# Renato Ferreira Leitão Azevedo, Ph.D.

Department of Kinesiology and Community Health, College of Applied Health Sciences University of Illinois Urbana-Champaign (UIUC), 1206 South Fourth Street, Champaign, Illinois, 61820 United States of America, +1 (217) 979-8957, razeved2@illinois.edu

My research is dedicated to the investigation of relationships among cognition, decision-making, risk perception, aging, and expertise in domains such as health, accounting, and behavioral economics. My work often focuses on the development and use of human-centered interventions to facilitate positive behavior changes, successful decision-making, promoting health, education, and wellness, which often includes how technology can ameliorate inequities.

# **ACADEMIC CREDENTIALS**

# Ph.D, Educational Psychology

(2013-2021)

Educational Statistics & Research Methods: Quantitative Analysis Specialization Cognitive Science of Teaching & Learning Division (CSTL)

Dept. Educational Psychology, University of Illinois Urbana-Champaign (UIUC) Advisor: Prof. Daniel G. Morrow, Ph.D.

Dissertation: Accounting Expertise and Decision-Making through the Lens of Fuzzy-Trace Theory (FTT)

(George E. Briggs Dissertation Award, American Psychological Association (APA) - Division 21 - Applied Experimental & Engineering Psychology) (Hardie Dissertation Award, College of Education, UIUC)

# M. Sc. Applied Statistics

(2013-2016)

Dept. of Statistics, College of Liberal Arts and Sciences (LAS) University of Illinois Urbana-Champaign (UIUC), USA

# M. Sc. Accounting

(2008-2010)

Accounting Education and Research Specialization College of Economics, Business and Accountancy

University of Sao Paulo (USP), Brazil

Thesis: Public perception of accountants: "good-looking in pictures"?

(Honorable mention and 2010 Best Master Thesis Award)

Full Scholarship provided by CAPES-Coordination for the Improvement of Higher-Level Education Personnel (Brazilian Federal Funds).

# B. Phil. Philosophy

(2008 – 2011: interrupted; relocation to UIUC)

College of Philosophy, Linguistics and Human Sciences University of Sao Paulo (USP), Brazil

# **B. Sc.** Accounting (2004-2007)

College of Economics, Business and Accountancy

University of Sao Paulo (USP), Brazil

(2007 "Best Term Paper" Award – Prof. Dr. Ary Toríbio Award:

FIPECAFI/FEA-USP)

Scientific Initiation Grant (2006-2007) provided by CNPq - National Council of Scientific and Technological Development (Brazilian Federal Funds)

# **B. Sc.** Information Systems

(2003-2006)

Double Degree: Database Development

Anhembi Morumbi University, Laureate International Universities, Brazil (Distinction: Class highest average – 88% mentioned during commencement)

# **Technical** Data Processing

(2000-2002, 1320 hours)

Sao Luis High School, Sao Paulo, Brazil

# **Teaching and Mentoring Certificates**

| 2020 | Illinois Graduate Mentoring Certificate                         |
|------|---|
|      | Graduate College, UIUC, USA                                     |
| 2018 | Dr. Sandra J. Finley - Teacher Scholar Certificate              |
|      | Center for Innovation in Teaching & Learning (CITL), UIUC, USA. |
| 2018 | Teacher Scholar Certificate                                     |
|      | Center for Innovation in Teaching & Learning (CITL), UIUC, USA. |

# **CURRENT PROFESSIONAL POSITION**

# University of Illinois Urbana-Champaign (UIUC), USA

(Aug 2021 – current)

Postdoctoral Research Associate

Human Factors and Aging Laboratory

Dept. of Kinesiology and Community Health

# Roles:

- Research and developments in mHealth applications and health technology to support older adults
- Illinois site lead for a multisite randomized controlled trial (RCT), engaged in all aspects of the research including recruitment; supervision of staff; coordination of enrollment; data collection; analysis; and preparing materials for presentations and publications.
- Supervise and mentor undergraduate and graduate students
- Facilitate research communications and collaborations
- Institutional Review Board (IRB) Lab Coordinator

# Projects:

Improving Hypertension Medication Adherence for Older Adults.
 US Federally Funded: R01NR018469, National Institute of Nursing Research (NINR) of National Institutes of Health (NIH). PIs: Prof. Jeannie K. Lee (Univ. of Arizona) and Prof. Wendy A.

- Rogers (Univ. of Illinois Urbana-Champaign), Co-PI: Prof. Kathleen Insel (Univ. of Arizona). US \$6.1 MM dollars funded project.
- Digital Technology to Support Adherence to Hypertension Medications for Older Adults with Mild Cognitive Impairment.
   US Federally Funded: R01NR020261, National Institute of Nursing Research (NINR) of National Institutes of Health (NIH). PIs: Prof. Kathleen Insel (University of Arizona) and
  - Prof. Raksha Mudar (University of Illinois Urbana-Champaign). US \$2.5 MM dollars funded project.
- 3) Meta-Analyses of mHealth Applications for Older Adults: Principal Investigator (PI) Funded by the Center for Research and Education on Aging and Technology Enhancement (CREATE) Trainee Pilot Grant Program. US 10,000 funded project.

#### **PUBLICATIONS AND PRESENTATIONS**

# **JOURNAL ARTICLES**

- (J21) Alrawashdeh, G. S., Fyffe, S., **Azevedo, R. F. L.**, & Castillo, N. M. (2023, in press). A global meta-analysis of technology-enabled personalized and adaptive learning's effectiveness on reading. *Educational Research Review*.
- (J20) **Azevedo, R. F. L.**, Garcia-Retamero, R., Morrow, D. G., Hasegawa-Johnson, M., & Gu, K. (2023, in press). The influence of memory for and affective response to health messages on self-care behavioral intentions. *Human Factors in Healthcare*, *4*(100058). <a href="https://doi.org/10.1016/j.hfh.2023.100058">https://doi.org/10.1016/j.hfh.2023.100058</a>
- (J19) Trinh, M., Harris, M., **Azevedo, R. F. L.**, & Rogers, W. A. (2023). Understanding Older Adults' Perceptions of mHealth Apps Using the Technology Readiness Index Health. *Gerontechnology*, 22(1) 1-7, <a href="https://doi.org/10.4017/gt.2023.22.1.841.10">https://doi.org/10.4017/gt.2023.22.1.841.10</a>
- (J18) **Azevedo, R.F.L.**, Roy, B., Christianson, K., Zhong, Y., & Morrow, D. G. (2022). Affective Distancing Associated with Second Language Use Influences Response to Health Information. *Languages*, 7(2), 120.
- (J17) Dunn Lopez, K., Chin, C.-L., **Azevedo, R. F., L**., Kaushik, V., Roy, B. Schuh, W., Banks, K., Sousa, V. & Morrow, D.G. (2021). Electronic Health Record Usability and Workload Changes over Time for Provider and Nursing Staff following Transition to New EHR. *Applied Ergonomics*, *93*, 103359.
- (J16) Williams-Dobosz, D., Jeng, A., **Azevedo, R. F. L.**, Bosch, N., Christian Ray, C., & Perry, M. (2021). Ask for Help: Online Help-Seeking and Help-Giving as Indicators of Cognitive and Social Presence for Students Underrepresented in Chemistry. *Journal of Chemical Education*, *98* (12), 3693-3703.
- (J15) Morrow, D., **Azevedo, R. F. L**., Garcia-Retamero, R., Hasegawa-Johnson, M., Huang, T., Schuh, W., Gu, K., & Zhang, Y. (2019). Contextualizing Numeric Clinical Test Results for Gist Comprehension: Implications for EHR Patient Portals. *Journal of Experimental Psychology: Applied*, 25(1), 41-61.
- (J14) Casa Nova, S. P. de C., Lourenço, I. C., & **Azevedo, R. F. L**. (2018). The misalignment between accounting faculty perceptions of success and organizational image during a process of institutional change. *International Journal of Organizational Analysis*, 26(5), 812-841.

- (J13) Morrow, D., Hasegawa-Johnson, M., Huang, T. Schuh, W., **Azevedo, R. F. L.**, Gu, K., Zhang, Y., Roy, B. & Garcia-Retamero, R. (2017). A multidisciplinary approach to design and evaluating electronic medical record portal messages that support patient self-care. *Journal of Biomedical Informatics*, 69, 63-74.
- (J12) **Azevedo, R. F. L.** (2013). A conversation with Edgard Cornacchione: understanding the HRD field in Brazil through his lens and perspectives. *Human Resource Development International: enhancing performance, learning, and integrity*, 16, 1-10.
- (J11) Chen, Y.S., Watson, E., Cornachione Jr., E. B., & **Azevedo, R. F. L**. (2013). Flying High, Landing Soft': An Innovative Entrepreneurial Curriculum for Chinese SMEs Going Abroad. *Journal of Chinese Entrepreneurship*, *5*(*30*).
- (J10) **Azevedo, R. F. L.**, Reis, C. E. R., & Cornachione Jr, E. B. (2013). The HRI (Human-Robot Interaction) and Human Resource Development (HRD) encounter. *International Journal of Education and Research (IJER)*, 1, 11-20.F
- (J9) **Azevedo, R. F. L.**, & Hedayati Mehdiabadi, A. (2013). The interplay of personal, professional and field development: a dialogue with K. Peter Kuchinke. *Human Resource Development International: enhancing performance, learning, and integrity, 3*, 1-10.
- (J8) Chen, Y.S., **Azevedo, R. F. L**., & Watson, E. (2013). Global Talent Management in Sustainable Supply Chain: A Case of U.S.-China-Brazil Entrepreneurship. *Supply Chain Forum: An International Journal* Issue: Managing the Human Resources in the Supply Chain.
- (J7) **Azevedo, R. F. L.,** & Sugahara, S. (2012). The Factors Influencing Accounting Students' Career Intention to Become an Accounting Professional in Brazil. *International Journal of Arts and Commerce*, 1, 3.
- (J6) **Azevedo, R. F. L**., & Cornachione Jr. E. B. (2012). Professional Accounting Ethics: A Visual Analysis of Public Perception. *Journal of Education and Research in Accounting* (REPEC Revista de Educação e Pesquisa em Contabilidade, 6(1), 18-34 (Published in Portuguese, English and Spanish)
- (J5) Chen, Y.S., Liu, C., Zeng, Q., & **Azevedo, R. F. L.** (2012). E-Business Strategy in Franchise Relationship Management. *International Journal of Strategic Information Technology and Applications (IJSITA)*, 3, p. 54-65.
- (J4) Chen, Y.S., Watson, E., & **Azevedo, R. F. L**. (2011). Soft Landings Curriculum for U.S.-China Entrepreneurship. *China Currents*, 10(2).
- (J3) Miranda, G. J., **Azevedo, R. F. L.**, & Martins, G. A. (2011). Thesis of Thesis in Accounting at University of Sao Paulo. *Journal of Education and Research in Accounting (REPEC Revista de Educação e Pesquisa em Contabilidade*, 5(2), 22–43. (*Published in Portuguese*)
- (J2) **Azevedo. R. F. L.** (2010). Entidade e Continuidade: Reflexões sobre a Base Conceitual e a Estrutura Hierárquica dos Postulados e Princípios da Contabilidade. [Entity and continuity: Reflections on the Conceptual Framework and the Hierarchical Structure of Accounting Postulates and Principles] *Revista Contemporânea de Contabilidade, [Brazilian Contemporary Accounting Journal]*, 7(14), 137-158. (Published in Portuguese).
- (J1) Alves, S. R. P., **Azevedo, R. F. L.**, Riccio, E. L., & Sakata, M. C. G. (2008). Financial and Business Reporting Disclosure on the Internet. *Ciencia y Técnica Administrativa Journal (CyTA)*, 7, 2, Argentina (*Published in Portuguese*).

# **JOURNAL ABSTRACTS**

- (JA3) **Azevedo, R.F.L.**, Nicholas, J., Lee, J., Insel, K., & Rogers, W. (2022). A Transdisciplinary Team Approach to Technology Development to Support Health and Wellbeing. *Innovation in Aging*, 6 (sup. 1), 310. doi: 10.1093/geroni/igac059.
- (JA2) Lee, J. K., Insel, K. C., Nicholas, J. S., **Azevedo, R.F.L.**, & Rogers, W. (2022). A technology innovation to improve hypertension medication adherence for older adults. *Gerontechnology*, 21 (s), p-3-3.
- (JA1) **Azevedo, R.F.L.**, Harris, M. T., Nie, Q, Al-Saleh, S. A., Smith, C., Maguire, R, & Rogers, W. A. (2022). Developing and selecting images to facilitate comprehension of hypertension educational materials for older adults. *Gerontechnology*, 21(s), 1-1, doi.org/10.4017/gt.2022.21.s.586.opp7

#### PH.D. DISSERTATION

(D1) **Azevedo, R. F. L.** (2021). Accounting Expertise and Decision-Making through the Lens of Fuzzy-Trace Theory (FTT) (PhD Dissertation, University of Illinois Urbana-Champaign). Retrieved from <a href="http://hdl.handle.net/2142/113039">http://hdl.handle.net/2142/113039</a> (total 99 pages).

George E. Briggs Dissertation Award, American Psychological Association (APA) Division 21 - Applied Experimental & Engineering Psychology, Hardie Dissertation Award, College of Education, Univ. of Illinois Urbana-Champaign

# **MASTER'S THESIS**

(M1) **Azevedo, R. F. L.** (2010). A percepção pública sobre os contadores: "bem ou mal na foto"? [Public perception of accountants: "good-looking in pictures"?] (Master's thesis, University of Sao Paulo, Brazil). Retrieved from: http://www.teses.usp.br/teses/disponiveis/12/12136/tde-28102010-165136/. (total 113 pages).

# **BOOKS AUTHORED**

- (B2) **Azevedo, R. F. L.** (2014). O profissional da contabilidade: desenvolvimento de carreira, percepções e seu papel social [Accountants: career development, perceptions and social role]. Sao Paulo: Editora. SENAC, 2014 (*Published in Portuguese*). ISBN: 9788539607358
- (B1) Cornachione, E. B., Jr., & **Azevedo, R. F. L.** (2012) Informática aplicada às áreas de contabilidade, administração e economia. [Information Technology applied to accounting, business and economics]. 4 ed. Sao Paulo: Edit. Atlas. (*Published in Portuguese*)

#### **BOOK CHAPTERS**

- (BC5) Morrow, D., & **Azevedo, R. F. L.** (2018). *Acquiring and Maintaining Expertise in Aging Populations*. In: P. Ward, J. M. Schraagen, J. Gore, & E. Roth. The Oxford Handbook of Expertise. Oxford, UK: Oxford University Press.
- (BC4) **Azevedo, R. F. L.**, & Morrow, D. (2018). *Improving older adults' comprehension and use of patient portal-based health information*. In: R. Park & A. Mclaughlin. Aging, technology and health. (pp. 49-80). Cambridge, MA: Academic Press
- (BC3) Chen, Y.S., Liu, C. Zeng, Q., & **Azevedo, R. F. L**. (2017). *E-Business and Analytics Strategy in Franchising*. In. Howard, C. & Hargiss, K. (Ed.) Strategic Information Systems and Technologies in Modern Organizations. (pp.188-205). IGI Global.

- (BC2) **Azevedo, R. F. L.**, Ardichivilli, A., Casa Nova, S., Cornacchione, E. B. (2015). *Human Resource Development in Brazil.* In. Garavan, T., McCarthy, A. & Morley, M. J. (Ed). Global Human Resource Development. Regional and Country Perspectives (Routledge Studies in Human Resource Development) (pp.). New York: NY, Routledge: Taylor & Francis Group.
- (BC1) Chen, Y.S., Watson, E., **Azevedo, R. F. L.** (2014) E-Strategy and Soft Landings for Franchising in Emerging Markets. In. Lee, In. (Ed.) Trends in E-Business, E-Services, and E-Commerce: Impact of Technology on Goods, Services, and Business Transactions. (pp.148-159). IGI Global.

# **BOOK REVIEW**

(BR1) **Azevedo, R. F. L**. (2011). International Human Resource Development: A Leadership Perspective (Book Review). Journal of European Industrial Training (JEIT), 35, 623-625.

# CONFERENCE PROCEEDINGS, MANUSCRIPTS AND PRESENTATIONS

- (C53) **Azevedo, R. F. L.,** Insel, K. C., Mitzner, T. L., Morrow, D. G., Nicholas, J. S., Rogers, W. A., & Lee, J. K. (2024, March/Accepted). *Guidance for implementation of health technology interventions*. International Symposium on Human Factors and Ergonomics in Health Care. Chicago, IL.
- (C52) Hale, T., **Azevedo, R. F. L.**, Baby, E., Warren, T. W., Insel, K. C., Lee, J. K., Rogers, W. A., & Mudar, R. A. (2024, March/Accepted). *Setting up for Success: Usability Testing in Older Adults with Mild Cognitive Impairment*. International Symposium on Human Factors and Ergonomics in Health Care. Chicago, IL.
- (C51) **Azevedo, R. F. L.,** Varzino, M., Steinman, E., & Rogers, W. A. (2023, November). *Evaluating mHealth Applications for Older Adults with Diabetes: Systematic Meta-Analysis of Clinical Trials*. Gerontological Society of America Annual Scientific Meeting. Tampa, Florida.
- (C50) **Azevedo, R. F. L.,** Hale, T. M., Warren, T. S., Baby, E., Lee, J. K., Insel, K. C., Rogers, W. A., & Mudar, R. A. (2023, November). *Assessing Usability of a Medication Adherence System for Persons with Mild Cognitive Impairment*. Gerontological Society of America Annual Scientific Meeting. Tampa, Florida.
- (C49) Alrawashdeh, G., Castillo, N. M., Fyffe, S., & **Azevedo, R. F. L.** (2023, April). *Technology-enabled personalized and adaptive learning for reading: A global meta-analysis*. American Educational Research Association (AERA), Chicago, IL.
- (C48) Hale, T. M., **Azevedo, R. F. L.**, Sun, K., & Rogers, W. A. (2023, March). *Developing a Theory-Based Summative Testing Approach to Evaluate a Mobile Health App for Older Adults*. 2023 International Symposium on Human Factors and Ergonomics in Health Care. Orlando, FL.
- (C47) **Azevedo, R. F. L.**, Nicholas, J. S., Lee, J. K., Insel, K. C., & Rogers, W. A. (2022, November). *A transdisciplinary team approach to technology development to support health and wellbeing*. Gerontological Society of America's 2022 Annual Scientific Meeting. Indianapolis, IN.
- (C46) **Azevedo, R. F. L.**, Harris, M. T., Nie, Q., Al-Saleh, S. A., Smith, C., Maguire, R. & Rogers, W. A. (2022, October). *Developing and selecting images to facilitate comprehension of hypertension educational materials for older adults*. 13th World Conference of Gerontechnology, Daegu, South Korea. (Hybrid virtual conference).

- (C45) Lee, J., K., Insel, K. C., Nicholas, J., S., **Azevedo, R. F. L.**, & Rogers, W. A. (2022, October). *A technology innovation to improve hypertension medication adherence for older adults*. 13th World Conference of Gerontechnology, Daegu, South Korea. (Hybrid virtual conference).
- (C44) **Azevedo, R. F. L.,** Trinh, M., Mitzner, T. L., Harris, M. T., & Rogers, W. A. (2022, October). *Designing Instructional Materials for Older Adults to Successfully Onboard and Use mHealth Applications*. In Proceedings of the Human Factors and Ergonomics Society 66th Annual Meeting, Atlanta, GA.
- (C43) **Azevedo, R. F. L.,** Nicholas, J. S., Insel, K. C., Rogers, W. A., & Lee, J. K. (2022, September). *MEDSReM©: A technology innovation to improve hypertension medication adherence for older adults learning the needs of Latino communities in the Americas* [Poster Abstract]. 2022 International Conference on Aging in the Americas. Chicago, IL.
- (C42) **Azevedo, R. F. L.,** Trinh, M., & Rogers, W. A. (2022, April). *Understanding Older Adults' Willingness to Adopt a Digital mHealth Application*. In Proceedings of the 2022 Human Factors and Ergonomics Society Europe Chapter Annual Meeting, Turin, Italy.
- (C41) Prabhu, N., Perry, M., **Azevedo, R. F. L.**, Angrave, L., & Bhat, S. (2021). *Study Partners Matter: Impacts on Inclusion and Outcomes*. In Proceedings of 2021 ASEE Virtual Annual Conference Content Access.
- (C40) Lourenço, I. C., **Azevedo, R. F. L.**, Oliveira, J., & Castelo Branco, M. (2021, May). *International patterns and networks in collaborative research published in accounting top journals*. In: 1<sup>st</sup> European Accounting Association (EAA) Virtual Annual Conference. Belgium (Virtual).
- (C39) Williams-Dobosz, D., **Azevedo, R.F.L.,** Jeng, A., V., Thakkar, V., Bhat, S., Bosch, N., & Perry, M. (2021, April). *A Social Network Analysis of Online Engagement for College Students Traditionally Underrepresented in STEM*. Proceedings of the 11th International Conference on Learning Analytics and Knowledge (LAK21)
- (C38) Williams-Dobosz, D., Jay, V., Thakkar, V., Bhat, S., **Azevedo, R.F.L.,** Henricks, G., Anderson, C.J., Angrave, L., Bosch, N., & Perry, M. (2021, April). *Online help-seeking behavior and responses to requests for help for students underrepresented in STEM*. Proceedings of the American Educational Research Association.
- (C37) Valdiviejas, H., **Azevedo, R.F.L.,** Maldonado, E., Bosch, N., Anderson, C., & Perry, M. (2021, April). *Spontaneously Produced Metacognitive Language and Achievement in a STEM Online College Course: An Exploratory Analysis*. Proceedings of the American Educational Research Association.
- (C36) Sakakini, T., Lee, J. Y., Duri, A., **Azevedo, R. F. L.**, Sadauskas, V., Gu, K., Bhat, S., Morrow, D., Graumlich, J., Walayat, S., Hasegawa-Johnson, M., Huang, T., Willemsen-Dunlap, A., & Halpin, D. (2020, November). *Context-Aware Automatic Text Simplification of Health Materials in Low-Resource Domains*. Proceedings of LOUHI: 11th International Workshop on Health Text Mining and Information Analysis.
- (C35) Morrow, D., **Azevedo, R. F. L**., Sari, L., Gu, K., Sakakini, T., Hasegawa-Johnson, M., Bhat, S., Graumlich, J.., Huang, T., Hariharan, A., Shao, A., & Cox, E. (2020, October). *Closing the Loop in Computer Agent/Patient Communication*. Proceedings of the 2020 Human Factors and Ergonomics Society Annual Meeting, Chicago, IL.
- (C34) Lourenço, I. C., **Azevedo, R. F. L.**, Oliveira, J., & Castelo Branco, M. (2020). *International patterns and networks in collaborative research published in accounting top journals*. In: 43th Annual Congress of the European Accounting Association (EAA), 2020, Bucharest, Romania.

- (C33) Lourenço, I. C., **Azevedo, R. F. L.**, Oliveira, J., & Castelo Branco, M. (2019). *International diversity and networks in collaborative research: how is the accounting academia playing the publication game?*. In: 7th International Conference of the Journal of International Accounting Research, Quebec, Canada.
- (C32) **Azevedo, R. F. L.,** Morrow, D. G., Graumlich, J., Willemsen-Dunlap, A., Hasegawa-Johnson, M., Huang, T., Gu, K., Bhat, S., Sakakini, T., & Halpin, D. (2019, August). *Conversational Agents as a Support for Older Adults Self-Care*. Poster session at the 2019 American Psychological Association (APA), Chicago, IL.
- (C31) Morrow, D. G., **Azevedo, R. F. L.**, Graumlich, J., Bhat, S., Sakakini, T., Gu, K., Huang, T., Hasegawa-Johnson, M., Willemsen-Dunlap, A., & Halpin, D. (2019, August). Health *Literacy Supports Older Adult Memory for Web-Based Health Information*. Poster session at the 2019 American Psychological Association (APA), Chicago, IL.
- (C30) **Azevedo, R. F. L.,** Morrow, D., Gu, K., Huang, T., Hasegawa-Johnson, M., Soni, P., Tang, S., Sakakini, T., Bhat, S., Willemsen-Dunlap, A., & Graumlich, J. (2019). *The Influence of Computer Agent Characteristics on User Preferences in Health Contexts*. Proceedings of the 2019 Human Factors and Ergonomics Society Health Care Symposium, Chicago, IL.
- (C29) **Azevedo, R.F.L.**, Morrow, D., Gu, K., Huang, T. S., Hasegawa-Johnson, M., Graumlich, J., Sadauskas, V., Sakakini, T., Bhat, S., Willemsen-Dunlap, A., & Halpin, D. (2018, August). Evaluating computer agents for patient comprehension of medication information. Poster to be presented at the 126th American Psychological Association. San Francisco, CA.
- (C28) **Azevedo, R. F. L.,** Morrow, D., Graumlich, J., Willemsen-Dunlap, A., Hasegawa-Johnson, M., Huang, T. S., Gu, K., Bhat, S., Sakakini, T., Sadauskas, V., & Halpin, D. J. (2018). *Using conversational agents to explain medication instructions to older adults*. In AMIA Annual Symposium Proceedings. San Francisco, CA: American Medical Informatics Association.
- (C27) Messias, A. M., **Azevedo, R. F. L.**, Junior, A. M. F., & da Silva, P. C. (2018). Crise Hídrica no Município de Campinas: Uma Análise do Impacto da Escassez Hídrica nos Custos Diretos Variáveis Empregados no Tratamento de Água. *XXV Congresso Brasileiro de Custos*, 52. <a href="https://anaiscbc.abcustos.org.br/anais/article/view/4473">https://anaiscbc.abcustos.org.br/anais/article/view/4473</a> (In Portuguese)
- (C26) Lourenço, I.C., Castelo Branco, M., **Azevedo, R. F.L.**, Oliveira, J. (2018). *How is the accounting academy playing the publication game?* Type of authorship and international diversity and networks. In XVIII Encuentro Internacional Asociación Española de Contabilidad y Administración de Empresas (AECA), Lisboa, Portugal
- (C25) **Azevedo, R. F. L.,** Gu, K., Zhang, Y., Sadauskas, V., Sakakini, T., Morrow, D., Hasegawa-Johnson, M., Huang, T. S., Bhat, S., Willemsen-Dunlap, A., Halpin, D.J., Graumlich, J., & Schuh, W. (2017). *Using computer agents to explain clinical test results. In AMIA Annual Symposium Proceedings.* Washington, DC: American Medical Informatics Association
- (C24) Sakakini, T., **Azevedo, R.F.L.**, Sadauskas, V., Gu, K., Zhang, Y., Bhat, S., Morrow, D., Hasegawa-Johnson, M., Huang, T.S., Willemsen-Dunlap, A., Halpin, D.J., & Graumlich, J. (2017). Dr. Babel Fish: A Machine Translator to Simplify Providers' Language. In AMIA Annual Symposium Proceedings. Washington, DC: American Medical Informatics Association.
- (C23) Casa Nova, S. P. de Castro, Lourenço, I. C., & Azevedo, R. F. L. (2017). The misalignment between accounting faculty perceptions of success and organizational image during a process of institutional change. In: The 10th International Critical Management Studies (CMS) Conference, Edge Hill University: Liverpool, UK.
- (C22) Malik, T., **Azevedo, R. F. L.**, Morrow, D., Hasegawa-Johnson, M., Huang, T. S., M., Schuh, W., Gu, K., & Garcia-Retamero, R. (2017). Age Differences in Responding to

- Graphically Conveyed Health Risk Information. Proceedings from Human Factors and Ergonomics Society (HFES) International Annual Meeting. Austin, TX.
- (C21) Hsiao, J., Bortolatto Jr., A. L., Casa Nova, S. P. de C., **Azevedo, R. F. L**. (2016). Values in Accounting? Does It Worth How Much It Weighs? In: 2016 Annual Meeting of the American Accounting Association (AAA), 2016, New York, USA.
- (C20) Morrow, D. G., Hasegawa-Johnson, M., Huang, T., Schuh, W., Garcia-Retamero, R., **Azevedo, R. F. L.**, Gu, K., Zhang, Y., & Roy, B. (2016). Multimedia formats improve older adult comprehension of clinical test results. In: 28<sup>th</sup> Association for Psychological Science (APS) Annual Conv., Chicago, IL.
- (C19) Casa Nova, S. P. C., Lourenço, I. C., & Azevedo, R. F. L. (2016). Who Gives the Most? Trade-Offs between academic success perceptions in a process of institutional change. (Brazilian) National Association for Post-Graduation and Research in Administration (ANPAD), XL National Encounter of the Association for Post-Graduation and Research in Administration (XL EnAnpad), Rio de Janeiro, Brazil. (\*Awarded: Best conference paper).
- (C18) **Azevedo, R. F. L.**; Morrow, D.; Hasegawa-Johnson, M.; Gu, K.; Soberal, D.; Huang, T.; Schuh, W. & Garcia-Retamero, R. (2015). Improving Patient Comprehension of Numeric Health Information. Proceedings from Human Factors and Ergonomics Society (HFES) Int. Annual Meeting. Santa Monica, CA.
- (C17) Morrow, D.G., Hasegawa-Johnson, M., **Azevedo, R.F.L.**, Chong, C., Roy, B., Gu, K., Huang, T., Schuh, W., & Garcia-Retamero, R. (2015, Oct). Can computer agents improve comprehension of patient portal information? The 2015 AHRQ Research Conference, Crystal City, VA.
- (C16) **Azevedo, R. F. L.**, & Cornachione Jr, E. B. (2013). Interaction and motivation through the use of the Second Life virtual world: A learning experience case study in a Brazilian accounting education classroom. In: 9th International Congress of Qualitative Inquiry, Urbana-Champaign, 9, 205-205.
- (C15) **Azevedo, R. F. L.**, & Cornachione Jr, E. B. (2013). Interaction and motivation through the use of the Second Life virtual world: A learning experience case study in a Brazilian accounting education classroom. In: American Accounting Association (AAA) Annual Meeting, Anaheim, CA. Brilliantly Disguised Opportunities, 2013. p. 92-92.
- (C14) **Azevedo, R. F. L.**, & Hedayati Mehdiabadi, A. (2013). What can references tell us about the fields contributing to HRD? In: 20th Annual AHRD International Research Conference in the Americas, Arlington, VA (DC Metro). 20th Annual AHRD International Research Conference in the Americas, 2013.
- (C13) **Azevedo, R. F. L.** (2012). Forces of Abundance and the Rise of Exponential Technologies: a continuous Change in How Organizations Will Develop. 7<sup>th</sup> Colloquium on Organisational Change & Development, European Institute for Advanced Studies in Management (EIASM), Bern, Switzerland
- (C12) **Azevedo, R. F. L.,** & Sugahara, S. (2011). *The Factors Influencing Accounting Students Career Intention to Become an Accounting Professional in Brazil*. In: 34th Annual Congress of the European Accounting Association (EAA), 2011, Rome, Italy.
- (C11) **Azevedo, R. F. L**., & Cornachione Jr., E. B. (2011). *Good-looking accountants? It seems they are looking not so bad after all!*. In: 2011 AHRD International Conference in the Americas, 2011, Schaumburg, IL. 2011 AHRD International Conference in the Americas, 2011.
  - (C10) Azevedo, R. F. L., & Cornachione Jr., E. B. (2010). Good-looking accountants? Are

- accountants really looking good in pictures like that? Abstract presented at Academy of Human Resource Development, Knoxville, TN.
- (C9) **Azevedo, R. F. L**.; Cornachione Jr., E. B., & Casa Nova, S. P. de C. (2010). *Mirror, Mirror, on the wall: perceptions and stereotypes linked to accounting career in Brazil*. In: European Accounting Association (EAA) Annual Congress, 33, 2010, Istanbul. Proceedings..., Istanbul, Turkey: EAA.
- (C8) Miranda, G. J., **Azevedo, R. F. L.**, & Martins, G. A. (2010). *Teses das teses em contabilidade. [Thesis of Accounting Thesis]*. In: 10° Congresso USP de Controladoria e Contabilidade, 2010, São Paulo. 10° Congresso USP de Controladoria e Contabilidade. São Paulo. (*Published in Portuguese*)
- (C7) **Azevedo, R.F.L.**, & Cornachione Jr., E.B. (2009). *Perceptions of the accounting students: a comparative framework between Brazil, United States and Japan.* In: 1rst FEA-USP International Symposium Education and Future. University of Sao Paulo, 2009. (*Published in Portuguese*).
- (C6) **Azevedo, R.F.L**, Gouveia, F. H. C, & Guerreiro, R. (2009). *Roles of Controllership, as an Inducing Agent of Decision, Measurement and Information Models, in the development of effective Management Information Systems*. 6th CONTECSI International Conference on Information Systems and Technology Management, 2008 (*Published in Portuguese*).
- (C5) Alves, S. R. P., **Azevedo, R. F. L.**, Riccio, E. L., & Sakata, M. C. G. (2009). *Issues on Financial and Business Reporting on the Internet: the Brazilian Experience*. In: European Accounting Association (EAA), Tampere, Finland.
- (C4) Alves, S. R. P, **Azevedo, R. F. L.**, Riccio, E. L, & Sakata, M.C.G. (2008) *Economic-Financial Information Disclosure through the Internet*. 5th CONTECSI International Conference on Information Systems and Technology Management, Sao Paulo, Brazil.
- (C3) **Azevedo, R. F. L**., Cornachione Jr., E. B., & Casa Nova, S. P. de C. (2008). A percepção dos estudantes de sobre o curso e o perfil dos estudantes de contabilidade: uma análise comparativa das percepções e estereotipagem [Student perception about accounting career and students: a comparative analysis of perceptions and stereotypes]. 8° Congresso USP de Controladoria e Contabilidade. University of Sao Paulo, Sao Paulo. (In Portuguese and in English Awarded: 2007 Best Term Paper).
- (C2) **Azevedo, R. F. L.**, & Nakagawa, M. (2007). *Contribution to the studies of Management Information Systems and their Strategic Implications on Online Education Business.* 15th International Symposium from Scientific Initiation USP/CNPq Humanities Area. (*Published in Portuguese*).
- (C1) **Azevedo, R. F. L**., & Bondil, N. (2005). *Difficulties on Accounting Harmonization: Economics, Education and Culture Preliminary Panorama of Brazilian Reality*. In: International Research Conference for Accounting Educators (IAAER) / Conférence Internationale de l'Enseignement et de la Recherche en Comptabilité. Université Montesquieu Bordeaux IV, p.1 208, Bordeaux France. (Published in French).

# MANUSCRIPTS UNDER REVIEW/IN REVISION/IN PREPARATION

# *Manuscripts submitted for publication*

(S5) Weaver, N. Q. Morrow, D. G., **Azevedo, R. F. L.**, & Rogers, W. A. Developing Feedback Visualizations to Support Older Adults' Medication Adherence. Manuscript submitted in 2023 for publication.

- (S4) **Azevedo, R. F. L.**, Morrow, D. G., Garcia-Retamero, R., Stine-Morrow, E. A. L., & Christianson, K., (2023). Accounting expertise and decision-making through the lens of Fuzzy-Trace Theory (FTT). Manuscript submitted in 2023 for publication.
- Note: Part of my PhD dissertation awarded by APA Div. 21 (Best Dissertation of the year)
- (S3) **Azevedo, R. F. L.**, Lourenço, I. C., Oliveira, J., & Castelo Branco, M. International patterns and networks in collaborative research published in highly ranked accounting journals. Manuscript submitted in 2023 for publication, revise/resubmit.
- (S2) Perry, M., **Azevedo, R. F. L.,** Henricks, G., Crues, R. W., & Bhat, S. How does video presentation mode and students' backgrounds support students learning from online instructional videos? Manuscript submitted in 2023 for publication, revise/resubmit.
- (S1) Valdiviejas, H., **Azevedo, R.F.L.,** Bosch, N., Anderson, C., & Perry, M. Automatic Detection on Metacognitive Language and Achievement in an Online STEM College Course. Manuscript submitted in 2023 for publication, revise/resubmit.

# Manuscripts in preparation

- (PP1) **Azevedo, R. F. L.**, Morrow, D. G., Garcia-Retamero, R., Stine-Morrow, E. A. L., & Christianson, K. Memory traces for numerical data on accounting decision-making: The role of expertise and domain-knowledge on memory representations. *Manuscript in preparation*.
- (PP2) **Azevedo, R. F. L.,** Varzino, M., & Rogers, W. A., Systematic Review and Meta-Analysis on the effects of mobile health app interventions on diabetes self-management in older adults. *Manuscript in preparation*. OSF Registries doi.org/10.17605/OSF.IO/AWVCX.
- (PP3) **Azevedo, R. F. L.,** Varzino, M., & Rogers, W. A., Systematic Review and Meta-Analysis on the effects of mobile health app interventions on hypertension self-management in older adults. *Manuscript in preparation for preregistration*.
- (PP4) **Azevedo, R. F. L.** (solo). Provisory title: Important factors in choosing a career path in accounting: a pre-post longitudinal analysis on career choices. *Manuscript in preparation*. First data wave collected in 2017, with 2375 high school students prior to their college entrance exam.
- (PP5) Morrow, D. G., **Azevedo, R. F. L.**, Guan, H. Hasegawa-Johnson, M., Graumlich, G. M. The impact of agent-based teachback procedure on memory for discharge diabetes instructions. Funded under the project: Interactive Technology Support for Chronic Illness Self-Management, College of Education, University of Illinois Urbana-Champaign.
- (PP6) **Azevedo, R. F. L.**, & Bhat, S. Women in STEM Study Partners Matter: Impacts on Inclusion and Outcomes.

# PUBLISHED TECHNICAL REPORTS

- (T2) **Azevedo, R. F. L.** (2011). Cross-cultural comparison of factors influencing accounting student's career and public perceptions in Brazil, South Korea and Japan. Center for Korean Studies University of California, Los Angeles UCLA, 2011 (*In English Granted by UCLA*).
- (T1) **Azevedo, R. F. L.** (2008). Comparative Analysis of the Development of Internet-Based Tools Supporting Korean Language Learning in Latin America and South Korea. Center

for Korean Studies – University of California, Los Angeles – UCLA, 2008 (In Portuguese and English – Granted by UCLA).

#### KEYNOTE / GUEST SPEAKER

- **Azevedo, R. F. L.** (2024, February/Upcoming). *TBD*. The University of Arizona, College of Nursing Cutting Edge Seminar Series, Tucson, AZ, USA.
- **Azevedo, R. F. L.** (2023, November). Psychological and Human Factors Theories in the Design of Technology for Older Adults. College of Design and Innovation (D&I). Tongji University, Shanghai, China. Invited by Prof. Hongtao Zhou.
- **Azevedo, R. F. L.** (2023, November). Physical and Mental Health: Discover technologies that promote better sleep, diet, medication management, and exercise (Session 2). Technology, Design, and Aging with DOROT. Roundtable by the 92<sup>nd</sup> Street, New York, USA. (*Online*)
- **Azevedo, R. F. L.** (2023, October). Integrating Expertise in Aging Populations into Health Technology Design. Brownbag Series. North Carolina State University (NCSU). Invited by Prof. Jing Feng, NC, USA. (*Online*)
- **Azevedo, R. F. L.** (2023, October). Integrating Expertise in Aging Populations into Health Technology Design. Guest Lecturer CHLH 470: Technology, Health, and Aging. University of Illinois Urbana-Champaign. Invited by Prof. Tim Hale, IL, USA.
- **Azevedo, R. F. L.** (2023, August). Accounting Expertise and Decision-Making through the Lens of Fuzzy-Trace Theory (FTT). George E. Briggs Dissertation Award: Honor Oral Presentation, American Psychological Association (APA) Annual Convention, Washington, DC, USA.
- **Azevedo, R. F. L.** (2023, August). Applied Experimental and Engineering Psychology to Advance Public Health Co-Chair and Talk Presidential Address American Psychological Association (APA) Annual Convention, Washington, DC, USA.
- **Azevedo, R. F. L.** (2022, September). Accounting Expertise and Decision-Making through the Lens of Fuzzy-Trace Theory (FTT). Opening Course Guest Lecturer: BC3394 Metacognition, invited by Prof. Lisa K. Son, Columbia University, Barnard College, New York, NY, USA.
- **Azevedo, R. F. L.**, & Mois, G. (2022, September). Technologies to support cognitive health. 2022 International Conference on Aging in the Americas, Chicago, IL, USA. (Note. Presented on behalf of Prof. Wendy Rogers)
- **Azevedo, R. F. L.** (2021, August). Harnessing Technology to Improve Healthcare Communications with Patients. Summer Self-Care Series, Illinois Extension, IL, USA.
- **Azevedo, R. F. L.** (2021, February). Overview of Cognition in Health Care. Guest Lecturer: EPSY 546 Human Factors in Health Care Engineering Systems, University of Illinois Urbana-Champaign, Urbana, IL, USA.
- **Azevedo, R. F. L.** (2020, November). Accounting Expertise and Decision-Making through the Lens of Fuzzy-Trace Theory (FTT), CSTL BB, College of Education, Urbana, IL, USA.
- **Azevedo, R. F. L.** (2019, June). Accounting Professionals: career development, perceptions and their social role. Guest Speaker, University Institute of Lisbon (ISCTE), Lisbon, Portugal.
- **Azevedo, R. F. L.** (2018, October). Collaborative Patient Portals: Patient Understanding of Numeric Health Information, Graduate Student Seminar, Beckman Institute, UIUC, USA.

- **Azevedo, R. F. L.** (2018, July). Discourse Comprehension theories and levels of text representation. Lecturer: Korean Summer Workshop, Sookmyung Women's University, University of Illinois Urbana-Champaign, Lincoln Hall, Urbana, IL, USA.
- **Azevedo, R. F. L.** (2018, May). Behavioral Economics for HR professionals: understanding or making (ir)rational decisions. (Economia Comportamental para profissionais de RH: entendendo ou tomando decisões (ir)racionais!). Guest Lecturer: GRUBASE- Grupo Bandeirante de Profissionais de Recursos Humanos (Brazilian Group of Human Resources Professionals. Santo Andre, SP, Brazil. (in Portuguese)
- **Azevedo, R. F. L.** (2018, March). Patient-centered patient portals to Electronic Health Records (EHR). Guest Lecturer: EPSY 546 Human Factors in Health Care Engineering Systems, University of Illinois Urbana-Champaign, Urbana, IL, USA.
- **Azevedo, R. F. L.** (2017, October). Using Computer Agents to support self-care among older adults, CSTL BB, College of Education Urbana, IL, USA.
- **Azevedo, R. F. L.** (2016, May). Improving patient comprehension of numeric health information, CSTL BB, College of Education Urbana, IL, USA.
- **Azevedo, R. F. L.** (2015, June). O profissional da contabilidade: desenvolvimento de carreira, percepções e seu papel social [Accountants: career development, perceptions and social role]. Pontifical Catholic University (PUC-SP), Sao Paulo, Brazil. (*In Portuguese*)
- **Azevedo, R. F. L.** (2014, December). O profissional da contabilidade: desenvolvimento de carreira, percepções e seu papel social [Accountants: career development, perceptions and social role]. Sao Paulo Regional Certified Public Accountant Association (Conselho Regional de Contabilidade de Sao Paulo CRC-SP, Sao Paulo, Brazil. (*In Portuguese*)
- **Azevedo, R. F. L.** (2014, June). Human Resource Education and Business Environment in Brazil. Ewha Woman's University, South Korea. Interpersonal Communication class. Invited by Prof. Jihyeon Jeon, South Korea.
- **Azevedo, R. F. L.** (2014, April). Knowledge, organization and interference: leveraging the fan-effect, CSTL BB, College of Education Urbana, IL, USA.
- **Azevedo, R. F. L.** (2013, August). Adjusting to Life in the United States. International Student and Scholar Services (ISSS), UIUC, USA
- **Azevedo, R. F. L.** (2012, September). Japanese Immigration in Brazil. Introduction to the movie "A Grandpa from Brazil", movie by Dr. Nanako Kurihara. AEMS: Asian Lens, Urbana Free Library: Urbana, IL, USA.
- **Azevedo, R. F. L.** (2012, September). Japanese Immigration in Brazil. Introduction to the movie "A Grandpa from Brazil", movie by Dr. Nanako Kurihara. AEMS: Asian Lens, Spurlock Museum: Urbana, IL, USA.
- **Azevedo, R. F. L.** (2012, May). Magistral conference: El arte de servir al cliente [The art of serving the client] CAPyME Autonomous University of Mexico State (UAEM), Toluca, Mexico, 2012 (*In Spanish*)
- **Azevedo, R. F. L.** (2012, May). International Guest Speaker: Percepción pública de los profesionales en la contaduría: Es nuestra responsabilidad? [Accounting professional's public perception: what is our responsibility?]. VII Accounting International Conference. Autonomous University of Mexico State (UAEM), Toluca, Mexico, 2012 (*In Spanish*)
- **Azevedo, R. F. L.** (2011, November). Doing Business in Brazil. Georgia Gwinnett College, Lawrenceville, GA, USA (by Skype: Invited by Dr. Carlos E. Ruiz).
- **Azevedo, R. F. L.** (2011, October). Panelist: "Understanding Students from Brazil". International Student and Scholar Services, University of Illinois Urbana-Champaign: Levis

- Center, Urbana, IL, USA.
- **Azevedo, R. F. L.** (2011, October). Work and Human Resource Education System: The Brazilian Case. Guest Speaker: HRE 536-International Human Resource Development, Invited by Prof. K. Peter Kuchinke, USA.
- **Azevedo, R. F. L.** (2011, June). Contabilidade: Percepções da profissão e desafios para a visibilidade social da área. (Accounting: Perceptions of the profession and challenges for the social visibility of the area. University North of Parana (Unipar Virtual), Brazil \*\*\* Delivered online to more than 3000 students.
- **Azevedo, R. F. L.** (2011, February). Brazilian higher education system. University of Minnesota (UMN). Comparative systems class: Prof. Alexandre Ardichvili, MN, USA.
- **Azevedo, R. F. L**. (2011, February). Human Resource Development in Brazil: An overview. Recorded lecture and Development of Online Learning Module at University of Wisconsin, Milwaukee (UWM), Prof. Mesut Akdere, WI, USA.
- **Azevedo, R. F. L.** (2009, May). Challenges on communication skills applied to information systems: comparative of perceived competences of Brazilian, American and Japanese Students. Pontifical Catholic University (PUC-SP), São Paulo, Brazil.
- **Azevedo, R. F. L.** (2009, February). Accounting Information Systems. In: Information Systems Course. Mercer University, GA, USA (*In English*)
- **Azevedo, R. F. L.** (2009, February). The Brasília Case: Issues of globalization and fragmentalization in Brazil. In: Globalization society Course. Mercer University, GA, USA
- **Azevedo, R. F. L.** (2009, January). Financial Crisis in Brazil Banking sector's merging process. In: Corporate Finance. Mercer University, Atlanta, GA, USA.
- **Azevedo, R. F. L.** (2008, December). Education: Opportunities, Problems and Solutions from student's perspective. Oral Presentation at I Dept. of Accountancy and Actuarial Professors Conference FEA-USP, Sao Paulo, Brazil (*In Portuguese*)
- **Azevedo, R. F. L.** (2008, November). Information Systems' Adoption on organizations: more than technique, a question of education. XII International Symposium on Management Information Systems / XII Simposium Internacional Informática Administrativa, Autonomous University of Mexico State (UAEM), Toluca, Mexico (In Spanish) \*\* *Note: more than 500 people in the audience*.
- **Azevedo, R. F. L.** (2007, May). The manager in the knowledge era: Competences and Strategic Positioning for Competitive Advantage Santo André University Center (UNIA), Sao Paulo, Brazil (*In Portuguese*)

#### AWARDS AND ACHIEVEMENTS

2023 – 2024 Mistletoe Research Fellowship (MRF) (\$10,000), Momental Foundation.

– **2024** CREATE Trainee Pilot Project Grant (\$10,000), Center for Research and Education on Aging and Technology Enhancement (CREATE).

Inclusion Leader Award (\$2000), The Grainger College of Engineering Institute for Inclusion, Diversity, Equity & Access (IDEA) Institute, University of Illinois Urbana-Champaign (UIUC)

Most Resourceful Community Aide, Family & Graduate Housing, Student Affairs, University of Illinois Urbana-Champaign (UIUC)

Recognition of amazing performance and great efforts, Family & Graduate Housing, Student Affairs, University of Illinois Urbana-Champaign (UIUC)

George E. Briggs Dissertation Award, Division 21 - Applied Experimental & Engineering Psychology, American Psychological Association (APA)

List of teachers ranked as excellent by their students (Outstanding, Fall 2020, University of Illinois Urbana-Champaign (UIUC)

Joseph H. Smith Award (\$750), Student Leadership Awards and Scholarships (SALAS), Office of the Vice Chancellor for Student Affairs, UIUC

2020 Hardie Dissertation Award (\$2000), College of Education, UIUC

List of teachers ranked as excellent by their students, Fall 2019, University of Illinois Urbana-Champaign (UIUC)

2020 Stand-Alone Tuition and Fee Waiver Award, College of Education, Spring, UIUC

Honorable Mention - Division 21 Poster Contest, American Psychological Association (APA), USA.

Best Leader and Most Active Member - Global Leaders: Orange & Blue Engagement (GLOBE), Fall, UIUC

2019 Graduate Student Volunteer Award. Office of Volunteer Programs (OVP), UIUC

Best Leader, GLOBE Ambassador, and Most Active Member - Global Leaders: Orange & Blue Engagement (GLOBE), Spring, UIUC

Hardie Conference Travel Award - 2018/2019 (US\$500), College of Education, University of Illinois Urbana-Champaign.

Best Leader and Most Active Member - Global Leaders: Orange & Blue Engagement (GLOBE), Fall, UIUC

List of teachers ranked as excellent by their students, Fall 2017, University of Illinois Urbana-Champaign (UIUC)

Certificate of Exceptional Service by a Graduate Student - Office of Volunteer Programs (OVP), UIUC

Outstanding Leadership Award - Global Leaders: Orange & Blue Engagement (GLOBE), Spring, UIUC

2017 - 2018 Community Service - Ambassador Award, Inspiring Service

**2017 - 2018** William Chandler Bagley Doctoral Scholarship / Russell & Janet Zwoyer Scholarship (\$1000), College of Education, UIUC

Block Grant Award (\$1300), Graduate College/College of Education, University of Illinois Urbana-Champaign (UIUC)

- Thomas and Margaret Huang Award for Graduate Research (\$3500), Beckman Institute, UIUC.
- Hardie Conference Travel Award 2016/2017 (US\$500), College of Education, University of Illinois Urbana-Champaign.
- 2016 2017 Community Service Inspiring Service Merit Award, Inspiring Service
- List of teachers ranked as excellent by their students, Fall 2016, University of Illinois Urbana-Champaign (UIUC)
- Best conference paper Division Accounting Education and Research, granted by the (Brazilian) National Association for Post-Graduation and Research in Administration (ANPAD), XL National Encounter of the Association for Post-Graduation and Research in Administration (XL EnAnpad), Rio de Janeiro, RJ.
- Hardie Conference Travel Support Award 2015/2016 (US\$500), Charles Dunn Hardie Endowment, the College of Education (UIUC).
- Block Grant Award (US\$110), Graduate College, University of Illinois Urbana-Champaign (UIUC)
- Block Grant Award (US\$500), Graduate College, University of Illinois Urbana-Champaign (UIUC)
- Hardie Conference Travel Award (US\$475), College of Education, University of Illinois Urbana-Champaign (UIUC)
- Spring 2013 EPOL Conference Travel Award (US\$500), EPOL, College of Education, Univ. of Illinois Urbana-Champaign (UIUC).
- Lemann Institute Student Travel Award (US\$1000), Lemann Inst. for Brazilian Studies, CLACS (UIUC)
- **2012-2013** William Chandler Bagley Doctoral Scholarship (US\$2000) College of Education, Univ. of Illinois Urbana-Champaign (UIUC)
- HASTAC Scholars Fellowship Program (US\$300), Institute for Computing in the Humanities, Arts, and Social Science, ICHASS-UIUC.
- Small Research Project Grant (US\$2,000), Center for Korean Studies, University of California, Los Angeles (UCLA)
- Best 2010 thesis award Department of Accounting and Actuarial Science, University of Sao Paulo (USP), Brazil
- Honorable mention/distinction on thesis final oral defense "Public perception of accountants: "good-looking in pictures"?. College of Economics, Business and Accountancy University of Sao Paulo.
- Grant Award (US\$5,200) 2010 Korean Studies Fellowships for Students from Latin America, Academy of Korean Studies & Center for Korean Studies, University of California, Los Angeles (UCLA).
- Korean Embassy: Brazilian Student Ambassador in Korea 2009 Korean Government Invitation Program for Univ. Students from BRICs and Latin American Countries (June 15-26).
- **2008 2008** Small Research Project Grant US\$1,250, Center for Korean Studies, University of California, Los Angeles (UCLA).
- **2008 2007** "Best Term Paper" Award Prof. Dr. Ary Toríbio Award (BRL R\$ 1000) FIPECAFI/FEA-USP

2005 - Classified as Finalist Representing USP at the Global Leaders Program – Goldman Sachs Foundation & USP International Cooperation Office

**2004** Speed Rise Program Candidate Award – Project Leader – Kroll Associates Brazil Ltda.

2002 Winner of São Luís High School 1st Poetry Contest

#### TEACHING AND ACADEMIC EXPERIENCE

# FIPE: Institute of Economic Research Foundation, Brazil

(Sep 2017 - current)

Instructor and Course Creator

Course: Introduction to Behavioral Economics (20h course)

Fundação Instituto de Pesquisas Econômicas (FIPE), Sao Paulo, Brazil Roles:

- Idealize and create executive workshops
- Engage in all aspects of class material preparation, assessments, and evaluation

# University of Illinois Urbana-Champaign (UIUC), USA Research Assistant (RA)

(Jan 2014 - Aug 2021)

Beckman Institute for Advanced Science and Technology

#### Roles:

- Research and developments in health technology to support older adults
- Engage in all aspects of the research including recruitment; supervision of staff; coordination of enrollment; data collection; analysis; and preparing materials for presentations and publications.
- Supervise and mentor undergraduate and graduate students

#### Projects:

- Interactive Technology Support for Patient Medication Self-Management
  US Federally Funded: Jump Applied Research for Community Health through Engineering and
  Simulation (ARCHES). PI: Prof. Daniel Morrow
- Collaborative Patient Portals: Computer-based Agents and Patient Understanding of Numeric Health Information
  - US Federally Funded: Agency for Healthcare Research and Quality (AHRQ), US Department of Health & Human Services. PI: Prof. Daniel Morrow
- 3) Using Conversational Agents to Support Older Adult Learning for Health. College of Education, UIUC. PI: Prof. Daniel Morrow

# University of Illinois Urbana-Champaign (UIUC), USA Research Assistant (RA)

(Aug 2019 - Aug 2021)

# The iLearn Group – Illinois Learning Analytics Group, College of Education Roles:

- Provide expertise in data-analysis and research methods, to model learning behavior in online courses and transforming learning experiences
- Supervising and mentoring of undergraduate and graduate students

Project: Interdisciplinary team committed to fundamentally understand learner's behavior in online courses and transforming learner experience. Focus on the creative design and use of learning analytics

and statistical analysis for understanding pedagogical issues and their effects on learners in STEM online courses. PI: Prof. Michelle Perry. Co-Advised by Prof. Carolyn Anderson & Prof. Suma Bhat.

# University of Illinois Urbana-Champaign (UIUC), USA

(Aug 2014 - Aug 2020)

Teaching Assistant (TA), College of Education

Course: EPSY/PSYC 456 – Human Performance and Cognition in Context.

Main Instructor: Prof. Daniel Morrow

[Fall 2014, Fall 2015, Fall 2016, Fall 2017, \*, Fall 2019, Fall 2020] \* not offered on Fall 2018 Roles:

- Co-teach lectures and preparing class materials and information for lessons
- Create and grade homework and assignments
- Co-design class instruction, assessment and evaluation activities and methods
- Provide detailed and individualized feedback to learners
- Host office-hours assisting learners' challenges
- Manage learning management systems (LMS)

# FIPECAFI: Financial, Accounting, & Actuarial Res. Found., Brazil (Jun 2009-Jan 2017)

Fundação Instituto de Pesquisas Contábeis, Atuariais e Financeiras, Sao Paulo, Brazil

# Instructor for MBA Controller:

Courses:

Management Accounting Cases (16h)

(2009-2017)

Business Strategy Game (32h)

(2009-2011)

Instructor for Executive Graduate program (online and face-to-face) –

# CEFIN - Finance, Management Accounting and Financial Accounting Specialization program:

Courses:

Cost Accounting (24h)

(2009-2011)

Cost Management and Strategy (24h)

(2009-2011)

Additional Role: Assist with the MBA program academic accreditations

# University of Sao Paulo (USP), Brazil

(Mar 2008 – May 2016)

# College of Economics, Business and Accountancy

Research Fellow

GETEC – Accounting Education and Technology Group

- Projects: Teaching and Learning Process, Internet-Based Learning, Computer Assisted Learning, Students Perception Bias, Career Development and Stereotypes, Artificial Intelligence applied to Accounting and Business. PI: Prof. Edgard B. Cornacchione Jr.
- Assistant to the bi-lateral consortium between BRAZIL and USA (CAPES/FIPSE) with University of Illinois Urbana-Champaign (UIUC) / University of Minnesota (2008-2012)

University of Illinois Urbana-Champaign (UIUC), USA Graduate Research Assistant (GRA)

(Aug 2011 - May 2014)

Center for East Asian and Pacific Studies (CEAPS)

# University of Illinois Urbana-Champaign (UIUC), USA

(Aug 2011 - May 2014)

Program Coordinator, Center for Global Studies

Project: Study of the US Inst. for Scholars (SUSI) Program, U.S. Dept. of State, Bureau of Education

# University of Illinois Urbana-Champaign (UIUC), USA

(Jan 2013 - May 2013)

Co-Investigator

College of Education / College of Liberal Arts & Sciences

Project: Evaluation Project for LAS James Scholar Honors Program

Advised by Prof. Jennifer Greene and Nora Gannon-Slater.

# University of Illinois Urbana-Champaign (UIUC), USA

(Jan 2012 - Aug 2012)

Co-Investigator

College of Education

Project: Evaluation Project for the bi-lateral consortium between BRAZIL and USA (FIPSE/CAPES)

Advised by Prof. K. Peter Kuchinke, PhD (UIUC) & Prof. Alexandre Ardichvili (Univ. of Minnesota)

# Sumare College, Sao Paulo, Brazil

(Mar 2009 – Aug 2011)

Lecturer / Instructor

Undergraduate Courses:

Accounting Theory (2 classes),

Accounting Introduction I (2 classes),

Accounting Introduction II (3 classes),

Organizational Behavior (5 classes),

Seminar: Leadership in Management and Accounting (1 class).

# University of California, Los Angeles (UCLA), USA

(Jan 2010 – Mar 2010)

Visiting Graduate Student

Center for Korean Studies

# Embassy of the Republic of Korea in Brazil; and

(Jun 2009 – Aug 2009)

The Ministry of Culture, Sports and Tourism of the Republic of Korea, South Korea

Researcher: Project: Korean Pop-Cultural Research Abroad

# Yeungnam University, South Korea

(Jun 2009)

**National Institute for International Education (NIIED)** 

Ministry of Education, Science, & Technology

Student Ambassador / Diplomatic Student Exchange Program

2009 Korean Government Invitation Program for BRICs and Latin American University Student

# Mercer University, Georgia, USA

(Jan 2009 – Mar 2009)

Stetson School of Business and Economics

Teaching Assistant (TA)

Course: Corporate Finance with Prof. Vijaya Subrahmanyam, PhD

Visiting Scholar

Course: Chinese Economy and Business Environment with Prof. Penelope Prime, PhD

[AZEVEDO, RENATO F. L.]

Page 19 - Curriculum vitae

#### **Guest Lecturer**

Courses:

Globalization Society for Prof. Eric K. Spears, Ph.D.

Accounting Information Systems for Prof. Feng Liu, Ph.D.

# University of Sao Paulo (USP), Brazil

(Aug 2008 – Dec 2008)

# Contracted Lecturer - Non-Tenure Assistant Professor

College of Economics, Business and Accountancy Course: EAC 0548 - Accounting Information System

# University of California, Los Angeles (UCLA), USA

(Apr 2008 – Jul 2008)

Researcher

Project: A Comparative Analysis of the Development of Internet-Based Tools Supporting Korean Language Learning in Latin America and South Korea.

# University of Sao Paulo (USP), Brazil

(Aug 2007 – Dec 2007)

# Teaching Assistant, Researcher Assistant and Consultant

TECSI - Information Systems and Technology Management Lab, Brazil

College of Economics, Business and Accountancy

# Teaching Assistant

Courses:

Management and Accounting Information Systems (Graduate Course)

International Management – Doing Business in Brazil (Undergraduate Course)

#### Researcher Assistant

Projects: Education and Management Information Systems Areas

Consultant - Continuous Auditing at major Brazilian Banking/Financial Institution

# University of Sao Paulo (USP), Brazil

(Feb 2007 – Aug 2007)

# Volunteer Teaching Assistant

College of Economics, Business and Accountancy

Course: Accounting for Management Students

# CNPq: Brazilian Nat. Council of Tech and Scientific Development (Aug 2006 - Aug 2007)

Conselho Nacional de Desenvolvimento Científico e Tecnológico, Brazil

# Scholar Researcher / Scientific Initiation

Advisor: Prof. Masayuki Nakagawa / Scientific Initiation – PIBIC/CNPq

Research on Online Education in Accounting and Business Areas

# FIPECAFI: Financial, Accounting, & Actuarial Res. Found., Brazil (Dec 2005 - Jul 2006)

Fundação Instituto de Pesquisas Contábeis, Atuariais e Financeiras, Sao Paulo, Brazil

**Trainee** - eLearning Project - http://www.fipecafi.com.br/elearning

Roles:

- Support all Online Learning Business Programs;
- Develop Instructional Materials and Learning Modules

# University of Sao Paulo (USP), Brazil

(Mar 2005 – Dec 2005)

# Research Assistant

TECSI - Information Systems and Technology Management Lab, Brazil

College of Economics, Business and Accountancy

Projects: Education and Management Information Systems

# **Teaching Assistant**

Courses:

Management and Accounting Information Systems (Graduate Course)

Competitive Intelligence applied on Information Systems (Graduate Course)

International Management – Doing Business in Brazil Course (Undergraduate Courses)

Management and Accounting Information Systems Course (Undergraduate Courses)

General Systems Theory Course (Undergraduate Courses)

Additional Roles: Organize Scientific Conferences and Workshops

# INDUSTRY EXPERIENCE

# Kroll Associates Brasil Ltda, Branch of Kroll Inc. Co, Brazil

(Mar 2000 – Feb 2004)

Trainee – Information System

Technology Security Group

# **SELECTED SERVICES**

# PROFESSIONAL SOCIETY ACTIVITIES

# American Psychological Association (APA)

| Division 20 – Adult Development and Aging                     |                  |
|---|------------------|
| Member  | (2013 - current) |
| Division 21 – Applied Experimental and Engineering Psychology |                  |
| Board of Directors – Member-at-Large                          | (2023 - 2026)    |
| Webmaster   | (2023 - current) |
| Member  | (2013 - current) |

| Human Factors and Ergonomics Society (HFES)                                     |                    |
|---|--------------------|
| Member  | (2015 - current)   |
| Reviewer  |                    |
| HFES 2024 Student mHealth Design Competition                                    | (2024)             |
| HFES 13 <sup>th</sup> International Symposium on HFES in Health Care            | (2024)             |
| HFES Annual Meeting - Healthcare Technical Group Student Paper Award            | (2023)             |
| HFES 2023 Annual Meeting  | (2023)             |
| HFES Annual Meeting - Healthcare Technical Group Student Best Student Pape      | $er \qquad (2022)$ |
| Moderator   |                    |
| Chairman Moderator: HFES 2022 Annual Meeting (HFES)                             | (2022)             |
| Session Title: HC3 - Application of Naturalistic Decision Making to Studying an | id Supporting      |
| Patient Work, Atlanta, GA, USA  |                    |

| American Medical Informatics Association (AMIA)   |  |
|---|--|
| Reviewer  AMIA Informatics Summit  AMIA Annual Symposium  Member  | (2023)<br>(2017 – current)<br>(2017 – current) |
| Society Learning Analytics Research (SoLAR)   |  |
| Reviewer  14 <sup>th</sup> Int. Learning Analytics & Knowledge Conference (LAK24), Kyoto, Japan 13 <sup>th</sup> Int. Learning Analytics & Knowledge Conference (LAK 23), Arlington, T 12 <sup>th</sup> Int. Learning Analytics & Knowledge Conference (LAK 22), Online |  |
| Gerontological Society of America - GSA  Session Chair: Late Breaking: Quality Improvement Innovations in Health Car  | re (2023)                                      |
| International Society for Gerontechnology (ISG)   |  |
| Convener: 13th World Conference of Gerontechnology, Daegu, South Korea and online Symposium - Physical and Mental Health Tech Innovations   | (2022)   |
| Member  | (2022 – current)                               |
| Academy of Human Resource Development (AHRD)  Reviewer:   |  |
| AHRD 2012 International Research Conference in the Americas. Denver, USA AHRD 2011 International Research Conference in the Americas. Chicago, USA Member (former)  | ` ′  |
| American Accounting Association (AAA)  Member (former)  | (2013-2015)                                    |
| European Accounting Association (EAA)   |  |
| Chairman Mediator 34th Annual Congress of the EAA, Accounting Education – Rome, Italy Member (former)   | (2011)<br>(2009-2012)                          |
| University of Illinois Urbana-Champaign (UIUC), USA   |  |
| Academic Leadership  Member: Global Educators: International Students and Scholar Services (ISSS Community Aide: Goodwin & Green, Family & Graduate Housing Office  Subject Matter Expert (SME) / Project Consultant:   | (2022 - current)<br>(2014 – 2023)              |
| Subject Matter Expert (SME) / Project Consultant: CHLH 470 Technology Health and Aging, invited by Prof. Tim Hale Senior (Blue) Member: Global Leaders: Orange and Blue Engagement (GLOB Committee Member/Student Representative:                                       | (2022, Oct-Dec)<br>E) (2018 - 2020)            |
| O'Leary Learning Center Design Committee, College of Education (UIUC)   | (2016 - 2020)                                  |

Illinois Student Senate (ISS) Senator

U-C Senate Committee on Graduate and Professional Student Affairs

(2012 - 2013)

(2012 - 2013)

| Selection Process Board Member / Assistant Coordinator:                     | (2010-2011)            |
|---|------------------------|
| FIPSE/CAPES 063/08 program between University of Sao Paulo (USP),           | University of Brasilia |
| (UnB), University of Illinois Urbana-Champaign (UIUC) and University o      | of Minnesota (UMN) -   |
| Global talent development for sustainable agricultural and environmental so | ciences fields.        |

| Conferences - | Orga | nization | Con   | amittaa: |
|---------------|------|----------|-------|----------|
| Conterences - | Orga | nizatioi | ı Con | тинее:   |

| 8th USP's Controllership and Accountancy Congress                          | (2008)      |
|--|-------------|
| 5th USP's Scientific Initiation in Accountancy Congress                    | (2008)      |
| CONTECSI: Int. Conference on Information Systems and Technology Management | (2005-2008) |
| 2° XBRL Brazilian Workshop   |             |

# Conferences – Chairman Mediator:

| 8th USP's Controllership and Accountancy Congress                          | (2008)      |
|--|-------------|
| 5th USP's Scientific Initiation in Accountancy Congress                    | (2008)      |
| 7 <sup>th</sup> USP's Controllership and Accountancy Congress              | (2007)      |
| 4th USP's Scientific Initiation in Accountancy Congress                    | (2007)      |
| CONTECSI: Int. Conference on Information Systems and Technology Management | (2005-2008) |
| 2° XBRL Brazilian Workshop   | (2005)      |

# Conference - Reviewer:

| 17 SIICUSP: USP Int | . Symposium | of Scientific Initiation, Humanities sub-ar | rea (2009) |
|---------------------|-------------|---|------------|
|                     |             | _   |            |

# Academic Leadership and Representation

| Graduate Students F | Represent | ative: |
|---------------------|-----------|--------|
|---------------------|-----------|--------|

| FEA-USP Accountancy and Actuarial Department Council                           | (2009 - 2010) |
|--|---------------|
| FEA-USP Accountancy and Actuarial Department Grants Commission Board           | (2009 - 2010) |
| FEA-USP Graduate Programs Commission Board                                     | (2009 - 2010) |
| Director of Institutional Relations at FEA-USP Students Representative Council | (2007 - 2008) |

# *Undergraduate Students Representative:*

| FEA-USP Research Commission Board                    | (2006 - 2007) |
|--|---------------|
| FEA-USP Accountancy and Actuarial Department Council | (2006 - 2007) |
| FEA-USP 2004' Cohort - Accounting class              | (2005 - 2006) |

# **EDITORIAL EXPERIENCES**

# **Ad-Hoc Reviewer**

| Nature Human Behaviour  | (2023-current) |
|---|----------------|
| Universal Access in the Information Society (UAIS), Nature Springer | (2023-current) |
| Journal of Medical Internet Research (JMIR)                         | (2023-current) |
| IISE Transactions on Healthcare Systems Engineering Journal         | (2022-current) |
| Computers in Human Behavior   | (2022-current) |
| Annals of Family Medicine   | (2022-current) |
| Psychology and Aging  | (2021-current) |
| Computers & Education   | (2021-current) |
| Applied Cognitive Psychology  | (2021-current) |
| Journal of the American Medical Informatics Association (JAMIA)     | (2020-current) |

| Journal of Experimental Psychology: Applied (JEPA)               | (2018-current) |
|--|----------------|
| International Journal of Organizational Analysis (IJOA)          | (2017-current) |
| Journal of Management Inquiry (JMI)                              | (2017-current) |
| Journal of Business Ethics (JBE)                                 | (2016-current) |
| The Journal of Experimental Education                            | (2015-current) |
| Teuken Bidikay Journal, Colombia                                 | (2013-current) |
| Accounting and Finance Journal – University of Sao Paulo, Brazil | (2012-2018)    |
| Human Resource Development International (HRDI) Journal          | (2013-2017)    |

# **Guest Associate Editor**

Frontiers in Aging (2023-current)

User-Centred Approaches for Designing Assistive Technologies to Support Older Adults

# **Editorial Board: Scientific Committee**

Accounting Journal of Minas Gerais [Revista Mineira de Contabilidade (RMC)] (2014-current)

#### ADDITIONAL TRAINING

[Oct, 2023] Power Analysis Workshop. (6h) (Prof. Kevin Grimm, Arizona State University). Provided and taught at the Center for Social and Behavioral Science Research, UIUC.

[Aug, 2023] CliftonStrengths Assessment and Training (~20h), The Illinois Leadership Center, University of Illinois.

[Feb, 2023] R for Qualitative Data Analysis (2h), University Library's Savvy Research Series, Univ. of Illinois Urbana-Champaign.

[Oct, 2022] Behavioral data analytics with R (Prof. John Lee, Prof. Linda Boyle and Prof. Tony McDonald) (6h), 66th Human Factors and Ergonomics Society (HFES) Int. Annual Meeting Workshop Atlanta, GA.

[May, 2022] Spring 2022, Illinois REDCap Certificate Series (12h), Interdisciplinary Health Sciences Institute, UIUC.

[Aug, 2022] Health Insurance Portability and Accountability Act (HIPAA) Certification

[Jan, 2022] Certified Training: Montreal Cognitive Assessment (MoCA).

[May, 2020] Illinois Graduate Mentoring Certificate, Graduate College, UIUC.

[Feb, 2020] Workshop on Bayesian Statistics (Prof. David Kaplan, University of Wisconsin-Madison, 8h), Center for Social and Behavioral Science Research, UIUC.

[May, 2018] Dr. Sandra J. Finley - Teacher Scholar Certificate, Center for Innovation in Teaching & Learning (CITL), UIUC.

[May, 2018] Teacher Scholar Certificate, Center for Innovation in Teaching & Learning (CITL), UIUC.

[May, 2016] Structural Equation Modeling with Lavaan (Prof. Yves Rosseel). (4h). Association for Psychological Science, APS, Chicago, IL.

[Sept, 2011] Practical Introduction to Design Thinking (36h), Taught at University of Sao Paulo by Stanford University Instructor – Prof. Reinhold Steinbeck.

[Jan, 2011] 1rst Symposium Brazil-USA - LSU/USP - Louisiana State University (LSU) and University of Sao Paulo (USP), Taught at LSU (New Orleans and Baton Rouge, LA - USA)

[Sept, 2010] Advanced Topics on Organizational Performance and Management Development (Prof. Mesut Akdere, University of Wisconsin-Milwaukee). Provided and taught at University of São Paulo (USP)

[2008 - 2009] Korean Language Course - Intermediate I and II - Polilogos Korean School

[2007] Leadership and Professional Excellence - Extension Program. Sumaré Academic Studies Center

[2007] Korean Language Course I and II - FFLCH - Faculdade de Filosofia, Letras e Ciências Humanas da Univ. de São Paulo. (College of Philosophy, Letters and Human Science, Univ. of Sao Paulo, Brazil)

[2006] Political Science Initiation (40h) - Anhembi Morumbi University. Multilateralism and International Crisis (20h). Taught online by the former Brazilian President Fernando Henrique Cardoso. Anhembi Morumbi University

[2004-2006] - French Instrumental Language Course - FFLCH - Faculdade de Filosofia, Letras e Ciências Humanas da Univ. de São Paulo (College of Philosophy, Letters and Human Science – Univ. of Sao Paulo, Brazil).

#### LANGUAGE SKILLS

[Portuguese] – Native/Mother Tongue

[English] - Fluent / \*\* TOEFL iBT 110/120

[Spanish] – Intermediate Level / Advanced Reading and Listening

[French] – Basic Level / Advanced Reading and Listening

[Italian] – Basic Level / Advanced Reading and Listening

[Korean] – Basic Level / TOPIK Exam - level 2

# PROGRAMING LANGUAGES:

Advanced R, Intermediate SAS, Intermediate HTML, Intermediate JavaScript, Basic Java, Basic Visual Basic, Basic SQL