

KYOUNGJIN (JIN) JANG-TUCCI

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EDUCATION

University of Wisconsin-Madison

Exp. May 2027

Ph.D. Candidate in Educational Policy Studies

Concentration: Social Sciences and Education

Advisor: Matthew Hora, Ph.D.

Yonsei University

2020

M.A. in Education

Concentration: Human Resource Development & Education of Work

Advisor: Wonsup Chang, Ph.D.

Yonsei University

2016

B.A. in Social Work

PUBLICATIONS

Manuscripts in Progress

Revised & Resubmitted

Disrupting *and* reinforcing? The conflicting effects of artificial intelligence on the value of skills and credentials.
Invited Book Chapter.

Author: Jang-Tucci, K.

Making sense of injustice at work: College interns' struggles to name and navigate unjust workplace practices.

Author: Jang-Tucci, K.

The potential uses of social network analysis in asset-based higher education research.

Authors: Bañuelos, N., Jang-Tucci, K., Benbow, R. J., & Wicker, P.

Under Review

The longitudinal effects of college internships on postgraduate career outcomes.

Authors: Jang-Tucci, K., & Thompson, M.

Examining college students' community cultural wealth through sociogram-assisted interviews.

Authors: Bañuelos, N., Jang-Tucci, K., Benbow, R. J., & Triana, C.

In Progress

Longitudinal changes in Latine STEM college students' resistant capital and the role of academic and career support networks.

Authors: Jang-Tucci, K., & Bañuelos, N.

Using the Multiple Generator Random Interpreter (MGRI) design in longitudinal ego network studies: Observability and implications for inferential analysis.

Author: Jang-Tucci, K.

Peer-reviewed Journal Articles

Journal Articles in English

Bañuelos, N., Jang-Tucci, K., & Benbow, R. J. (2026). The development and validation of the Academic Cultural Wealth (ACW) scale: Recognizing student strengths through critical quantitative methods. *Educational Evaluation and Policy Analysis*. <https://doi.org/10.3102/01623737261421889>

Bañuelos, N., & Jang-Tucci, K. (2026). Investigating the relationship between community cultural wealth and cultural capital in higher education: A quantitative study. *Innovative Higher Education*, 51, 29–64. <https://doi.org/10.1007/s10755-025-09844-7>

Jang-Tucci, K., Hora, M. T., & Zhang, J. (2025). Gatekeeping at work: A multi-dimensional analysis of student, institutional, and employer characteristics associated with unpaid internships. *Higher Education*, 89, 907–936. <https://doi.org/10.1007/s10734-024-01254-6>

Oh, S., & Jang-Tucci, K. (2023). Developmental networks of young adults for career growth opportunities: South Korean self-initiated expatriates in Vietnam. *Journal of Career Development*, 50(6), 1229–1246. <https://doi.org/10.1177/08948453231173141>

Jang, K., Kim, J., & Chang, W. (2021). Deskillling and reskillling of political refugees in the Republic of Korea: An actor-network analysis. *International Journal of Lifelong Education*, 40(3), 281–294. <https://doi.org/10.1080/02601370.2021.1956613>

Jang, K., Lkhagvadulam, B., & Chang, W. (2021). Low-skilled return migrants as adult learners: A case of Mongolian migrants returning from South Korea. *Adult Learning*, 34(1), 3–14. <https://doi.org/10.1177/10451595211007939>

Oh, S., & Jang, K. (2020). Self-initiated expatriate adjustment: South Korean workers in Vietnam. *Career Development International*. 26(1), 16–43. <https://doi.org/10.1108/CDI-09-2019-0212>

Journal Articles in Korean

Jang, K., Lee, H., & Chang, W. (2021). Development and validation of Masteristic Learning Scale. *Andragogy Today*, 24(2), 71–105. <https://doi.org/10.22955/ace.24.2.202105.71>

Lee, H., Jang, K., Choi, S., Lee, S., & Chang, W. (2020). A case study on entrepreneurial learning characteristics: An education of work perspective. *Korean Journal of Adult & Continuing Education Studies*, 11(4), 27–49. <https://doi.org/10.20512/kjace.2020.11.4.27>

Lee, H., Jang, K., Choi, S., & Chang, W. (2020). An integrative literature review on entrepreneurial learning. *Journal of Corporate Education and Talent Research*, 22(4), 25–51. <https://doi.org/10.46260/KSLP.22.4.2>

Jang, K., & Chang, W. (2020). Implications of actor-network theory (ANT) for education of work research in the era of automation and connectivity. *Andragogy Today*, 23(4), 125–151. [Link](#)

Park, D., & Jang, K. (2020). A neo-institutional analysis of early study abroad trends: Focusing on the changes from 2000 to 2016. *The Educational Research for Tomorrow*, 33(2), 47–71. <https://doi.org/10.35283/erft.2020.33.2.47>

Lee, S., Jang, K., & Lee, H. (2020). Independent instructors' attitude toward uncertainty: Meaning of work and its impact on life satisfaction. *Korean Journal of Adult & Continuing Education*, 11(2), 21–45. <https://doi.org/10.20512/kjace.2020.6.30>

Jang, K., Lee, H., & Chang, W. (2020). An explorative study on the collaborative learning of middle and high school students within entrepreneurship experience programs: A case of Youth Entrepreneurship Experience Program (YEEP). *Journal of Education & Culture*, 26(1), 525–544. <https://doi.org/10.24159/joec.2020.26.1.525>

Lee, S., Jang, K., & Lee, H. (2019). A qualitative study on the job socialization process of independent corporate instructors. *Andragogy Today*, 22(4), 31–58.

Lee, S., Jang, K., Park, S., & Oh, S. (2019). A study on the curriculum of graduate school human resource development in Korea using network analysis. *The Educational Research for Tomorrow*, 32(3), 75–98. <https://doi.org/10.35283/erft.2019.32.3.75>

Kim, H., Jang, K., & Chang, W. (2018). Forecasting changes in human resource development in response to the advances of artificial intelligence: A Korean perspective. *Journal of Corporate Education and Talent Research*, 20(4), 93–124. <https://doi.org/10.46260/KSLP.20.4.4>

Book Chapter

Chapter in English

Park, D., Cho, S. K., & Jang, K. (2022). The oxymoron of Free Semester Program (FSP) in Korea: Intended and unintended policy consequences for whole-person development. In Lee, J., & Wong, K. W. (eds.) *Centering Whole-Child Development in Global Education Reform*. Routledge. <https://doi.org/10.4324/9781003202714>

Research Methods Handbook

Handbook in English

Jang-Tucci, K. (2023). *A step-by-step guide for implementing the Multiple Generator Random Interpreter (MGRI) in online surveys*. Center for Research on College-Workforce Transitions. University of Wisconsin-Madison. <https://ncaproject.github.io/MGRIToolkit/>

Technical Reports & Research Briefs

Reports & Briefs in English

Hora, M. T., Fisher, J. J., Jang-Tucci, K., & Song, H. (2024). An integrative review of the employability literature (2005–2020): How a simplistic and individualistic view of job acquisition inhibits theory, research, and practice in higher education. Center for Research on College-Workforce Transitions, University of Wisconsin-Madison. ([Link](#))

Jang-Tucci, K., Benbow, R. J., & Bañuelos, N., (2023). Using Multiple Generator Random Interpreters (MGRIs) for studying undergraduate student support networks. Center for Research on College-Workforce Transitions, University of Wisconsin-Madison. ([Link](#))

Bañuelos, N., Jang-Tucci, K., & Benbow, R. (2023). Forming science identity in personal networks: A quantitative study of social support for Latine STEM students. Center for Research on College-Workforce Transitions, University of Wisconsin-Madison. ([Link](#))

Hora, M. T., Thompson, M., Jang-Tucci, K., Pasqualone, A., Akram-Turenne, T., Wolfgram, M., & Lee, C. (2023). What are the longitudinal impacts of a college internship (during a pandemic)? Findings from the College Internship Study on program participation, quality, equitable access, and student outcomes. Center for Research on College-Workforce Transitions, University of Wisconsin-Madison. ([Link](#))

Bañuelos, N., Jang-Tucci, K., & Benbow, R. J. (2022). Hispanic/Latino student community cultural wealth, social networks, and career development at the University of Wisconsin-Whitewater: A Report by the Networks and Cultural Assets Project (NCA). Center for Research on College-Workforce Transitions, University of Wisconsin–Madison. ([Link](#))

Jang-Tucci, K., Benbow, R. J., & Bañuelos, N. (2022). Hispanic/Latino student community cultural wealth, social networks, and career development at the University of Wisconsin-Whitewater: A methods and data compendium to the report by the Networks and Cultural Assets Project (NCA). Center for Research on College-Workforce Transitions, University of Wisconsin–Madison. ([Link](#))

Reports & Briefs in Korean

Chang, W., Lee, S., Jang, K., Yoo, B., & Lee, J. (2020). The 1st youth policy master plan: Education sector. Seoul: Office for Government Policy Coordination. (No. 11-1092000-000071-01)

Oh, S., Koo, Y., Park, D., Park, S., Jang, K., Park, J., Cho, H., Lim, S., & Ahn, H. (2020). Evaluation of lifelong education on University in the Future Education (LiFE) Policy. National Institute for Lifelong Education. (No. RR2020-9).

Chang, W., Lee, H., & Jang, K. (2019). A qualitative case study on entrepreneurial characteristics: Implications for entrepreneurial education. Korea Entrepreneurship Foundation.

PRESENTATIONS

Peer-Reviewed Conference Presentations (Sorted by Subject)

College Seniors' Experiences with Job Search and Performativity in the Job Market

Jang-Tucci, K. (2025). Job market as theater: Computer science and engineering students' self-presentation on LinkedIn. 2025 Center for Research on College-Workforce Transitions Conference, Madison, WI, USA.

Jang-Tucci, K. (2024). A critical approach to career education in the neoliberal era: A case of resume writing education in college settings. Futuring the University, Justus Liebig University Giessen, Germany.

AI and Career Development in Colleges and Universities

Jang-Tucci, K. (2024). The emerging usage of artificial intelligence in hiring practices: Implications for equity in college education. The 49th Annual Conference of the Association for the Study of Higher Education (ASHE), Minneapolis, MN, USA.

Jang-Tucci, K. (2024). The overlooked shades of artificial intelligence and their implications for higher education. Futuring the University, Justus Liebig University Giessen, Germany.

Factors and Consequences of College Internship Participation

Jang-Tucci, K., & Thompson, M. (2024). The longitudinal effects of college internships on postgraduate career outcomes. The 49th Annual Conference of the Association for the Study of Higher Education (ASHE), Minneapolis, MN, USA.

Jang-Tucci, K., & Hora, M. T. (2022). Unpaid internships at Minority-Serving Institutions: Exploring individual and institutional effects on internship compensation. The 47th Annual Conference of the Association for the Studies of Higher Education (ASHE). Las Vegas, NV, USA.

College Interns' Experiences of Workplace Injustice

Jang-Tucci, K. (2023). Learning of quiet injustice at workplace: A hermeneutic phenomenological approach on college interns' experiences of injustice. Midwest Sociology of Education Conference 2023. Madison, WI, USA.

Jang-Tucci, K. (2023). 'Learning' injustice at work as a college intern. American Educational Research Association (AERA) 2023 Annual Meeting. Chicago, IL, USA.

Community Cultural Wealth, Social Networks, and STEM Education

Bañuelos, N. & Jang-Tucci, K. (2024). Investigating the relationship between dominant & non-dominant cultural capital in higher ed: A quantitative study. American Sociological Association Annual Conference. Montreal, QC, Canada.

Jang-Tucci, K. & Benbow, R. (2024). Forming science identity in personal networks: A quantitative study of social support for Latine students. American Educational Research Association (AERA) 2024 Annual Meeting. Philadelphia, PA, USA.

Bañuelos, N., Jang-Tucci, K., & Benbow, R. J. (2023). Combining community cultural wealth with social network analysis to understand students' college-to-career transition. American Educational Research Association (AERA) 2023 Annual Meeting. Chicago, IL, USA.

Bañuelos, N., Jang-Tucci, K., & Benbow, R. J. (2022). Investigating Latina/o community cultural wealth, social network capital, and academic/career development: A quantitative study. The 47th Annual Conference of Association for the Studies of Higher Education (ASHE). Las Vegas, NV, USA.

Bañuelos, N., Benbow, R. J., & Jang-Tucci, K. (2022). Harnessing students' networks and cultural assets for STEM success. 2022 Louis Stokes Midwest Regional Center of Excellence (LSMRCE) Conference. Schaumburg, IL, USA.

Development of Academic and Career Cultural Wealth (ACCW) Scale

Jang-Tucci, K., Bañuelos, N., & Benbow, R. J. (2023). Combining community cultural wealth and social network analysis: Developing new methods for measuring students' assets. American Educational Research Association (AERA) 2023 Annual Meeting. Chicago, IL, USA.

Non-Traditional Students' Internship Participation and Outcomes

Jang-Tucci, K., McCarthy, A., & Kim, H. (2023). The value of work-related experiential activities during college: Comparing traditional versus post-traditional students. American Educational Research Association (AERA) 2023 Annual Meeting. Chicago, IL, USA.

Jang-Tucci, K. (2022). Do college internships matter for older adult students? Preliminary findings from the internship survey. 2022 American Association for Adult and Continuing Education (AAACE) Conference. Milwaukee, WI, USA.

Early Job Socialization and the Role of Social Networks

Jang, K., Lee, J., Cho, H., & Chang, W. (2020). Developmental networks of multicultural Koreans in the early career stage. The Adult and Continuing Education of Korea 2020 Annual Conference. Online conference.

Oh, S., & Jang, K. (2019). Korean self-initiated expatriates' developmental networks in Vietnam: Network and functions, and career growth opportunity. The 18th International Asian Conference of the Academy of Human

Resource Development. Hanoi, Vietnam.

Oh, S., & Jang, K. (2019). Self-initiated expatriates' experience and adjustment: how they adjust better to work in Vietnam? 20th Anniversary Conference: University Forum for Human Resource Development (UFHRD). Nottingham, UK.

Lee, S., Lee, H., Jang, K., & Lee, S. (2019). Job socialization of independent workers: A qualitative study of independent corporate instructors in South Korea. 2019 International Research Conference in the Americas, Academy of Human Resource Development (AHRD). Louisville, KY, USA.

Jang, K. (2018). International assignments and developmental networks: A South Korean case. Adult education in an era of accelerated technological innovation: American Association for Adult and Continuing Education (AAACE). Myrtle Beach, SC, USA.

Invited Talks & Panels

Oct 2025 *Invited Panelist*, ASHE 2025 Discussant & Chair Webinar. Association for the Study of Higher Education (ASHE), Online Webinar.

Symposia Organization & Moderation

Nov 2025 *Organizer & Moderator*, Supporting college students' job search amid uncertainties. The 50th Annual Conference of the Association for the Study of Higher Education (ASHE), Denver, CO.

Nov 2024 *Organizer*, Socially just education for college to workforce transitions: Challenges and possibilities. The 49th Annual Conference of the Association for the Study of Higher Education (ASHE), Minneapolis, MN.

RESEARCH EXPERIENCE

Project Assistant

Center for Research on College-Workforce Transitions, University of Wisconsin-Madison, USA

Aug 2021 – Jul 2024; Jan 2025 – Apr 2025; Sep 2025 – Present

Measuring Social and Cultural Capital Among College Students of Color (2021 – Present)

Researching and Mapping Supports for Work-Based Learning (2025)

The College Internship Study (2021 – 2022)

Researcher

The Institute for Educational Research, Yonsei University, South Korea

Feb 2020 – Aug 2021

Improving the High School Student Assignment Methods in Seoul Metropolitan City (2021)

Research on Organizational Masterity (2020 – 2021)

Research Assistant

Department of Education, Yonsei University, South Korea

Mar 2018 – Feb 2020

Youth Policy Master Plan: Education Sector (2020)

Evaluation of Lifelong Education on University in the Future Education (LiFE) Policy (2019 – 2020)

Entrepreneurial Characteristics and Entrepreneurial Learning (2019 – 2020)

Advancing Workplace Learning within Organizations (2018 – 2019)

Protean Career Development and Social Networks of Independent Workers (2018)

Research Assistant

Department of Southeast Asia, Korea International Cooperation Agency (KOICA), South Korea

Jul 2017 – Dec 2017

Southeast Asia Sub-Regional Profile for International Cooperation

TEACHING EXPERIENCE

Course Instruction

Instructor of Record

Department of Educational Policy Studies, University of Wisconsin-Madison, USA

May 2026 – Jul 2026 Educational Policy Studies 202: Careers in Education (Summer 2026)

Sep 2025 – Dec 2025 Educational Policy Studies 202: Careers in Education (Fall 2025)

Jun 2025 – Aug 2025 Educational Policy Studies 412: History of American Education (Summer 2025)

Sep 2024 – Dec 2024 Educational Policy Studies 202: Careers in Education (Fall 2024)

Teaching Assistant

College of Letter and Science, University of Wisconsin-Madison, USA

Jun 2026 – Aug 2026 International Studies 523: Culture and Global Workplace (Summer 2026)

Jun 2025 – Aug 2025 International Studies 523: Culture and Global Workplace (Summer 2025)

Teaching Assistant

Department of Education, Yonsei University, South Korea

Mar 2019 – Dec 2019 Human Resource Development in Practice (Spring 2019; Fall 2019)

Instructor

Linguatéc Cuernavaca, Mexico

Jan 2016 – Jul 2016 English A1, A2, B1, B2, & C1

Instructor

Deokeun Elementary School, South Korea

Apr 2012 – Jun 2013 Grades 1–3 Reading Intervention Afterschool Program

Workshops & Trainings Facilitated

Map Your Network and Cultural Assets

Co-Facilitator | Undergraduate workshops

Facilitated with Drs. Nidia Bañuelos, Ross Benbow, and Claudia Triana

- Feb 2025 [LEED Scholars](#) Program, College of Engineering, University of Wisconsin-Madison
- Jan 2025 Intern Professional Development Series, Center for Research on College-Workforce Transitions, University of Wisconsin-Madison

A Non-Technical and Critical Introduction to Artificial Intelligence for College Educators

Instructor | Professional development workshops

- Jan 2025 Spring 2025 Instructor Professional Development, Department of Educational Policy Studies, University of Wisconsin-Madison
- May 2024 Artificial Intelligence & Career Services Working Group, University of Wisconsin-Madison
- Nov 2024 The 49th Annual Conference of the Association for the Study of Higher Education (ASHE)

A Guide to Implementing Multiple Generator Random Interpreter (MGRI) in Qualtrics

Instructor | Research methods workshops

- Mar 2024 Association for the Study of Higher Education (ASHE) Research Methods Workshop Series
- Aug 2024 American Sociological Association (ASA) 2023 Conference

Using Asset-Based Frameworks to Support Students' Career Development

Co-Facilitator | Professional development workshops

Facilitated with Drs. Nidia Bañuelos and Ross Benbow

- Sep 2025 Wisconsin Career Development Association (WCDA)
- Oct 2022 Career Service Professionals Group at New York University
- Jul 2022 American Association of Colleges and Universities (AAC&U) Institute on Engaged and Integrative Learning

STUDENT AFFAIRS & ADMINISTRATION EXPERIENCE

Administrator *Mar 2020 – Jul 2021*
 University Press, Yonsei University, South Korea

Program Coordinator *Jan 2020 – March 2020*
 The Institute for Continuing Education, Yonsei University, South Korea

Graduate Program Coordinator *Sep 2018 – Feb 2020*
 Department of Defense Fusion Engineering, College of Engineering, Yonsei University, South Korea

Interpreter & Program Coordinator *Oct 2016*
 Korea Civil Society Organization Network on [HABITAT III](#), Ecuador

SERVICE & ENGAGEMENT

Professional Service & Leadership

- 2026 – Graduate Fellow, Scholar Strategy Network
- 2025 – Graduate Student Representative, American Educational Research Association (AERA) Division I: Education in the Professions
- 2024 – Member, AI in Career Services Advisory Group, University of Wisconsin-Madison
- 2024 – Communications Director, Korean American Educational Researchers Association
- 2024 – 2025 Graduate Student Member, Professional Development Committee, Association for the Study of Higher Education (ASHE)
- 2024 Inaugural Member, AI in Career Services Working Group, University of Wisconsin-Madison
- 2022 – 2023 Communications Manager, Korean American Academy of Lifelong Education (KAALE)

Journal Editorial

- 2022 – 2023 Editorial Assistant, Journal of Critical Scholarship on Higher Education and Student Affairs

Conference Organizer

- 2021 The 2022 Educational Policy Studies Conference, University of Wisconsin-Madison

AWARDS & HONORS

- 2026 John R. Palmer Graduate Fellowship, University of Wisconsin-Madison (\$3,350)
- 2025 Student Travel Awards, University of Wisconsin-Madison (\$1,500)
- 2025 Fall Student Research Grants Competition, University of Wisconsin-Madison (\$600)
- 2025 Summer Research Fund, University of Wisconsin-Madison (\$3,200)
- 2025 Summer Student Research Grants Competition, University of Wisconsin-Madison (\$1,500) (Declined due to international travel disruptions)
- 2025 Graduate Student Research Travel Award, University of Wisconsin-Madison (\$2,000)
- 2025 Herb Kliebard Scholarship, University of Wisconsin-Madison (\$2,800)
- 2025 C. Rhee Scholarship, Korean-American Educational Researchers Association (\$500)
- 2023 Three Minute Thesis Competition Finalist, University of Wisconsin-Madison
- 2022 Mary Metz Award, University of Wisconsin-Madison (\$500)
- 2020 Fulbright Graduate Student Award, Fulbright Foundation (\$40,000; Declined)
- 2020 Excellent Thesis Award, Yonsei University

MEDIA COVERAGE

Video Case Studies

Jang-Tucci, K. (2025). Developing a scale that measures college students' community cultural wealth [Video]. *Sage Research Methods*. <https://doi.org/10.4135/9781036222659>

Jang-Tucci, K. (2024). Using the Multiple Generator and Random Interpreter (MGRI) in a mixed-methods study [Video]. *Sage Research Methods*. <https://doi.org/10.4135/9781529697186>

Op-Ed

Jang-Tucci, K., Song, H., & Hora, M. (2023, Sep 25). How to create a college internship where students actually learn – and don't want to quit. *The Conversation*. <https://doi.org/10.64628/AAI.49646yra9>

Media Mentions

Mellon, A. (2024, Apr 26). City of Madison hiring lifeguards amid continuing shortage. *WKOW 27 News*. ([Link](#))

Houdek, G. (2024, Apr 23). Tech layoffs constrict job market for recent grads, but value of UW degree remains high, experts say. *The Badger Herald*. ([Link](#))

Shreiner, M. (2024, Feb 8). UW professor examines results of Inside Higher Ed study, provides insights. *The Badger Herald*. ([Link](#))

Serterides, A. (2023, May 4). New grants to provide more paid internships for UW System students. *The Badger Herald*. ([Link](#))

Herder, L. (2022, November 17). ASHE conference urges humanization of higher education. *Diverse: Issues in Higher Education*. ([Link](#))

PROFESSIONAL TRAINING, TECHNICAL SKILLS, & LANGUAGES

Research Training

2022 [NCES Data Institute](#), Association for Institutional Research (AIR)

Instructional Training

2025 Research Mentor Training Practicum, University of Wisconsin-Madison

2023 – 2024 Higher Education Teaching Fellowship, University of Wisconsin-Madison

2023 [The Discussion Project](#), University of Wisconsin-Madison

Technical Skills

Quantitative: R, Python, SQL, Qualtrics

Qualitative: NVivo, Dedoose

Digital Communications: L^AT_EX, HTML, CSS, WordPress, Google Business, Mailchimp, Oracle Eloqua

Languages

English & Korean (Bilingual), Spanish (Limited Working Proficiency)