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Assistant Professor  
The School of Leadership and Human Resource Development  
Louisiana State University  
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**EDUCATION**

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**Ph.D.** Human Resource Development Spring 2018  
Texas A&M University, College Station, TX

**Ph. D. Dissertation:** *“A multilevel analysis of the influences of employee expertise and quality of interpersonal relationships on organizational knowledge creation: The moderating role of transformational leadership”* (2019 Association for Talent Development Dissertation Award)

**M.A.** Lifelong Education (Area of concentration: Adult Education) 2006  
Soongsil University, Seoul, South Korea

**Master’s Thesis:** *“The Effects of Personal, Job, and Organizational Factors on Professionalism of Adult Educators”*

**B.A.** Lifelong Education 2004  
Soongsil University, Seoul, South Korea

**PROFESSIONAL EXPERIENCE**

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**Assistant Professor** (Tenure-track) August 2018 - Present  
*Louisiana State University, Baton Rouge, LA, USA*  
*The School of Leadership and Human Resource Development*

**Associate Editor**  
*The Journal of Mentoring & Tutoring: Partnership in Learning* 2017 – Present

**Program Manager/Consultant** 2007 – 2011  
*The Korea Employment and Labor Training Institute, Gwangju, South Korea*

**Assistant Researcher** 2006 – 2007  
*Korea Research Institute of Vocational Education and Training, Seoul, South Korea*  
*Dept. of Human Resource Development Policy*

## PUBLICATIONS

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### MANUSCRIPTS PUBLISHED

#### Journal Articles

45. Oh, J., Shirmohammadi, M., **Jeong, S.**, & Wang, J. (2021). Transition from military careers to civilian careers: Experiences of short- and mid-term South Korean veterans. *Career Development International*, 26(3), 415-434. **(SSCI Journal)**.
44. Svenson, P., **Jeong S.**, Shuck, B., & Otto, M. (2021). Antecedents and outcomes of nonprofit employee engagement: A national study of sport-based youth development Employees. *Sports Management Review*, 24(4), 673-696. **(SSCI Journal)**
43. Yoo, S., **Jeong, S.**, & Song, J. H. (2021). Transformational leadership and knowledge creation practices in Korean and US schools. *Knowledge Management Research & Practice*, 19(2), 263-275 **(SSCI Journal)**.
42. **Jeong, S.** (2021). A Cross-level analysis of organizational knowledge creation: how do transformational leaders interact with their subordinates' expertise and interpersonal relationships? *Human Resource Development Quarterly*, 32(2), 111-130 **(SSCI Journal, Solo-authored paper)**.
41. Park, S., **Jeong, S.**, & Chai, D. (2021). Remote e-workers' psychological well-being and career development in the era of COVID-19: Challenges, success factors, and the roles of HRD Professionals. *Advances in Developing Human Resources*, 23(3), 222-236
40. **Jeong, S.** (2021). Global HRD: How do we succeed at e-remote work in the era of COVID-19? *Monthly Human Resource Development*, 365(1), 136-139. (In Korean)
39. Lee, Y., **Jeong, S.**, & Cho, D. (2021) Assessing adult and continuing education needs in South Korea metropolitan areas using Borich's needs assessment Model. *European Journal of Training and Development*.
38. **Jeong, S.**, Bailey, J., Lee, J., & McLean, G. (2020). It's not about me, it's about us: A narrative inquiry on living life as a social entrepreneur. *Social Enterprise Journal*, 16, 263-280.
37. Chai, D., **Jeong, S.**, & Joo, B. (2020). The multi-level effects of developmental opportunities, pay equity, and paternalistic leadership on organizational commitment. *European Journal of Training and Development*, 44, 405-424.
36. Park, S., **Jeong, S.**, & Ju, B. (Accepted). MOOCs in the workplace: An intervention for strategic human resource development. *Human Resource Development International*.

35. Turner, J. R., Brown, H. Q., Passmore, D. L., Nimon, K., Baker, R., **Jeong, S.**, & Flatt, C. (2019). Metascience: Guidelines for the Practitioner. *Advances in Developing Human Resources*, 21, 503–512.
34. **Jeong, S.** & Lee, Y. (2019). Consequences of not conducting measurement invariance tests in cross-group cultural studies: A review of current research practices and recommendations. *Advances in Developing Human Resources*, 21, 466-483.
33. VanBuskirk, S., Lim, D., & **Jeong, S.** (2019). Liminal leadership: Leading betwixt and between. *European Journal of Training and Development*, 43, 643-660.
32. **Jeong, S.**, Song, J. H., & Hsiao, Y. (2018). Testing multi-group measurement invariance of data from the knowledge creation practice inventory. *Human Resource Development Quarterly*, 29, 243-262. **(SSCI Journal)**
31. Park, S., **Jeong, S.**, & Ju, B. (2018). Employee learning and development in virtual HRD: Focusing on MOOCs in the workplace. *Industrial and Commercial Training*, 50(5), 261-271.
30. **Jeong, S.**, Han, S., Lee, J., Sulananai, S., & Yoon, S. (2018). Integrative literature review on workplace informal learning: Antecedents, conceptualization, and future directions. *Human Resource Development Review*, 17, 128-152. **(SSCI Journal)**
29. Lim, D., **Jeong, S.**, Yoo, S., & Yoo, M. (2018). Older workers' education and earnings among OECD countries, 42, 170-190. *European Journal of Training and Development*
28. **Jeong, S.**, McLean, G. N., & Park, S. (2018). Understanding informal learning in small and medium-sized enterprises in South Korea. *Journal of Workplace Learning*, 30, 89-107.
27. Park, S., **Jeong, S.**, Jang, S., Yoon, S., & Lim, D. (2018). Critical review of global leadership literature: Toward an integrative global leadership framework. *Human Resource Development Review*, 17, 95-120. **(SSCI Journal)**
26. **Jeong, S.**, McLean, G. N., McLean, D. N., Yoo, S., & Bartlett, K. (2017). The moderating role of non-controlling supervision and organizational learning culture on employee creativity: The influences of domain expertise and creative personality. *European Journal of Training and Development*, 41, 647-666. **(2018 Outstanding & highly commended Papers Award; 2018 Emerald Literati Award)**
25. **Jeong, S.**, Hsiao, Y., Song, J. H., Kim, J., & Bae, S. H. (2016). The moderating role of transformational leadership on work engagement: The influences of professionalism and

change readiness. *Human Resource Development Quarterly*, 27, 489-516. **(SSCI Journal)**

24. Chai, D. S., **Jeong, S.**, Kim, J., Kim, S., & Hamlin, R. G. (2016). Perceived managerial leadership effectiveness in a Korean context: A qualitative study on indigenous managerial leadership. *Asia Pacific Journal of Management*, 33, 789-820. **(SSCI Journal)**
23. Hamlin, R. G., Kim, S., Chai, D. S., Kim, J., & **Jeong, S.** (2016). Perceived managerial and leadership effectiveness within South Korean and British private sector companies: A derived ethic comparative study. *Human Resource Development Quarterly*, 27, 237-269. **(SSCI Journal)**
22. **Jeong, S.** (2006). The effects of personal, job, and organizational factors on professionalism of adult educators. *Lifelong Education and Human Resource Development Research*, 2(1), 77-107. (In Korean)

#### Editorials

21. Templeton, N., Jeong, S., & Pugliese, E. (2021). Editorial overview: Mentoring for professional development. *Mentoring & Tutoring: Partnership in Learning*, 29, 163-166
22. Templeton, N., Jeong, S., & Pugliese, E. (2021). Mentoring for continuous improvement in teaching and learning. *Mentoring & Tutoring: Partnership in Learning*, 29, 1-5
23. Irby, B., **Jeong, S.**, Boswell, J., Hewitt K. K., & Pugliese, E. (2020). Accomplishments since 2010 for mentoring and tutoring: Partnership in learning journal—a decade of the Irby team editorship. *Mentoring & Tutoring: Partnership in Learning*, 28, 517-521
20. Irby, B., **Jeong, S.**, Boswell, J., Hewitt K. K., & Pugliese, E. (2019). Editor's Overview: Mentoring Educators in the University Setting. *Mentoring & Tutoring: Partnership in Learning*, 27
19. Irby, B., Boswell, J., **Jeong, S.**, Hewitt K. K., & Pugliese, E. (2019). Mentoring programs for K-12 preservice and novice educators. *Mentoring & Tutoring: Partnership in Learning*, 27, 231-234.
18. Irby, B., Boswell, J., Hewitt K. K., **Jeong, S.**, & Pugliese, E. (2019). Mentoring relationships in higher education. *Mentoring & Tutoring: Partnership in Learning*, 27, 127-130.
17. Irby, B., Boswell, J., Hewitt K. K., **Jeong, S.**, Pugliese, E. (2019). Editor's overview. *Mentoring & Tutoring: Partnership in Learning*, 27, 1-4.
16. **Jeong, S.**, Irby, B., & Boswell, J., & Pugliese, E. (2018). Exploring mentoring relationships of various populations. *Mentoring & Tutoring: Partnership in Learning*, 26, 477-481.

15. **Jeong, S.**, Irby, B., & Boswell, J., & Pugliese, E. (2018). Outcomes and benefits of Mentoring. *Mentoring & Tutoring: Partnership in Learning*, 26, 355-357.
14. Irby, B., Boswell, J., & **Jeong, S.**, & Pugliese, E. (2018). Tutoring and coaching. *Mentoring & Tutoring: Partnership in Learning*, 26, 245-248.
13. Irby, B., Boswell, J., & **Jeong, S.** (2018). Mentoring in underrepresented populations and diverse groups. *Mentoring & Tutoring: Partnership in Learning*, 26, 1-3.
12. Irby, B., Boswell, J., & **Jeong, S.** (2017). Mentoring in underrepresented populations of color. *Mentoring & Tutoring: Partnership in Learning*, 25, 505-508.
11. Irby, B., Boswell, J., Hewitt, K., Abdelrahman, N., & **Jeong, S.** (2017). Leaders as mentors. *Mentoring & Tutoring: Partnership in Learning*, 25, 391-394.
10. Boswell, J., Irby, B., Abdelrahman, N., Hewitt, K., & **Jeong, S.** (2017) Developing virtual mentoring relationship. *Mentoring & Tutoring: Partnership in Learning*, 25, 247-249.
9. Irby, B., Boswell, J., Hewitt, K., Lynch, J., Abdelrahman, N., & **Jeong, S.** (2017). The mentoring relationship. *Mentoring & Tutoring: Partnership in Learning*, 25, 119-122.

#### Book Chapters

8. Park, S., & **Jeong, S.**, & Kim, E. (2020). Government support for human resource development and internationalization of small- and medium-sized enterprises in South Korea. In S. Yoon, D. Lim, & D. Cho (Eds.), *Human Resource Development in Korea: Theory and Cases* (pp. 57-82). Springer
7. Park, S., & **Jeong, S.** (2020). Exploring antecedents of mature workers' turnover intention: Review of the role of organizational culture. In C. Hughes (Ed.), *Handbook of Research on attracting, maintaining, and balancing a mature workforce* (pp. 112-131). Hershey, PA: IGI Global.
6. **Jeong, S.**, & Park, S. (2020). Mentoring in human resource development. In B. J. Irby, J. Boswells, L. Searby, F. Kochan, & R. Garza (Eds.), *International handbook of mentoring: Paradigms, practices, programs, and possibilities* (pp. 45-64). Hoboken, NJ: The Wiley-Blackwell.
5. Chai, D. S., **Jeong, S.**, Kim, S., & Hamlin, R. G. (2019). A case of critical incident technique: Perceived managerial and leadership effectiveness in a Korean context. *SAGE Research Methods Cases*, London, UK: SAGE Publications Ltd.
4. **Jeong S.**, Lim, D. H, & Park, S. (2017). Leadership convergence and divergence in the era of

globalization. In P. O. Pablos, & R. D. Tennyson (Eds.), *Handbook of research on human resources strategies for the new millennial workforce* (pp. 285-308). Hershey, PA: IGI Global.

3. Song, J. H., **Jeong, S.**, & Kolb, J. (2017). Team leadership. In C. Jurkiewicz & A. Farazmand (Eds.), *Global encyclopedia of public administration, public policy, and governance*. New York, NY: Springer.
2. Han, S., **Jeong, S.**, & Beyerlein, M. (2017). Virtual team leader development. In K. M. Dirani, F. Nafukho, & B. Irby (Eds.), *Global issues and talent development*. Charlotte, NC: Information Age Publications.
1. Beyerlein, M., Collins, R., **Jeong, S.**, Phillips, C., Sulananai, S., & Xie, L. (2017). Knowledge sharing and human resource development in innovative organizations. In I. Simcic (Ed.), *Knowledge management*. Rijeka, Croatia: InTech Press.

#### **PEER-REVIEWED PAPERS IN CONFERENCE PROCEEDINGS**

27. **Jeong, S.**, Park, S., & Robinson, P. (Submitted). Work-life balance among Faculty Couples from Diverse Backgrounds. *Proceedings of the 2020 Academy of Human Resource Development International Research Conference in Americas*
26. **Jeong, S.**, Lee, Y. (2021) Is turnover static or dynamic? *Proceeding of the 2021 Academy of Management Annual Virtual Meeting*.
25. Oh, J., **Jeong, S.**, Yoon, S., & Cho, D. (2020). The Link between HRD professionals' social capital and career adaptability: A moderated mediation analysis of social network. *Proceedings of the 2020 Academy of Human Resource Development International Research Conference in Americas*, Atlanta, GA, USA. **(KAHRDA Global HRD Research Paper Award)**
24. Climek, M., Henry, R., & **Jeong, S.** (2020). Integrative literature review on employee turnover antecedents across different generations: Commonalities and uniqueness. *Proceedings of the 2020 Academy of Human Resource Development International Research Conference in Americas*, Atlanta, GA, USA. **(Co-authored with LSU Graduate Students)**
23. Park, S. & **Jeong, S.** (2020). What makes older employees stay? Exploring antecedents of their turnover intention. *Proceedings of the 2020 Academy of Human Resource Development International Research Conference in Americas*, Atlanta, GA, USA
22. Lee, Y., **Jeong, S.**, & Cho, D. (2020). Assessing Adult and Continuing Education Needs in South Korea Metropolitan areas using a Borich's Needs Assessment Model: A Focus on Degree Programs at Universities. *Proceedings of the 2020 Academy of Human Resource Development*

*International Research Conference in Americas, Atlanta, GA, USA.*

21. Svenson, P., **Jeong S.**, Shuck, B., & Otto, M. (2019). Antecedents and outcomes of nonprofit employee engagement: A national study of sport-based youth development Employees. *Proceedings of the 2019 Sports Management Association of Australia and New Zealand*, Christchurch, New Zealand. **(SMAAZ Best Paper Award)**
20. Chai, D., **Jeong, S.**, & Joo, B. (2019). The multi-level effects of HR practices and paternalistic leadership on organizational commitment. *Proceedings of the 2019 Academy of Human Resource Development International Research Conference in Americas*, Louisville, KY, USA. **(AHRD Cutting-Edge Award Paper)**
19. Kwon, K., Han, S., **Jeong, S.**, & Oh, J (2019). Social capital and organizational knowledge: An integrative literature review. *Proceedings of the 2019 Academy of Human Resource Development International Research Conference in Americas*, Louisville, KY, USA.
18. Oh, J., Shirmohammadi, M., & **Jeong, S.** (2019). Transition from military careers to civilian careers: Experiences of short- and mid-term South Korean veterans. *Proceedings of the 2019 Academy of Human Resource Development International Research Conference in Americas*, Louisville, KY, USA.
17. Kwon, K., **Jeong, S.**, Park, J., Yoon, S. (2019). The reciprocal relationship between workplace learning and employee engagement: An integrative literature review. *Proceedings of the 2019 Academy of Human Resource Development International Research Conference in Americas*, Louisville, KY, USA.
16. **Jeong, S.**, Han, S., Lee, J., Sulananai, S., & Yoon, S. (2018). Integrative literature review on the antecedents of informal learning. *Proceedings of the 2018 Academy of Human Resource Development International Research Conference in the Americas*, Richmond, VA, USA.
15. Park S., **Jeong, S.**, & Joo, B. (2018). Employee Learning and Development in Virtual HRD: Focusing on MOOCs in the Workplace. *Proceedings of the 2018 Academy of Human Resource Development International Research Conference in the Americas*, Richmond, VA, USA.
14. Yoo, S., **Jeong, S.**, & Song, J. H. (2018). Knowledge creation practice of teachers in South Korea and the United States: A multi-group Structural equation modeling analysis. *Proceedings of the 2018 Academy of Human Resource Development International Research Conference in the Americas*, Richmond, VA, USA. **(AHRD Cutting Edge Award Paper)**
13. Park, S., **Jeong, S.**, Jang, S., Yoon, S., Lim, D. (2017). Critical review of global leadership literature: Toward an integrative global leadership framework. *Proceedings of the 2017 Academy*



*of Human Resource Development International Research Conference in the Americas*. San Antonio, TX., USA.

12. Lim, D., **Jeong, S.**, Yoo, S., & Yoo, M. (2017). The effect of education, social capital, and skills use on older generations' income: a cross-level analysis among OECD countries. *Proceedings of the 2017 Academy of Human Resource Development International Research Conference in the Americas*. San Antonio, TX., USA.
11. **Jeong, S.**, McLean, G. N., McLean, D. N., Yoo, S., & Bartlett, K. (2016). Influences of domain expertise, creative personality, non-controlling supervision, and organizational learning culture on employee creativity: A multi-level analysis. *Proceedings of the 2016 AHRD International Research Conference in Asia and MENA*, Ifrane, Morocco.
10. McLean, D. N., **Jeong, S.**, & McLean, G. N. (2016). Understanding organizational creativity: relationships among cross-level variables and creativity in research and development organizations. *Proceedings of the 2016 Annual South Florida Education Research conference*, Miami, FL., USA. (**Barnes & Noble Award for Best Faculty-Student Paper**)
9. Song, J. H., **Jeong, S.**, & Bae, S. H. (2016). Knowledge creation practice of teachers in South Korea and the United States: A multi-group Structural equation modeling analysis. *Proceedings of the 2016 International Conference of Educational Technology*, Seoul, South Korea.
8. Chai, D. S., **Jeong, S.**, Kim, J., Kim, S., & Hamlin, R. G. (2016). Perceived managerial leadership effectiveness in a Korean context: A qualitative study on indigenous managerial leadership. *Proceeding of the 2016 Academy of Management Annual Meeting*, Anaheim, CA, USA.
7. **Jeong, S.**, McLean, G. N., & Park, S. (2016). Understanding informal learning in small and medium-sized enterprises in South Korea. *Proceedings of the 2015 Academy of Human Resource Development International Research Conference in the Americas*. Jacksonville, FL., USA.
6. **Jeong, S.**, & Song, J. H. (2016). Testing Multi-group Measurement Invariance of the Knowledge Creation Practice Inventory: A study of the public sector, private sector, and schools in South Korea. *Proceedings of the 2015 Academy of Human Resource Development International Research Conference in the Americas*. Jacksonville, FL., USA.
5. **Jeong, S.**, & Park, S. (2015). Antecedents of informal learning: An integrative literature review. *Proceedings of the 2015 Academy of Human Resource Development International Research Conference in the Americas*. St. Louis, MO., USA.
4. **Jeong, S.**, Hsiao, Y., Kim, J., Song, J. H., & Bae, S. H. (2015). The moderating role of transformational leadership on work engagement: The influences of professionalism and



change readiness. *Proceedings of the 2015 Academy of Human Resource Development International Research Conference in the Americas*. St. Louis, MO., USA.

3. Hamlin, R. G., Kim, S., Chai, D. S., Kim, J., & **Jeong, S.** (2015). Perceived managerial and leadership effectiveness within South Korean and British private sector companies: A derived etic comparative study. *Proceedings of the 2015 Academy of Human Resource Development International Research Conference in the Americas*. St. Louis, MO., USA.
2. Chai, D. S., **Jeong, S.**, Kim, J., Kim, S., & Hamlin, R. G. (2015). Perceived managerial leadership effectiveness in a Korean context: A qualitative study on indigenous managerial leadership. *Proceedings of the 2015 Academy of Human Resource Development International Research Conference in the Americas*. St. Louis, MO., USA.
1. **Jeong, S.** (2012). Understanding training transfer with systems theory: A new conceptual framework. *Proceedings of the 2012 Academy of Human Resource Development International Joint Conference*, Istanbul, Turkey.

## **INTERNATIONAL/NATIONAL CONFERENCE PRESENTATIONS**

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13. **Jeong, S.**, Lee, Y. (2021) Is turnover static or dynamic? *Proceeding of the 2021 Academy of Management Annual Virtual Meeting*.
12. Park, S. & **Jeong, S.** (2020). What makes older employees stay? Exploring antecedents of their turnover intention. *Proceedings of the 2020 Academy of Human Resource Development International Research Conference in Americas*, Atlanta, GA, USA
11. Lee, Y., **Jeong, S.**, & Cho, D. (2020). Assessing Adult and Continuing Education Needs in South Korea Metropolitan areas using a Borich's Needs Assessment Model: A Focus on Degree Programs at Universities. *Proceedings of the 2020 Academy of Human Resource Development International Research Conference in Americas*, Atlanta, GA, USA.
10. Chai, D., **Jeong, S.**, & Joo, B. (2019). The multi-level effects of HR practices and paternalistic leadership on organizational commitment. *Proceedings of the 2019 Academy of Human Resource Development International Research Conference in Americas*, Louisville, KY, USA. **(AHRD Cutting-Edge Award Paper)**
9. **Jeong, S.**, McLean, G. N., & Park, S. (2016). Understanding informal learning in small and medium-sized enterprises in South Korea. *Proceedings of the 2015 Academy of Human Resource Development International Research Conference in the Americas*. Jacksonville, FL., USA.
8. **Jeong, S.**, & Song, J. H. (2016). Testing Multi-group Measurement Invariance of the

Knowledge Creation Practice Inventory: A study of the public sector, private sector, and schools in South Korea. *Proceedings of the 2015 Academy of Human Resource Development International Research Conference in the Americas*. Jacksonville, FL., USA.

7. **Jeong, S.**, Park, S. (2015). Antecedents of informal learning: An integrative literature review. Presented at *the 2015 Academy of Human Resource Development International Research Conference in the Americas*. St. Louis, MO., USA.
6. **Jeong, S.**, Hsiao, Y., Kim, J., Song, J. H., & Bae, S. H. (2015). The moderating role of transformational leadership on work engagement: The influences of professionalism and change readiness. Presented at *the 2015 Academy of Human Resource Development International Research Conference in the Americas*. St. Louis, MO., USA.
5. Hamlin, R. G., Kim, S., Chai, D. S., Kim, J., & **Jeong, S.** (2015). Perceived managerial and leadership effectiveness within South Korean and British private sector companies: A derived etic comparative study. Presented at *the 2015 Academy of Human Resource Development International Research Conference in the Americas*. St. Louis, MO., USA.
4. Chai, D. S., **Jeong, S.**, Kim, J., Kim, S., & Hamlin, R. G. (2015). Perceived managerial leadership effectiveness in a Korean context: A qualitative study on indigenous managerial leadership. Presented at *the 2015 Academy of Human Resource Development International Research Conference in the Americas*. St. Louis, MO., USA.
3. **Jeong, S.** (2014). Innovation at Praxair. Presented at *the 2014 Academy of Human Resource Development International Research Conference in the Americas*, Houston, TX., USA.
2. **Jeong, S.** (2013). The Experience of Deliberate Practice in Shaping Professional Writing Performance. Presented at *the American Association of Adult and Continuing Education 2013 Conference*, Lexington, Kentucky, USA.
1. **Jeong, S.** (2012). Understanding Training Transfer with Systems theory: a New Conceptual Framework. Presented at *the 2012 Academy of Human Resource Development International Joint Conference*, Istanbul, Turkey.

## GRANTS

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### Research Grants

2021 CAREER: A Longitudinal Investigation of Work-family Balance among Women Faculty and Women Faculty of Color in STEM: Living in the Era of COVID-19

- (2022-2027). National Science Foundation, \$635,000. Role: Principal Investigator, Submitted and Pending
- 2020 CAREER: A Longitudinal Investigation of Work-family Balance among Women Faculty of Color in STEM: Living in the New Normal (2021-2026). National Science Foundation, \$435,000. Role: Principal Investigator, Not-funded
- 2020 ADVANCE: Catalyzing Gender Equity at a Research Institution in the Deep South (2020-2022). National Science Foundation, \$300,000. Role: Senior Personnel, Funded
- 2019 Work-life Balance among Tenured/tenure-track Faculty Couples from Diverse Backgrounds (2019-2020). Dean's Circle Grant, \$ 5,000. Role: Principal Investigator, Funded.
- 2019 Assessing Adult and Continuing Education Needs in South Korea Metropolitan areas (2019). Korean Dept of Lifelong Education, \$ 50,000. Role: Co-PI, Funded
- 2018 Building Out Opportunities in STEM for Teachers: Impacting Instructional Capacity for Diverse Learners in High-Needs Schools (2018-2023). U.S. Dept of Education, \$ 4,000,000., Role: Co-PI. Not-funded.
- 2018 Research Grant (\$500) Korean Academy of Human Resource Development in America
- 2016 Certified Training Professional Scholarship (\$2,500), College of Education and Human Development, Texas A&M University
- 2014 Competitive Scholarship (\$3,750), College of Education and Human Development, Texas A&M University
- 2013 Research Grant (\$250), Office of Graduate and Professional Studies, Texas A&M University
- 2012 Research Grant (\$1,000), Office of Graduate and Professional Studies, Texas A&M University
- 2014 Research Grant (\$750), Office of Graduate and Professional Studies, Texas A&M University
- Travel Grants*
- 2016 Travel Grant (\$500), Department of Educational Administration and Human Resource Development, Texas A&M University
- 2015 Travel Grant (\$500), Department of Educational Administration and Human Resource Development, Texas A&M University
- 2014 Travel Grant (\$500), Department of Educational Administration and Human Resource Development, Texas A&M University
- 2013 Travel Grant (\$500), Department of Educational Administration and Human Resource Development, Texas A&M University
- 2012 Travel Grant (\$700), Department of Educational Administration and Human Resource Development, Texas A&M University

## TEACHING EXPERIENCE

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### Undergraduate & Graduate course Instructor

2020 Fall - Present	Diversity and Inclusion in the Global Learning Environments (Undergraduate), Louisiana State University, Baton Rouge
2019 Spring - Present	Leading learning in Human Resource Development (Undergraduate), Louisiana State University, Baton Rouge
2019 Summer - Present	Introduction to Leadership Development (Graduate), Louisiana State University, Baton Rouge.
2018 Fall - Present	Perspectives in Leadership and Human Resource Development (Graduate), Louisiana State University, Baton Rouge.
2014 Spring - 2017 Spring	Organization Development and Performance (Graduate), Co-Instructor, Texas A&M University, College Station.
2013 Fall – 2017 Spring	Quantitative Research: Statistics I, Statistics II, Statistics III (Graduate), Teaching assistant, Texas A&M University, College Station
2017 Spring	Quantitative Research: Statistics III (Graduate), Co-instructor, Texas A&M University, College Station
2015 Spring	Quantitative Research: Statistics III (Graduate), Co-instructor, Texas A&M University, College Station

### Program Manager & Team-building Instructor

- Three-day training program on Public Service Labor Relations (Face-to-face, three times a month, on average), 2008-2011
- Three/four-day training program on Labor-Management Relations Act of Civil Servants (Face-to-face, two times a month, on average), 2008-2011
- Three/four-day training program on Collective Bargaining of Public Service Labor Relations (Face-to-face, once a month, on average), 2008-2011
- Three/four-day training program on Enhancement of Labor-Management Partnership on Public Service (Face-to-face, once a month, on average), 2008-2011

## **ACADEMIC HONORS AND AWARDS**

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### Research Awards

2021	The <i>LSU Alumni Association Rising Faculty Research Award</i> , Louisiana State University
2020	<i>Global HRD Research Paper Award</i> , Korean Academy of Human Resource Development in the Americas
2019	<i>Best Paper Award</i> , Sports Management Association of Australia and New Zealand
2019	<i>Dissertation Award</i> , the Association for Talent Development
2019	<i>Cutting-Edge Award</i> , the Academy of Human Resource Development International Research Conference in the Americas
2018	<i>Emerald Outstanding &amp; Highly Commended Award</i> , European Journal of Training &

- Development, Emerald Group Publishing
- 2018 Recipient of *Distinguished Honor Graduate*, the College of Education and Human Development, Texas A&M University
- 2018 Recipient of *Human Resource Development Graduate Student Achievement Award*, the Department of Educational Administration and Human Resource Development, Texas A&M University
- 2018 *Cutting-Edge Award*, the Academy of Human Resource Development International Research Conference in the Americas
- 2017 Nominated to *Graduate Student Achievement Award*, the Department of Educational Administration and Human Resource Development, Texas A&M University
- 2016 *Barnes & Noble Award for Best Faculty-Student Paper*, Annual South Florida Education Research Conference
- 2016 First place winner for Graduate Representative Advisory Broad Symposium, Texas A&M University
- 2016 Finalist for *KAHRD Research Award*, Korean Academy of HRD in America
- 2015 Finalist for *KAHRD Research Award*, Korean Academy of HRD in America
- 2014 *Emerging Scholar Award*, College of Education and Human Development, Texas A&M University

Teaching Awards

- 2015 Nominated to *Distinguished Graduate Student Award* for Excellence in Teaching, College of Education, Texas A&M University

**STUDENT ADVISING**

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Doctoral Committee Chair

- 2021 Haley Niki Norton (Ongoing)
- 2020 Rachel Henry (Ongoing)
- 2020 Micah Whitmore (Ongoing)
- 2019 Michael Climek (Ongoing)

Doctoral Committee Member

- 2021 Jennifer Pulling (Ongoing)
- 2021 Monica Guient (Ongoing)
- 2021 Jenifer Godfrey (Ongoing)
- 2020 Yangzhi Nicole Jiang (Ongoing)
- 2019 Carly Penn (Ongoing)
- 2019 Dorothy R Kemp (Ongoing)
- 2018 Phelecia A Udoko (Ongoing)

**EDITORIAL / REFEREED REVIEW WORK**

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Associate Editor, *Journal of Mentoring & Tutoring: Partnership in Learning*  
Editorial Board Member, *Human Resource Development Quarterly*  
Editorial Board Member, *The Chronicle of Mentoring and Coaching*  
Editorial Review Member, *Leadership & Organization Development Journal*  
Reviewer, *International Journal of Human Resource Management*  
Reviewer, *Human Resource Development Review*  
Reviewer, *Journal of Workplace Learning*  
Reviewer, *Korean Educational Development Institute Journal of Educational Policy*  
Reviewer, *Personnel Review*

## **PROFESSIONAL SERVICE AND LEADERSHIP**

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### University-level Service

2020– present Member, Core Committee, The Office of Academic Affairs, Louisiana State University  
2020– present Member, The University State University Council on Gender Equity  
2019 Invited Panel, Closing the Gap Discussion Forum, “Closing the Gaps: More than Salary”, The Louisiana State University Council on Gender Equity

### College-level Service

2019-2020 Member, Diversity Committee, College of Human Sciences and Education, Louisiana State University  
2018-2020 Member, Awards & Recognition Committee, College of Human Sciences and Education, Louisiana State University  
2018-2019 Member, College Student Scholarship Committee, College of Human Sciences and Education, Louisiana State University

### Professional-level Service

2020– present Editorial Board Member, Human Resource Development Quarterly  
2020– present Associate Track Chair, The Academy of Human Resource Development  
2020 – present Member of Board of Directors, The Korean American Academy of Lifelong Education  
2019 – present Member of Board of Directors, The Korean Academy of Human Resource Development in the Americas  
2018– present Editorial Review Member, Leadership & Organization Development Journal  
2016 – present Quantitative Research Methods (QRM) SIG Steering Committee, Academy of Human Resource Development  
2015 Invited Panel on the workshop for “Mock interview and resume forum,” Korean-American Scientists and Engineers Association



- 2015            Featured in EAHR Connect Magazine – Spotlight on Students section (Oct. 2015)
- 2015            Student representative of Korea Academy of Human Resource Development in the Americas
- 2015            Student Research Week Committee (Judge), Texas A&M University
- 2013 – present Mentoring Service for Statistics

## **PROFESSIONAL CONSULTING PROJECTS**

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- 2021            Prepared a technical paper “Smart Education Using Artificial Intelligence-based Educational Technology, an internal project of Korean Educational Development Institute, South Korea
  
- 2018            Conducted needs analysis for adult and continuing education Seoul, Gyeonggi, and Incheon provinces in South Korea, an internal project of Ministry of Education, South Korea
  
- 2013            Facilitated an online training course “Cultural Diversity Management” as a tutor, in cooperation with Korean Ministry of Labor, an internal project of Mega-Next, Seoul, South Korea
  
- 2011            Managed a grants program for improving industrial relations and provided a consulting service for the Korean public transportation industry, an internal project of the Employment and Labor Training Institute, Gwangju, South Korea
  
- 2010-2011      Provided educational consulting services and designed, developed, and implemented training programs for more than 20 local/provincial governments, an internal project of the Employment and Labor Training Institute, Gwangju, South Korea
  
- 2009-2010      Evaluated the training effectiveness and transfer of training for the training programs implemented for the public service sector, an internal project of the Employment and Labor Training Institute, Gwangju, South Korea
  
- 2008            Prepared attendees for the International Labor Organization 2008 National Workshop held in Vietnam, in cooperation with Korean Ministry of Labor, an internal project of the International Labor Organization
  
- 2008            Prepared attendees for the Indonesian Governmental National Workshop “Improving Recruitment and Preparation of Migrant Workers for Korea in Indonesia,” in cooperation with Korean Ministry of Labor, an internal project of the Human Resource Development Service of Korea, Seoul, South Korea



2016 – present Academy of Management

2013 – present American Association for Adult and Continuing Education

2011 – present Academy of Human Resource Development