Bai, H.** (2011, April). *Current issues on propensity score matching: Matching with/without replacement, common support, and sample ratio*. Paper presented at the annual meeting of the American Educational Research Association (**AERA**) 2011, New Orleans, LA.
42. **Bai, H.** (2011, April). *Improving the accuracy of parameter estimation of proportional hazards regression with kernel resampling*. Paper presented at the annual meeting of the American Educational Research Association (**AERA**) 2011, New Orleans, LA.
41. Stewart, T., **Bai, H.**, & Hines, R. (2011, April). *Multivariate analysis of pre-service educators' engagement in service-learning with persons with disabilities*. Paper presented at the annual meeting of the American Educational Research Association (**AERA**) 2011, New Orleans, LA.
40. **Bai, H.**, & Blair, T. (2011, April). *The effects of tutoring and practice on pre-service teachers' reading lesson complexity for teaching children with disabilities*. Paper presented at the International Conference of the Chinese American Educational Research and Development Association (**AERA**) 2011, New Orleans, LA.
39. **Bai, H.**, Nan, H., Li, Q., Bowdon, M., Culp, R., & Leinsing, D. (2011, April). *A competing risks model of public high school student departure*. Paper presented at the International Conference of the Chinese American Educational Research and Development Association 2011, New Orleans, LA.
38. **Bai, H.** (2010, November). *Propensity score matching with replacement or not?* Paper presented at American Evaluation Association (**AEA**) Annual Conference 2010. San Antonio, TX.
37. Rui, R., & **Bai, H.** (2010, November). *Genetic matching: A better matching technique for assessment of treatment effects?* Paper presented at American Evaluation Association (**AEA**) Annual Conference 2010. San Antonio, TX.
36. **Bai, H.** (2010, July). *Estimation of Cox model parameters through Kernel resampling*. Paper presented at Joint Statistical Meeting (JSM) 2010, Vancouver, Canada.
35. **Bai, H.**, & Pan, W. (2010, April). *An empirical comparison of propensity score*

*matching methods*. Paper presented at the annual meeting of the American Educational Research Association (**AERA**) 2010, Denver, CO.

34. **Bai, H.**, & Stewart, T. (2010, April). *Measuring community service self-efficacy: Cross-validating the psychometric properties of CSSES inventory*. Paper presented at the annual meeting of the American Educational Research Association (**AERA**) 2010, Denver, CO.
33. **Bai, H.**, Pan, W., & Hirumi, A., (2010, April). *Assessing the effectiveness of a 3-D instructional game on improving mathematics achievement*. Paper presented at the International Conference of the Chinese American Educational Research and Development Association 2010, Denver, CO.
32. **Bai, H.** (2009, August). *Another look at the bootstrap: Resampling with random noises*. Paper presented at the Joint Statistical Meetings (JSM) 2009, Washington, DC.
31. Wallace, T., & **Bai, H.** (2009, November). *Assessing undergraduate student learning outcomes on higher order skills under open and closed-book exam conditions in online learning*. Paper presented at the American Evaluation Association (**AEA**) Annual Conference 2009, Orlando, FL.
30. **Bai, H.**, & Pan., W. (2009, November). *Use resampling to estimate and compare the selection bias of propensity score matching techniques*. Paper presented at the American Evaluation Association (**AEA**) Annual Conference 2009, Orlando, FL.
29. Stewart, T., Allen, K., & **Bai, H.** (2009, October). *Comparative analysis of service-learning activities on pre-service teacher efficacy*. Paper presented at the annual conference of the International Association for Research on Service-Learning and Community Engagement, Ottawa, ON.
28. Pan, W., & **Bai, H.** (2009, August). *A program for computing probability values for significance tests using Pearson distributions*. Paper presented at the Joint Statistical Meetings (**JSM**) 2005, Washington, DC.
27. **Bai, H.**, & Pan, W. (2009, April). *Kernel smoothing: Improving the performance of multiple regression with small samples*. Paper presented at the annual meeting of the American Educational Research Association (**AERA**), San Diego, CA.
26. **Bai, H.**, & Martin, S. (2009, April). *Assessing the effectiveness of a training model for special education in China*. Paper presented at the International Conference of the Chinese American Educational Research and Development Association 2009, San Diego, CA.

25. Pan, W., & **Bai, H.** (2009, April). *Testing and estimating causal factors of college student retention: A structural model*. Paper presented at the annual meeting of the American Educational Research Association (**AERA**), San Diego, CA.
24. Webster, N. S., **Bai, H.**, & Stewart, T. (2009, April). *Variable of gender on the community service self-efficacy of gifted adolescents in summer service-learning*. Paper presented at the annual meeting of the American Educational Research Association (**AERA**), San Diego, CA.
23. \*Kebritchi, M., Hurimi, A., & **Bai, H.** (2009, April). *The effects of modern mathematics computer games on mathematics achievement and class motivation; an experimental study*. Paper presented at the annual meeting of the American Educational Research Association (**AERA**) 2010, Denver, CO.
22. **Bai, H.**, & Stewart, T. (2009, February). *The effect of service-learning on improving the self-efficacy and self-understanding of undergraduate honors students*. Paper presented at Eastern Educational Research Association (**AERA**) Annual Conference 2009, Sarasota, FL.
21. Wilson, N., & **Bai, H.** (2008, December). *Pedagogical understandings of metacognition*. Paper presented at the National Reading Conference 2008. Orlando, FL.
20. Hirumi, A., Kappers, W., \*Kebritchi, M., **Bai, H.**, Cooper, K., & Henry, M. (2008, November). *Examining the use of single and multi-player computer math games in schools and their effects on student math achievement and motivation*. Paper presented at the annual Association for Educational Communications and Technology conference, Nov. 5-8, Orlando, FL.
19. Wang, L., Pan, W., **Bai, H.**, & Danniell, K. (2008, October). *Power and robustness of multilevel latent-trait differential person functioning: A Monte Carlo comparison with conventional person misfit statistics*. Paper presented at the 11<sup>th</sup> International Mineral Processing Symposium. Belek-Antalya, Turkey.
18. **Bai, H.**, & Pan, W. (2008, August). *Application of a new resampling method to multiple regression with small samples*. Paper presented at the Joint Statistical Meetings (**JSM**) 2008, Denver, CO.
17. Martin, S. M., \*Vazquez, M., **Bai, H.**, & Bamberger, A. (2008, May). *Building sustainable partnerships*. Paper presented at the America-Asia Education Partnership Summit, Phoenix, AZ.
16. **Bai, H.**, Sivo, S., & Pan, W., & Fan, X. (2008, March). *Application of a new resampling method to SEM: A comparison of S-SMART and bootstrap estimates*.

Paper presented at the annual meeting of the American Educational Research Association (**AERA**), New York City, NY.

15. **Bai, H.**, & Pan, W. (2008, March). *Replenishing small samples with virtual data through smoothing*. Paper presented at the annual meeting of the American Educational Research Association (**AERA**), New York City, NY.
14. **Bai, H.**, Kenny, R., & Gunter, G. (2008, March). *Using book trailers to motivate and increase literacy skills in reluctant readers*. Paper presented at the annual meeting of the American Educational Research Association (**AERA**), New York City, NY.
13. Wang, L., Pan, W., & **Bai, H.** (2008, March). *Detection efficacy of multi-level latent-trait differential person functioning*. Paper presented at the annual meeting of the American Educational Research Association (**AERA**), New York City, NY.
12. **Bai, H.**, & Pan, W. (2007, October). *Using the national data to find clues for closing achievement gap*. Paper presented at National Evaluation Institute Annual Conference 2007, Orlando, FL.
11. Pan, W., & **Bai, H.** (2007, October). *Evaluating the inconsistent findings in the literature on D.A.R.E.* Paper presented at National Evaluation Institute Annual Conference 2007, Orlando, FL.
10. **Bai, H.**, Pan, W., & Sivo, S. (2007, August). *A continuing study on a new resampling method: An extension to multivariate data*. Paper presented at the Joint Statistical Meetings (**JSM**) 2007, Salt Lake City, UT.
9. Pan, W., **Bai, H.**, & Chen, S. (2007, July). *A Web-based program for computing percentage points of Pearson distributions*. Paper presented at the Joint Statistical Meetings (**JSM**) 2007, Salt Lake City, UT.
8. Wang, L., Pan, W., **Bai, H.**, Reise, S. P., & Austin, J. T. (2007, July). *Comparing multilevel latent trait approach to detection of differential person functioning with conventional person mistif statistics*. Paper presented at 2007 International Meeting of the Psychometric Society, Tokyo, Japan.
7. **Bai, H.**, & Pan, W. (2007, April). *A multilevel longitudinal study on the effects of the success challenge programs on student retention*. Paper presented at the annual meeting of the American Educational Research Association (**AERA**), Chicago, IL.
6. **Bai, H.**, Frey, M., Wang, L., & Pan, W. (2007, April). *Measuring mathematics anxiety: Psychometric analysis of a bi-polar affective inventory*. Paper presented at the International Conference of the Chinese American Educational Research and Development Association, Chicago, IL.

5. Pan, W., & **Bai, H.** (2007, April). *Demystifying model minority's academic achievement: Methodological gap in quantitative analysis of cross-cultural research data*. Paper presented at the annual meeting of the American Educational Research Association (**AERA**), Chicago, IL.
4. Pan, W., & **Bai, H.** (2006, November). *A Multivariate meta-analysis on the effectiveness of a school-based drug prevention program*. Paper presented at the 134th annual meeting of the American Public Health Association (**APHA**), Boston, MA.
3. **Bai, H.**, & Pan, W. (2006, August). *A continuing study on a new resampling method to reduce small-sample bias: An extension to non-normal distributions*. Paper presented at the Joint Statistical Meetings (**JSM**) 2006, Seattle, WA.
2. Pan, W., & **Bai, H.** (2006, August). *A new program for computing percentage points for Pearson distributions*. Paper presented at the Joint Statistical Meetings (**JSM**) 2006, Seattle, WA.
1. **Bai, H.**, Pan, W., & Wang, L. (2005, August). *A new resampling method to reduce small-sample bias*. Paper presented at the Joint Statistical Meetings (**JSM**) 2005, Minneapolis, MN.

### Regional and State

7. Zhou, M., Clark, M.H., & **Bai, H.** (2016, November). *Effects of candidate status on relationship between Ph.D. advisees and advisers*. Poster presentation at Florida Educational Research Association (**FERA**) Annual Conference 2016. Lakeland, FL.
6. Priest, D., Marrett, C., & **Bai, H.** (2014, November). *Campus involvement programming: Understanding the needs and interests of international undergraduate students*. Paper presented at Florida Educational Research Association (**FERA**) Annual Conference 2014. Orlando, FL.
5. **Bai, H.**, Marrett, C., & Leinsing, D. (2010, November). *Exploring the effectiveness of IMPACT program on parents' involvement in special education*. Paper presented at Florida Educational Research Association (**FERA**) Annual Conference 2010. Orlando, FL.
4. **Bai, H.**, & Martin, S. (2009, November). *A factor analytic study on the assessment of public school principals' knowledge of inclusive education for students with special needs*. Paper presented at Florida Educational Research Association (**FERA**) Conference 2009, Orlando, FL.



3. **Bai, H.** (2008, November). *A kernel resampling technique to increase the accuracy of estimation from small samples*. Paper presented at Florida Educational Research Association (**FERA**) Conference 2008, Orlando, FL.
2. **Bai, H.** (2007, November). *A factor-analytic study of the mathematics anxiety scale for college students*. Paper presented at Florida Educational Research Association (**FERA**) Conference 2007, Tempa, FL.
1. **Bai, H., & Pan, W.** (2005, April). *A quantitative research synthesis of the effectiveness of a school-based drug prevention program*. Paper presented at the Spring Research Conference 2005, Cincinnati, OH.

### Local Conferences and Meetings

12. Luo, W., & **Bai, H.** (2014, May). *Effect of music and relaxation exercises on students' performance*. Summer Conference of Faculty Center of Teaching and Learning at University of Central Florida, Orlando, FL.
11. **Bai, H.** (2012, May). *IRT Model*. Poster presentation at University of Central Florida Faculty Summer conference 2011.
10. **Bai, H., & Blair, T.** (2011, November). *The effects of tutoring and practice on pre-service teachers' reading lesson for K6 children with disabilities*. Research Report Presentation at 2011 TJEEI Executive LEADERSHIP Summit.
9. **Bai, H.** (2011, May). *Designing the quantitative research synthesis course*. Poster presentation at University of Central Florida Faculty Summer conference 2011.
8. **Bai, H.** (2010, December). *Foster active learning in online statistics courses using Jing software*. Panel presentation at UCF Faculty Center Winter Conference 2010. Orlando, FL.
7. Stewart, T., & **Bai, H.** (2010, April). *Teachers in action with persons with disabilities through high-tech high-touch service-learning*. Poster presentation at the 3rd Annual CED Faculty & Student Research Symposium. UCF Orlando, FL.
6. Martin, S., & **Bai, H.** (2010, April). *Assessment of public school principals' knowledge of inclusive education*. Poster presentation at the 3rd Annual CED Faculty & Student Research Symposium. UCF Orlando, FL.
5. Nan H., & **Bai, H.** (2010, May). *Non-appealing numbers & appealing methods: Service learning as activates in teaching graduate research courses*. Poster

presentation at University of Central Florida Faculty Summer conference 2010.

4. **Bai, H.**, & Nan H. (2010, December). *Using service learning as activates in teaching quantitative method courses*. Poster presentation at UCF Faculty Winter conference 2009.
  3. Allen, K, Stewart, T., & **Bai, H.** (2009, May). *Contextualizing human development and learning theory through service-learning: Focus EDF 6155*. Poster presentation at University of Central Florida Faculty Summer conference 2009.
  2. **Bai, H.** (2008, May). *Strategies to reduce student learning anxiety in graduate quantitative method classes*. Poster presentation at University of Central Florida Faculty Summer conference 2008.
  1. Zhang, J., & **Bai. H.** (2007, May). *Use of video case studies in research methodology courses for social and health science disciplines*. Poster presentation at University of Central Florida Faculty Summer conference 2007.
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## INTERNATIONAL SUMMER INSTITUTE ORGANIZED

**2012 Summer**      I organized the **International Summer Institute: Measurement and Evaluation in Educational Research** at the University of Central Florida with international audience from Taiwan and Mainland of China

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## INVITED AND SELECTED LECTURES GIVEN ON RESEARCH

### Keynote Speech

**Bai, H.** (2016, June). *Mentoring Graduate Students' Research*, Invited by Beijing Higher Education Bureau to give the keynote speech at Beijing Higher Education Convention, Beijing, China.

### Invited Speeches

- Bai, H.** (2015, November). *Propensity Score Method and Causal Inference*, Invited by Florida Educational Research Association (**FERA**) Annual Meeting, 2015, Orlando, Florida.
- Bai, H.** (2015, October). *Applications of Propensity Score Methods*. Invited by SAGE Publications Ltd. to be video-typed for international distributions.
- Bai, H.** (2015, October). *Propensity Score Analysis and Causal Inferences*. Invited by SAGE Publications Ltd. to be video-typed for international distributions.
- Bai, H.** (2015, March). *Quantitative Methods in Scientific Research*. Invited by the Central University of Finance and Economics, Beijing, China.
- Bai, H.** (2015, February). *The Role of Quantitative Methods in Educational Research*. Invited by Beijing Normal University, Beijing, China
- Bai, H.** (2015, January). *Propensity Score Methods in Educational Research*. Invited by Shandong Normal University, Jinan, Shandong, China

### Local Invited Speeches

- Bai, H.** (2014, November). *Early Schooling Experiences and Common Core Standards for Education in China*. Invited Speech at the UCF 2014 International Education Week at University of Central Florida.
- Bai, H.** (2013, November). *Comparing Education in China and the United States*. Invited Speech at the UCF 2013 International Education Week at University of Central Florida.
- Bai, H.** (2012, November). *Propensity Score Analysis*. Invited by the College of Health and Public Affairs at UCF.
- Bai, H.** (2012, November). *East-West Perspectives in Education*. Invited Speech at the UCF 2012 International Education Week at University of Central Florida
- Bai, H.** (2011, November). *Tips for Generating Research Ideas and Preparing for Scholarly Publications*. Invited Speech for Holmes Scholars at the University of Central Florida.
- Bai, H.** (2011, November). *Comparing Educational Systems: The flat World Theory in Education*. Invited Speech at the UCF 2011 International Education Week

**Bai, H.** (2011, April). *The World is Flat: A Measurement Problem?* Invited by the Office of Undergraduate Admissions at University of Central Florida

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**Invited or Selected Lectures in Research**

- 2016 (Nov.) *Propensity Score Methods and Their Applications in Observational Studies*, selected to give a lecture for a full-day professional development course given for American Educational Research Association annual meeting 2017.
- 2016 (June) *Propensity Scores and Causal Inference*, selected to give a lecture for a half-day professional development course given for International Chinese Statistical Association Annual Applied Statistics Symposium 2016. (Attendees: 25 faculty members, doctoral student, and researchers)
- 2016 (April) *Propensity Score Methods for Causal Inference in Educational Research*, selected to give a lecture for a half-day professional development course given for American Educational Research Association annual meeting 2016. (Attendees: 60 faculty members, doctoral student, and researchers)
- 2015 (Nov.) *Propensity Score Matching: Theories and Applications*, a selected full day professional development course, American Evaluation Association 2015. (Attendees: 50 faculty members, doctoral student, and evaluators)
- 2015 (April) *Propensity Score Matching Using R*, selected for a half-day professional development course given for American Educational Research Association annual meeting 2015. (Attendees: 50 faculty members, doctoral student, and researchers)
- 2014 (October) *Propensity Score Matching: Theories and Applications*, a selected full day professional development course, American Evaluation Association 2014. (Attendance: 50 faculty members, doctoral student, and evaluators)
- 2014 (April) *Propensity Score Matching Using R*, a selected a half-day professional development course given for American Educational Research Association annual meeting 2014. (Attendees: 50 faculty members, doctoral student, and researchers)
- 2013 (October) *Propensity Score Matching: Theories and Applications*, a selected full day professional development course, American Educational Research Association. (Attendance: 50 faculty members, doctoral student, and evaluators)

- 2013 (April) *Propensity Score Matching Using R*, a selected half-day professional development course given for American Educational Research Association 2013. (Attendees: 40 faculty members, doctoral student, and researchers)
- 2012 (October) *Propensity Score Matching: Theories and Applications*, a selected full day professional development course, American Evaluation Association 2012. (Attendance: 50 faculty members, doctoral student, and evaluators)
- 2012 (May) *Propensity Score Analysis*, an invited lecture for faculty members and graduate students for the Research Institute in the College of Health and Public Affairs at UCF. (Attendance: 30 doctoral student and faculty members)
- 2012 (April) *Propensity Score Matching Using R*, a selected half-day professional development course at American Educational Research Development Annual Meeting 2012. (Attendees: 40 faculty members, doctoral student, and researchers)
- 2012 (March) *Propensity Score Analysis*, an invited lecture for graduate students in the College of Health and Public Affairs at UCF. (Attendance: 28 doctoral student and faculty members)
- 2011(November) *Propensity score matching: Theories and Applications*, a selected full-day professional development workshop at the American Evaluation Associate Annual Meeting 2011. (Attendance: 40 faculty members, doctoral student, and evaluators)
- 2011(December) *Propensity score matching: Using R to conduct PSM*, a professional development workshop for faculty members and doctoral students at the University of Central Florida. (Attendance: 30 doctoral student and faculty members)
- 2006 (January) *A new resampling method to improve the quality of research with small samples*. Invited by College of Education at University of Colorado at Colorado Springs. (Attendance: 15 doctoral student and faculty members)

### Dissertation, Thesis, and Research Supervision

**Doctoral Dissertation Supervision (35 committees) and Master's Thesis (1 committee)**

Chairing/co-chairing **9** dissertation committees and serving on other **26** dissertation committees

#### Doctoral Dissertations Defended

**Chair:** *The influence of the school choice provision, within the No Child Left Behind legislation, on the academic achievement of students, and on the demographic composition of Title I schools in Collier County, Florida.*- **Troyanne Kirkland** (Defended in fall 2009).

**Co-Chair:** *How high school size configuration affects student achievement in the state of Florida.* -**Donald Morrison** (Defended in Spring 2014)

**Co-Chair:** *Second-order change leadership behaviors of principals of urban elementary schools and student achievement 2012.* -**Janet M. Kearney** (Defended in fall 2012).

**Co-Chair:** *Designing an experimental web-based learning model to deliver the acquisition and application of knowledge to hospitality event management students' using role-play simulations.* - **James Hogg** (Defended in spring 2010).

**Co-Chair:** *Inclusionary practices: Impact of administrators' beliefs on placement decisions.* - **Maria Vazquez** (Defended in spring 2010).

**Co-Chair:** *A study of the relationship between second-order change leadership behaviors of principals and school grades of Florida Title I elementary schools.* - **Gonzalo LaCava** (Defended in spring 2009).

**Committee Member:** *Development and Validation of the Client Ratings of Counselor Competence: Applying the Rash measurement Model.* -**Hang Jo** (Defended in Fall 2016).

**Committee Member:** *A comparison of sixth grade student achievement in reading and mathematics at school transition year.* -**Julie Roseboom** (Defended in Fall 2015).

**Committee Member:** *The effect of cognitively guided instruction of first and second grade students' problem solving strategies for addition and subtraction problems.* -**Nesrin Sahin** (Defended in Summer 2015).

**Committee Member:** *Client outcome: Academic performance among homeless students: Exploring relationships of social-economic and demographic variables.* – **Miriam Moore** (Defended in Summer 2015).

**Committee Member:** *Client outcome: An exploratory investigation of multicultural competence and the working alliance.* -**Jessica Gonzalez** (Defended in spring 2015).

**Committee Member:** *Website interactivity as a branding tool for hotel websites.*  
-**Albert Barreda** (Defended in spring 2014).

**Committee Member:** *Investigating the relationships between preferences, gender, and high school students' geometry performance.* –**Bhesh Mainali** (Defended in spring 2014).

**Committee Member:** *A Study of the Effectiveness of the Equals Mathematics Curriculum and Teacher Perceptions Of and Attitudes About the Curriculum.* -  
**Jennifer Hughes** (Defended on July, 2013)

**Committee Member:** *The Intricate Relationship between Measures of Vocabulary Size and Lexical Diversity as Evidenced in Non-Native and Native Speaker Academic Compositions.* -**Melanie Carmen Gonzalez** (Defended on July, 2013)

**Committee Member:** *An Examination of the relationship between Marzano's Causal Teacher Evaluation Model and student achievement at nine high schools in a large suburban school district in Central Florida.* - **Dana Jacobson** (Defended on July, 2013)

**Committee Member:** *A Study of the Effects of Voluntary Prekindergarten Providers on Kindergarten Readiness.* **Toni Drummond** (Defended on July, 2013)

**Committee Member:** *Employing quality management principles to improve the performance of educational systems: An empirical study of the effect of ISO 9001 standard on teachers and administrators performance in the Indonesian vocational education system.* –**Andreas Kuncoro** (Defended on October 30, 2013).

**Committee Member:** *The role of flow in creating e-loyalty: The case of online hotel booking websites.* – **Anil Bilgihan** (Defended on August 9, 2012).

**Committee Member:** *An Investigation of counselor educator attitudes towards evidence-based practices and perceived barriers to the incorporation of evidence-*



*based practices in counselor education curricula.* - **Samir Patel** (Defended in spring 2010).

**Committee Member:** *Evaluation of juvenile justice education programs: What the numbers say about juvenile recidivism.* **Kevin Egan** (Defended in fall 2009).

**Committee Member:** *Effects of a computer game on mathematics achievement and class motivation: An experimental study.* - **Mansureh Kebrichi** (Defended in spring 2009).

**Committee Member:** *An account of how Chinese graduate students in the United States view the full span of their educational experiences: A grounded theory investigation.* - **Ming-che Tsai** (Defended in spring 2009).

**Committee Member:** *Educational handheld video: Examining design and knowledge retention.* - **Jason Hutchens** (Defended in fall 2008).

#### Master's Thesis Supervision (1 committee service)

**Committee Member:** *Curriculum-Embedded Reading Tests as Predictors of Success on Florida Comprehensive Assessment in Reading.* –**Nicole Johnson** (Defended in spring 2011).

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### Interdisciplinary Research and Collaborations across UCF Campus, Public Schools, Local Community, National, and International Universities

*Note. All the collaborative work have resulted in journal publications, conference presentations, federal grant (funded) or grant proposal submissions.*

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|--------------|--|
| 2015-present | <b>Seminole Country Public Schools (SCPS):</b> Collaborating on an evaluation research on a teacher training project for special education of gifted children through the U.S. Department of Education grant which involving 12 public elementary schools. |
| 2013-2016    | <b>College of Engineering</b> at UCF: Collaborating with faculty members to work on the research of improving pedagogical improvement for teaching engineering students with over 600 engineering students involved.                                       |

- 2015-present **Embry-Riddle Aeronautical University:** Collaborating with two faculty members on two project of *Increasing student knowledge and skills for entering the STEM Workforce through technology-rich experiences, and using deliberative theory to guide problem creation for student learning mechanical engineering courses.*
- 2015-present **University of Houston:** Collaborating with a faculty member on a project of *Examination of the Role of Teacher Knowledge and Instructional Practices in Student Mathematics Achievement*
- 2014-present **Embry-Riddle Aeronautical University:** Collaborating with a faculty member on a project of *Application of Cognitive Load Theory to Curriculum Designs for engineering students*
- 2013-present **College of Arts and Science** at UCF: Collaborating with a professor to design teaching strategies using music as stimuli to improve students' learning physics and develop assessment tools.
- 2013-present **College of Business and Faculty Center:** Collaborating with three professors on a project of assessing the relationships between students course evaluation and teaching effectiveness.
- 2012-2014 **Cal Poly State University:** Collaborating with a faculty member on the project of *a Novel Approach for Evaluating the Impact of Pedagogical Modifications on Student Learning Outcomes in Engineering Classrooms.*
- 2012-2015 **National Chi Nan University in Taiwan:** Collaborating with a professor on a project of assessing the influential factors of international students' aspirations on their academic achievements.
- 2010-2014 **Rosen College of Hospitality** at UCF: Collaborating with a faculty member to assess students' number related anxiety and using service-learning based approach in teaching and assess the teaching effectiveness.
- 2010-2014 **John H. Jackson Community Center and Callahan Community Center:** Collaborating with a senior professor on a project of *Tutoring and Practice on Pre-service Teachers' Reading Lesson Complexity for Teaching Children with Disabilities* to provide service to children in poverty with diverse backgrounds at the Community Center, Orlando, FL with participants of **415** UCF undergraduate students majoring in education and **650** K-6 students in total.

- 2010-2013      **Seminole County Public Schools:** Since 2010, I have led the UCF Academy Fellow group with three faculty members from other colleges across UCF campus to provide our service to the public schools through a project ‘*Evaluation of High School Retention and Students’ Achievement.*’ We analyzed and evaluated the high school dropout data involved more than **5,800 students** and provided valuable information to the school district.
- 2008-present      **Orange County Public Schools (OCPS):** Through the project “*Implementing Sustainable Partnerships through Effective Training Modules for Teachers and Administrators Working with Students with Disabilities,*” I provided our service to OCPS on special education in terms of understanding the needs of public school principals in special education. OCPS has used the Needs Assessment we created to examine the school principals’ need and gather useful information to design their training programs with **486 principals participated.**
- December 2009      **East Learning Community in Orlando:** Meeting with the District Superintendent to discuss about collaborations on how to improve student learning with a specific focus on the students at risk. Through this activity, I made connections between my research with my service to public schools and using the opportunity to understand more about the public school systems and their needs.
- 2007– 2008      **College of Education** (technology faculty) at UCF: Collaborating with a colleague in the on a large scale project on research design and evaluation using both experimental and quasi-experimental designs. This project used a newly designed computer game, *DimensionM*, as an intervention to improve students’ mathematics achievements which served **1,500 middle school and high school students in the Central Florida area.**

## TEACHING

### Courses Taught at the University of Central Florida

University of Central Florida  
College of Education

2006- Present Graduate courses (teach face-to-face, mixed mode, and fully online):

- *Quantitative Research Synthesis (EDF 7489)*

This course addresses the problem of the accumulation of evidence in scientific research through the use of quantitative methods for research synthesis and meta-analysis.

- *Multivariate Statistics in Education (EDF 7406)*

This is a doctoral-level course. This course is designed to introduce statistical methods that simultaneously analyze multiple measurements on an individual or object under investigation.

- *Measurement and Evaluation in Education (EDF 6432)*

This is a graduate-level course which is **required core course** for all graduate students in the College. This course introduces concepts of measurement and evaluation, classroom test construction, the creation and use of derived scores, the selection and use of published measurement instruments, and current issues.

- *Fundamentals of Graduate Research in Education (EDF 6481)*

This is a graduate level course which is **required core course** for all graduate students in the College. This course is designed to introduce students to the technical and methodological issues underlying the educational and psychological research. The dynamic interplay between educational theory and research will be stressed with the intent of developing the skills of critical analysis required of enlightened consumers of research in the field of education.

2009

*Dissertation Research (EDA7980)*

This is an independent study for supervision of student dissertation research.

### Courses Taught at the University of Cincinnati

#### University of Cincinnati College of Education

- 2003-2006 Graduate courses (face-to-face with web-enhancement) (Taught independently as a Teaching Assistant)
- Introductory Statistical Methods (18-EDST-710)
  - Intermediate Statistical Methods (18-EDST-711)
- 2002-2003 Undergraduate course (face-to-face) (Taught independently as a Graduate Instructor)
- Language Arts (15-ENG-207)
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### SoTL ENHANCEMENT ACTIVITIES

- 2016 November, Meta-Analysis of Group and Single-Case Studies.** Professional development workshop. Florida Educational Research Association. Lakeland, FL.
- 2016 Grant writing tips.** College of Education and Human Performance, *University of Central Florida*
- 2016 April, Advanced Meta-Analysis Full day professional development course,** American Educational Research Association 2016. Washington, DC.
- 2016 April, Introduction to Meta-Analysis Full day professional development course,** American Educational Research Association 2016. Washington, DC.
- 2015 Big Data Analysis,** a full day workshop. *Office of Research Communication, University of Central Florida*
- 2014 Summer Faculty Development Conference,** *University of Central Florida*  
Developing course materials for using music in classroom teaching and design a SoTL project
- 2013 Winter Faculty Development Conference,** *University of Central Florida*  
Developing mixed mode teaching materials for an IRT course
- 2012 Summer Faculty Development Conference,** *University of Central Florida*  
Developing mixed mode teaching materials for an advanced measurement course.

- 2011 Winter Faculty Development Conference, *University of Central Florida***  
Developing strategies for teaching graduate multivariate statistics
- 2011 Summer Faculty Development Conference, *University of Central Florida***  
Developing a fully online course and online assessment strategies for a new developed course, *Quantitative Research Synthesis*
- 2010 Winter Faculty Development Conference, *University of Central Florida***  
Developing strategies for using innovative software, such as Jing, to increase students' interactive learning for online classes, specifically for quantitative research method courses
- 2010 Summer Faculty Development Conference, *University of Central Florida***  
Developing assessment strategies for evidence based teaching practice for online quantitative research method courses
- 2009 Winter Faculty Development Conference, *University of Central Florida***  
Developing strategies for teaching number related classes across the campus
- 2009 Summer Faculty Development Conference, *University of Central Florida***  
Developing service learning activities for teaching graduate research courses
- 2008 Winter Faculty Development Conference, *University of Central Florida***  
Developing assessment materials for the mixed mode class, Measurement and Evaluation in Education (EDF6432)
- 2008 Summer Faculty Development Conference, *University of Central Florida***  
Developing strategies to reduce student learning anxiety in graduate quantitative method classes
- 2007 Summer Faculty Development Conference, *University of Central Florida***  
Designing video case studies for teaching research methodology courses of social and health science disciplines
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**PROFESSIONAL SERVICE****University of Central Florida Committees**

2012-2016	<b>Member</b> , Faculty Center Teaching and Learning Advisory Board, University of Central Florida
2013-2014	<b>Member</b> , University Scholarly Teaching and Learning Award Committee, University of Central Florida
2009-2011	<b>UCF Faculty Senate</b> , University of Central Florida
2009-2011	<b>Member of Standing Committee</b> , University Undergraduate Curriculum Committee, University of Central Florida
2007-2008	<b>UCF Faculty Senate Alternate</b> , University of Central Florida

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**College of Education Committees**

2016-2017	<b>Alternate member, Research Committee</b> in the College of Education & Human Performance, University of Central Florida
2015-2016	<b>Chair of Research Committee</b> in the College of Education & Human Performance, University of Central Florida
2012-2014	<b>Member of Human Resources Committee</b> , College of Education & Human Performance, University of Central Florida
2011-present	<b>Council Member of Morgridge International Reading Center</b> , College of Education & Human Performance, University of Central Florida
2012-2014	<b>Member of Research Committee</b> in the College of Education & Human Performance, University of Central Florida
2012	<b>Member of Undergraduate Curriculum and Standard Committee (Alternate)</b> , College of Education, University of Central Florida
2011	<b>Member of Graduate Admission and Retention Committee (Alternate)</b> , College of Education, University of Central Florida

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- 2011                    **Member of Research Committee** (Alternate) in the College of Education, University of Central Florida
- 2011                    **Member of Undergraduate Curriculum and Standard Committee**, College of Education, University of Central Florida
- 2010                    **Member of Graduate Curriculum and Standard Committee**, College of Education, University of Central Florida
- 2010                    **Member of Measurement and Evaluation Committee** (Alternate), College of Education, University of Central Florida
- 2006-2010            **Member of Research Committee** in the College of Education, University of Central Florida
- 2008-2010            **Member**, Teaching Incentive Program (TIP) Criteria Committee, College of Education, University of Central Florida
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### **Department Committees**

- 2016-2017            **Member**, Instructor Promotion Committee of Department of Educational & Human Sciences, College of Education & Human Performance, University of Central Florida
- 2013-2015            **Member**, Tenure and Promotion Committee of Department of Educational & Human Sciences, College of Education & Human Performance, University of Central Florida
- 2010                    **Member**, Faculty Search Committee of Department of Educational Research, Technology and Leadership, College of Education, University of Central Florida
- 2007-2009            **Member**, Research Committee, College of Education, University of Central Florida
- 2007                    **Member**, Faculty Search Committee of Department of Educational Research, Technology and Leadership, College of Education, University of Central Florida
- 2007                    **Member**, Assistant to Chair Search Committee of Department of Educational Research, Technology and Leadership, College of Education, University of Central Florida
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**Other University Service (University of Central Florida)**

- Faculty Consultant, PEER-Program Evaluation and Educational Research Group. College of Education, University of Central Florida (2009-present)
- Proctor, doctoral comprehensive exams (spring 2009, 2010)
- Faculty Representative in graduation ceremonies (December 2009; Summer 2010, Summer 2013, Spring 2014)
- Evaluator, Toni Jennings Exceptional Education Institute Program Evaluation (2009-1010)
- Faculty Judge, College of Graduate Studies at UCF. Judging presentations at the Annual Graduate Research Forum at the University of Central Florida. (2009- 2013)
- Consultation service for faculty and doctoral student regarding research design and data analyses (2006-present)

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**CURRENT PROFESSIONAL SERVICES, MEMBERSHIPS, AND AFFILIATIONS****Refereed Journal Editorial Board**

<b>Article Editor</b>	<i>SAGE Open</i> (2015)
<b>Editorial Board Member</b>	<i>Journal of Data Analysis and Information Processing</i> (2013-present)
<b>Editorial Board Member</b>	<i>STREAMS in Education</i> (2013-present)
<b>Editorial Board Member</b>	<i>Frontiers in Quantitative Psychology and Measurement</i> (2009-present)
<b>Editorial Board Member</b>	<i>Journal of Experimental Education</i> (2010-present)

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<b>Co-editor</b>	American Educational Research Association Educational Statisticians Special Interest Group newsletter (2009-2014)
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**Professional Association Committee Chair or Members**

<b>Program Co-Chair</b>	<b>American Evaluation Association Quantitative Topical Interest Group (2015-2018)</b>
<b>Committee Member (at Large)</b>	<b>American Educational Research Association Educational Statisticians Special Interest Group (2015-2017)</b>
<b>Director</b>	<b>Directory Board, Chinese American Educational Research Development Association. (2016-2019)</b>
<b>Committee Chair</b>	<b>Local Arrangements Committee, Florida Educational Research Association (2014)</b>
<b>Committee Member</b>	<b>Dissertation Award Committee, American Educational Research Association, Division of Measurement and Research Methodology (2011-2014)</b>
<b>Committee Member</b>	<b>Committee for the Distinguished Paper Award, Florida Educational Research Association (2012)</b>
<b>Committee Chair</b>	<b>Audit Committee, Florida Educational Research Association (2010)</b>
<b>Committee Member</b>	<b>Local Conference Preparation Committee, American Evaluation Association Annual Conference (2009)</b>

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**Professional Conference Discussant**

<b>Discussant</b>	<b>American Evaluation Association Annual Meeting 2016, Quantitative Methodology Paper Session</b>
<b>Discussant</b>	<b>American Evaluation Association Annual Meeting 2010, Quantitative Methodology Paper Session</b>
<b>Discussant</b>	<b>Chinese American Educational Research Development Association Annual Conference 2009, 2013-14, Paper Sessions</b>

### Invited Federal Grant Proposal Reviewer

**Solicited Reviewer:** Global Climate Change Education (GCCE): Research Experiences, Teaching & Learning Program, NASA (2009 Fall). **Five** grant proposals were reviewed.

The program provides grants to promote the teaching and learning about global climate change in elementary and secondary schools, on college campuses. To encourage a lifelong learning, the grants require using NASA Earth observation data/NASA Earth system models to investigate and analyze global climate change issues so that to increase the number of undergraduate students prepared for employment and/or to enter graduate school in technical fields relevant to global climate change.

### Invited Book Reviewer

Davey, A., & Glutting, J. (2015). *Multivariate Statistics by Design*. New York, NY: Routledge/Taylor & Fancis Group, LLC. (Reviewed for new book chapters in 2014)

Fraenkel, J. R., & Wallen, N. E. (2009). *How to design and evaluate research in education* (7<sup>th</sup> ed.). New York, NY: McGraw Hill. (Reviewed for new edition in 2009)

Pearson, R. (2008). *Statistical persuasion: How to develop and present principled statistical arguments and spot faulty ones*. Thousand Oaks, CA: SAGE Publications, Inc. (Reviewed full textbook of 332 pages for publication in 2008)

Johnson, B., & Christensen, L., (2008). *Educational research: Quantitative, qualitative, and mixed approaches* (3<sup>rd</sup> Ed.). Thousand Oaks, CA: SAGE Publications, Inc. (Reviewed for new edition in 2009)

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### Manuscript Reviewer for Refereed Journals

- *Journal of Data Analysis and Information Processing*
- *African Education Review*
- *International Journal of Contemporary Hospitality Management*
- *Frontier in Psychology*
- *Computers and Education*
- *Educational Psychology*
- *International Journal of Research Method in Education*

- *Advances and Applications of Statistical Sciences*
- *Journal of Educational Computing Research*
- *The Journal of Experimental Education*
- *New Waves Journal of Educational Research & Development.*

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### **Refereed Conference Proposal Reviewer**

<b>Review Panel</b>	American Educational Research Association Educational Statistics Special Interest Group proposals (2009-2016)
<b>Review Panel</b>	American Educational Research Association Division D, Educational Measurement, Psychometrics, and Assessment proposals (2009-2016)
<b>Reviewer</b>	American Educational Research Association Educational Statistics Special Interest Group proposals (2007-present)
<b>Reviewer</b>	American Educational Research Association Division D, Educational Measurement, Psychometrics, and Assessment proposals (2007-present)
<b>Reviewer</b>	Chinese American Educational Research Development Association Annual Conference Proposal (2007-present)
<b>Reviewer</b>	American Evaluation Association Annual Meeting proposal (2009-present)
<b>Reviewer</b>	Florida Educational Research Association Educational Annual Conference proposal (2007-present)

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### **Professional Conference Facilitator and Session Chair**

<b>Conference Facilitator</b>	<b>Chinese American Educational Research and Development Association</b> (2006-2016)
<b>Session Chair</b>	<b>American Evaluation Association</b> Annual Meeting 2009, Divisions of Quantitative Methodology, Paper Sessions (2016)
<b>Session Chair</b>	<b>American Educational Research Association Annual Meeting</b> , Division of Measurement and Research Methodology, Educational Measurement, Psychometrics, and Assessment (2010 - 2016)

<b>Session Chair</b>	<b>American Educational Research Association Annual Meeting</b> , Statistics Special Interest Group (2010 -2013)
<b>Session Chair</b>	<b>American Evaluation Association</b> Annual Meeting 2009, Divisions of Quantitative Methodology, Paper Sessions (2008-2011)
<b>Session Chair</b>	<b>Chinese American Educational Research Development Association Annual Conference</b> , Paper Sessions (2009-2010)
<b>Session Chair</b>	<b>Florida Educational Research Association</b> (2009 - 2010) Annual Meeting.

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### **Professional Association Membership**

<b>Member</b>	National Association for Gifted Children (2016-2017)
<b>Member</b>	Research Council on Mathematics Learning (2015-2016)
<b>Member</b>	American Statistical Association (2004-present)
<b>Member</b>	National Council on Measurement in Education (NCME) (2009-present)
<b>Member</b>	American Educational Research Association (2003-present)
<b>Member</b>	American Educational Research Association Educational Statisticians Special Interest Group (2007-present)
<b>Member</b>	America Evaluation Association (2007-present)
<b>Member</b>	Chinese American Educational Research and Development Association (2006-present)
<b>Member</b>	Eastern Educational Research Association (2008-present)
<b>Member</b>	Florida Educational Research Association (2006-present)