



CURRICULUM VITA

Instructor: Tony Lee, Ph.D.
Academic Department: Higher Education & Learning Technologies (HELT)

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EDUCATION

Doctor of Philosophy, Adult and Higher Education

Concentration: Workforce Learning & Development
University of Oklahoma, 2014

Master of Education

Concentration: Training and Development
University of Oklahoma, 2011

Master of Human Relations

University of Oklahoma, 2004

Bachelor of Business Administrations

Major: Management Information Systems & International Business
University of Oklahoma, 2002

PROFESSIONAL EXPERIENCES

Assistant Professor, <i>Higher Education & Learning Technology</i>	2019-Present
Assistant Department Head, <i>Higher Education & Learning Technology</i>	2022-Present
<i>East Texas A&M University, Commerce, TX</i>	

Courses taught at TAMUC:

EDUC 401: Metacognition

OLT 515: Cultural Issues in Organizations

EDUC 402: Global Communication	OLT 528: Introduction to Presentation Design
EDUC 403: Digital Fluency	OLT 554: Principles of Adult Learning
EDUC 404: Cultural Fluency	OLT 560: Workplace Learning, Performance, Improvement
EDUC 405: Global Fluency	
EDUC 406: Servant Leadership	OLT 575: Performance Analysis & Improvement
EDUC/LNTC 497: Career Development	OLT 589: Independent Study
LNTC 497: Career Planning – 3 credits	OLT 595: Research Methodology

Associate Director, UWC Scholars Program & China Recruitment 2017- 2019

University of Oklahoma Office of Admissions & Recruitment, Norman, OK

- Supervised graduate assistant, intern, and student employees.
- Recruited international students, particularly graduates of United World College and China.
- Utilized admissions CRM to mine data and strategically form recruitment strategy for UWC prospects and travelled to recruit prospects.
- Collaborated with Admissions & Recruitment senior leadership to enhance the admissions process for prospective UWC students.
- Communicated with prospective students throughout the recruitment and application process, including extensive correspondence via phone, e-mail, skype and social media.
- Reviewed applications for admissions decisions and ensured appropriate evaluation of foreign credentials.
- Planned and implemented strategies in yielding students' enrollment and retaining students.
- Coordinated with external partners in orienting international students to the academic systems and support services at OU, its culture, and the U.S. culture in general.
- Developed academic and non-academic based student programming events to help and support 200+ international students with campus adjustment and retention.
- Assisted students with academic and personal related issues (health, immigration, etc.).
- Performed other duties as assigned or required.

Associate Director, UWC Scholars Program 2015- 2017

- Roles were similar to the Assistant Director position.

Assistant Director, United World College (UWC) Scholars Program 2014- 2015

University of Oklahoma Office of Admissions and Recruitment, Norman, OK

- Recruited international students, particularly graduates of United World Colleges worldwide.
- Responsible to all manner of questions from prospective students, parents, and school counselors.
- Analyzed trends in student recruitment and retention and made recommendation for action.
- Developed promotional materials and videos for recruitment purposes.
- Reviewed and processed international students' application for admission to the university for undergraduate students.
- Applied and interpreted admission policies and procedures.
- Planned and implemented strategies to yield students' enrollment.

- Provided different academic and non-academic related programming and support services to support and retain students.
- Hired and managed student assistants.
- Advised The United World (TUW) student organization.

Graduate Academic Advisor, *Educational Leadership and Policy Studies* 2012- 2014

University of Oklahoma Jeannine Rainbolt College of Education, Norman, OK

- Provided academic advising services to students and prospective students via walk-in meetings, individual appointments, e-mail, and by telephone.
- Assisted with student course enrollments.
- Maintained and updated program area, Adult and Higher Education (EDAH) information on the website.
- Coordinated relevant workshops for students on academic advising topics.
- Assisted with EDAH Graduate Recruitment Day and other special projects.

Graduate Assistant, *Student Affairs* 2011- 2012

University of Oklahoma Health Sciences Center, Oklahoma City, OK

- Coordinated Leadership Lunch Program for health professional students and staff.
- Coordinated First-Year Health Professional Student Programs (HSC 1).
- Developed strategies to increase students' participation in both programs.
- Co-planned and facilitated staff retreats.
- Assisted with other special projects.

Intramural Sports Coordinator, *Student Affairs* 2010- 2011

University of Oklahoma Health Sciences Center, Oklahoma City, OK

- Coordinated campus wide intramural sports program for health professional students.
- Worked to increase health professional students' participation in intramural sports program.
- Hired and trained referees.
- Responded to intramural sports issues and emergency situations.

Intern, *Learning and Development Office* 2010

University of Oklahoma Health Sciences Center, Oklahoma City, OK

- Learned and developed Family Medical Leave Act (FMLA) e-Learning resource.
- Conducted training workshops for faculty and staff.
- Assisted presenters with their training workshop.
- Attended Developmental Advisory Council meetings.

Assistant Director, *Student Life* 2005- 2009

University of Oklahoma, Norman, OK

- Directed the daily operations and functions of the Asian American Office.
- Assisted with the establishment of the Multicultural Greek Council (MGC).
- Coordinated the International Leadership Class and Advantage II Scholarship programs.

- Coordinated freshmen and transfer students' orientation and graduation awards banquet.
- Provided academic advising, counseling, and assistance to Asian American students.
- Advised Asian heritage student organizations, MGC Executive board, and 12 fraternity & sorority chapters.
- Organized leadership retreats for Asian American students and OU Greek chapters.

Residence Coordinator, *Residence Life*

2005

Pennsylvania State University, University Park, PA

- Recruited, trained, developed, and supervised 10 Resident Assistants.
- Planned and coordinated Freshmen Orientation programs for West Halls.
- Trained and co-supervised 70 Orientation Leaders.
- Advised the Earth & Environment Science, Engineering House, and Science & Technology committees in the residence hall.
- Responsible for students' disciplinary issues and mediated roommates' conflicts.
- Responsible for residence halls emergency protocols.
- Assisted with recruitment of Residence Coordinators, Assistant Director, and Assistant Vice President for Penn State main campus Student Services.

PUBLICATIONS

Article

Cheng, D., Li, M., & Lee, T. (under review). Exploring the role of ChatGPT in second language graduate students' research writing. *Journal of English for Academic Purposes*.

Guerin, A., **Lee, T.**, & Hendricks, L. (under review). Nevertheless, she persisted: African American women navigating stereotype threatening engineering environments. *Journal of Minority Women in STEM*.

Forge, G. & **Lee, T.** (under review). Dual credit students' perspective on learning accommodation in community college. *Community College Journal of Research and Practice*.

Johnson, D., Smith, D. J., Hendricks, L., & **Lee, T.** (2024). Desiring to belong: The role of fraternity involvement on the sense of involvement for Black men at a predominantly White institution. *Student Affairs on Campus*, 7(1). <https://doi.org/10.54155/kyzyhg44>

Lee, T., Smith, D., Hendricks, L., Miller, J., Mohdzain, Z., Knox, A., & Smith, M. (2024). African American college students' sexual attitudes, behaviors, and beliefs. *ISRG Journal of Arts Humanities & Social Sciences*. <https://doi.org/10.5281/zenodo.10.526271>

Lee, T., Smith, D., Hendricks, L., Miller, J., Mohdzain, Z., & McCleod, K. (2022). COVID-19 pandemic: Impact on college students' mental health. *International Journal of Social Policy & Education*, 4(7), 22-29.

Lee, T., & Cheng, R. (2022). International recruitment: China recruiters' experience during COVID-19 pandemic. *Journal of Comparative and International Higher Education*, 14 (3A), 104-120. [https://doi.org/10.32674/jcihe.v14i3\(Part 1\).4697](https://doi.org/10.32674/jcihe.v14i3(Part 1).4697)

Lee, T., Lim, D. H., & Kim, J. (2021). The effect of mentoring and self-esteem on job satisfaction: A comparative study between U.S.-born and foreign-born faculty. *Mentoring & Tutoring: Partnership in Learning*. <http://doi.org/10.1080/13611267.2021.1952395>

Book Chapter

Lee, T. & Karasek, B. (2023). Essential Hybrid and remote workers in higher education: Challenges and resiliency of student affairs practitioners. *Rethinking Hybrid and Remote Work in Higher Education: Global Perspectives, Policies, and Practices after COVID-19*. Palgrave Macmillan.

Lee, T. (2023). The power of hugs. In U. Gaulee, K. Bista, B. Zhang, & B. Schreiber (Eds.), *Crossing Borders, Bridging Cultures: The Narratives of Global Scholars* (pp. 9-11). STAR Scholars Network.

Lee, T., & Cheng, R. (2022). Teaching and Learning in Turbulent Times: International College Students. *Handbook of Research on Learner-Center Approaches to Teaching in an Age of Transformational Change*. IGI: Global.

Lee, T. (2021). Integration of foreign-born faculty. In Glass, C. R., Bista, K, & Lin, X. (1st Ed.) *The Experiences of International Faculty in Institutions of Higher Education: Enhancing recruitment, retention, and integration of international talent*. Routledge.

Lee, T., & Lim, D. H. (2017). Learning through web-based authoring tools. In Management Association, I. (Ed.), *Blended Learning: Concepts, Methodologies, Tools, and Applications* (pp 760-769). IGI Global. <http://doi: 10.4018/978-1-5225-0783-3.ch038>

Lee, T. K., & Lim, D. H. (2017). International faculty development in U.S. higher education. In Keengwe, J. (Eds.) *Handbook of Research on Promoting Cross-Cultural Competence and Social Justice in Teacher Education*. (pp. 304-319). Hershey, PA: IGI: Global.

Lee, T. K., & Lim, D. H. (2015). Learning through web-based authoring tools. In Keengwe, J., & Agamba, J. (Eds.) *Models for Improving and Optimizing Online and Blended Learning in Higher Education*.

Papers Published in Refereed Conference Proceedings

Lee, T. K., Lim, D. H., & Kim, J. H. (2017). The effect of mentoring on U.S. vs. foreign-born faculty's self-esteem and job satisfaction. [Proceedings of the 2017 Adult Educational Research Conference](#). Norman, OK: AERC.

Lee, T. K., & Lim, D. H. (2014). Learning through web-based authoring tools. Roundtable. In D. D. Chapman & K. Guerdat (Eds.) Proceedings of the 2014 Academy of Human Resource Development Annual Conference. Houston, TX: Academy of HRD.

Lee, T. K., & Lim, D. H. (2013). Learning styles for multi-generations. In J. Gedro & D. D. Chapman (Eds.) Proceedings of the 2013 Academy of Human Resource Development Annual Conference. Arlington, VA: Academy of HRD.

Papers Published in Conference Proceedings

Lee, T. K., & Lim, D. H. (2015). The role of mentoring in faculty job satisfaction (Poster Session). Proceedings of the 2015 American Association of Adult Continuing Education Annual Conference. Oklahoma City, OK: AAACE

Refereed Poster Presentation

Lee, T. (2022, April 20). *Stay or go? Understand LGBT international graduates' perceptions of U.S. workforce* [Poster presentation]. 2022 Academy of Human Resource Development Annual Conference, Arlington, VA.

Lee, T. (2022, April 20). *Exploring international students' career adjustment experience during time of uncertainty* [Poster presentation]. 2022 Academy of Human Resource Development Annual Conference, Arlington, VA.

Work in Progress

Mays, B., & **Lee, T.** (work in progress). Understanding experiences of undergraduate students with physical disabilities in higher education to improve engagement. *Journal of Developmental and Physical Disabilities*.

Lee, T. (work in progress). Stay or go? Understand LGBT international graduates' perceptions of U.S. workforce. *Journal of International Students*.

Lee, T. (work in progress). Exploring international students' career adjustment experience in the U.S. *Journal of International Students*.

Lee, T. (work in progress). International students' sense of belonging in rural area. *Journal of College Student Development*.

PRESENTATIONS & TRAININGS

Presentations & Trainings

Lee, T. (April 11, 2024). Teambuilding: Different minds, one spirit. Texas A&M-University Commerce Saff & Faculty Professional Development Day, Commerce, TX.

Mamiya, K., Lee, T., & King, A. (May 2023). Between Worlds: Developing A Toolkit for Supporting LGBTQ+ International Students. NAFSA 2023 Annual Conference, Washington, D.C, District of Columbia.

Adult Learning: Teaching Through the Lens of Facilitation, Mentoring, and Coaching. Hendrick Best Practices for Adult Learners Conference, May 10-11, 2022, Virtual.

Navigating Innovative Ways for Online Teaching and Learning during COVID-19. Morgan State University Research & Scholarship Workshop/Webinar Series, January 25, 2022, Virtual

Best Practices in Supporting International Students in U.S. Higher Education Institutions (session presentation). STAR Global Conference, December 10-12, 2021, Virtual.

The Role of Mentoring in International Faculty Job Satisfaction. (Poster Presentation), American Association for Adult and Continuing Education (AAACE), November 2015, Oklahoma City, OK

Effects and Impacts of a Global Community, University of Oklahoma Greek Forum. November 2015, Norman, OK

Learning through Web-Based Authoring Tools, 2014 Academy of Human Resource Development Annual Conference, Houston, TX.

Learning Styles for Multi-Generations, 2013 Academy of Human Resource Development Annual Conference. February 2013, Arlington, VA.

Building Bridges with International Students, Oklahoma College Student Personnel Association State Conference. May 2011, Broken Arrow, OK.

Teambuilding, University of Oklahoma Learning & Development Office. May 2011, Norman, OK

Teambuilding, University of Oklahoma Health Sciences Center Learning & Development Office. November 2010, Oklahoma City, OK

TEACHINGS

Teaching Experience

- Instructor, ORGL 3322: Ethics, Behavior & Leadership I (SP' 2020)
- Instructor, ORGL 422: Project Leadership (May 2019, SU' 2019)
- Instructor, ORGL 4343: Leadership Theory I (FA' 2019, SU' 2020)
- Instructor, ORGL 4343: Leading Change (SP' 2019, May 2019, SU'2019)
- Lecturer, EDAH 5333: Program Planning in Adult Learner (SP' 2017)
- Guest lecturer, EDAH 5043: Introduction to Research (FA' 2012, SP' 2013)
- Guest lecturer, EDAH 5473: Race, Class, & Gender (FA' 2012)

- Guest lecturer, EDAA 5013: The Adult Learner (FA' 2012)
- Instructor, UCOL 2002: Strategic for Success, (SP' 2008, SP' 2009)

MEMBERSHIPS, PROFESSIONAL SERVICES, & AWARDS

Memberships

- Treasurer, Phi Delta Kappa International for TAMUC Chapter, 2021 - present
- Member, Society of Transnational Academic Researchers (STAR Scholars), present
- Member, National Association of Student Personnel Administrators (NASPA), present
- Member, Academy of Human Resource Development (AHRD), 2011 – present
- Member, Association for Talent Development (ATD) Oklahoma Chapter, 2010 – 2019
- Member, International Association for College Admission Counseling (IACAC), 2018 – 2019
- Member, Association of International Educators (NAFSA) Region III, 2016 – 2017
- Member, Oklahoma College of Student Personnel Association (OCSPA), 2006 – 2012

Professional Services

- Member, TAMUC University Hearing/Appeal Board Committee, 2022- Present
- Committee Member – Curriculum Instruction, 2022- Present
- Judge, TAMUC Research Symposium – April 2024
- Search Committee, TAMUC Graduate Enrollment Specialist Positions, 2022
- Peer Reviewer, AHRD International Research Conference, 2023
- Member, Texas A&M University Commerce Faculty Senate Awards Committee, 2019 – 2022
- Chair of Search Committee, TAMUC Higher Education & Learning Technology Assistant Professor Tenure-Track positions, 2022
- Search Committee, TAMUC Graduate Enrollment Specialist Position, 2022
- Session Host, AHRD International Research Conference, 2022
- Peer Reviewer, AHRD International Research Conference, 2022
- Member, NASPA Region III Awards Reviewing Committee, 2022
- Facilitator, ACUE Teaching Program, Fall 2021 – Spring 2022
- Chair of Search Committee, TAMUC Higher Education & Learning Technology Assistant Professor Tenure Track position, 2021
- Chair of Search Committee, TAMUC College of Education & Human Services Department Head for Higher Education & Learning Technologies, 2021
- Planning Committee – 2nd Annual College of Education & Human Services Symposium, 2021
- Search Committee, TAMUC College of Education & Human Services Manager of Special Initiatives, 2020
- Peer Reviewer, Routledge Studies on Global Mobility, 2020
- Planning Committee – College of Education & Human Services Symposium, 2020
- Search Committee, TAMUC College of Education & Human Services Assistant Deans, 2020
- VP of Academics, OU International Alumni Association, 2018 - Present
- Session Host, AHRD International Research Conference, 2020
- Member, AHRD Faculty Learning & Development SIG, 2020

- Selection Committee, OU President's Award for Outstanding Sophomores, 2016
- Volunteer, NAFSA Region III Conference, 2015
- Peer Reviewer, University Forum on HRD European Conference 2014
- Peer Reviewer, AHRD International Research Conference 2014
- Volunteer, ASHE Annual Conference, 2013
- Session Chair, ASTD International Conference, 2013
- Symposium Chair, AHRD International Research Conference, 2012, 2013
- Adult and Higher Education (EDAH) Faculty Search Committee, 2012, 2013
- NASPA IV-W Regional Awards Selection Committee, 2007, 2008, 2010, 2011, 2012, 2013
- Volunteer, AHRD International Conference and Expositions, 2012, 2013
- Student Ambassador, OU Graduate College, 2011, 2012, 2013
- Volunteer, Graduation Commencement, 2006 – 2013
- Co-facilitator, OUHSC Student Affairs Staff Retreat, 2011, 2012
- Volunteer, ASTD Oklahoma State Conference Planning Committee, 2012

Honors and Awards

- TAMUC Outstanding Classroom Teaching Award, 2022
- Alpha Lambda Delta Honorary Member, 2019
- Waintroob/Myers Superior Performance Award, 2019
- Glenn Freeman First Timer Scholarship, 2015
- Bellwether Society Scholarship in Honor of Drs. Shannon & Kenneth Lease, 2013 – 2014
- Outstanding Graduate Student of The Year for Adult and Higher Education, 2012 – 2013
- Cleo Cross Scholarship, 2012
- Lion's Club International Student of The Month, 2004

Grants

- **Principal Investigator.** (2021). *Inclusion of trans athletes in sports: Impact of public policies to U.S. higher education.* LGBTQ & Racial Justice Small Grant funded by The Williams Institute at UCLA School of Law. \$7,484
- Faculty support grant to participate the initiative of the Association of College and University (ACUE) on scaling instructional excellence for student success (\$1,000), National Association of System Heads (NASH)