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School of Leadership and Human Resource Education Development
College of Human Sciences and Education
Louisiana State University
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EDUCATION

Jun. 2011 **University of Minnesota,** Minnesota, USA (Ph.D. in Human Resource Development)
Dissertation: *The Impact of Organizational Learning Culture, Goal Orientation, Managerial Effectiveness and Psychological Empowerment on Employees' Workplace Learning*
Advisor: Dr. Gary N. McLean

Aug. 2000 **Ewha Womans University,** Seoul, Korea (M. A. in Educational Technology)
Thesis: *The Comparison of Learner's Achievement by Individual Learning Style and Work Skills*
Advisor: Dr. Jaesam Chung

Feb. 1995 **Ewha Womans University,** Seoul, Korea (B. A. in Educational Technology)

ACADEMIC/PROFESSIONAL APPOINMENTS

2013-present **Louisiana State University,** School of Leadership and Human Resource Development
- Associate Director of the School (2021-2022)
- Associate Professor (2019-present)
- Assistant Professor (2013-2019)

2013 **Indiana University,** Kelley School of Business
- Instructional Designer

2011-2012 **Indiana University,** School of Education
- Post-Doctoral Fellow/Visiting Scholar

2006-2013 **Independent Project Agent**
- Instructional Designer

2008-2011 **Minnesota State Colleges & Universities**
- Research Assistant

2007-2008 **University of Minnesota**
- Staff Assistant in Wilson, Veterinary Medical and Bio Medical Library

2002-2005 **NOW HRD Group, Korea**
- Team Leader and Project Manager in Consulting Team

2000-2002 **Young Astronaut Korea**
- Team Leader and Training Coordinator in Information Team

PUBLICATIONS

Journal Articles (*non peer-viewed)

2023
72. **Park, S**., & Park, S. (2023). Exploring contextual antecedents of job crafting: Review and future research agenda. *European Journal of Training and Development, 47*(1/2), 141-165.

2022
71. Chai, D. S., & **Park, S**. (2022). The increased use of virtual teams during the Covid-19 pandemic: Implications for psychological well-being. *Human Resource Development International, 25*(2), 199-218.
70. Chaudhuri, S., Ghosh, R., & **Park, S**. (2022). The missing voices of learning and development professionals: Factors influencing formal and informal practices of reverse mentoring. *New Horizons in Adult Education and Human Resource Development, 34*(4), 14-30.
69. Chaudhuri, S., **Park, S**., & Johnson, K. R. (2022). Engagement, inclusion, knowledge sharing, and talent development: Is reverse mentoring a panacea to all? Findings from literature review. *European Journal of Training and Development,* 46(5/6), 468-483.
68. Kim, E., & **Park, S**. (2022). Female managers' meaningful work and commitment: Organizational contexts and generational differences. *Baltic Journal of Management, 17*(5), 637-653.
67. Kim, E., & **Park, S**. (2022). Unlearning in the workplace: Review and synthesis. *Human Resource Development Quarterly, 33*(3), 273-296.
66. **Park, S**. (2022). Human Resource Development Review's 20th anniversary of publication: Main topics and influence. *Human Resource Development Review, 21*(1), 101-112.
65. **Park, S**., & Kim, N. H. (2022). University students' self-regulation, engagement and performance in flipped learning. *European Journal of Training and Development, 46*(1/2), 22-40.
64. **Park, S**., & Robinson, P. A. (2022). The effect of online academic coaches on supporting graduate students' performance in intensive online learning environments: A three-course comparison. *European Journal of Training and Development, 46*(1/2), 70-85.

2021
63. Ju, B., Lee, Y., **Park, S**., & Yoon, S. W. (2021). A meta-analysis of the relationship between learning organization and organizational performance and employee attitudes: Using the Dimensions of Learning Organization Questionnaire. *Human Resource Development Review, 20*(2), 207-251.
62. Kim, E., & **Park, S**. (2021). Employees' perceptions of organizational learning: The role of knowledge sharing and trust. *Kybernetes: The International Journal of Cybernetics, Systems and Management Sciences, 50*(5), 1521-1538.
61. Kim, N., & **Park, S**. (2021). South Korean's fever for public service jobs and exam ronins: From a NHRD management framework. *European Journal of Training and Development, 45*(8/9), 779-795.
60. **Park, S**., Jeong, S., & Chai, D. S. (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.
59. **Park, S**., Jeong, S. H., & Ju, B. (2021). MOOCs in the workplace: An intervention for strategic human resource development. *Human Resource Development International*, 24(3), 329-340.
58. **Park, S**., & Kim, E. (2021). Employees' citizenship behavior and workplace climate in promoting knowledge sharing. *Knowledge and Process Management*, 28(4), 345-352.
*57. Park, S., & **Park, S**. (2021). How can employees adapt to change? Clarifying the adaptive performance concepts. *Human Resource Development Quarterly, 32*(1), E1-E15.

56. Park, Y., Woo, H., Oh, M., & **Park. S**. (2021). The role and related variables of workplace learning in quantitative research. *Industrial and Commercial Training, 53*(1), 29-59.

2020
55. Johnson, K. R., & **Park, S**. (2020). Mindfulness training in the workplace for tourism and hospitality frontline employees. *Industrial and Commercial Training, 52*(3), 185-193.
54. Johnson, K. R., **Park, S**., & Chaudhuri, S. (2020). Mindfulness training in the workplace: Exploring its scope and outcomes. *European Journal of Training and Development, 44*(4/5), 341-354.
53. Kim, E., & **Park, S**. (2020). Top management support for talent and organizational culture on job satisfaction and organizational commitment among career changers. *Journal of Career Development, 47*(6), 686-700.
52. Kim, E., & **Park, S**. (2020). Transformational leadership, organizational climate, knowledge sharing, and organizational learning: An empirical study. *Leadership and Organization Development Journal, 41*(6), 761-775.
51. Lau, P. Y. Y., **Park, S.**, & McLean, G. N. (2020). Learning organization culture and organizational citizenship behavior: Moderating role of team-oriented culture in Malaysia. *European Journal of Training and Development, 44*(8/9), 847-864.
50. **Park, S.,** & Doo, M. Y. (2020). The effect of organizational culture and HR practices on female managers' commitment and job satisfaction. *European Journal of Training and Development, 44*(2/3), 105-120.
*49. **Park, S**., & Kim, E. (2020). Exploring linkages between unlearning and HRD: Revisiting unlearning cases. *Human Resource Development Quarterly, 31*(2), E6–E16.
48. **Park, S.**, & Park, S. Y. (2020). Career adaptability of South Korean engineering students: Personal and contextual influencing factors. *European Journal of Training and Development, 44*(4/5), 469-488.

2019
47. Chaudhuri, S., **Park, S.,** & Kim, S. (2019). The changing landscape of women leadership in India and Korea from cultural and generational perspectives. *Human Resource Development Review, 18*(1), 16-46.
46. Kang, H. S., Kim, E., & **Park. S** (2019). Multicultural teaching efficacy and cultural intelligence of teachers: The effects of learning goal orientation and training readiness. *International Journal of Educational Management, 33*(2), 265-275.
45. Kim, E., & **Park, S** (2019). The role of transformational leadership in citizenship behavior: Organizational learning and interpersonal trust as mediators. *International Journal of Manpower, 40*(7), 1347-1360.
44. Kim, E., **Park, S**., & Kang, H. (2019). Support, training readiness, and learning motivation in determining transfer intention. *European Journal of Training and Development, 43*(3/4), 306-321.
43. Lee, J. Y., Yoo, S., Lee, Y., **Park, S**., & Yoon, S. W. (2019). Individual and organizational factors affecting knowledge workers' perceptions of the effectiveness of informal learning: A multilevel analysis. *Vocations and Learning,12*(1), 155-177.
42. Lim, D. H., Chai, D. S., **Park, S**., & Doo, M. Y. (2019). Neuroscientism, the neuroscience of learning: An integrative review and implications for learning and development in the workplace. *European Journal of Training and Development, 43*(7/8), 619-642.
41. Nam, K. A., & **Park, S.** (2019). Factors influencing job performance: Organizational learning culture, cultural intelligence, and transformational leadership. *Performance Improvement Quarterly, 32*(2), 137-158.
*40. **Park, S**., Han, S. J., Hwang, S. J., & Park, C. K. (2019). Comparison of leadership styles in Confucian Asian countries. *Human Resource Development International, 22*(1), 91-100.

39. **Park, S.**, Jo, S. J., & Park, C. K. (2019). The influence of hierarchical organizational culture, organizational environment, and women's experience on Korean women's work-family enrichment. *European Journal of Training and Development, 43*(3/4), 398-414.
38. **Park, S**., Johnson, K. R., & Chaudhuri, S. (2019). Promoting work engagement in the hotel sector: Review and summary. *Management Research Review, 42*(8), 971-990.
37. **Park, S**., & Kim, E. (2019). Organizational culture, leader's vision of talent, and HR functions on career changers' commitment: The moderating effect of training practices. *Asian Pacific Journal of Human Resources, 57*(3), 345-368.
36. Park, S., & **Park, S**. (2019). Employee adaptive performance and its antecedents: Review and synthesis. *Human Resource Development Review, 18*(3), 294–324.
35. Yoo, S., Jang, S., Byun, S. W., & **Park, S.** (2019). Exploring HRD research themes: A keyword network analysis. *Human Resource Development Quarterly, 30*(2), 155-174.

2018
34. Johnson, K. R., **Park, S.,** & Bartlett, K. (2018). Perceptions of customer service orientation, training, and employee engagement in Jamaica's hospitality sector. *European Journal of Training and Development, 42*(3/4), 191-209.
33. Joo, Y. J., **Park, S.**, & Lim, E. (2018). Factors influencing preservice teachers' intention to use technology: TPACK, teacher self-efficacy, and technology acceptance model. *Educational Technology & Society, 21*(3), 48–59.
32. Lee, J. Y., **Park, S**., & Baker, R. (2018). The moderating effect of top management support on the relationship between HRD efforts and employees' attitudes. *Journal of Management and Organization, 24*(3), 369-387.
31. **Park, S**., Jeong, S., Jang, S., Yoon. S. W., & Lim, D. H. (2018). Critical review of global leadership literature: Toward an integrative global leadership framework. *Human Resource Development Review, 17*(1), 95-120.
30. **Park, S**., Jeong, S. H., & Ju, B. (2018). Employee learning and development in virtual HRD: Focusing on MOOCs in the workplace. *Industrial and Commercial Training, 50*(5), 261-271.
29. **Park, S**., Kang, H., & Kim, E. (2018). The role of supervisor support on employees' training and job performance: An empirical study. *European Journal of Training and Development, 42*(1/2), 57-74.
28. **Park, S**., & Kim, E. (2018). Fostering organizational learning through leadership and knowledge sharing. *Journal of Knowledge Management, 22*(6), 1408-1423.
27. **Park, S.,** Kim, J., Park, J., &. Lim, D. H. (2018). Work engagement in non-profit organizations: A conceptual model. *Human Resource Development Review, 17*(1), 5-33.
26. **Park, S.**, Kim, E., Yoo, S. O., & Song, J. H. (2018). Validation of the Workplace Adaptation Questionnaire (WAQ) in Korea: Focusing on learning in the workplace. *Performance Improvement Quarterly, 31*(1), 83-102.
25. **Park, S**., & Lee, J. Y. (2018). Workplace learning measures in human resource development: Review and summary. *Industrial and Commercial Training, 50*(7/8), 420-431.
*24. **Park, S.,** & Park, S. (2018). Exploring the generation gap in the workplace in South Korea. *Human Resource Development International, 21*(3), 276-283.

2017
23. Joo, Y. J., **Park, S.,** & Shin, E. K. (2017). Students' expectation, satisfaction, and continuance intention to use digital textbooks. *Computers in Human Behavior, 69*, 83-90.
22. **Park, S**., & Chae, C. (2017). Intervention research and its influence on nonintervention research in human resource development. *European Journal of Training and Development, 41*(5), 410-433.

2016

21. **Park, S**., Chaudhuri, S., Hewapathirana, G. I., Johnson, K. R., & Bowen, M. M. (2016). An analysis of award winning refereed articles from the journals sponsored by the Academy of Human Resource Development. *Human Resource Development Quarterly*, *27*(4), 517-545.

20. Jo, S., & **Park, S.** (2016). Critical review on power in organizations: Empowerment in human resource development. *European Journal of Training and Development, 40*(6), 390–406.

19. Hagen, M., & **Park, S.** (2016). We knew it all along! Using cognitive science to explain how andragogy works. *European Journal of Training and Development, 40*(3), 171–190.

2015-2014

18. **Park, S.,** & Kim, E. (2015). Revisiting knowledge sharing from the organizational change perspective. *European Journal of Training and Development, 39*(9), 769–797.

17. **Park, S.,** Song, J. H., Kim, J. H., & Lim, D. H. (2015). What makes an organization a great place to work in South Korea? *Performance Improvement Quarterly, 28*(1), 27–48.

16. Song, J. H., Kim, H. K., **Park, S.,** & Bae, S. H. (2014). Developing knowledge-creating technical education institutions through the voice of teachers: Content analysis approach. *Career and Technical Education Research, 39*(1), 79–99.

2013

15. **Park, S.**, Cho, Y., Yoon, S. W., & Han, H. (2013). Comparing team learning approaches through the lens of Activity Theory. *European Journal of Training and Development, 37*(9), 788–810.

14. **Park, S.**, Kang, I., Valencic, T. R., & Cho, Y. (2013). Why are we using action learning and in what contexts? *Action Learning: Research and Practice, 10*(1), 4–24.

13. Hagen, M., &, **Park, S**. (2013). Ambiguity acceptance as a function of project management leadership: A new critical success factor. *Project Management Journal,* 44(2), 52–66.

12. Joo, B., **Park, S.**, & Oh, J. R. (2013). The effects of learning goal orientation, developmental needs awareness, and self-directed learning on career satisfaction in the Korean public sector. *Human Resource Development International, 16*(3), 313–329.

11. Cho, Y., **Park, S**., Jo. S. J., & Suh, S. (2013). The landscape of educational technology viewed from the ETR&D journal. *British Journal of Educational Technology, 44*(5), 677–694.

10. Bae, S. H., Song, J. H., **Park, S.,** & Kim, H. K. (2013). Influential factors for teachers' creativity: Mutual impacts of leadership, work engagement, and knowledge creation practices. *Performance Improvement Quarterly,* 26(3), 33–58.

 9. Lim, D. H., Yoon, S. W., & **Park, S**. (2013). Integrating learning outcome typologies for HRD: Review and current status. *New Horizons in Adult Education and Human Resource Development,* 25, 33–48.

 8. Song, J. H., Bae, S. H. **Park, S**., & Kim, H. K. (2013). Influential factors for knowledge creation practices of CTE teachers: Mutual impact of perceived school support, transformational leadership, and work engagement. *Asia Pacific Education Review, 14,* 467–482.

2012-2011

*7. Cho, Y., &, **Park, S.** (2012). Using citation network analysis in educational technology. *Educational Technology, 52*(3), 38-42.

6. Cho, Y., &, **Park, S**. (2012). Content analysis of the most cited articles in human performance technology. *Performance Improvement Quarterly, 25*(3), 7–22.

5. Cho, Y., Jo, S. J., **Park, S**., Kang, I., & Chen, Z. (2011). The current state of human performance technology: A citation network analysis of *Performance Improvement Quarterly*, 1988-2010. *Performance Improvement Quarterly, 24*(1), 69–95.

4. Jeung, C.-W., Yoon, H. J., **Park, S**., & Jo, S. J. (2011). The contributions of human resource development research across disciplines: A citation and content analysis. *Human Resource Development Quarterly, 22*(1), 87–109.

3. **Park, S.**, Lim, D. H., Yoon, S. W., Huh, Y., & Lee, D. (2011). Advancing the affective domain for vocational education research. *International Journal of Vocational Education and Training, 19*(2), 56–72.

2010-2009

2. Joo, B., & **Park, S.** (2010). Career satisfaction, organizational commitment, and turnover intention: The effects of goal orientation, organizational learning culture, and developmental feedback. *Leadership and Organizational Development Journal, 31*(6), 482–500.

1. Jo, S. J., Jeung, C.-W., **Park, S.**, & Yoon, H. J. (2009). Who is citing whom: Citation network analysis among HRD publications from 1990 to 2007. *Human Resource Development Quarterly, 20*(4), 503–537.

Book Chapters

12. **Park, S.** (2022). Organization development. In J. Chung (Ed.), *Exploring human resource development* (pp. 373-396). Seoul, Korea: KyoyookBook (published in Korean).

11. **Park, S.,** Jeong, S., & Kim, E. (2020). Government support for human resource development and internationalization of small- and medium-sized enterprises (SMEs) in South Korea. In D. H. Lim, S. W. Yoon, & D. Cho (Eds.), *Human resource development in South Korea: Theory and cases* (pp. 57-82). Cham, Switzerland: Palgrave Macmillan.

10. Jeong, S. H., & **Park, S.** (2020). Mentoring in the human resource development context. In B. J. Irby, J. Boswell, L. Searby, F. Kochan, & R. Garza (Eds.), *The Wiley international handbook of mentoring: Paradigms, practices, programs, and possibilities*. (pp. 45-64). Hoboken, NJ: The Wiley-Blackwell.

9. Lim, D. H., **Park, S.**, Park, C. H., & Jang, C. S. (2020). Neuroscientific approaches for maintaining, balancing, and developing mature workers. In C. Hugh (Ed.), *Handbook of research on attracting, maintaining, and balancing a mature workforce* (pp. 85-111). Hershey, PA: IGI Global.

8. **Park, S.** (2020). Career development research trends: Focusing on four career development journals. In S. J. Jo & J. E. Lee (Eds.), *Understanding HRD research trends in the transition period* (pp. 229-246). Seoul, Korea: Pybook (published in Korean).

7. **Park, S.**, & Jeong, S. H. (2020). Exploring antecedents of mature workers' turnover intention: Review of the role of organizational culture. In C. Hugh (Ed.), *Handbook of research on attracting, maintaining, and balancing a mature workforce* (pp. 112-131). Hershey, PA: IGI Global.

6. **Park, S.**, Lim, D. H., & Kim, M. (2018). Instructional design in human resource development academic programs in the United States. In Y. Vovides (Ed.), *Optimizing instructional design methods in higher education* (pp. 48-72). Hershey, PA: IGI Global.

5. Park, S., & **Park, S.** (2018). Korean women leaders in the government sector. In Y. Cho., & G. N. McLean (Eds.), *Korean women in leadership: Current perspectives on Asian women in leadership Series* (pp. 179-196). Cham, Switzerland: Palgrave Macmillan.

4. Chaudhuri, S., **Park, S.**, & Hewapathirana, G. I. (2018). Indian women in leadership in an Asian context. In R. Ghosh, & G. N. McLean (Eds.), *Indian women in leadership: Current perspectives on Asian women in leadership Series* (pp. 259-279). Cham, Switzerland: Palgrave Macmillan.

3. Jeong, S. H., Lim, D. H., & **Park, S.** (2016). Leadership convergence and divergence in the era of globalization. In P. Ordóñez de Pablos & R. D. Tennyson (Eds.), *Handbook of research on human resources strategies for the new millennial workforce* (pp. 286-309). Hershey, PA: IGI Global.

2. Cho, Y., **Park, S.**, Jo, S. J., Jeung, C.-W., & Lim, D. H. (2009). Developing the integrated evaluation framework for e-learning. In C. X. Wang (Ed.), *Handbook of research on e-learning applications for career and technical education technologies for vocational training* (pp. 694-709). Hershey, PA: IGI Global.

1. Lim, D. H., Yoon, S. W., & **Park, S.** (2009). Technologies for learning transfer: learning frameworks and technology decisions for career and technical education. In C. X. Wang (Ed.), *Handbook of*

research on e-learning applications for career and technical education technologies for vocational training (pp. 84-99). Hershey, PA: IGI Global.

Book Review

1. **Park, S**. (2016). Handbook of human resource development. *Human Resource Development Quarterly, 27*(1), *151–154.*

Technical Reports

8. **Park, S.** (2015). Influential factors for learner persistence in intensive online learning: Impacts of self-regulated learning strategy, instructor-learner interaction, and learner satisfaction. *Academic Partnerships.* 8 pages.
7. Song, J. H., & **Park, S**. (2015). Analysis of Association for Talent Development Conference tracks between 2006 and 2015. *Human Resource Development Monthly Magazine*. 6 pages.
6. **Park, S.** (2015). HRD trends analysis through the Academy of Human Resource Development. *Talent Management*. 4 pages.
5. **Park, S**., & Kim, J. (2015). Education using technology in Silicon Valley schools. Educational Information Division. *Korea Education & Research Information Service (KERIS)*. 47 pages.
4. **Park, S**. (2012). Human capital and performance improvement. Human Resource Development Service of Korea. *Worldwide Trend 2012-17*. 50 pages.
3. **Park, S.** (2010). Case study of e-learning at universities: USA, Asia, Europe, and Australia. *2010 Sourcebook for University and Information Trend Analysis*. Korea Education & Research Information Service (KERIS). 200 pages.
2. **Park, S.** (2010). Case study of university staff development and training in the USA.*2010 Sourcebook for University and Information Trend Analysis*. Korea Education & Research Information Service (KERIS).150 pages.
1. **Park, S.** (2009). Case study of e-learning at universities: ALEX (NYU) and ALICE (CMU).*2009 New Media and Web 2.0 for Education*. Korea Education & Research Information Service (KERIS). 50 pages.

ONLINE FIRST MANUSCRIPTS

Journal Articles

5. Hajjami, O., & **Park, S**. (2023). Using the metaverse in training: Lessons from real cases. *European Journal of Training and Development.* https://doi.org/10.1108/EJTD-12-2022-0144
4. Park, C. K., **Park, S**., & Jo, S. J. (2023). The effect of discriminatory culture against women and hierarchical culture on work–family conflict: The mediating role of sexual harassment. *Baltic Journal of Management*. https://doi.org/10.1108/BJM-11-2022-0410
3. Dzwik, L., & **Park, S**. (2022). Department chairs' perceptions of union membership on academic human resource decision making. *European Journal of Training and Development.* https://doi.org/10.1108/EJTD-11-2021-0185
2. Park, S., & **Park, S**. (2022). Generational differences in work values in the Korean government sector. *European Journal of Training and Development.* https://doi.org/10.1108/EJTD-05-2022-0057
1. Park, S., **Park, S**., & Shryack, J. (2022). Measures of climate for inclusion and diversity: Review and summary. *Human Resource Development Quarterly.* https://doi.org/10.1002/hrdq.21493

ACCEPTED MANUSCRIPTS

Book Chapters

3. Chai, D. S., & **Park, S**. (accepted). Cross-culture and HRD. In R. Tonette, M. L. Morris, R. Poell, & B. Shuck (Eds.), *The 2024 Handbook of Human Resource Development.*
2. **Park, S**., & Kim, E. (accepted). Unlearning in human resource development. In R. Tonette, M. L. Morris, R. Poell, & B. Shuck (Eds.), *The 2024 Handbook of Human Resource Development.*
1. **Park, S**., Ju, B., & Jeong, S. H. (accepted). Adopting Massive Open Online Courses (MOOCs) in adult learning contexts. In J. E. Coryell, L. M. Baumgartner, & J. W. Bohonos (Eds.), *Methods for facilitating adult learning: Strategies for enhancing instruction and instructor effectiveness*.

Proposals

1. **Park, S**., Chai, D. S., Park, J., & Oh, J. (accepted). Artificial intelligence opportunities for organization development. Academy of Human Resource Development Korea SIG Grant.

MANUSCRIPTS UNDER REVIEW

Journal Articles

6. Lau, P. Y. Y., **Park, S**., Hsu, Y. C., Lien, B. Y. H., & Ho, J. A. (under review). Does investment in green employee development matter for environmental commitment and green well-being? A cross-level mediation model. *Sage Open*.
5. Lim, D. H., Lee, J. Y., & **Park, S**. (2nd revision). Metaverse in the workplace: Possibilities and implications for HRD. *Human Resource Development Review.*
4. Park, C. H., **Park, S**., & Kwon, B. (under review). Research on diversity, equity, and inclusion in management: A scoping review tracking 45 years. *International Journal of Human Resource Management.*
3. **Park, S**., & Kim, E. (1st revision). Measuring meaningful work: Summary and review. *Management Research Review*.
2. **Park, S**., & Jeong, S. H. (under review). Career challenges of international female faculty in US universities: From linguistic profiling perspectives. *Career Development International.*
1. Singh, R., Yoo, S., **Park, S**., Sanghamitra, C., & Sihag, P**.** (under review). State of the art on high performance work systems research: A bibliometrics study. *Human Resource Development Review.*

Proposals

2. **Park, S**., Ju, B., & Jeong, S. H. (under review). Artificial intelligence in training and learning in the workplace: Implications for HRD. In A. Alizadeh, K. Dirani, & J. Li (Eds.), *Artificial intelligence in human resource development: Transforming and redesigning the process*.
1. Chuang, S., & **Park, S**. (under review). Continuous development of middle skill workforce in the age of artificial intelligence. In A. Alizadeh, K. Dirani, & J. Li (Eds.), *Artificial intelligence in human resource development: Transforming and redesigning the process*.

CONFERENCE PROCEEDINGS

2023

108. Park, C. H., **Park, S**., & Kwon, B. (2023). *Research on diversity, equity, and inclusion in management: A scoping review*. The 83rd Annual Meeting of Academy of Management, Boston, Massachusetts.

107. **Park, S**., & Park, C. H. (2023). *A single-person household as a form of family type: The challenges and opportunities of its inclusion in the workplace.* The 23rd University Forum for Human Resource Development. National College of Ireland, Dublin.

106. Chaudhuri, S., & **Park, S**. (2023). *A reverse mentoring implementation framework: From transactional to transformational.* The 23rd University Forum for Human Resource Development. National College of Ireland, Dublin.

105. Hajjami, O., & **Park, S**. (2023). *Metaverse in training: Introducing cases in the workplace.* American Educational Research Association (AERA) 2023 Annual Meeting. Chicago, IL (Virtual).

104. **Park, S**. & Kim, E. (2023). *Developmental opportunities and career satisfaction: An empirical study.* American Educational Research Association (AERA) 2023 Annual Meeting. Chicago, IL (Virtual).

103. Chai, D. S., & **Park, S**. (2023). *Personal resources and career decision self-efficacy in postsecondary international students: The moderating role of cultural adjustment*. Academy of Human Resource Development Conference Proceedings. Minneapolis, MN.

102. Hajjami, O., & **Park, S**. (2023). *Using the metaverse in training: Lessons from real cases*. Academy of Human Resource Development Conference Proceedings. Minneapolis, MN.

101. Johnson, K. R., Chaudhuri, S., & **Park, S**. (2023). Help us help you: Reverse mentoring as an intervention for employees with autism spectrum disorder (poster). Academy of Human Resource Development Conference Proceedings. Minneapolis, MN.

100. Lim, D. H., Lee, J. Y., & **Park, S**. (2023). *Metaverse in the workplace: Possibilities and implications for HRD*. Academy of Human Resource Development Conference Proceedings. Minneapolis, MN.

99. **Park, S**., Chaudhuri, S., & Johnson, K. R. (2023). *Engaging new hires in remote work environments: Exploring the challenges and opportunities in different generation*s. Academy of Human Resource Development Conference Proceedings. Minneapolis, MN.

98. **Park, S**., & Kim, E. J. (2023). *Career behaviors, meaningful work, and career satisfaction*. Academy of Human Resource Development Conference Proceedings. Minneapolis, MN.

97. **Park, S**., Park, C. K., & Jo, S. J. (2023). *The relationship among discriminatory culture against women, hierarchical culture, sexual harassment and work-family conflict*. Academy of Human Resource Development Conference Proceedings. Minneapolis, MN.

96. **Park, S**., Ju, B., & Jeong, S. (2023). *Using Massive Open Online Courses (MOOCs) for adult learning* (poster). Academy of Human Resource Development Conference Proceedings. Minneapolis, MN.

2022

95. **Park, S**., & Chai, D. S. (2022). *Artificial intelligence opportunities for organization development*. Association for Educational Communications and Technology (AECT) International Convention Proceedings (Virtual).

94. Chaudhuri, S., **Park, S**., Johnson, K., & Arora, R. (2022). *Issues of immigrant women in US workplace: The role of reverse mentoring as an intercultural tool*. Professional development workshop proposed for the 82th Annual Meeting of Academy of Management, Seattle, Washington.

93. **Park, S**., & Kim, E. (2022). *Reviewing measures of meaningful work*. The 82th Annual Meeting of Academy of Management, Seattle, Washington (Virtual).

92. Jeong, S., **Park, S.,** & Robinson, P. (2022). *Work life balance among faculty couples from diverse backgrounds* (poster). Academy of Human Resource Development Conference Proceedings (Virtual).

91. **Park, S**., Chaudhuri, S., & Johnson, K. R. (2022). *Engaging new hires in different generations in remote work environments* (poster). Academy of Human Resource Development Conference Proceedings (Virtual).
90. **Park, S**., & Kim, E. (2022). *A review of meaningful work measures*. Academy of Human Resource Development Conference Proceedings (Virtual).
89. **Park, S**., Shryack, J., & Park, S. (2022). *Measures of climate for inclusion and diversity: Review and summary*. Academy of Human Resource Development Conference Proceedings (Virtual).
88. **Park, S**., & Kim, E. (2022). *Meaningful work measures: Review and summary.* American Educational Research Association (AERA) 2022 Annual Meeting. San Diego, CA (Virtual).

2021
87. Chaudhuri, S., Johnson, K. R., Arora, R., & **Park, S**. (2021). *Deconstructing stereotypes of women of color in leadership: Role of reverse mentoring*. British Academy of Management (Virtual).
86. Chaudhuri, S., Ghosh, R., & **Park, S**. (2021). *Reverse mentoring: Perception, potential and application in the global contexts*. Academy of Human Resource Development Conference Proceedings (Virtual).
85. Chaudhuri, S., **Park, S**., & Johnson, K. R. (2021). *Is reverse mentoring a panacea to all? Findings from literature review*. Academy of Human Resource Development Conference Proceedings (Virtual).
84. **Park, S**., & Kim, E. (2021). *Meaningful work and commitment for female managers*. Academy of Human Resource Development Conference Proceedings (Virtual).
83. **Park, S**., & Park, S. (2021). *Generational differences in work values in South Korea*. Academy of Human Resource Development Conference Proceedings (Virtual).

2020
82. Kim, M., & **Park, S**. (2020). *The use of microlearning in the workplace in Korea.* Association for Educational Communications and Technology (AECT) International Convention Proceedings (Virtual).
81. **Park, S**., & Robinson, P. (2020). *The effect of academic coaches on non-traditional student performance in an intensive online learning program.* American Association for Adult and Continuing Education (AAACE) 2020 Annual Conference (Virtual).
80. Sprinkle, T. A., Yawson, R. M., Knapp, J., **Park, S**., Peat, D. M., & Elcik, J. (2020). *Designing an accelerated classroom: Sharing best practices.* Professional development workshop proposed for the 80th Annual Meeting of Academy of Management (Virtual).
79. **Park, S**., & Kim, N. H. (2020). *Students' self-regulation, behavior engagement, and performance in a flipped learning environment*. The 80th Annual Meeting of Academy of Management (Virtual).
78. Johnson, K. R., **Park, S**., & Chaudhuri, S. (2020). *Mindfulness training in the workplace: Exploring its scope and outcomes*. Academy of Human Resource Development Conference Proceedings. Atlanta, GA.
77. **Park, S.,** & Kim, E. (2020). *Unlearning in the workplace: Review and summary*. Academy of Human Resource Development Conference Proceedings. Atlanta, GA.
76. **Park, S**., & Jeong, S. (2020). *What makes older employees stay? Exploring antecedents of their turnover intention* (poster). Academy of Human Resource Development Conference Proceedings. Atlanta, GA.
75. **Park, S**., & Park, S. (2020). *Exploring contextual antecedents of job crafting: Key questions and future directions*. Academy of Human Resource Development Conference Proceedings. Atlanta, GA.

2019
74. Schultz, J. L., Comer, D. R., Cooper, E. A., Lewis, V. J., Tosti-Kharas, J., Levinson, J., Andreeva, T., Nair, L. B., Saxena, S., Michaelson, C., McCarthy, M., **Park, S**., Wayne, K., Urick, M. J., Sprinkle,

T. A., Lenaghan, J. A., Holbrook, R., Beech, C., & Wang, H. (2019). *Silver screen solutions: Teaching management topics using recently released films*. Professional development workshop proposed for the 79th Annual Meeting of the Academy of Management, Boston, Massachusetts.

73. **Park, S**., & Kim, E. (2019). *An empirical investigation of transformational leadership, organizational climate, knowledge sharing, and organizational learning*. Academy of Human Resource Development Conference Proceedings. Louisville, KY.

72. **Park, S**., & Doo, M. Y. (2019). *Female managers' commitment and job satisfaction: The role of organizational culture and HR practices in South Korea.* Academy of Human Resource Development Conference Proceedings. Louisville, KY.

71. Lim, D. H., Chai, D. S., **Park, S**., & Doo, M. Y. (2019). *The neuroscience of workplace learning: An integrative review and implications for HRD*. Academy of Human Resource Development Conference Proceedings. Louisville, KY.

70. Chaudhuri, S., Ghosh, R. & **Park, S.** (2019). *Reverse mentoring: Are we ready for global acceptance yet?* (poster). Academy of Human Resource Development Conference Proceedings. Louisville, KY.

2018

69. Joo, Y. J., **Park, S**., & Park, S. Y. (2018). *Influential factors of career adaptability for college students in engineering*. The 78th Annual Meeting of Academy of Management, Chicago, Illinois.

68. Schultz, J. L., Comer, D. R., Cooper, E. A., Mkwizu, K. H., Bhardwaj, B. R., Barnes, K. L., Andrade, M., Lenaghan, J. A., Westover, J. H., Soltwisch, B. W., Cavanagh, K. V., Jhamb, S., Kanov, J., **Park, S**., Jasperson, J. O., Dawson, G. A., French-Holloway, M., Kaur, K., Gupta, K., Lewis, V. J., Stewart, C. H., Szyliowicz, D., Nam, K., Heilmann, S. G., & Chapman, J. R. (2018). *Two thumbs up: Using movies to improve learning*. Professional development workshop proposed for the 78th Annual Meeting of the Academy of Management, Chicago, Illinois.

67. **Park, S**., & Lee, J. Y. (2018). *Workplace learning measures in human resource development: Review and summary.* American Educational Research Association (AERA) 2018 Annual Meeting. New York, NY.

66. Ju, B., Lee, Y., **Park, S**., & Yoon, S. W. (2018). *A meta-analysis of the relationship between learning organization and organizational performance and employees' attitudes: Using the Dimensions of Learning Organization Questionnaire*. Academy of Human Resource Development Conference Proceedings. Richmond, VA.

65. Lee, J. Y., Lee, Y., Yoo, S., **Park, S**., & Yoon, S. W. (2018). *Individual and organizational factors affecting knowledge workers' informal learning: A multilevel analysis*. Academy of Human Resource Development Conference Proceedings. Richmond, VA.

64. Park, J., **Park, S.,** Kim, J., &. Lim, D. H. (2018). *Work engagement in non-profit organizations: An integrative review of its antecedents and outcomes.* Academy of Human Resource Development Conference Proceedings. Richmond, VA.

63. Park, S., & **Park, S**. (2018). *Employee adaptive performance and its antecedents: Review and synthesis*. Academy of Human Resource Development Conference Proceedings. Richmond, VA.

62. **Park, S**., & Robinson, P. (2018). *Adult learning principles and processes in online learning environments* (poster). Academy of Human Resource Development Conference Proceedings. Richmond, VA.

61. **Park, S**., & Kim, E. (2018). *Influential factors for organizational citizenship behavior: Mutual impacts of transformational leadership, interpersonal trust, and organizational learning*. Academy of Human Resource Development Conference Proceedings. Richmond, VA.

60. **Park, S**., Jeong, S. H., & Ju, B. (2018). *Employee learning and development in virtual HRD: Focusing on MOOCs in the workplace*. Academy of Human Resource Development Conference Proceedings. Richmond, VA.

2017

59. **Park, S**., Johnson, K. R., & Chaudhuri, S. (2017). *Promoting work engagement in the hotel sector: A review of the literature*. Academy of Human Resource Development Conference (Asia Chapter) Proceedings. Ahmedabad, India.

58. Schultz, J. L., **Park, S**., Lewis, V. J., Stewart, C. H., Jhamb, S., Comer, D. R., Heilmann, S. G., Tangpong, C., Downs, A., Copper, E., Cavanagh, K. V., French, M., Kupka, B. A., Wei, H., Soltwisch, B. W., Barnes, K. L., Nam, K. A. Szyliowicz, D., & de Janasz, S. C. (2017). *Teaching with television media.* Professional development workshop conducted at the 77th Annual Meeting of the Academy of Management, Atlanta, Georgia.

57. **Park, S**., Kim, E., & Kang, H. (2017). *Does supervisor support make a difference in employees' training and job performance?* The 77th Annual Meeting of Academy of Management, Atlanta, Georgia.

56. Yoo, S. O., Jang, S., Byun, S. W. & **Park, S.** (2017). *Examining HRD research themes using keyword network analysis*. 18th International Conference on Human Resource Development Research and Practice across Europe.

55. **Park, S**. (2017). *How organizations can use MOOCs?*. 2017 Korean Association for Educational Information and Media. Seoul, Korea.

54. Chaudhuri, S., **Park, S.,** & Kim, S. (2017). *From generation to culture to work-life balance: The changing landscape of women leadership in the 21st century*. Academy of Human Resource Development Conference Proceedings. San Antonio, TX.

53. Jang, S., **Park, S.,** & Han, H. (2017). *Creating ethical corporate cultures: An organization development approach*. Academy of Human Resource Development Conference Proceedings. San Antonio, TX.

52. **Park, S**., Jeong, S., Jang, S., Yoon. S. W., & Lim, D. H. (2017). *Critical review of global leadership literature: Toward an integrative global leadership framework*. Academy of Human Resource Development Conference Proceedings. San Antonio, TX.

2016
51. Schultz, J. L., Barnes, K. L., Sharp, B. M., Porter, T. H., Evan, R. J., Tangpong, C., Smith, M. L., Cavanagh, K. V., Wei, H., **Park, S**., Downs, A., Heilmann, S., & Hirsch, S. A. (2016). *Making learning meaningful: Using videos to engage students in management education.* Professional development workshop conducted at the 76th Annual Meeting of the Academy of Management, Anaheim, California.

50. **Park, S.,** & Nam, K. A. (2016). *Organizational culture, cultural intelligence, & transformational leadership: Performance impacts.* Academy of Management 2016 Annual Meeting. Anaheim, CA.

49. **Park, S.,** & Jo. S. J. (2016). *The influence of hierarchical organizational culture, organizational environment, and women's experience on work-family enrichment in South Korea*. Paper presented at Closing the Gender Gap: Advancing Leadership and Organizations. Perdue University, Indiana.

48. Park, S., Robinson, P., & Bates, R. (2016). *Adult learning principles and processes and their relationships with learner satisfaction: Validation of the Andragogy in Practice Inventory (API) in the Jordanian context.* The 57th Adult Education Research Conference (AERC). Charlotte, NC.

47. Kim, J., **Park, S.,** & You, J. (2016). *Collaborative learning in everyday workplace: A case study of a Korean-American non-profit organization*. The 57th Adult Education Research Conference (AERC). Charlotte, NC.

46. Chaudhuri, S., & **Park, S**. (2016). *An anecdote of women leadership now and then: A cross comparative study between India and Korea*. Academy of Human Resource Development Conference Proceedings. Jacksonville, FL.

45. Cho, Y., Kim, S., **Park, S.,** Jo. S. J., Park, C. K., & Kim, N. (2016). *Korean women leaders' challenges and opportunities: Reviewing the literature*. Academy of Human Resource Development Conference Proceedings. Jacksonville, FL.

44. Kim, E., & **Park, S.** (2016). *Organizational Commitment and Job Satisfaction among Career Changers in Korea: The Influence of Leaders' Vision of Talent and Organizational Culture.* Academy of Human Resource Development Conference Proceedings. Jacksonville, FL.

43. Lau, P. Y. Y., **Park, S.**, & McLean, G. N. (2016). *Learning organization culture and organizational citizenship behavior: Moderating role of team-oriented culture in Malaysia*. Academy of Human Resource Development Conference Proceedings. Jacksonville, FL.

2015

42. **Park, S.,** & Kim, J. (2015). *Work engagement in non-profit organizations: An integrative review*. *American Association for Adult and Continuing Education* (*AAACE*) *2015 Annual Conference.* Oklahoma City, OK.

41. Joo, Y., **Park, S.,** & Ham, Y. (2015). *Structural relationships among achievement goals, social presence, and learning approaches of cyber university students in mobile learning based on e-learning service*. American Educational Research Association (AERA) 2015 Annual Meeting. Chicago, IL.

40. **Park, S**. (2015). *Learning and challenges of PhD holders in HRD: Korea case*. Academy of Human Resource Development Conference Proceedings. St. Louis, MO.

39. **Park, S**. (2015). *Why little research has been conducted in instructional design in HRD: Voice from Korea.* Academy of Human Resource Development Conference Proceedings. St. Louis, MO.

38. **Park, S**., Chaudhuri, S., Hewapathirana, G. I., Johnson, K. R., & Bowen, M. M. (2015). *An analysis of awarded journal articles from the Academy of Human Resource Development*. Academy of Human Resource Development Conference Proceedings. St. Louis, MO.

2014

37. **Park, S**. (2014). *Factors influencing learner persistence in intensive online learning*. International Conference on Urban Education Proceedings, Montego Bay, Jamaica.

36. **Park, S**., Jung, E., & Kim, M. (2014). *Creating supportive learning environments for an intensive graduate online course: A case study*. Association for Educational Communications and Technology (AECT) International Convention Proceedings. Jacksonville, FL.

35. **Park, S**., & McLean, G. N. (2014). *The impact of organizational learning culture, goal orientation, managerial effectiveness, and psychological empowerment on employees' workplace learning*. Academy of Human Resource Development Conference Proceedings. Huston, TX.

34. **Park, S**., Kim, J., & Lim, D. H. (2014). *What makes an organization a great place to work in South Korea*. Academy of Human Resource Development Conference Proceedings. Huston, TX.

33. Hagen, M., &, **Park, S**. (2014). *We knew it all along! Using cognitive science to explain how andragogy works*. Academy of Human Resource Development Conference Proceedings. Huston, TX.

2013

32. Nam, K. A., & **Park, S.** (2013). *Exploring the relationships between organizational learning culture, cultural intelligence, transformational leadership, and job performance*. Academy of Human Resource Development Conference. Washington, D.C.

31. **Park, S**., Cho, Y., Yoon, S.W., & Han, H. (2013). *Comparing team learning approaches through the lens of Activity Theory.* Academy of Human Resource Development Conference. Washington, D.C.

30. **Park, S.**, & Kim, E. (2013). *Examining the relationships among organizational structure, task complexity, learning orientation, knowledge sharing, and organizational socialization: A preliminary study*. Academy of Human Resource Development Conference. Washington, D.C.

29. Song, J. H., **Park, S.**, Bae, S. H., & Kim, H. K. (2013). *Influential factors for teachers' creativity: Mutual impacts of leadership, work engagement and knowledge creation practices*. Academy of Human Resource Development Conference. Washington, D.C.

2012

28. Cho, Y., **Park, S**., Kang, I., & Valencic, T. R. (2012). *Why are we using action learning and in what contexts?* Academy of Human Resource Development Conference (Asia Chapter) Proceedings. Istanbul, Turkey.
27. **Park, S**., Cho, Y., & Yoon, S. W. (2012). *Comparing team learning approaches to developing organizational members*. Association for Educational Communications and Technology (AECT) 2012 International Convention Proceedings. Louisville, KY.
26. Cho, Y., & **Park, S**. (2012). *Trends and issues of the educational technology field's scholarly community*. Association for Educational Communications and Technology (AECT) International Convention Proceedings. Louisville, KY.
25. Yoon, S.W., Cho, Y., & **Park, S.** (2012). *Which web tools, for what, and how: Frameworks for implementing popular web technologies for improving teaching and learning* (poster). Association for Educational Communications and Technology (AECT) International Convention Proceedings. Louisville, KY.
24. Cho, Y., & **Park, S**. (2012). *Citation network analysis: Applying social network analysis to evaluate scholarly communities*. 26th Annual Conference of the American Evaluation Association Proceedings. Minneapolis, MN.
23. Cho, Y., **Park, S**., Jo. S. J., & Suh, S. (2012). *Citation network analysis of ETR&D and implications for HRD*. Academy of Human Resource Development Conference Proceedings. Denver, CO.
22. **Park, S.** (2012). *Workplace learning: Basic concepts and foundational disciplines*. Academy of Human Resource Development Conference Proceedings. Denver, CO.
21. Kim, E., & **Park, S**. (2012). Exploring organizational factors and two modes of knowledge sharing. Academy of Human Resource Development Conference Proceedings. Denver, CO.

2011

20. Cho, Y., Jo. S. J., **Park, S.,** Kang, I., & Chen, Z. (2011). *The current state of human performance technology: A citation network analysis of Performance Improvement Quarterly,1988-2010.* Academy of Human Resource Development Conference Proceedings. Chicago, IL.
19. **Park, S**., Huh, Y., Lee, D., Lim, D. H., & Yoon, S. W. (2011). *Advancing the affective domain and its interventions for HRD.* Academy of Human Resource Development Conference Proceedings. Chicago, IL.
18. **Park, S**., & Shim, J. (2011). *A feminist perspective on women's employment in South Korea: Implications for HRD.* Academy of Human Resource Development Conference Proceedings. Chicago, IL.
17. **Park, S**., & Kim, E. (2011). *The changing role of leaders in workplace learning through CoPs.* Academy of Human Resource Development Conference Proceedings. Chicago, IL.
16. Schultz, J. L., Hagen, M., & **Park, S**. (2011). *The business case for human resource development: A strategic overview.* Academy of Human Resource Development Conference Proceedings. Chicago, IL.

2010

15. Jeung, C.-W., Yoon, H. J., **Park, S.,** & Jo, S. J. (2010). *Topics in HRD publications: A descriptive analysis of citation frequency using Google Scholar*. Academy of Human Resource Development Conference Proceedings. Knoxville, TN.
14. Joo, B., **Park, S.,** & Oh, J. R. (2010). *Career satisfaction in the public sector in Korea: The effects of learning goal orientation, career opportunity awareness, and self-directed learning*. Academy of Human Resource Development Conference Proceedings. Knoxville, TN.
13. Park, S., Yoon, H. J., & **Park, S.** (2010). *Exploring the generation gap in the workplace in South Korea*. Academy of Human Resource Development Conference Proceedings. Knoxville, TN.

2009

12. Jo, S. J., Jeung, C.-W., Yoon, H. J., & **Park, S.** (2009). *Analysis of the citation network among articles in AHRD journals: HRDQ, HRDI, ADHR, and HRDR*. Academy of Human Resource Development Conference Proceedings. Washington, DC.
11. Joo, B., & **Park, S.** (2009). *The impacts of goal orientation, organizational learning culture and developmental feedback on career satisfaction, organizational commitment and turnover intention*. Academy of Human Resource Development Conference Proceedings. Washington, DC.
10. **Park, S**., & Shim, J. (2009). *Competency-based training in Australia: Implications for Korean HRD*. Academy of Human Resource Development Conference Proceedings. Washington, DC.

2008
9. Jo, S., & **Park, S.** (2008). *Critical review on power in organizations: Empowerment in HRD*. Academy of Human Resource Development Conference Proceedings. Panama City, FL.
8. **Park, S**. (2008). *Self-directed learning in the workplace*. Academy of Human Resource Development Conference Proceedings. Panama City, FL.
7. **Park, S**., & McLean, G. N. (2008). *Factors influencing workplace learning as an organization development Intervention*. European Human Resource Development Conference Proceedings. Lille, France.
6. **Park, S**., & McLean, G. N. (2008). *Workplace learning models review: Social dimension*. European Human Resource Development Conference Proceedings. Lille, France.
5. **Park, S**., & McLean, G. N. (2008). *The strategic role of HRD as an engineer for performance improvement*. Academy of Human Resource Development Conference (Asia Chapter) Proceedings. Bangkok, Thailand.
4. **Park, S.,** Yoon, H. J., & Jo, S. J. (2008). *The impact of participation in HRD programs in employee job satisfaction and organizational commitment in South Korea*. Annual Meeting of Midwest Academy of Management. St. Louis, MO.
3. Shim, J., & **Park, S.** (2008). *Concept exploration of workplace incivility: Its implication to HRD*. Annual Meeting of Midwest Academy of Management. St. Louis, MO.

2007
2. Lim, D., Yoon, S., Son, S., & **Park, S.** (2007). *Typology of learning outcomes in the cognitive domain: What is said vs. what is measured*. Academy of Human Resource Development Conference Proceedings. Indianapolis, IN.
1. **Park, S**. (2007). *Cyber community as an interactive learning environment*. Academy of Human Resource Development Conference Proceedings. Indianapolis, IN.

TEACHING EXPERIENCE

2013-present   **Louisiana State University**
Fall
- LHRD 3171 Instructional Design for Training (Undergraduate)
- LHRD 7171 Instructional Design for HRD (Graduate)
- LHRD 7577 Training and Development in Organizations (Graduate)
Spring
- LHRD 4068 Project Management and Team Leadership (Undergraduate)
- LHRD 7900 Applied Research Methods and Analysis in Organizations (Graduate)
Summer
- LHRD 7571 Performance/Needs Analysis in Human Resource Development (Graduate)

2011   **Indiana University**
- R511 Instructional Technology Foundations (Graduate): Teaching Assistant

2010-2011   **University of Minnesota**
- HRD 5103 Psychological Foundation of Human Resource Development (Graduate)
- Korean HRD Graduate Student Colloquium (Graduate)

2008   **Korea Cyber University**
- TO 10141 Introduction of Educational Technology (Graduate)

1998-2000   **Ewha Womans University**
- Educational Multimedia/ Educational Broadcasting /Computer Graphics /Educational Technology (Undergraduate): Teaching Assistant

INVITED LECTURES

44. "*Career development trends: Research and practice*" –presentation at Department of Educational Technology, Ewha Womans University, Korea, May 29, 2023.
43. "*Global human resource trends: Research and practice*" –presentation at the Department of Management, Gachon University, Korea, May 22, 2023.
42. Panel. Writing for Publication. Future Scholars and Leaders Colloquium. Academy of Human Resource Development. March 2023.
41. Panel. Gap between Research and Practice in HRD. Korean Academy of Human Resource Development in the Americas. Talk, Write, Share Series. December 2022
40. Speaker on meaningful work in the HRD Masterclass Podcast Series, 2022 (https://www.allbypodcast.com/hrd-masterclass-season-2-episode-9)
39. "*How can employees adapt to change? Exploring and clarifying related concepts*" –presentation at the Department of Educational Technology, Hanyang University, Korea, June 2022.
38. "*Reverse mentoring: A tool for diversity and inclusion drive*" –presentation at Business School, Durham University, UK, December 2021. With Sanghamitra Chaudhuri.
37. "*HRD trends: Integrating research and practice*" –presentation at the School of Public Administration, Korea University, Sejong Campus, Korea, June 2021.
36. "*Career development research trends in HRD*" –presentation at Department of International Office Administration, Ewha Womans University, Korea, December 2020.
35. "*HRD research trends: Focusing on the AHRD*" –presentation at Graduate School of Human Resource Development for Women, Sookmyung Women's University, Korea, June 2019.
34. "*Evaluation in HRD and Training*" –presentation at 35520 Educational Program Evaluation, Department of Educational Technology, Ewha Womans University, Korea, May 2019.
33. "*HRD trends: From Strategic HR perspectives*" –presentation at the School of Public Administration, Korea University, Sejong Campus, Korea, May 2019.
32. "*Career development and management: Sharing experiences*" –presentation at the School of Knowledge-based Management, Chung-Ang University, Korea, May 2019
31. "*HRD × Discovery*" –presentation at Chautauqua 2018, the Department of Organizational Leadership, Policy, and Development, University of Minnesota, October 2018.
30. "*Guideline and tips for academic research and journal submission*" –presentation at the Department of Educational Technology, Hanyang Cyber University, Korea, June 2018.
29. "*Cases for strategic planning and management*" –presentation at G12786 Strategic Human Resource Development, Department of Educational Technology, Ewha Womans University, Korea, May 2018.
28. "*Success case method*" –presentation at 35520 Educational Program Evaluation, Department of Educational Technology, Ewha Womans University, Korea, May 2018.

27. "*New approaches to instructional design*" –presentation at 21729 Educational Technology, Department of Educational Technology, Ewha Womans University, Korea, May 2018.
26. "*Training and development in human resource management*" –presentation at the Department of Management, Gachon University, Korea, May 2018.
25. "*Career development and management: Sharing experiences*" –presentation at the School of Knowledge-based Management, Chung-Ang University, Korea, May 2018.
24. "*Andragogy principle and cognitive neuroscience*" –presentation at the Department of Adult and Lifelong Learning, University of Arkansas, March 2018.
23. "*Instructional design and human resource development*" –presentation at the Department of Educational Technology, Hanyang Cyber University, Korea, May 2017.
22. "*The future of educational technology*" –presentation at 21729 Educational Technology, Department of Educational Technology, Ewha Womans University, Korea, May 2017.
21. "*Human resource development trends*" –presentation at the Department of Management, Gachon University, Korea, May 2017.
20. "*Human resource development trends*" –presentation at G12793 Trends in HRD Research, Department of Educational Technology, Ewha Womans University, Korea, May 2017.
19. "*Human resource development trends*" –presentation at the Department of Educational Technology, Hanyang University, Korea, May 2017.
18. "*Work engagement in human resource development*" –presentation at the Department of Education, Korea University, Korea, May 2016.
17. "*Instructional design and human resource development*" –presentation at Department of Educational Technology, Hanyang University, Korea, May 2016.
16. "*Learning organization and community of practices in human resource development*" –presentation at G12989 Digital Learning Community, Department of Educational Technology, Ewha Womans University, Korea, May 2016.
15. "*Strategic management and human resource development*" –presentation at G12786 Strategic Human Resource Development, Department of Educational Technology, Ewha Womans University, Korea, May 2016.
14. "*Big data and human resource development*" –presentation at G12793 Trends in HRD Research, Department of Educational Technology, Ewha Womans University, Korea, May 2015.
13. "*Educational technology and human resource development*" –presentation at G12720 Theory of Instructional Technology, Department of Educational Technology, Ewha Womans University, Korea, May 2015.
12. "*Introduction to HRE 7577 (Training and Development in Organizations)*" –presentation at National Distance Learning Week, Louisiana State University, November 2014.
11. "*ATD and HRD Trends in 2014*" –presentation at Graduate School of Human Resource Development for Women, Sookmyung Women's University, Korea, May 2014.
10. "*Organizational Culture and Change*" –presentation at Graduate School of Human Resource Development for Women, Sookmyung Women's University, Korea, May 2014.
9. "*Leadership Development and Evaluation*" –presentation at G12795 Leadership Development Research, Department of Educational Technology, Ewha Womans University, Korea, May 2014.
8. "*Project management trends in 2014*" –presentation at G12799 New Media Project Management, Department of Educational Technology, Ewha Womans University, Korea, May 2014.
7. "*What is citation network analysis?*" –presentation at R511 Instructional Technology Foundations, Instructional Systems Technology, Indiana University, October 2012.
6. "*Human performance technology: Trends and issues*" – co-presentation at R711 Readings in Instructional Technology, Instructional Systems Technology, Indiana University. November 2011.
5. "*Human performance technology model applied to a company*" –presentation at R511 Instructional Technology Foundations, Instructional Systems Technology, Indiana University, October 2011.
4. "*South Korea? South Korea!*"-presentation at Forest Lake View Elementary School, Minnesota, May 2011.

3. "*Analysis of the citation network among articles in AHRD journals: HRDQ, HRDI, ADHR, and HRDR*" –co- presentation at Korean HRD Students Seminar, University of Minnesota, October 2008.
2. "*Instructional Design in Korea*" –presentation at Korean HRD Students Seminar, University of Minnesota, October 2007.
1. "*Education in South Korea*" – presentation at WHRE5821 Diversity Issues and Practices in Work and Human Resource Education Settings, Work and Human Resource Education, University of Minnesota, October 2006.

ADVISING

Doctoral Students Advised

William Mattera (2022)
Examining factors related to employees' perceived value congruence in a newcomer training program.
Susan Karimiha (2020)
Understanding the impact of psychological empowerment, workplace motivation, and social capital on the job performance of farmers in Honduras: A mixed methods study.
Celena Trahan (2017) (Co-Chair with Dr. Petra Robinson)
An examination of various factors (age, gender, family Status, marital Status, and job satisfaction) and their Relationship to longevity, attendance, and job performance of custodial staff at a large public university.
Matthew Kingham (2017-present)
Omaima Hajjami (2020-present)
Stevie Folse (2021-present)
Priscilla Aroboi (2022-present)

Doctoral Dissertation Committees

Mark Verret (2014)
Glenn Gibeson (2015)
Susana Lee (2018)
Marcella Otto (2019)
Unnati Umarvadia (2018-present)
Jacob Brumfield (2020-present)
Lacy Dicharry (2023-present)
Kelli Bates (2023-present)
Suraj Kumar Bajgain (Geology and Geophysics) (2016)
Khirey B. Walker (Kinesiology) (2017)
David Suleiman (Finance) (2017)
Jennifer Galirouas (History) (2017)
Vanya Cherneva (Computer Engineering) (2018)
Kimberly Boudreaux (Sociology) (2019)
Elizabeth Moore (School of Nutrition and Food Science) (2021)
Hayoung Cho (Music) (2022-2023)

Master's Students Committees

Adrienne Sanders (2019)
Jeantyl Norze (2015)
Reuben Twijukye (2015)
Monica Tong (2015)

AWARDS and HONORS

2023 LSU Rainmaker Award (Louisiana State University)

2023 Cutting Edge Award (Academy of Human Resource Development)

2022 The Elwood F. Holton III Research Excellence Award (Human Resource Development Review)

2020 Outstanding Reviewer Award (European Journal of Training and Development)

2020 Jones S. Davis Endowed Professorship (Louisiana State University)

2020   LSU Distinguished Faculty Award (Louisiana State University)

2020 Tiger Athletic Foundation Undergraduate Teaching Award (Louisiana State University)

2019 Awards for Excellence: Outstanding Paper Award (Journal of Knowledge Management)

2019 Awards for Excellence: Outstanding Paper Award (Industrial and Commercial Training)

2019 Early Career Scholar Award (Academy of Human Resource Development)

2018 Awards for Excellence: Outstanding Paper Award
       (European Journal of Training and Development)

2017 Best Professional Development Workshop Award
       (Academy of Management, Management Education and Development Division)

2017 LSU Alumni Association Rising Faculty Research Award (Louisiana State University)

2016 Awards for Excellence: Highly Commended Paper Award
        (European Journal of Training and Development)

2016 Cutting Edge Award (Academy of Human Resource Development)

2015 Tiger Athletic Foundation Undergraduate Teaching Award (Louisiana State University)

2014 Cutting Edge Award (Academy of Human Resource Development)

2013 Malcolm S. Knowles Dissertation of the Year Award, 2nd Runner Up
        (Academy of Human Resource Development)

2011 Awards for Excellence: Outstanding Paper Award
        (Leadership & Organization Development Journal)

2011 KAHRDA Best Paper Scholarship Award
       (Korean Academy of Human Resource Development in America)

2011 Cutting Edge Award (Academy of Human Resource Development)

2009 KAHRDA Best Paper Scholarship Award
       (Korean Academy of Human Resource Development in America)

2008 Coca-Cola Academic Grant Award (University of Minnesota)

GRANTS

External

2023 Collaborative Research: FW-HTF-RL: AI-driven Digital Twin and Biobehavioral Sensing (AID-BioS) for Interactive Workforce in Post-Disaster Recovery and Reconstruction. *National Science Foundation*, $1,778,348. Role: Co-PI. Submitted.
2023 CyberTraining: Improving High-Performance Computing (HCP) in Cyberinfrastructure: Enhancing Learning Experience of STEM Students through Reverse Mentoring (2023-2026). *National Science Foundation*, $499,954. Role: Principal Investigator. Not Funded.
2023 Artificial intelligence opportunities for organization development. *Academy of Human Resource Development Korea SIG Team-Up Grant*. $1,000. Role: Principal Investigator. Funded.
2022 Managers' Turnover Intention (2022-2023). *Louisiana Department of Children and Family Services.* $249,106. Role: Co-PI. Funded.
2021 Division of Social, Behavioral and Economic Sciences. Research Integrity and Ethics: The STEM Information Landscape at HBCUs (2021-2024). *National Science Foundation*, $400,000. Role: Consultant. Not Funded.
2019 The effect of academic coaches on student performance in intensive online learning environments: Comparisons of three courses. *Instructional Connections Small Research Grant Award*, $8,026. Role: Principal Investigator. Funded.
2014 Influential factors for learner persistence in intensive online learning: Impacts of self-regulated learning strategy, instructor-learner interaction, and learner satisfaction. *Academic Partnerships Faculty Research Grant*, $3,000. Role: Principal Investigator. Funded.

Internal
2022 The relationship between discriminatory culture against women, hierarchical culture, sexual harassment, and work–family conflict. *CHSE Dean's Auxiliary Faculty Travel Award, Louisiana State University*, $1,000. Role: Principal Investigator. Funded.
2019 Unlearning in the workplace: Review and summary. *CHSE Dean's Auxiliary Faculty Travel Award, Louisiana State University*, $1,000. Role: Principal Investigator. Funded.
2018 An empirical investigation of transformational leadership, organizational climate, knowledge sharing, and organizational learning. *CHSE Dean's Auxiliary Faculty Travel Award, Louisiana State University*, $1,000. Role: Principal Investigator. Funded.
2018 Influential factors for organizational citizenship behavior: Mutual impacts of transformational leadership, interpersonal trust, and organizational learning. *CHSE Dean's Auxiliary Faculty Travel Award, Louisiana State University*, $1,000. Role: Principal Investigator. Funded.
2018 An empirical investigation of transformational leadership, organizational climate, knowledge sharing, and organizational learning. *Office of Research & Economic Development, Louisiana State University*, $500. Role: Principal Investigator. Funded.

2017 Hierarchical organizational culture and organizational support for women: Their effect on work-family conflict and enrichments. *Office of Research & Economic Development, Louisiana State University*, $5,000. Role: Principal Investigator. Funded.
2017 Critical review of global leadership literature: Toward an integrative global leadership framework. *CHSE Dean's Auxiliary Faculty Travel Award, Louisiana State University*, $1,000. Role: Principal Investigator. Funded.
2016 Korean women leaders' challenges and opportunities: Reviewing the literature. Teaching Enhancement Fund. *Office of Academic Affairs, Louisiana State University*, $500. Role: Principal Investigator. Funded.
2015 Work engagement in non-profit organizations: An integrative review. *Office of Research & Economic Development, Louisiana State University*, $750. Role: Principal Investigator. Funded.
2014 Why little research has been conducted in instructional design in HRD: Voice from Korea. *Office of Research & Economic Development, Louisiana State University*, $750. Role: Principal Investigator. Funded.
2014 Challenges and opportunities of international faculty in US research universities. *CHSE Dean's Circle, Louisiana State University*, $1,000. Role: Principal Investigator. Funded.

SERVICE

International/Academy

2022 **External Review of Academic Programs**
- Review the Department of Human Relations program for the University of Oklahoma

2017, 2019 **Midwest Academy of Management**
- Inaugural Donor for Janet A. Henquinet Student Scholarship Award (2017)
  - The Scholarship will be awarded to a doctoral student studying in the field of HR or related discipline
- Reviewer of Conference Proceedings (2019)

2014-present **Editorial Board**
- The Korean Journal of Human Resource Development Quarterly (2023-present)
- Human Resource Development International (2022-present)
- Human Resource Development Quarterly (2021-present)
- Human Resource Development Review (2018-present)
- European Journal of Training and Development (2017-present)
- Journal of Training and Development (in Korea) (2019-present)
- Journal of Agricultural Education and Human Resource Development (in Korea) (2014-2016)

2013-2016 **Talent Development (TD) Korea**
- Editorial Supervision

2012-2016, 2019 **Future Problem Solving Program International**
- Translator

2011-present **Journal Article Reviewer**
- Human Resource Development International (2011, 2015, 2019)
- Human Resource Development Quarterly (2013-2020)
- Human Resource Management (2017)
- The International Journal of Human Resource Management (2015)
- Journal of Workplace Learning (2014)
- New Horizons in Adult Education and Human Resource Development (2017)
- Organization Management Journal, ad hoc reviewer (2015)

2016-present	**Academy of Management**
	▪ Reviewer of Conference Proceedings
2008-present	**Academy of Human Resource Development Conference**
	▪ Board of Directors, Board Member (2023-2026)
	▪ Early Career Scholar Award Committee (2019-present)
	▪ Nominations and Elections Committee (2019)
	▪ Program Chair (2018-2019)
	▪ Proceedings Editor (2017-2018)/Associate Proceedings Editor (2016-2017)
	▪ HRD Book of the Year Award Committee (2017-2020), Chair (2021-2023)
	▪ Dissertation Award Committee/Reviewer (2014-2016, 2018-present)
	▪ Korean AHRD in America (KAHRDA) President (2018-2020)
	▪ Korean AHRD in America (KAHRDA) Board Member (2014-present)
	▪ Session Host (2014-present)
	▪ International, Global and Cross-Cultural Track Chair (2013-2016)
	▪ Innovative Session Volunteer (2012)
	▪ Technical Volunteer (2009, 2011)
	▪ Reviewer of Conference Proceedings (2008-present)
	▪ Reviewer of Conference (Asia Chapter) Proceedings (2010-present)
2006	**Adult Education Research Conference**
	▪ Facilitator/Volunteer

University/School

| 2013-present | **Louisiana State University** |

University
- ▪ LSU Online Director Interview (2014)
- ▪ Associate Vice Provost for Online and Distance Learning Interview (2017)
- ▪ The Integrative Learning Assessment Initiative (Upper-Division) pilot with Association of American Colleges and Universities (2019)
- ▪ Reviewer for NIH Data Science Research Proposal: Office of Research Advancement (2020)
- ▪ University Faculty Award Committee (2022)
- ▪ Faculty Advisor for LSU K-Pop Club (2022-present)
- ▪ Graduate Research Conference Judge (2023)

College
- ▪ Recruitment Committee (2017-2019)
- ▪ Technology Committee (2017-present)
- ▪ Scholarship Committee (2015, 2020-present)
- ▪ Ambassador Selection Committee (2014)
- ▪ Faculty & Staff Awards Selection Committee (2014)
- ▪ Research Committee (2013-2015)
- ▪ Distance and Online Learning Committee (2013-2016)

School
- ▪ Tenure and Promotion Committee (2019-2022), Chair (2023-present)
- ▪ General Exam Review Committee (2020-2021)
- ▪ Colloquium Host (2021 October)
- ▪ Curriculum Evaluation Committee (2017-present)
- ▪ Faculty Search Committee (2014-2016), Instructor Search Committee (2022)
- ▪ Workforce Development Committee (2014-2015)
- ▪ Scholarship Committee (2014-2015)
- ▪ Graduate Committee (2013-present)

- Undergraduate Advisor (2013-2018)

2011   **Utica College, New York**
- Cyber Mentor
  - Supported learning activities of undergraduate students in HRD class

2011   **University of Minnesota**
- Reviewer of OLPD Student Research Conference

2008   **International Student and Scholar Services, Minnesota**
- Coordinator/Facilitator in Culture Corps Project
  - Prepared and managed Advances in Science and Technology Seminar Series for international students and scholars

Community/Local

2017-present   **Louisiana Transportation Research Center (LTRC)**   Louisiana, USA
- Transportation Curriculum Council Committee Member
  - Advising LTRC in training, work development, and educational services

2012   **Monroe County Public Library**   Indiana, USA
- Volunteer
  - Tutoring mathematics and English for adults

2011   **Minnesota International Center**   Minnesota, USA
- Speaker in World Cultures Day
  - Taught Korean culture for K-12 students

2006-2007   **Korean HRD Students Community**   Minnesota, USA
- Chair
  - Led a regular seminar per a month during each semester

2006   **Franklin Learning Center**   Minnesota, USA
- Volunteer and Intern
  - Designed and developed tutor training programs and tutoring for adult literacy

1991-1999   **Korea Catholic Boy & Girl Scouts**   Seoul, Korea
- Leader and Training Instructor

CERTIFICATES

2007   Human Resource Development Certificate (University of Minnesota)
2004   MBTI (The Myer-Briggs Type Indicator) Instructor Certificate (Korea MBTI Institute)
1995   Secondary School Teacher Certificate (Korean Ministry of Education)
1995   Continuing Education Specialist Certificate (Korean Ministry of Education)

PROFESSIONAL AFFILATIONS

Academy of Human Resource Development (AHRD)
Academy of Management (AOM)
American Education Research Association (AERA)
Association for Educational Communications and Technology (AECT)