

Curriculum Vitae
Jia Wang, Ph.D.

Professor, Human Resource Development
Adult Education and Human Resource Development Program
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RESEARCH INTERESTS

Overarching Theme/Goal: Promoting Individual, Organizational, and National Development through Culture-sensitive and practice-based research. Within this theme, I address critical HRD issues in the following five interacting dimensions:

- **National and Cross-Cultural HRD**—examining policies and practices related to developing and training human resources in cultural contexts
- **Workplace Learning**—examining how learning-based interventions contribute to individual, organizational and national development
- **Crisis Management**—examining strategies that help individuals and organizations cope with crisis events
- **Workplace Incivility**—examining uncivil behaviors and work climate and their impact on individuals and organizations
- **Career/Family Issues**—examining issues that influence individual career experiences and work-family integration

ACADEMIC BACKGROUND

- Ph.D.** The University of Georgia, Athens, GA, USA, August 2004
Program Area: Human Resource and Organizational Development
Dissertation: The Practices of managers in a Chinese shareholding enterprise
Co-advisors: Wendy Ruona and John Schell
- M.Ed.** The University of Georgia, Athens, GA, USA, August 2003
Program Area: Human Resource and Organizational Development
- M.B.A.** Aston University, Birmingham, UK, June 1999
Program Area: Business Administration; Minor: International Business
Thesis: Human resource management in a transport company: The case of Dangote transport company, Nigeria

B.A. Sichuan International Studies University, Chongqing, Sichuan, P.R. China, July 1993
Program Area: English Language & Culture, Graduated with Distinction
Thesis: *Comparative analysis of higher education systems in China and in USA*

PROFESSIONAL CERTIFICATIONS

- **Return on Investment**, ROI Institute, Chelsea, AL (one-week training was completed in 2016)
- **Mixed Methods Research**, Texas A&M University, College Station, TX, June 2008
- **Interdisciplinary Qualitative Studies**, the University of Georgia, Athens, Georgia,

PROFESSIONAL EXPERIENCE IN HIGHER EDUCATION

Professor, Adult Education and Human Resource Development Program, Department of Educational Administration & Human Resource Development, Texas A&M University, College Station, TX, September 2018—Present

Associate Professor, Adult Education and Human Resource Development Program, Department of Educational Administration & Human Resource Development, Texas A&M University, College Station, TX, September 2011—August 2018

Guest Professor, Sichuan University, Chengdu, Sichuan, China, January 2013—January 2018

Graduate Program Chair, Adult Education and Human Resource Development Program, Department of Educational Administration & Human Resource Development, Texas A&M University, College Station, TX, September 2011—May 2013

Assistant Professor, Adult Education and Human Resource Development Program, Department of Educational Administration & Human Resource Development, Texas A&M University, College Station, TX, July 2007—August 2011

Assistant Professor and Ph.D. Program Coordinator, Human Resource Development Program, Barry University, Fort Myers, FL, August 2004-June 2007

Graduate Research Assistant, Department of Payroll & Personnel, Georgia Center for Continuing Education, University of Georgia, Athens, GA, January 2002—June 2004

Graduate Research Assistant, Department of Workforce Education, Leadership, and Social Foundations, University of Georgia, Athens, GA, January 2000—May 2002

PROFESSIONAL EXPERIENCE IN INDUSTRY

Director, Human Resources, CICO Uganda Limited, Kampala, Uganda, May—December 1996

Deputy Director, Personnel & Training Division, Owen Falls Extension Project, Jinja, Uganda & Sichuan International Economic & Technological Cooperation Corporation (SIETCO), Chengdu, Sichuan, China, July 1993—May 1996


HONORS & AWARDS



24. **Monica M. Lee Research Excellence Award**, Awarded for the outstanding *Human Resource Development International* article of the year 2018, Spring 2019
23. Recognized for being an inspiration, mentor, confidante and a positive influence to student veterans by Staff & Advisor Veteran Support Recognition Program, Texas A&M University Veteran Resource & Support Center, Texas A&M University, Spring 2018
22. **First Place Poster Presentation** (with Dr. Dae Seok Chai, Huyen Van, Chih-Wei Wang & Jin Lee), awarded at the Graduate Research Advisory Board 5th Annual Symposium, Department of Educational Administration and Human Development, Texas A&M University, Spring 2017
21. **Mentoring Achievement Award** (Department Level), Department of Educational Administration and Human Resource Development, College of Education and Human Development, Texas A&M University, Spring 2016
20. **Service Award** (University Level), Texas A&M University Women's Faculty Network (WFN, in recognition of my outstanding service as WFN President for four yaers), Spring 2016
19. Recognized for being an inspiration, mentor, confidante and a positive influence to student veterans, Staff & Advisor Veteran Support Recognition Program, Texas A&M University Veteran Resource & Support Center, Texas A&M University, August 2015
18. **Best Paper** (with Hyounju Kang), awarded by Korean Academy of Human Resource Development in America, 2014 (in recognition of our refereed paper published in the proceedings of 2014 Academy of Human Resource Development International Research Conference in the Americas)
17. **Distinguished Achievement Award for Teaching** (College Level), The Association of Former Students, Texas A&M University, Fall 2013
16. **Teaching Achievement Award** (Department Level), Department of Educational Administration and Human Resource Development, College of Education and Human Development, Texas A&M University, Spring 2013
15. **Distinguished Service Award**, The Academy of Human Resource Development (in recognition of leadership and outstanding service to AHRD), 2013
14. **Early Career Scholar Award**, The Academy of Human Resource Development, 2011
13. **Outstanding Assistant Professor**, University Council for Workforce and Human Resource Education, 2011
12. **Student-Led Assessment of Teaching Excellence (SLATE) Award** (University Level), Texas A&M University, Spring 2011
11. **Finalist, Outstanding Assistant Professor**, University Council for Workforce and Human Resource Education, 2010

10. **Student-Led Assessment of Teaching Excellence (SLATE) Award** (University Level), Texas A&M University, Fall 2009
9. **Teaching Mentor of the Graduate Teaching Academy**, awarded by Texas A&M University Center for Teaching Excellence & Office of Graduate Studies, April 2009
8. **Finalist for the Alan Moon Memorial Prize** (with Robert Raynor), for the Best Paper in the Practitioners' Track, the University Forum for Human Resource Development 9th International Research Conference across Europe, Lille, France, 2008
7. **Cutting Edge Award**, The Academy of Human Resource Development (in recognition of the top ten outstanding refereed papers published in the proceedings of the Academy of Human Resource Development 2017 International Research Conference in the Americas), 2007
6. **Professional Development Award for Outstanding Scholarship and Service** (University Level), Barry University, 2007
5. **Professional Development Award for Outstanding Scholarship and Service** (University Level), Barry University, 2006
4. **Professional Development Award for Outstanding Scholarship and Service** (University Level), Barry University, 2005
3. **Cutting Edge Award**, The Academy of Human Resource Development (in recognition of the top ten outstanding refereed papers published in the proceedings of the Academy of Human Resource Development 2004 International Research Conference in the Americas), 2004
2. **Eleventh Annual Outstanding Educational Research Award** (State Level), by the Education Commission of Sichuan Province, P. R. China (in recognition of collaborative international research on workforce education and development in Sichuan Province), Sichuan, China, 2004
1. **Outstanding Graduate of the Year**, Sichuan International Studies University, Chongqing, Sichuan, China, 1993

PUBLICATIONS

Note: ^s = Co-authored with student


 = Cutting Edge Award is given annually to the top ten refereed papers published in the Proceedings of the Academy of Human Resource Development International Research Conference in the Americas.







  = Monica M. Lee Research Excellence Award, Awarded for the outstanding Human Resource Development International article in each annual volume

 = Publication from student dissertation

√ = Empirically-based publication

A. Refereed Journal Articles

47. Makarem, Y., & **Wang, J.** (2019). Career experiences of women in science, technology, engineering, and mathematics fields: A systematic literature review. *Human Resource Development Quarterly*. <https://doi-org.srv-proxy2.library.tamu.edu/10.1002/hrdq.21380>^s√
46. Chai, D. S., Van, H. T. M., Wang, C., Lee, J., & **Wang, J.** (2019). What do international students need? The role of family and community supports for adjustment, engagement, and


- organizational citizenship behavior. *Journal of International Students*, 10(3).
<https://doi.org/10.32674/jis.v10i3.1235> ^S√
45. Bian, X., & **Wang, J.** (2019). Women's career interruptions: An integrative review. *European Journal of Training and Development*, 43(9), 801-820. doi: 10.1108/EJTD-03-2019-0040 ^S
44. Nery-Kjerfve, T., & **Wang, J.** (2019). Transfer from expatriate to local contracts: A multiple case study of an unexpected career transition. *Human Resource Development International*, 22(3), 235-256. doi: 10.1080/13678868.2019.1570776. √
43. **Wang, J.**, & Sun, J. M. (2018). Talent development in China: Challenges, solutions, and recommendations. *Advances in Developing Human Resources*, 20(4), 389-409. doi: 10.1177/1523422318802591
42. Kang, H. J., & **Wang, J.** (2018). Creating their own work-life 'balance': Experiences of the highly educated and married female employees in South Korea. *Asian Women*, 34(2), 1-31, <https://doi.org/10.14431/aw.2018.06.34.2.1> √
41. Arghode, V., Brieger, T., & **Wang, J.** (2018). Engaging instructional design and instructor role in online learning environment. *European Journal of Training and Development*. 42(7/8), 366. 380. doi: 10.1108/EJTD-12-2017-0110
40. Garavan, T., **Wang, J.**, Matthews-Smith, G., Nagarathnam, B., & Lai, Y. (2018). Advancing national human resource development research: Suggestions for multilevel investigations. *Human Resource Development International*, 21(4), 288-318. doi: 10.1080/13678868.2018.1429171.   [Monica M. Lee Research Excellence Award]
39. Lee, J., & **Wang, J.** (2017). Developing Entrepreneurial Resilience: Implications for Human Resource Development. *European Journal of Training and Development*, 41(6), 519-539. ^S
38. Arghode, V., **Wang, J.**, & Lathan, A. (2017). Exploring professors' engaging instructional practices: A collective case study. *Journal of the Scholarship of Teaching and Learning*, 17(4), 126-149. doi: 10.14434/josotl.v17i4.22099 √
37. **Wang, J.** (2017). Integrating Research and Practice: Looking forward. *Advances in Developing Human Resources*, 19(3), 331 - 343. doi: 10.1177/1523422317710904
36. **Wang, J.** (2017). Integrating Research and Practice: Looking Back. *Advances in Developing Human Resources*, 19(3), 219 - 231. doi: 10.1177/1523422317710895
35. Beigi, M., **Wang, J.**, & Arthur, M. (2017). Work-family interface in the context of career success: A qualitative inquiry. *Human Relations*, 70(9), 1091-1114. doi: 10.1177/0018726717691339 √



34. Pennel, C. L., McLeroy, K. R., Burdine, J. N., Matarrita-Cascante, D., & **Wang, J.** (2017). A mixed methods approach to understanding community participation in community health needs assessment. *Journal of Public Health Management & Practice*, 23(2), 112-121. doi: 10.1097/PHH.0000000000000362^S√
33. Pennel, C. L., McLeroy, K. R., Burdine, J. N., Matarrita-Cascante, D., & **Wang, J.** (2016). Community health needs assessment: Potential for population health improvement. *Population Health Management*, 19(3), 178-186. doi:10.1089/pop.2015.0075^S√
32. **Wang, J.**, & Shirmohammadi, M. (2016). Women leaders in China: Looking back and moving forward. *Advances in Developing Human Resources*, 18(2), 137-151.^S
doi: 10.1177/1523422316641399]
31. Arghode, V., & **Wang, J.** (2016). Exploring trainers' engaging instructional practices: A collective case study. *European Journal of Training and Development*, 40(2), 111-127. doi: <http://dx.doi.org/10.1108/EJTD-04-2015-0033> √
30. **Wang, J.**, Anne, M., & McLean, G. N. (2016). Understanding crisis and crisis management: An Indian perspective. *Human Resource Development International*, 19(3), 192-208. doi: 10.1080/13678868.2015.1116242. ^S√
29. **Wang, J.**, & McLean, G. N. (2016). Promoting diversity in India: Where do we go from here? *Advances in Developing Human Resources*, 18(1), 102-113. doi: 10.1177/1523422315614930
28. McPherson, R., & **Wang, J.** (2014). Low-income low-qualified employees access to workplace learning. *Journal of Workplace Learning*, 26(6/7), 462-473. ^S√
doi: <http://dx.doi.org/10.1108/JWL-10-2013-0084>
27. Doshi, V. P., & **Wang, J.** (2014). Workplace incivility: What do targets say about it? *American Journal of Management*, 14(1-2), 30-42. ^S√
26. Ghaderi, Z., Som, A. P. M. & **Wang, J.** (2014). Organizational learning in tourism crisis management: An experience from Malaysia. *International Journal of Tourism Research*, 31(5), 627-648. doi: 10.1080/10548408.2014.883951
25. Gedro, J., & **Wang, J.** (2013). Creating civil and respectful organizations through the scholar-practitioner bridge. *Advances in Developing Human Resources*, 15(3), 284-295. doi: 10.1177/1523422313488062
24. Ruiz, C. E., **Wang, J.**, & Hamlin, R. G. (2013). What makes managers effective in Mexico? *Leadership & Organization Development Journal*, 34(2), 2-33.√
23. Alagaraja, M., & **Wang, J.** (2012). Development of a national HRD strategy model: Cases of India and China. *Human Resource Development Review*, 11(4), 407-429. doi: 10.1177/1534484312446190

22. **Wang, J.** (2012). HRD for societal development: What can we learn from social entrepreneurship in the developing world? *Advances in Developing Human Resources*, 14(3), 305-317. doi: 10.1177/1523422312446145 [H-index: 17] [Included in the Best ADHR Issue of the Year awarded by the Academy of Human Resource Development]
21. Wu, M. & **Wang, J.** (2012): Developing a charismatic leadership model for Chinese organizations: The mediating role of loyalty to supervisors. *The International Journal of Human Resource Management*, 23(19), 4069-4084.√
20. Hamlin, R. G., Ruiz, C. E., & **Wang, J.** (2011). Perceived managerial and leadership effectiveness within Mexican and British public sector hospitals: A cross-nation comparative analysis. *Human Resource Development Quarterly*, 22(4), 491-517.√
19. **Wang, J.**, & Hutchins, H. (2011). Crisis management in higher education: What have we learned from Virginia Tech? *Advances in Developing Human Resources*, 12(5), 552-572.
18. **Wang, J.** (2011). Understanding managerial effectiveness: A Chinese perspective. *Journal of European Industrial Training*, 35(1), 6-23.√
17. **Wang, J.**, Tolson, H., Chiang, T., & Huang, T. (2010). An exploratory factor analysis of workplace learning, job satisfaction, and organizational commitment in small to midsize businesses in Taiwan. *Human Resource Development International*, 13(2), 147-163.√◆
16. **Wang, J.** (2010). Applying western organization development in China: Lessons from a case of success. *Journal of European Industrial Training*, 34(1), 54-69.√
15. Hughes, C, **Wang, J.**, Zheng, W., & McLean, L. (2010). Implementation concerns of scholar-practitioners: A pilot study of the link between research and practice. *The International Journal of Asian Business and Information Management*, 1(2), 33-47.√
14. Ruiz, J. G., Qadri, S. S., Nader, S., **Wang, J.**, Lawler, T., Hagenlocker, B., & Roos, B. A. (2010). Primary care management of chronic nonmalignant pain in veterans: A qualitative study. *Educational Gerontology*, 36(5), 372-393.√
13. **Wang, J.**, Hutchins, H. M., & Garavan, T. N. (2009). Exploring the strategic role of HRD in organizational crisis management. *Human Resource Development Review*, 8(1), 22-53.
12. Qadri, S. S., **Wang, J.**, Ruiz, J. G., & Roos, B. A. (2009). Personal digital assistants as point-of-care tools in long-term care facilities: A pilot study. *Educational Gerontology*, 35(4), 296-307.√
11. **Wang, J.** (2008). Developing organizational learning capacity in crisis management. *Advances in Developing Human Resources*, 10(3), 425-445.
10. Hutchins, H., & **Wang, J.** (2008). Organizational crisis management: Unexplored territory in HRD. *Advances in Developing Human Resources*, 10(3), 310-330.

9. Estes, B., & **Wang, J.** (2008). Workplace incivility: Impacts on individual and organization performance. *Human Resource Development Review*, 7(2), 218-240. ^S doi: 10.1177/1534484308315565
8. **Wang, J.**, & Roulston, K. (2007). An alternative approach to conceptualizing interviews in HRD research. *Human Resource Development Quarterly*, 18(2), 179-210.
7. **Wang J.**, & Wang, G. G. (2006). Participation in management training in a transitioning context: A case of China. *Human Resource Development Quarterly*, 17(4), 443-473. [√]
6. **Wang, J.**, & Wang, G. G. (2006). Exploring national human resource development: A case of China management development in a transitioning context. *Human Resource Development Review*, 5(2), 176-201.
5. **Wang, J.**, Wang, G. G., Ruona, W. E. A., & Rojewski, J. W. (2005). Confucian values: A review of the literature and implications for international HRD. *Human Resource Development International*, 8(3), 311-326.
4. Wang, G. G., & **Wang, J.** (2005). Human resource development evaluation: Emerging market, barriers, and theory building. *Advances in Developing Human Resources*, 7(1), 22-36.
3. Wang, G. G., & **Wang, J.** (2004). Toward a theory of human resource development learning participation. *Human Resource Development Review*, 3(4), 326-353.
2. Rojewski, J. W., **Wang, J.**, Liu, Y., Wan, G., & Song, Z. (2004). Workforce education in the United States and People's Republic of China: Comparative analysis of career, vocational, and technical preparation systems in the State of Georgia and Sichuan Province. *International Journal of Vocational Education and Training*, 12(2), 7-33.
1. Liu, Y., Wan, G., Rojewski, J., Song, Z., & **Wang, J.** (2002). Restricting factors in vocational education development in Sichuan and counter-measures. *Journal of Sichuan Normal University (Social Science Ed.)*, 29(5), 87-92. [in Chinese]

B. Refereed AHRD Cutting Edge Award Monograph

Note:  = The *Cutting Edge Award Monograph* is an annual refereed publication of the top ten papers included in the Academy of Human Resource Development International Conference in the Americas.

2. Sophie, P., & **Wang, J.** (2008). Dynamic dyads: Sharing and creating knowledge. In F. M., Nafukho & T. Chermak (Eds.), In R. D. Foster, D. L. Peroune (Eds.), *Academy of Human Resource Development Cutting Edge Award Monograph* (pp. 6-13). Bowling Green, OH: Academy of Human Resource Development. ^S  
1. **Wang, J.**, & Ruona, W. E. A. (2005). Grounding our HRD practice in the challenges of management development: A case of China. In J. Gedro, & J. Storberg-Walker (Eds.),

Academy of Human Resource Development Cutting Edge Award Monograph (pp. 32-40).
Bowling Green, OH: Academy of Human Resource Development. 

C. Edited Refereed Journal Issues

2. Wang, J. (2017) (Ed.). Integrating research and practice: From aspiration to action. *Advances in Developing Human Resources*, 19(3), 219-343.
1. Hutchins, H., & Wang, J. (2008) (Eds.) Crisis management in organization: The role of human resource development. *Advances in Developing Human Resources*, 10(3), 299-445.

D. Non-Refereed Journal Articles

3. Beigi, M., Wang, J., & Shirmohammadi, M. (2015): AHRD! Take the opportunity and pioneer vocational MOOCs, *Human Resource Development International*, 18(2), 203-212. ^S
2. Alagaraja, M., & Wang, J. (2012). Reflections on the invited response: Dominant themes in current NHRD research. *Human Resource Development Review*, 437-442.
1. Wang, J. (2009). Networking in the workplace: Implications for women's career development. *New Directions for Adult and Continuing Education*, 122, 444-585.

E. Book

1. Wang, J., Lawrence, F. B., Nagarathnam, B. (2018). *Optimizing human capital development: A distributor's guide for building sustainable competitive advantage through talent strategy*. Washington, DC: National Association of Wholesaler-Distributors (NAW) Institute for Distribution Excellence.

F. Refereed Book Chapters

Note: All chapters were blind reviewed by external reviewers prior to acceptance by the book editors.

4. Chakraborty, M., & Wang, J. (2015). The postmodern approach to career counseling for contemporary organizations. In C. Hughes (Ed.), *Impact of diversity on organization and career development* (pp. 252-274). Hershey, PA: IGI Global. ^S
3. Wang, J., & Shirmohammadi, M. (2014). Tapping social capital through e-mentoring: Alternative approach to women's career development. In V. Wang (Ed.), *Encyclopedia of education and technology in a changing society* (pp. 553-568). Hershey, PA: IGI Global. ^S
2. Wang, J. (2012). Organizational learning and technology. In V. Wang (Ed.), *Encyclopedia of E-leadership, Counseling and Training* (pp. 154-170). Hershey, PA: IGI Global.

1. **Wang, J.** (2012). Human resource development and technology integration. In V. Wang (Ed.), *Encyclopedia of E-leadership, Counseling and Training* (pp. 391-407). Hershey, PA: IGI Global.

G. Non-Refereed Book Chapters

1. **Wang, J.** (2004). Workforce education and development systems in the People's Republic of China. In J. W. Rojewski (Ed.), *Workforce development and education: New views for a new century* (pp. 67-92). Westport, CT: IAP.

H. Book Review

1. **Wang, J.** (2015). Stress and work: Perspectives on understanding and managing stress. *Human Resource Development International*, 18(2), 213-216. doi: 10.1080/13678868.2015.1026554

I. Editorials

10. Wang, J. (2019). Crossing boundaries: How are we doing in HRD? *Human Resource Development Review*, 18(4), 407-410. doi: 10.1177/1534484319878966
9. Wang, J. (2019). Enhancing research significance by addressing "why." *Human Resource Development Review*, 18(3), 291-293. doi: 10.1177/1534484319867803
8. Wang, J. (2019). Becoming a responsible writer. *Human Resource Development Review*, 18(2), 167-172. doi: 10.1177/1534484319848286
7. Wang, J. (2019). Demystifying literature reviews: What I have learned from an expert. *Human Resource Development Review*, 18(1), 3-15. doi: 10.1177/1534484319828857
6. Wang, J. (2018). Making a difference through quality manuscript review. *Human Resource Development Review*, 17(4), 339-348. doi: 10.1177/1534484318809724
5. Wang, J. (2018). Taking ethical considerations in HRD research and practice. *Human Resource Development Review Virtual Special Issue* (November 2018)
4. Wang, J. (2018). HRD Scholarship: Trends, reality, and opportunities. *Human Resource Development Review*, 17(3), 227-233. doi: 10.1177/1534484318791590
3. Wang, J. (2018). Picking up the torch. *Human Resource Development Review*, 17(1), 3-4. doi: 10.1177/1534484318756956
2. Wang, J. (2018). Enhancing organizational health: What can be done? *Human Resource Development Review Virtual Special Issue* (January 2018)
1. Wang, J. (2017). The evolution of HRD: Embracing multiple ways of thinking and research. *Human Resource Development Review Virtual Special Issue* (October 2017)

J. Refereed Conference Proceedings (Articles & Abstracts)

Note: ^S = Co-authored with student



= Cutting Edge Award Monograph is an annual refereed publication of the top ten papers included in the Academy of HRD international conference in the Americas.






= Publication from student dissertation



- ◆ = Shortlisted for the Alan Moon Memorial Prize for the Best Paper in the Practitioners' Track by the University Forum for Human Resource Development 9th International Conference, Lille, France, 2008
 √ = Empirically-based publication
 * = Funded by research grant

J1. Articles in Conference Proceedings

65. Bian, X., & **Wang, J.** (2019, February). Women's career interruptions: An integrative review. *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas.*^S
64. Lee, J., & **Wang, J.** (2019, June). An interpretivist approach to qualitative research synthesis: Meta-ethnography. *Proceedings of the Annual Meeting of the Korean Association of Human Resource Development*, Seoul, South Korea.^S
63. Kim, M., & **Wang, J.** (2018, February). The lived experiences of Korean employees identified as talent. *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas.*^S √ ◆
62. Ren, S., & **Wang, J.** (2018, February). Scholar-Practitioners in HRD: A qualitative study of research-practice integration *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas.*^S √ ◆
61. Chai, D. S., Van, H. T. M., Wang, C., Lee, J., & **Wang, J.** (2018, February). What do international students need? The role of family and community support for adjustment, engagement, and organizational citizenship behavior. *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas.*^S √ *
60. **Wang, J.**, & Miner, K. N. (2017, June). Women in STEM: An empirical inquiry of their experiences. *Proceedings of the University Forum for Human Resource Development Annual Conference 2017.* √*
59. Makarem, Y., & **Wang, J.** (2017, June). National human resource development in Lebanon. *Proceedings of the University Forum for Human Resource Development Annual Conference 2017.*^S
58. Lee, J., & **Wang, J.** (2017, March). Developing entrepreneurial resilience: Implications for human resource development. In J. Moats & Yawson, R. (Eds.), *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*. Retrieved from http://c.ymcdn.com/sites/www.ahrd.org/resource/resmgr/2017-conference/AHRD_ProgramBook_2017-FINAL_.pdf^S
57. Kang, H., & **Wang, J.** (2017, March). Creating their own work-life 'balance': Experiences of the highly educated and married female employees in South Korea. In J. Moats & Yawson, R. (Eds.), *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*. Retrieved from

http://c.ymcdn.com/sites/www.ahrd.org/resource/resmgr/2017-conference/AHRD_ProgramBook_2017-FINAL_.pdf^S 

56. Shirmohammadi, M., **Wang, J.**, Beigi, M. (2017, March). How do skilled migrants from developing countries navigate their careers in the developed world? An integrative literature review. In J. Moats & Yawson, R. (Eds.), *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*. Retrieved from http://c.ymcdn.com/sites/www.ahrd.org/resource/resmgr/2017-conference/AHRD_ProgramBook_2017-FINAL_.pdf.^S
55. Makarem, Y., & **Wang, J.** (2016, October). Gendered organizations: A critical review. *Proceedings of the University Forum of Human Resource Development*. Retrieved from http://www.ufhrd.co.uk/wordpress/wp-content/uploads/2016/10/paper_185.pdf ^S
54. Nery-Kjerfve, T., & **Wang, J.** (2016, February). *Transfer from expatriate to local contracts: A unique career transition*. In A. T. Amayah & R. Yawson (Eds.), *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, Retrieved from https://www.eventscribe.com/2016/AHRD-IR_^S 
53. Kim, J., Beyerlein, M., & **Wang, J.** (2016, August). Building a creative learning transfer theory: A nomological network. In J. Humphreys (Ed.), *Proceedings of the 76th Annual Meeting of the Academy of Management* (p. 17838). doi:10.5465/AMBPP.2016.17838abstract ^S 
52. Beigi, M., Shirmohammadi, M., & **Wang, J.** (2015, September). Qualitative research on work-family interaction in the management field: A review. In J. Humphreys (Ed.), *Academy of Management Proceedings* (p. 18632), doi:10.5465/AMBPP.2015.18632abstract ^S
51. Shirmohammadi, M., **Wang, J.**, & Beigi, M. (2015, February). Where we are in career development research: A review of publications in HRD. In J. Moats, & A. T. Amayah (Eds.), *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, Retrieved from <http://ahrd2015.conferencespot.org/> ^S
50. Beigi, M., **Wang, J.**, & Shirmohammadi, M. (2015, February). Has HRD taken a step forward in work-family research? A critical literature review. In J. Moats, & A. T. Amayah (Eds.), *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, Retrieved from <http://ahrd2015.conferencespot.org/> ^S
49. Arghode, V., & **Wang, J.** (2015, February). Exploring university professors' engaging instructional practices: A collective case study. In J. Moats, & A. T. Amayah. (Eds.), *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, Retrieved from <http://ahrd2015.conferencespot.org/> 
48. Sehoon, K., **Wang, J.**, & Tolson, H. (2015, February). How working hours influence stress: A multi-group test for U.S. and Korean employees. In J. Moats, & A. T. Amayah (Eds.),



Proceedings of the Academy of Human Resource Development International Research Conference in the Americas. Retrieved from <http://ahrd2015.conferencespot.org/>  



47. Kang, H., & **Wang, J.** (2014, February). Flexible workplace arrangement: An alternative strategy for keeping work-life balance for career women in South Korea. In D. Chapman & K. Guerdat (Eds.), *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, Retrieved from <http://ahrd2014.conferencespot.org/> ^s [2014 Best Paper recognized by Korean Academy of Human Resource Development in America].
46. Moitra, R., & **Wang, J.** (2014, February). Leveraging organizational culture in crisis management through leadership competencies. In D. Chapman & K. Guerdat (Eds.), *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*. Retrieved from <http://ahrd2014.conferencespot.org/> ^s
45. Moon, M., & **Wang, J.** (2014, February). Women's career and advancement: An update on the latest trends in research. In D. Chapman & K. Guerdat (Eds.), *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*. Retrieved from <http://ahrd2014.conferencespot.org/> ^s
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43. Anne, M., **Wang, J.**, & Chang, D. (2013, May-June). The impact of culture and society on crisis perception, management, and learning in the Indian context. *Proceedings of the Adult Education Research Conference*. Retrieved from <http://newprairiepress.org/aerc/2013/papers/3> ^s
42. Arghode, V., & **Wang, J.** (2013, February). Enhancing learning through engaging instruction. In D. Chapman & K. Guerdat (Eds.), *CD-ROM Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, St. Paul, MN: Academy of Human Resource Development.
41. **Wang, J.**, & Wu, M. (2013, February). Investigating the relationship between abusive supervision, stress and work engagement. In D. Chapman & K. Guerdat (Eds.), *CD-ROM Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, St. Paul, MN: Academy of Human Resource Development.
40. Doshy, P., & **Wang, J.** (2013, February). Manifestation of workplace incivility and targets' coping strategies. In D. Chapman & K. Guerdat (Eds.), *CD-ROM Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, St. Paul, MN: Academy of Human Resource Development. ^s

39. Chakraborty, M., & **Wang, J.** (2013, February). The postmodern approach to career counseling for contemporary organizations. In D. Chapman & K. Guerdat (Eds.), *CD-ROM Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, St. Paul, MN: Academy of Human Resource Development. ^S
38. Doshy, P., & **Wang, J.** (2012, February-March). Workplace career counselors: Who are they and why are they valuable? In J. Wang & J. Gedro (Eds.), *CD-ROM Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, St. Paul, MN: Academy of Human Resource Development. ^S
37. **Wang, J.**, & Wu, M. (2012, February-March). Charismatic leadership, loyalty to supervisor and work performance in China. In J. Wang & J. Gedro (Eds.), *CD-ROM Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, St. Paul, MN: Academy of Human Resource Development. [√]
36. Arghode, V., & **Wang, J.** (2012, February-March). Effective training strategies: A collective case study. In J. Wang & J. Gedro (Eds.), *CD-ROM Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, St. Paul, MN: Academy of Human Resource Development. ^S
35. Anne, M., & **Wang, J.** (2012, February-March). Understanding crises and crisis management from an Indian Perspective. In J. Wang & J. Gedro (Eds.), *CD-ROM Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*. St. Paul, MN: Academy of Human Resource Development. ^{S √}
34. Bailey, K., & **Wang, J.** (2011, February). Women in student affairs: Navigating the role of mother and administrator. In K. Dirani & J. Wang (Eds.), *CD-ROM Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, St. Paul, MN: Academy of Human Resource Development. ^{S √}
33. Liggins, D., & **Wang, J.** (2011, February). The role of learning and development in talent management. In K. Dirani & J. Wang (Eds.), *CD-ROM Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, St. Paul, MN: Academy of Human Resource Development. ^S
32. Ruiz, C. E., & **Wang, J.** (2011, February). Towards the identification of indicators for effective managerial behavior: Case of Mexico. In K. Dirani & J. Wang (Eds.), *CD-ROM Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, St. Paul, MN: Academy of Human Resource Development. [√]
31. Sagaram, M., & **Wang, J.** (2011, February). Integrated human resource development through social entrepreneurship in the developing world: Cases of India and China. In K. Dirani & J. Wang (Eds.), *CD-ROM Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, St. Paul, MN: Academy of Human Resource Development. ^S




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29. Mathis, M. K., & **Wang, J.** (2011, February). Cultural influences on individual career development. In K. Dirani & J. Wang (Eds.), *CD-ROM Proceedings of the Academy of Human Resource Development 2011 International Research Conference in the Americas*, St. Paul, MN: Academy of Human Resource Development. ^S
28. Minnis, S., & **Wang, J.** (2011, February). Military transition and re-careering: Using transition theory and cognitive information processing to guide military veteran career development. In K. Dirani & J. Wang (Eds.), *CD-ROM Proceedings of the Academy of Human Resource Development 2011 International Research Conference in the Americas*, St. Paul, MN: Academy of Human Resource Development. ^S
27. Wu, M., & **Wang, J.** (2010, November). Chinese private entrepreneurs' leadership and organizational performance. In J. Huang & A. M. Osman-Gani (Eds.), *Proceedings of the 9th International Conference of the Academy of Human Resource Development* (pp. 497-511), Shanghai, China.
26. Jenkins, M. O., & **Wang, J.**, & Scully, B. (2010, September). Leadership and culture: Two sides of the same coin. *Proceedings of the Irish Academy of Management Conference*. [√]
25. Jenkins, M. O., & **Wang, J.** (2010, September-October). Modern workforce challenges: Leadership and partnership in education. *Proceedings of the Association on Employment Practices & Principles Conference*, San Francisco, CA. [√]
24. **Wang, J.** (2010, February). Exploring managerial effectiveness: Empirical evidence in China. In C. M. Graham (Ed.), *CD-ROM Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, St. Paul, MN: Academy of Human Resource Development. [√]
23. **Wang, J.**, Tolson, H., Chiang, T., & Huang, T. (2010, February). An exploratory factor analysis of workplace learning, job satisfaction, and organizational commitment in small to midsize businesses in Taiwan. In C. M. Graham (Ed.), *CD-ROM Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, St. Paul, MN: Academy of Human Resource Development. ^S [√]
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21. Hamlin, R. G., Ruiz, C. E., & **Wang, J.** (2010, February). Behavioral indicators of managerial and leadership effectiveness within Mexican and British public sector hospitals:

- An empirical study and cross-nation comparative analysis. In C. M. Graham (Ed.), *CD-ROM Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, St. Paul, MN: Academy of Human Resource Development. ✓
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 16. **Wang, J.** (2008, February). Leveraging Chinese culture for effective organizational leadership: The China case. In T. J. Chermack & J. Storberg-Walker (Eds.), *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas* (10-3), Bowling Green, OH: Academy of Human Resource Development.
 15. Chiang, T., & **Wang, J.** (2008, February). Workplace learning, job satisfaction, and organizational commitment in small to midsize companies in Taiwan. In T. J. Chermack & J. Storberg-Walker (Eds.), *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas* (pp. 25-2), Bowling Green, OH: Academy of Human Resource Development. ^S ◆ ✓
 14. **Wang, J.**, & Dooley, L. (2007, November). Developing organizational leaders in transitioning China. In M. Xiao, A. M. Osman-Gani, B. Yang, & J. Gong (Eds.), *Proceedings of the Academy of Human Resource Development International Research Conference in Asia*, Beijing, PRC: Peking University and Academy of Human Resource Development.
 13. **Wang, J.** (2007, February-March). Organizational learning and crisis management. In F. M., Nafukho and T. Chermak (Eds.), *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas* (pp. 21-1). Bowling Green, OH: Academy of Human Resource Development.










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11. Bank, C., **Wang, J.**, Zheng, W., & McLean, L. (2007, February-March). Human resource development scholar-practitioners: Connecting the broken divide of research and practice. In F. M., Nafukho & T. Chermak (Eds.), *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas* (pp. 36-2). Bowling Green, OH: Academy of Human Resource Development. ✓
10. **Wang, J.**, & Roulston, K. (2006, February). Viewing research interviews as a local accomplishment: Implications for HRD research. In F. M. Nafukho & H. Chen (Eds.), *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas* (pp. 60-3). Bowling Green, OH: Academy of Human Resource Development.
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8. **Wang, J.**, & Wang, G. G. (2005, June). Leveraging Confucian culture for global success. In S. Carliner, & B. Sugrue (Eds.) *Proceedings of the American Society for Training and Development International Research-to-Practice Conference* (pp. 221-228). Orlando, FL.
7. Wang, G. G., & **Wang, J.** (2005, June). Control groups for measuring business impact: Theory and application. In S. Carliner, & B. Sugrue (Eds.) *Proceedings of the American Society for Training and Development International Research-to-Practice Conference* (pp. 212-220), Orlando, FL.
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5. **Wang, J.**, Wang, G. G., & Ruona, W. E. A. (2005, February). HRD Learning participation and outcomes: An empirical study. In M. L. Morris, & F. M. Nafukho (Eds.), *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas* (pp. 709-716). Bowling Green, OH: Academy of Human Resource Development. ✓
4. Wang, G. G., & **Wang, J.** (2005, February). Toward a theory of HRD learning participation. In M. L. Morris, & F. M. Nafukho (Eds.), *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas* (pp. 701-708), Bowling Green, OH: Academy of Human Resource Development.

3. **Wang, J.**, & Ruona, W. E. A. (2004, March). Grounding our HRD practice in the challenges of management development: A case of China. In T. M. Egan & M. L. Morris (Eds.), *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas* (pp. 447-454), Bowling Green, OH: Academy of Human Resource Development. 
2. **Wang, J.**, Ruona, W. E. A., & Rojewski, J. W. (2003, February-March). Confucian values: A review of the literature and implications for HRD. In S. A. Lynham & T. M. Egan (Eds.), *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas* (pp. 319-326), Bowling Green, OH: Academy of Human Resource Development.
1. **Wang, J.** (2003, February-March). Management education in the People's Republic of China: Chinese managers' perceptions and learning experiences. In D. Flowers, M. Lee, A. Jalipa, E. Lopez, A. Schelstrate, & V. Sheared (Eds.), *Proceedings of the 44th Annual Adult Education Research Conference* (pp. 435-440), Bowling Green, OH: Academy of Human Resource Development. 

J2. Refereed Abstracts in Conference Proceedings

30. **Wang, J.**, Van, H. T. M., Wang, C., Lee, J., & Makarem, Y. (2019, November). The unheard voice: International students' experiences integrating into U.S. higher education. *Proceedings of the 18th International Asian Conference of the Academy of Human Resource Development*. Hanoi, Vietnam. ^s
29. Phuong, T. T., & **Wang, J.** (2019, November). Using grounded theory approach in dissertation: Experience sharing. *Proceedings of the 18th International Asian Conference of the Academy of Human Resource Development*. Hanoi, Vietnam. ^s
28. Nagarathnam, B., & **Wang, J.** (2018, October). A review of competency & personality assessments in U.S. distributors. *Proceedings of the 2018 International Annual Conference of the American Society for Engineering Management*. Coeur d'Alene, ID.
27. Rao, I., & **Wang, J.** (2018, November). Leveraging psychological contract for people development and organizational sustainability. *Proceedings of the Academy of Human Resource Development 2018 International Research Conference in Asia*. Bangkok, Thailand.
26. Nagarathnam, B., & **Wang, J.** (2017, October). Developing next generation distribution managers through competency development. *Proceedings of the 2017 International Annual Conference of the American Society for Engineering Management*. Huntsville, AL. ^{s*}
25. Costa, P. L, Miner, K. N., & **Wang, J.** (2017, April). Gender microaggressions, diversity climate, and substance use. *Proceedings of Society for Industrial and Organizational Psychology Annual Conference*, Orlando, FL. ^s

24. Cajiao-Wingenbach, L., & **Wang, J.** (2016, February). What do we know about NHRD in Colombia: A scoping review. In A. T. Amayah & R. Yawson (Eds.), *CD-ROM Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*. Jacksonville, FL. ^S
23. **Wang, J.**, & Wu, M. (2016, February). Linking authoritarian leadership to organizational performance: A China case. In A. T. Amayah & R. Yawson (Eds.), *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*. Retrieved from <https://www.eventscribe.com/2016/AHRD-IR>
22. Hughes, C., & **Wang, J.** (2015, October). Bridging the scholar-practitioner gap in human resource development. *Proceedings of the University Forum of Human Resource Development*. Retrieved from <http://www.ufhrd.co.uk/wordpress/category/conference-archives/2015/> [√]
21. Shirmohammadi, M., Beigi, M., & **Wang, J.** (2015, October). Anticipated work-family conflict and academic career choice: A qualitative inquiry *Proceedings of the University Forum of Human Resource Development*. Retrieved from <http://www.ufhrd.co.uk/wordpress/category/conference-archives/2015/> ^{S√}
20. **Wang, J.**, & Sun, J. (2015, August). Indigenous leadership research: Today and tomorrow. In J. Humphreys (Ed.), *Academy of Management Proceedings* (p. 18447). doi:10.5465/AMBPP.2015.18447symposium
19. Shirmohammadi, M., **Wang, J.**, & Beigi, M. (2014, December). A qualitative inquiry: Ph.D. students' career choice *Proceedings of the University Forum of Human Resource Development*. Retrieved from <http://www.ufhrd.co.uk/wordpress/category/conference-archives/2014-conference-archives/> ^{S√}
18. Beigi, M., **Wang, J.**, & Shirmohammadi, M. (2014, December). Faculty work-family intersection: A systematic literature review. ^S *Proceedings of the University Forum of Human Resource Development*. Retrieved from <http://www.ufhrd.co.uk/wordpress/category/conference-archives/2014-conference-archives/>
17. Kurup, D. P., **Wang, J.**, & Gonzalez, E. (2014, February). Student engagement strategies in fully online courses: A comparison of graduate and undergraduate courses. *Proceedings of the Teaching with Technology Conference*. College Station, TX: Texas A&M University.
16. **Wang, J.**, Alagaraja, M., Doshy, P., Arthur-Mensah, N., & Beyerlein, M. (2014, February). Best practices in qualitative research: Bridging research and real world experiences. In D. Chapman and K. Guerdat (Eds.), *CD-ROM Proceedings of the Academy of Human Resource Development International Research Conference in the Americas* (Innovative Session for Qualitative Research Special Interest Group). Houston, TX.

15. Moats, J., & **Wang, J.** (2014, February). A close look at technology acceptance. In D. Chapman and K. Guerdat (Eds.), *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, Retrieved from <http://ahrd2014.conferencespot.org/>  
14. Kurup, P. D. & **Wang, J.** (2014, February). Using design thinking to enhance HRD education and training. In D. Chapman & K. Guerdat (Eds.), *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, Retrieved from <http://ahrd2014.conferencespot.org/>
13. McPherson, R., & **Wang, J.** (2013, June). The impact of in-congruent social class values in supervisor-subordinate relationships on access to adult learning opportunities in the workplace. *Proceedings of the 'Researching Work and Learning: The visible and invisible in work and learning' Conference 2013*. The University of Sterling, Scotland.  
12. Kissack, H., Callahan, J., Bergman, M., Chlup, D., & **Wang, J.** (2013, February). Muteness in organizational computer-mediated communication: A critical study. *CD-ROM Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, St. Paul, MN: Academy of Human Resource Development.  
11. Valentin, M. A., & **Wang, J.** (2013, February). Examining career development practices of the Hispanic population in the United States. In D. Chapman & K. Guerdat (Eds.), *CD-ROM Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, St. Paul, MN: Academy of Human Resource Development. ^s
10. Arghode, V. & **Wang, J.** (2012, February-March). Empathy in training: Trainees' perceptions. In J. Wang & J. Gedro (Eds.), *CD-ROM Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, St. Paul, MN: Academy of Human Resource Development. ^s 
9. Gedro, J., **Wang, J.**, Amory, D., Doshy, P., Estes, B., & Morton, M. (2012, February-March). A civil conversation between scholars and practitioners about workplace incivility. In J. Wang & J. Gedro (Eds.), *CD-ROM Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, St. Paul, MN: Academy of Human Resource Development. 
8. Grenier, R., **Wang, J.**, Doren, V., Fellows, K., & Chalofsky, N. (2010, February). Introducing innovative approaches to conducting qualitative research. In C. M. Graham (Ed.), *CD-ROM Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, St. Paul, MN: Academy of Human Resource Development. 
7. **Wang, J.** (2009, February). Developing moral capacity in organizational leaders. In T. J. Chermack, J. Storberg-Walker, & C. M. Graham (Eds.), *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas* (pp. 13-2). Bowling Green, OH: Academy of Human Resource Development.

6. **Wang, J.**, Hamlin, R. G., Russ-Eft, D., Ruiz, C. E., & Ellinger, A. (2009, February). Managerial and leadership effectiveness: Evidence from cross-national studies. In T. J. Chermack, J. Storberg-Walker, & C. M. Graham (Eds.), *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas* (pp. IS-7). Bowling Green, OH: Academy of Human Resource Development.
5. **Wang, J.**, & Ruiz, C. E. (2009, February). What makes managers effective? A qualitative study in Mexico. In T. J. Chermack, J. Storberg-Walker, & C. M. Graham (Eds.), *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas* (pp. 8-3). Bowling Green, OH: Academy of Human Resource Development.
4. Alagaraja, M., & **Wang, J.** (2009, February). Exploring national HRD strategies: Cases of India and China. In T. J. Chermack, J. Storberg-Walker, & C. M. Graham (Eds.), *Proceedings of the Academy of Human Resource Development 2009 International Research Conference* (pp. 22-2). Bowling Green, OH: Academy of Human Resource Development. ^S
3. Farnsworth, C. C., & **Wang, J.** (2009, February). A novel, web-based instrument for assessing the development of problem-solving. In T. J. Chermack, J. Storberg-Walker, & C. M. Graham (Eds.), *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*. Bowling Green, OH: Academy of Human Resource Development.
2. **Wang, J.**, Alagaraja, M., Egan, T., Yumol, B., Ahn, Y., & Osman-Gani, A. (2009, February). National human resource development: Perspectives from Asia. In T. J. Chermack, J. Storberg-Walker, & C. M. Graham (Eds.), *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas* (IS-20). Bowling Green, OH: Academy of Human Resource Development.
1. Wang, G., **Wang, J.**, McLean, G. N., Bartlett, K., & Lynham, S. (2007, February-March). National HRD research: Who are we developing? In T. J. Chermack, J. Storberg-Walker, & C. M. Graham (Eds.), *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*. Bowling Green, OH: Academy of Human Resource Development.

FUNDED RESEARCH PROPOSALS, PROJECTS & CONTRACTS

A. Research Proposals & Projects

9. **Catapult Triad +2019: Supporting Non-Traditional Entry into the Coaching Field** (November 1, 2018—May 1, 2020). PI: Lynn Burlbaw; Co-PIs: Michael Hanik, Jia Wang, Natasha Brison.
 - **Funding source:** Texas A&M University College of Education and Human Development
 - **Amount funded:** \$10,000

10. **T3-Triads for Transformation: Mobbing the Professor: Faculty Experiences of Mobbing by Students** (Fall, 2018—Fall, 2019). PI: Kathi Miner; Co-PI: Wendy Boswell & Jia Wang
 - **Funding source:** Texas A&M University
 - **Amount funded:** \$30,000

8. **PESCA Grant: The Unheard Voices: International Students' Experiences Integrating into U.S. Higher Education** (May 1, 2018—May 1, 2020). PI: Jia Wang; Co-PI: Barry Lawrence
 - **Funding source:** Texas A&M University Division of Research
 - a. **Amount funded:** \$25,000

7. **Catapult Grant: Faculty Engagement and Student Success** (January 15, 2018—June 30, 2019). PI: Khalil Dirani; Co-PIs: Jia Wang and Rhonda Fowler
 - **Funding source:** Texas A&M University College of Education and Human Development
 - **Amount funded:** \$30,000

6. **Diversity Matters Seed Grant: Cross-cultural Adjustment and Engagement: Perceptions and Experiences of International Students in U.S. Higher Education** (2017-2018). PI: Jia Wang; Co-Investigators: Dae Seok Chai, Huyen Van, Chih-Wei Wang, and Jin Lee
 - **Funding source:** Texas A&M University Office of the Vice President and Associate Provost for Diversity (\$3,000) and College of Education and Human Development Research Office (\$2,500)
 - **Amount funded:** \$5,500

5. **PESCA Grant: Educational Climates and Withdrawal for Female Graduate Students in STEM: A Test of Mediators and Moderators** (2015-2017). Co-PIs: Kathi Miner (50%) and Jia Wang (50%)
 - **Funding source:** Office of the Vice President for Research, Texas A&M University
 - **Amount funded:** \$17,700.14

4. **Industry-based Research Project: Optimizing Distributor Human Capital Development Consortium** (2014-2016). PI: F. Barry Lawrence (30%); Co-PIs: Jia Wang (50%) and Bharani Nagarathnam (20%). Texas A&M University Industrial Distribution Program
 - **Responsibilities:** Project Leader. Activities include designing human capital development framework for 18 consortium companies in industrial distribution, conducting human resource practice assessments with each company, producing an assessment report for each company, developing and delivering educational workshops to all members of the consortium, and report the research findings in the book format.
 - **Funding source:** 18 companies in industrial distribution
 - **Amount funded:** \$450,000

3. **Peer Review of Teaching in Distance-based Settings.** PI/Faculty Fellow (2012—2014).
 - **Responsibilities:** Develop, implement, and assess a pilot project on peer review of teaching in distance based settings. Identify existing and develop web-based recourses and training materials on peer review of teaching in distance-based settings. Serve as a resource for colleagues in home and other departments on the topic of peer review of teaching in distance-based settings. Provide occasional consultations to other departments on their efforts in peer review of teaching in distance-based settings.
 - **Funding source:** Center for Teaching Excellence, Texas A&M University
 - **Amount funded:** \$5,000
2. **Women Leaders in China.** PI/Faculty Fellow (2010—2012)
 - **Responsibilities:** design and conduct a qualitative study on the proposed topic
 - **Funding source:** Texas A& M University Melbern G. Glasscock Center for the Humanities Research and the Confucius Institute, Texas A&M University.
 - **Amounted Funded:** \$1,500
1. **Towards the Identification of Indicators for Effective Managerial Behavior: A Case of Sino-US Joint Venture in China** (2008—2010). PI: Jia Wang
 - **Responsibilities:** designed the study, collected and analyzed the data, wrote up the research findings. The final research report has been accepted to publish in *The Journal of European Industrial Training*.
 - **Funding source:** College of Education and Human Development, Texas A&M University
 - **Amount funded:** \$5,000

B. Participation in Funded Contracts (Entrepreneurial Activities)

Note: All these activities were funded industry.

13. **Training & Development Professional Certificate Program.** (March 25-29, 2019)
Project leader: Larry Dooley. Project Co-leaders/instructors: Khalil Dirani, Rodney Janczak, Kim Dooley, Theresa Murphrey, Jia Wang, & Rebecca Tate
 - **Responsibilities:** developed and delivered two modules for a week-long certificate program provided to human resource development professionals across the country.
12. **Training & Development Professional Certificate Program.** (April 3-7, 2017)
Project leader: Larry Dooley. Project Co-leaders/instructors: Khalil Dirani, Rodney Janczak, Jennifer Strong, Jason Moats, Kim Dooley, Theresa Murphrey, Jia Wang, & Rebecca Tate
 - **Responsibilities:** developed and delivered two modules for a week-long certificate program provided to human resource development professionals across the country.
11. **Training & Development Professional Certificate Program.** (March 28-April 1, 2016)
Project leader: Larry Dooley. Project Co-leaders/instructors: Khalil Dirani, Rodney Janczak, Jennifer Strong, Jason Moats, Kim Dooley, Theresa Murphrey, Jia Wang, & Rebecca Tate
 - **Responsibilities:** developed and delivered two modules for a week-long certificate program provided to human resource development professionals across the country.

10. **Training & Development Professional Certificate Program.** (April 19-24, 2015)
Project leader: Larry Dooley. Project Co-leaders/instructors: Robert Strong, James Lindner, Kim Dooley, Theresa Murphrey, Jennifer Strong, Jia Wang, Khalil Dirani, & Jean Madsen
 - **Responsibilities:** developed and delivered two modules for a week-long certificate program provided to human resource development professionals across the country.
9. **Training & Development Professional Certificate Program.** (April 6-11, 2014)
Project leader: Larry Dooley. Project Co-leaders/instructors: Robert Strong, James Lindner, Kim Dooley, Theresa Murphrey, Jia Wang, Rodney Janczak, Rebecca Tate, & Summer Odom
 - **Responsibilities:** developed and delivered two modules for a week-long certificate program provided to human resource development professionals across the country.
8. **TEEX Certified Training Instructor Certificate Program.** (December 9-11, 2013)
Project leader: Larry Dooley. Project Co-leaders/instructors: Theresa Murphrey, Robert Strong, Jia Wang, Kim Dooley, James Lindner
 - **Responsibilities:** developed and delivered two modules for three-day long certificate program for TEEEX instructors.
7. **Training & Development Professional Certificate Program.** (April 8-11, 2013)
Project leader: Larry Dooley. Project Co-leaders/instructors: Robert Strong, James Lindner, Kim Dooley, Theresa Murphrey, Jason Moats, Jia Wang, Rodney Janczak, Summer Odom, Priya Kurup, & Rebecca Tate
 - **Responsibilities:** developed and delivered two modules for three-day long certificate program provided to human resource development professionals.
6. **Training & Development Professional Certificate Program.** (February 19-24, 2012)
Project leader: Larry Dooley. Project Co-leaders/instructors: Jia Wang, Homer Tolson, Jamie Callahan, Toby Egan, & Gary McLean
 - **Responsibilities:** developed and delivered two modules for one-week long certificate program provided to human resource development professionals.
5. **Training & Development Professional Certificate Program.** (June 5-10, 2011)
Project leader: Larry Dooley. Project Co-leaders/instructors: Robert Strong, James Lindner, Jia Wang, Ken Reeves, Kim Dooley & Theresa Murphrey
 - **Responsibilities:** developed and delivered two modules for one-week long certificate program provided to human resource development professionals.
4. **Training & Development Professional Certificate Program.** (March 27-April 1, 2011)
Project leader: Larry Dooley. Project Co-leaders/instructors: Homer Tolson, Jamie Callahan, Jia Wang, Toby Egan, & Gary McLean
 - **Responsibilities:** developed and delivered two modules for one-week long certificate program provided to human resource development professionals.
3. **Training & Development Professional Certificate Program.** (March—April, 2010).

Project leader: Larry Dooley. Project Co-leaders/instructors: Homer Tolson, Jamie Callahan, Jia Wang, Toby Egan, & Gary McLean

- **Responsibilities:** developed and delivered three modules for one-week long certificate program provided to human resource development professionals.

2. **Training & Development Professional Certificate Program.** (March 29—April 3, 2009)

Project leader: Larry Dooley. Project Co-leaders/instructors: Jamie Callahan, Fred Nafukho, David Nelson, Gary McLean, Jia Wang, & Jason Moats

- **Responsibilities:** developed and delivered two modules for one-week long certificate program provided to human resource development professionals.

1. **Training & Development Professional Certificate Project** (March 30—April 4, 2008)

Project leader: Larry Dooley. Project Co-leaders/instructors: Jamie Callahan, Fred Nafukho, Toby Egan, Gary McLean, & Jia Wang

- **Responsibilities:** developed and delivered two modules for one-week long certificate program provided to human resource development professionals.

UNFUNDED PROJECT PROPOSALS

21. **Catapult Grant: Student Incivility towards Faculty: A Personality-Based Exploratory Study** (Submitted on October 28, 2019). Co-PIs: Noemi Mendoza Diaz, Jia Wang, & Shelby Vaughn.

- **Funding source:** Texas A&M University College of Education and Human Development
- **Amount requested:** \$30,000

20. **EHRD628-Research and Publishing in HRD 2019 Spring Field Trip Project** (Submitted on May 31, 2018)

Project leader: Jia Wang

- **Funding source:** Texas A&M University College of Education and Human Development
- **Amount requested:** \$15,585

19. **FOMILENIO Project: Design and Implementation of Technical Training and Vocational Education Programs for Tourism, Construction, Poultry, and Sugar** (Submitted on January 15, 2018).

Project Members: Roger Norton, Marcos Sanchez, Eduardo Palomo; Edelmiro Escamilla; Jia Wang; Ricky Peterson

- **Funding source:** the Millennium Challenge Corporation and the Government of El Salvador
- **Amount requested:** \$1,400,000

18. **Catapult Grant: International Student Engagement in U.S. Higher Education: A Qualitative Study** (Submitted on November 1, 2017). PI: Jia Wang; Co-PI: Mary Alfred

- **Funding source:** Texas A&M University College of Education and Human Development

- **Amount requested:** \$30,000
17. **NRT-IGE: Springboard for Success in Engineering Research and Complex Problem-Solving.** (Submitted on February 7, 2017). PI: Sheng-Jen Hsieh (34%); Co-PIs: Jia Wang (33%) and Prasad Enjeti (33%)
 - **Funding source:** National Science Foundation
 - **Amount requested:** \$499,998
 16. **Creation of an Online Cultural Archive: A Kaleidoscope of International Students' Experiences in U.S. Higher Education.** (Submitted on February 20, 2017). PI: Jia Wang.
 - **Funding source:** The Arts & Humanities Fellows Program, Texas A&M University
 - **Amount requested:** \$15,000
 15. **Texas A&M Future Engineering Faculty Program.** (Submitted on June 16, 2016). Principal Investigator: Nagamangala Anand (20%); Co-PIs: Valerie Taylor (20%), Jia Wang (20%), Jeff Froyd (20%), and Blanca Lupiani (20%)
 - **Responsibilities:** designed the research methodology and methods, and developed the research evaluation plan.
 - **Funding source:** National Science Foundation
 - **Amount requested:** \$1,706,560.00
 14. **Understanding Tomorrow's Employees: Insights for Today's Employers** (Submitted on October 24, 2016). PI: Jia Wang (34%); Co-Principal Investigators: F. Barry Lawrence (33%) and Norm Clark (33%); Graduate Assistant: Yasmeeen Makarem
 - **Funding source:** Catapult Grant, College of Education and Human Development, Texas A&M University
 - **Amount requested:** \$30,000
 13. **NRT-IGE: Springboard for Success in Engineering Research and Complex Problem-Solving.** PI: Sheng-Jen Hsieh (25%); Co-PIs: Dylan Shell (15%), Jia Wang (15%), Jun Zou (15%), Prasad Enjeti (15%), and Won-Jong Kim (15%). (Submitted on February 9, 2016)
 - **Funding source:** National Science Foundation
 - **Amount requested:** \$500,000
 12. **EAGER MAKER: Learning by Doing and Coaching Automated System Design.** Investigators: Sheng-Jen Hsieh (PI) and Jia Wang (Evaluator). (Submitted on December 17, 2015). PI: Sheng-Jen Hsieh (85%); Co-PI: Jia Wang (15%)
 - **Funding source:** National Science Foundation
 - **Amount requested:** \$300,000
 11. **The Impacts of Positive Psychological Capital, Cross-cultural Training, and Perceived Support on Work Performance of Korean and U.S. Expatriates: The Mediating Effects of Work Engagement and Cross-cultural Adjustment.** (Submitted on September 30, 2015) Principal Investigator: Dae Seok Chai (50%); Co-PI: Jia Wang (50%)
 - **Funding source:** American Society of Human Resource Management

- **Amount requested:** \$55,234.50
10. **Student Support Services Program.** Investigators: (Submitted on February 2, 2015). PI: Jia Wang (85%); Evaluator: Mary Gonzalez (15%)
 - **Funding source:** U.S. Department of Education
 - **Amount requested:** \$1,100,000
 9. **Educational Climates and Withdrawal for Female Graduate Students in STEM: A Test of Mediators and Moderators.** (Submitted on November 7, 2014). Co-PIs: Kathi Miner and Jia Wang (each 50% contribution)
 - **Funding source:** Transforming Lives Research Grant, College of Education and Human Development, Texas A&M University
 - **Amount requested:** \$29,880
 8. **The Song of Texas A&M: A Look at Computer-generated Music Constructed through Diversity Data.** (Submitted on November 3, 2014). Principal Investigator; Co-PI: Trez Jones
 - **Funding source:** Arts Research Enhancement (ARE) Grants, The Academy of Visual and Performing Arts (AVPA), Texas A&M University
 - **Amount requested:** \$7,324.98
 7. **Bob Winter '45 Faculty Fellowship** (March 2012). Principal Investigator
 - **Responsibilities:** Design and conduct two empirical studies in China
 - **Funding source:** Department of Educational Administration and Human Resource Development, Texas A&M University
 - **Amount requested:** \$13,500
 6. **Exploring Organizational Learning for Managing Economic Crises: An Investigation into Higher Education Institutions in the United States.** (Submitted in October 2010). PI: Jia Wang
 - **Responsibilities:** Design and conduct the qualitative pilot study
 - **Funding source:** Spencer Foundation
 - **Amount requested:** \$39,987
 5. **Bob Winter '45 Faculty Fellowship.** (Submitted in October 2010). PI: Jia Wang
 - **Responsibilities:** Design and conduct two empirical studies
 - **Funding source:** Department of Educational Administration and Human Resource Development, Texas A&M University
 - **Amount requested:** \$15,000
 6. **Developing Problem-based Learning in Math Education: A Pilot Study of Using Online Simulations to Prepare Pre-Service Teachers** (Submitted in May 2010). Co-PIs: Jia Wang (50%) and Charles Farnsworth (50%)
 - **Responsibilities:** co-conceptualized the research design; primary writer of the grant proposal
 - **Funding source:** National Science Foundation

- **Amount requested:** \$199,999.00
3. **Building Successful International Business Partnerships in the Global Economy: Critical Issues Organizational Leaders Must Know.** (Submitted in Spring 2009). PI: Jia Wang
 - **Responsibilities:** wrote a research proposal to fund a group of scholars and practitioners in the USA and China to present at a one-day Research Roundtable at the 2009 George Bush China-U.S. Relations Conference in Beijing, China. The goal of the Research Roundtable was to establish research collaboration with interested agencies and generate external funding for future research.
 - **Funding source:** Vice President Office for Research, Texas A&M University
 - **Amount requested:** \$10,000

 2. **International Research Travel Assistant Grant** (Submitted in Spring 2008). PI: Jia Wang.
 - **Responsibilities:** designed and wrote a proposal to obtain funding for travel to China to conduct a qualitative study on the effectiveness of organization leadership and management in China
 - **Funding source:** Vice President Office for Research, Texas A&M University
 - **Amount requested:** \$2,600

 1. **Career Preparation and Development in P. R. China and the USA: A Cross-Culture Comparison** (Submitted in Spring 2005). PI: Jia Wang
 - **Responsibilities:** designed and wrote a proposal to obtain funding for travel to China to conduct an empirical investigation of the practices of career preparation in China and compare the findings with those in the United States to identify factors and approaches to career development in different cultures and different systems.
 - **Funding source:** The Ambassador Jean Wilkowski International Fellowship, Barry University
 - **Amount requested:** \$2,500

CONFERENCE PRESENTATIONS

Note: ^s = With student

◆ = Based on a student dissertation

√ = Empirically-based study

* = Funded by a research grant

A. Refereed Conference Presentations

106. **Wang, J.,** Van, H. T. M., Wang, C., Lee, J., & Makarem, Y. (2019, November). *The unheard voice: International students' experiences integrating into U.S. higher education.* Presentation at the 18th International Asian Conference of the Academy of Human Resource Development. Hanoi, Vietnam. ^s√*



105. Phuong, T. T., & **Wang, J.** (2019, November). *Using grounded theory approach in dissertation: Experience sharing*. Presentation at the 18th International Asian Conference of the Academy of Human Resource Development. Hanoi, Vietnam. ^s ✓
104. Lee, J., & **Wang, J.** (2019, June). *An interpretivist approach to qualitative research synthesis: Meta-ethnography*. Presentation the Annual Meeting of the Korean Association of Human Resource Development. Seoul, South Korea.
103. Bian, X., & **Wang, J.** (2019, February). *Women's career interruptions: An integrative review*. Presentation at the Academy of Human Resource Development International Research Conference in the Americas. Louisville, KY. ^s
102. Nagarathnam, B., & **Wang, J.** (2018, October). *A review of competency & personality assessments in U.S. distributors*. Presentation at American Society for Engineering Management 2018 International Annual Conference. Coeur d'Alene, ID.
101. Rao, I., & **Wang, J.** (2018, November). Leveraging psychological contract for people development and organizational sustainability. Paper presented at the Academy of Human Resource Development International Research Conference in Asia. Bangkok, Thailand.
100. Chai, D. S., Van, H. T. M., Wang, C., Lee, J., & Wang, J. (2018, February). What do international students need? The role of family and community support for adjustment, engagement, and organizational citizenship behavior. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Richmond, VA. ^s ✓*
99. Kim, M., & **Wang, J.** (2018, February). *The lived experiences of Korean employees identified as talent*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Richmond, VA. ^s ✓
98. Ren, S., & **Wang, J.** (2018, February-March). *Scholar-Practitioners in HRD: A qualitative study of research-practice integration*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Richmond, VA. ^s ✓
97. Nagarathnam, B., & Wang, J. (2017, October). *Developing next generation distribution managers through competency development*. Presentation at the 2017 International Annual Conference of the American Society for Engineering Management. Huntsville, AL. ^s *
96. **Wang, J.**, & Miner, K. N. (2017, June). *Women in STEM: An empirical inquiry of their experiences*. Paper presented at the 17th International Conference on Human Resource Development Research & Practice across Europe, Lisbon, Portugal. ✓*
95. Makarem, Y., & **Wang, J.** (2017, June). *National human resource development in Lebanon*. Paper presented at the 17th International Conference on Human Resource Development Research & Practice across Europe, Lisbon, Portugal. ^s

94. **Wang, J.**, Chai, D. S., Van, H. T. M., Wang, C., & Lee, J. (2017, June). *What do international students needs? The roles of job resources for international students on cross-cultural adjustment, engagement, organizational citizenship behavior, and psychological well-being in the context of an U.S. higher education institution*. A 90-minute research session presented at the National Conference on Race & Ethnicity in American Higher Education, Fort Worth, TX. ^S√*
93. Costa, P. L, Miner, K. N., & **Wang, J.** (2017, April). *Gender microaggressions, diversity climate, and substance use*. Paper presented at the Society for Industrial and Organizational Psychology Annual Conference, Orlando, FL. ^S√*
92. Lee, J., & **Wang, J.** (2017, March). *Developing entrepreneurial resilience: Implications for human resource development*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, San Antonio, TX. ^S
91. Kang, H., & **Wang, J.** (2017, March). *Creating their own work-life 'balance': Experiences of the highly educated and married female employees in South Korea*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, San Antonio, TX. ^S √
90. Shirmohammadi, M., **Wang, J.**, Beigi, M. (2017, March). *How do skilled migrants from developing countries navigate their careers in the developed world? An integrative literature review*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, San Antonio, TX. ^S
89. Chai, D. S., Van, H. V., Wang, C., Lee, J., & **Wang, J.** (2017, March). *A holistic approach to job resources for international students and their organizational citizenship behavior and psychological well-being in the context of an U.S. higher educational institution*. Poster session presented at the Academy of Human Resource Development International Research Conference in the Americas, San Antonio, TX. ^S
88. Kim, J., Beyerlein, M., & **Wang, J.** (2016, August). *Building a creative learning transfer theory: A nomological network*. Paper presented at the 76th Academy of Management Annual Meeting, Anaheim, CA. ^S √
87. Makarem, Y., & **Wang, J.** (2016, June). *The dynamics of gender and leadership in organization management gendered organization: A critical review*. Paper presented at the 17th International Conference on Human Resource Development Research & Practice across Europe, Manchester, UK. ^S
86. Makarem, Y., & **Wang, J.** (2016, June). *Gendered organization: A critical review*. Paper presented at the 17th International Conference on Human Resource Development Research & Practice across Europe, Manchester, UK. ^S

85. Cajiao-Wingenbach, L., & **Wang, J.** (2016, February). *What do we know about NHRD in Colombia: A scoping review*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Jacksonville, FL. ^S
84. **Wang, J.**, & Wu, M. (2016, February). *Linking authoritarian leadership to organizational performance: A China case*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Jacksonville, FL.
83. Nery-Kjerfve, T., & **Wang, J.** (2016, February). *Transfer from expatriate to local contracts: A unique career transition*. . Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Jacksonville, FL. ^S√
82. **Wang, J.**, & Sun, J. (2015, August). *Indigenous leadership research: Today and tomorrow*. Research Symposium conducted at the Academy of Management 75th Annual Meeting, Vancouver, Canada.
81. Wu, M., & **Wang, J.** (2015, August). *Linking paternalistic leadership to turnover intention and work performance in Chinese family businesses*. Paper presented at the Indigenous leadership research: Today and tomorrow Symposium during the Academy of Management 75th Annual Meeting, Vancouver, Canada.
80. Beigi, M., Shirmohammadi, M., & **Wang, J.** (2015, August). *Qualitative research on work-family interaction in the management field: A review*. Paper presented at the Academy of Management 75th Annual Meeting, Vancouver, Canada. ^S
79. Hughes, C., & **Wang, J.** (2015, June). *Bridging the scholar-practitioner gap in human resource development*. Paper presented at the International Conference on Human Resource Development Research & Practice across Europe, Cork, Ireland. √
78. Shirmohammadi, M., Beigi, M., & **Wang, J.** (2015, June). *Anticipated Work-Family Conflict and Academic Career Choice: A Qualitative Inquiry*. Paper presented at the International Conference on Human Resource Development Research & Practice across Europe, Cork, Ireland. ^S√
77. Alagaraja, M., **Wang, J.**, & Whitener-Fellows, K. (2015, February). *From the front lines: Exploring qualitative research experiences*. FOCUS Session conducted at the Academy of Human Resource Development International Research Conference in the Americas, Saint Louis, MO.
76. Shirmohammadi, M., **Wang, J.**, & Beigi, M. (2015, February). *Where we are in career development research: A review of publications in HRD*. Paper presented at the Proceedings of the Academy of Human Resource Development International Research Conference in the Americas, Saint Louis, MO. ^S
75. Beigi, M., **Wang, J.**, & Shirmohammadi, M. (2015, February). *Has HRD taken a step forward in work-family research? A critical literature review*. Paper presented at the

Proceedings of the Academy of Human Resource Development International Research Conference in the Americas, Saint Louis, MO. ^s

74. Arghode, V., & **Wang, J.** (2015, February). *Exploring university professors' engaging instructional practices: A collective case study*. Paper presented at the Proceedings of the Academy of Human Resource Development International Research Conference in the Americas, Saint Louis, MO. ^s✓
73. Sehoon, K., **Wang, J.**, & Tolson, H. (2015, February). *How working hours influence stress: A multi-group test for U.S. and Korean employees*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Saint Louis, MO. ^s✓
72. Egan, T., Ghosh, R., Gerber, N., Nimon, K., & **Wang, J.** (2015, February). *Exploring mixed methods research: A gateway to new HRD frontiers*. FOCUS session conducted at the Academy of Human Resource Development International Conference in the Americas, Saint Louis, MO.
71. Shirmohammadi, M., **Wang, J.**, & Beigi, M. (2014). *A qualitative inquiry: Ph.D. students' career choice*. Paper presented at the International Conference on Human Resource Development Research & Practice across Europe, Edinburg, UK. ^s✓
70. Beigi, M., **Wang, J.**, & Shirmohammadi, M. (2014). *Faculty work-family intersection: A systematic literature review*. Paper presented at the International Conference on Human Resource Development Research & Practice across Europe, Edinburg, UK. ^s
69. Kurup, D. P., **Wang, J.**, & Gonzalez, E. (2014, February). *Student engagement strategies in fully online courses: A comparison of graduate and undergraduate courses*. Paper presented at Texas A&M University Teaching with Technology Conference, College Station, TX.
68. **Wang, J.**, Alagaraja, M., Doshy, P., Arthur-Mensah, N., & Beyerlein, M. (2014, February). *Best practices in qualitative research: Bridging research and real world experiences*. Innovative Session presented at the Academy of Human Resource Development International Research Conference in the Americas, Houston, TX.
67. Moats, J., & **Wang, J.** (2014, February). *A close look at technology acceptance*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Houston, TX. ^s✓
66. Kurup, P. D. & **Wang, J.** (2014, February). *Using design thinking to enhance HRD education and training*. Innovative Session presented at the Academy of Human Resource Development International Research Conference in the Americas, Houston, TX.
65. Kang, H., & **Wang, J.** (2014, February). *Flexible workplace arrangement: An alternative strategy for keeping work-life balance for career women in South Korea*. Paper presented at the Academy of Human Resource Development International Research Conference in the






- Americas, Houston, TX.^s [2014 Best Paper by Korean Academy of Human Resource Development in America].
64. Moitra, R., & **Wang, J.** (2014, February). *Leveraging organizational culture in crisis management through leadership competencies*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Houston, TX.^s
 63. Moon, M., & **Wang, J.** (2014, February). *Women's career and advancement: An update on the latest trends in research*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Houston, TX.^s
 62. Nagarathnam, B., & **Wang, J.** (2014, February). *National human resource development research: A systematic review*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Houston, TX.^s
 61. McPherson, R., & **Wang, J.** (2013, June). *The impact of in-congruent social class values in supervisor-subordinate relationships on access to adult learning opportunities in the workplace*. Roundtable presentation at the 'Researching Work and Learning: The visible and invisible in work and learning' Conference 2013, The University of Sterling, Scotland.  
 60. Anne, M., **Wang, J.**, & Chang, D. (2013, May-June). *Transformational learning in times of crisis: A study in the Indian context*. Paper presented at Adult Education Research Conference, Louis, St. Louis, MO.^s
 59. Arghode, V., & **Wang, J.** (2013, February). *Enhancing learning through engaging instruction*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Arlington, VA.
 58. **Wang, J.**, & Wu, M. (2013, February). *Investigating the relationship between abusive supervision, stress and work engagement*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Arlington, VA.
 57. Doshi, P., & **Wang, J.** (2013, February). *Manifestation of workplace incivility and targets' coping strategies*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Arlington, VA.^s
 56. Chakraborty, M., & **Wang, J.** (2013, February). *The postmodern approach to career counseling for contemporary organizations*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Arlington, VA.^s
 55. Valentin, M. A., & **Wang, J.** (2013, February). *Examining career development practices of the Hispanic population in the United States*. Roundtable presentation at the Academy of Human Resource Development International Research Conference in the Americas, Arlington, VA.^s

54. Kissack, H., Callahan, J., Bergman, M., Chlup, D., & **Wang, J.** (2013, February). *Muteness in organizational computer-mediated communication: A critical study*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Arlington, VA. ^S√
53. Doshy, P., & **Wang, J.** (2012, March). *Workplace career counselors: Who are they and why are they valuable?* Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Denver, CO.^S
52. **Wang, J.**, & Wu, M. (2012, March). *Charismatic leadership, loyalty to supervisor and work performance in China*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Denver, CO.√
51. Arghode, V. & **Wang, J.** (2012, March). *Empathy in training: Trainees' perceptions*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Denver, CO. ^S√
50. Gedro, J., **Wang, J.**, Amory, D., Doshy, P., Estes, B., & Morton, M. (2012, March). *A civil conversation between scholars and practitioners about workplace incivility*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Denver, CO.
49. Arghode, V., & **Wang, J.** (2012, March). *Effective training strategies: A collective case study*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Denver, CO.^S
48. Anne, M., & **Wang, J.** (2012, March). *Understanding crises and crisis management from an Indian Perspective*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Denver, CO.^S √
47. Bailey, K., & **Wang, J.** (2011, February). *Women in student affairs: Navigating the role of mother and administrator*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Schaumburg, IL.^S◆
46. Liggins, D., & **Wang, J.** (2011, February). *The role of learning and development in talent management*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Schaumburg, IL.^S
45. Ruiz, C. E., & **Wang, J.** (2011, February). *Towards the identification of indicators for effective managerial behavior: Case of Mexico*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Schaumburg, IL.√
44. Sagaram, M., & **Wang, J.** (2011, February). *Integrated human resource development through social entrepreneurship in the developing world: Cases of India and China*. Paper

presented at the Academy of Human Resource Development International Research Conference in the Americas, Schaumburg, IL.^S

43. Doshi, P., **Wang, J.** (2011, February). *Cultural diversity management and its impact on organizational performance*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Schaumburg, IL.^S
42. Mathis, M. K., & **Wang, J.** (2011, February). *Cultural influences on individual career development*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Schaumburg, IL.^S
41. Minnis, S., & **Wang, J.** (2011, February). *Military transition and re-careering: Using transition theory and cognitive information processing to guide military veteran career development*. Paper presented at the Academy of Human Resource Development 2011 International Research Conference in the Americas, Schaumburg, IL.^S
40. Wu, M., & **Wang, J.** (2010, November). *Chinese private entrepreneurs' leadership and organizational performance*. Paper presented at the 9th International Conference of the Academy of Human Resource Development in Asian, Shanghai, China.
39. Jenkins, M. O., & **Wang, J.**, & Scully, B. (2010, September). *Leadership and culture: Two sides of the same coin*. Paper presented at the Irish Academy of Management Conference, Ireland. ✓
38. Jenkins, M. O., & **Wang, J.** (2010, September-October). *Modern workforce challenges: Leadership and partnership in education*. Paper presented at 2010 Association on Employment Practices & Principles Conference, San Francisco, CA. ✓
37. Grenier, R., **Wang, J.**, Doren, V., Fellows, K., & Chalofsky, N. (2010, February). *Introducing innovative approaches to conducting qualitative research*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Knoxville, TN.
36. **Wang, J.** (2010, February). *Exploring managerial effectiveness: Empirical evidence in China*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Knoxville, TN. ✓
35. **Wang, J.**, Tolson, H., Chiang, T., & Huang, T. (2010, February). *An exploratory factor analysis of workplace learning, job satisfaction, and organizational commitment in small to midsize businesses in Taiwan*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Knoxville, TN. ♦
34. Meaker, S., & **Wang, J.** (2010, February). *Employee experience with organizational change: A phenomenological study*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Knoxville, TN.^S♦✓

33. Hamlin, R. G., Ruiz, C. E., & **Wang, J.** (2010, February). *Behavioral indicators of managerial and leadership effectiveness within Mexican and British public sector hospitals: An empirical study and cross-nation comparative analysis*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Knoxville, TN. ✓
32. Ul-Haq, S., Budhwani, N., & **Wang, J.** (2009, February). *Workplace spirituality and capitalism: An HRD perspective*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Washington, DC. ^S
31. **Wang, J.** (2009, February). Developing moral capacity in organizational leaders. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Washington, DC.
30. **Wang, J.**, Hamlin, R. G., Russ-Eft, D., Ruiz, C. E., & Ellinger, A. (2009, February). Managerial and leadership effectiveness: Evidence from cross-national studies. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Washington, DC.
29. **Wang, J.**, & Ruiz, C. E. (2009, February). What makes managers effective? A qualitative study in Mexico. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Washington, DC.
28. Alagaraja, M., & **Wang, J.** (2009, February). Exploring national HRD strategies: Cases of India and China. Paper presented at the Academy of Human Resource Development 2009 International Research Conference. Washington, DC. ^S
27. Farnsworth, C. C., & **Wang, J.** (2009, February). *A novel, web-based instrument for assessing the development of problem-solving*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Washington, DC.
26. **Wang, J.**, Alagaraja, M., Egan, T., Yumol, B., Ahn, Y., & Osman-Gani, A. (2009, February). *National human resource development: Perspectives from Asia*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas. Bowling Green, OH.
25. **Wang, J.**, Hutchins, H. M., & Garavan, T. (2008, June). *Exploring the strategic role of HRD in organizational crisis management*. Paper presented at the Academy of Human Resource Development International Research Conference across Europe, Lille, France.
24. Jenkins, M., & **Wang, J.** (2008, June). *Leadership and organizational culture: A qualitative case study*. Paper presented at the Academy of Human Resource Development International Research Conference across Europe, Lille, France. ^S ✓

23. Raynor, B., & **Wang, J.** (2008, June). *Factors influencing baby boomer adaptation to a changing work environment*. Paper presented at the Academy of Human Resource Development International Research Conference across Europe, Lille, France. ^S   ✓
22. **Wang, J.** (2008, February). Leveraging Chinese culture for effective organizational leadership: The China case. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Panama City, FL.
21. Chiang, T., & **Wang, J.** (2008, February). *Workplace learning, job satisfaction, and organizational commitment in small to midsize companies in Taiwan*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Panama City, FL. ^S  ✓
20. **Wang, J.**, & Dooley, L. (2007, November). *Developing organizational leaders in transitioning China*. Paper presented at the Academy of Human Resource Development International Research Conference in Asia, Beijing, China.
19. **Wang, J.** (2007, February-March). *Organizational learning and crisis management*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Indianapolis, IN.
18. Wang, G., **Wang, J.**, McLean, G. N., Bartlett, K., & Lynham, S. (2007, February-March). *National HRD research: Who are we developing?* Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Indianapolis, IN.
17. Sophie, P., & **Wang, J.** (2007, February-March). *Dynamic dyads: Sharing and creating knowledge*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Indianapolis, IN. ^S   ✓
16. Bank, C., **Wang, J.**, Zheng, W., & McLean, L. (2007, February-March). *Human resource development scholar-practitioners: Connecting the broken divide of research and practice*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Indianapolis, IN. ✓
15. **Wang, J.**, Wang, G., & Zeng, X. (2006, June). *Managerial practices in a transitional Chinese organization*. Paper presented at the International Association for China Management Research Bi-Annual Conference, Nanjing, China.
14. **Wang, J.**, & Roulston, K. (2006, February). *Viewing research interviews as a local accomplishment: Implications for HRD research*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Columbus, OH.
13. Estes, B., **Wang, J.**, & Hubschman, B. G. (2006, February). *Workplace incivility: Impacts on individual and organization performance and implications for HRD*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Columbus, OH.^S

12. **Wang, J., & Wang, G.** (2006, February). *Are management practices beyond borders? Preliminary evidence from China.* Paper presentation at the Academy of Human Resource Development Annual International Research Conference in the Americas, Columbus, OH.
11. **Wang, J., & Wang, G. G.** (2005, June). *Leveraging Confucian culture for global success.* Paper presented at the American Society for Training and Development International Research-to-Practice Conference, Orlando, FL.
10. **Wang, J.** (2005, February). *The practices of managers in a Chinese shareholding enterprise.* Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Estes Park, CO. ✓
9. **Wang, J., Wang, G. G., & Ruona, W. E. A.** (2005, February). *HRD Learning participation and outcomes: An empirical study.* Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Estes Park, CO. ✓
8. **Wang, G. G., & Wang, J.** (2005, February). *Toward a theory of HRD learning participation.* Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Estes Park, CO.
7. **Wang, G. G., & Wang, J.** (2005, May). *Control groups for measuring business impact: Theory and application.* Paper presented at the American Society for Training and Development International Research-to-Practice Conference, Orlando, FL.
6. **Wang, J., & Ruona, W. E. A.** (2004). *Grounding our HRD practice in the challenges of management development: A case of China.* Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Austin, TX. 🎓
5. **Wang, J.** (2004, January). *Moving between languages: Some reflections on cross-cultural research.* Paper presented at the 17th Annual Conference on Interdisciplinary Qualitative Studies, Athens, GA.
4. **Wang, J., & Roulston, K.** (2004, January). *Why do ethnomethodological analysis of interview data?* Paper presented at the 17th Annual Conference on Interdisciplinary Qualitative Studies, Athens, GA.
3. **Wang, J., Ruona, W. E. A., & Rojewski, J. W.** (2003, February-March). *Confucian values: A review of the literature and implications for HRD.* Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Minneapolis, MN.
2. **Wang, J.** (2003). *Management education in the People's Republic of China: Chinese managers' perceptions and learning experiences.* Paper presented at the 44th Annual Adult Education Research Conference, San Francisco, CA. ✓

1. Rojewski, J. W., **Wang, J.**, Wan, G. Z., Liu, Y. K., & Song, Z. R. (2002, December). *Workforce education in the People's Republic of China and United States: Comparative analysis of career, vocational, and technical preparation systems*. Paper presented at the American Vocational Education Research Association Annual Conference, Las Vegas, NA.

B. Non-refereed Conference Presentations

Note: ^s = With student

√ = Empirically-based

* = Funded by a research grant

36. **Wang, J.** (2019, November). *Publishing in international journals: A road to success*. A pre-conference session at the 18th International Asian Conference of the Academy of Human Resource Development. Hanoi, Vietnam.
35. Phoung, T., & **Wang, J.** (2019, November). *Using grounded theory approach in dissertation: Experience sharing*. Presentation at the 18th International Asian Conference of the Academy of Human Resource Development. Hanoi, Vietnam.^{s√}
34. McLean, G., **Wang, J.**, Gedro, J. et al. (2019, November). *Human resource development for labor productivity and workforce improvement in enterprises*. A pre-conference session at the 18th International Asian Conference of the Academy of Human Resource Development. Hanoi, Vietnam.
33. **Wang, J.**, Lawrence, B., & Nagarathnam, B. (2019, November). *Bridging the worlds of research and practice: A case of success*. A Panel Discussion session at the 18th International Asian Conference of the Academy of Human Resource Development. (Session Organizer: Jia Wang). Hanoi, Vietnam.
32. Ghosh, R., **Wang, J.**, Cho, Y., & Akdere, M. (2019, November). *Journal editors on academic publishing: HRDQ, HRDR, HRDI, and ADHR*. A Panel Discussion session at the 18th International Asian Conference of the Academy of Human Resource Development. Hanoi, Vietnam.
31. Beigi, M., **Wang, J.**, & Cho, Y. (2019, June). From A to Z of publishing your non-empirical research: Mapping a success journey. Professional Development Workshop at the 21st International University Forum for Human Resource Development Anniversary Conference 2019. Nottingham, UK.
30. Miner, K., Boswell, W., **Wang, J.**, & Bian, X. (2019, April). *Workplace mobbing: Faculty's experiences in higher education*. T3 Poster presentation at Texas A&M University President's Excellence Fund Symposium. College Station, TX.
29. Bian, X., & Wang, J. (2019, March). *Women's career interruptions: An integrative review*. Poster presentation at Texas A&M University Women's Research on Women Symposium. College Station, TX.^s

28. **Wang, J.**, Cho, Y., & Beigi, M. (2019, February). *Reviewer Training Workshop*. Professional Development Session at the Academy of Human Resource Development International Research Conference in the Americas (Session Organizer: Jia Wang). Louisville, KY.
27. **Wang, J.**, Cho, Y., & Beigi, M. (2019, February). *Writing for success: How to publish non-empirical research?* Focus Session at the Academy of Human Resource Development International Research Conference in the Americas (Session Organizer: Jia Wang). Louisville, KY.
26. Reio, T., **Wang, J.**, Li, J., & Byrd, M. (2019, February). *Meet the Editor Session*. Focus Session at the Academy of Human Resource Development International Research Conference in the Americas (Session Organizer: Thomas Reio). Louisville, KY.
25. Cseh, M., Bartlett, K., Russ-Eft, D., **Wang, J.**, & McLean, G. (2018, November). *Preparing HRD professionals for the global workplace: A holistic learning and development approach*. Focus Session at the Academy of Human Resource Development International Research Conference in the Americas (Session Organizer: Maria Cseh). Louisville, KY.
24. Cseh, M., Bartlett, K., Crocco, O., Mclean, G., Russ-Eft, D., & **Wang, J.** (2019, February). *Preparing HRD professionals for the global workplace: A holistic learning and development approach*. Focus Session at the Academy of Human Resource Development International Research Conference in Asia (Session Organizer: Maria Cseh). Bangkok, Thailand.
23. Cumberland, D., **Wang, J.**, Beigi, M., Cho, Y., Byrd, M., & Reio, T. (2019, February). Tips for publishing qualitative research from editors and scholars. Focus Session at the Academy of Human Resource Development International Research Conference in the Americas (Session Organizer: Denise Cumberland). Louisville, KY.
22. Narendran, R., Abhichandrani, Y., Chaudhuri, S., Osman-Gain, A., & **Wang, J.** (2018, November). *Changing perceptions of HRD in India*. Focus Session at the Academy of Human Resource Development International Research Conference in Asia (Session Organizer: Sanghamitira Chaudhuri). Bangkok, Thailand.
21. **Wang, J.**, Cho, Y., & Beigi, M. (2018, November). *Publishing non-empirical research: Strategies for success*. Focus Session at the Academy of Human Resource Development International Research Conference in Asia. Bangkok, Thailand.
20. Werner, J., **Wang, J.**, Li, J., Byrd, M., & Senasu, K. (2018, November). *Journal editors on academic publishing: HRDQ, HRDR, HRDI, ADHR, and HROD*. Focus Session at the Academy of Human Resource Development International Research Conference in Asia. Bangkok, Thailand.
19. Anderson, V., Brown, T., Elliott, C., Sheehan, M., Short, H., & **Wang, J.** (2018, June). *Getting published: Responding to journal reviewers' feedback and journal decision* Letters.

- Focus Session at the 20th International University Forum for Human Resource Development Conference. New Castle, UK.
18. Beigi, M., & **Wang, J.** (2018, June). *Publishing literature reviews: Tips for success*. Focus Session at the 20th International University Forum for Human Resource Development Conference. New Castle, UK.
 19. Reio, T., Li, J., Anderson, V., Elliott, C., Leimbach, M. P., **Wang, J.** (2018, February). Meet the Editor Session. Journal editor panel presentation at the Academy of Human Resource Development International Research Conference in the Americas (session organizers: Thomas Reio and Jessica Li). Richmond, VA.
 18. Yim, J., McLean, G. N., **Wang, J.**, Alagaraja, M., & Garavan, T. (2018, February). Research focused on National Human Resource Development. Focus Session sponsored by the Korean SIG at the Academy of Human Resource Development International Research Conference in the Americas (Session Organizers: Jeong-Ha Yim and Gary N. McLean). Richmond, VA.
 17. Anderson, V., Nimon, K., Werner, J. **Wang, J.**, Elliott, C., & Leimbach, M. (2018, February). *Meet the journal editors*. Focus Session presented at the Academy of Human Resource Development International Research Conference in the Americas. Richmond, VA.
 16. **Wang, J.**, Cho, Y., & Beigi, M. (2018, February). *Publishing non-empirical Research: Tips for success*. Focus Session presented at the Academy of Human Resource Development International Research Conference in the Americas. Richmond, VA.
 15. Alagaraja, M., & **Wang, J.**, Anderson, V., Ardichvili, A., Ellinger, A. D., McLean, G., & Rocco, T. (2018, February). *Publishing qualitative research: Experiences and tips from HRD journal editors*. Focus Session presented at the Academy of Human Resource Development International Research Conference in the Americas. (Session Organizers: Meera Alagaraja and Jia Wang). Richmond, VA.
 14. Werner, J., **Wang, J.**, Cseh, M., & Gedro, J. (2017, November). *The HRD journal editors' panel presentation*. Session presented at the Academy of Human Resource Development International Research Conference in Asia. Ahmedabad, India.
 13. Makarem, Y., & **Wang, J.** (2017, March). *Women leadership in the Middle East: Challenges and opportunities*. Poster presentation at Texas A&M University Women's Research on Women Symposium. College Station, TX.^S
 12. Alagaraja, M., & **Wang, J.** (2017, March). *Publishing qualitative research in HRD journals: Panel discussion involving qualitative methods editorial members from HRD journals*. Focus Session presented at the Academy of Human Resource Development International Research Conference in the Americas, San Antonio, TX.
 11. Chai, D. S., **Wang, J.**, Van H., Wang, C., & Lee, J. (2017, February). *Cross-cultural adjustment and engagement: Perceptions and experiences of international students in U.S. higher education*. Poster Session presented at the Graduate Research Advisory Board 5th

Annual Symposium: Transformational Learning in a Diverse World, organized by the Department of Educational Administration and Human Development. College Station, TX: Texas A&M University. ^S√* [Awarded First Place for Outstanding Poster Presentation]

10. Alagaraja, M., & **Wang, J.** (2015, February). *Seeking best practices in qualitative research: Bridging research and real-world experiences*. Focus Session presented at the Academy of Human Resource Development International Research Conference in the Americas, St. Louis, MO.
9. **Wang, J.**, & Shirmohammadi, M. (2014, March). *Tapping social capital through e-mentoring: An alternative approach to women's career development*. Poster presentation at Texas A&M University Women's Research on Women Symposium, College Station, TX. ^S
8. **Wang, J.** (2014, March). *Networking in the Workplace: Implications for women's career development*. Poster Session presented at the first Texas A&M University Women's Research on Women Symposium, College Station, TX.
7. **Wang, J.**, & Alagaraja, M. (2014, February). *Best practices in qualitative research: Bridging research and real world experiences*. Innovative Session presented at *the Academy of Human Resource Development International Research Conference in the Americas*, Houston, TX.
6. **Wang, J.**, Alagaraja, M., & Whitner-Fellows, K. (2012, March). *Innovative approaches to phenomenological studies within the field of HRD*. Innovative Session presented at the Academy of Human Resource Development International Research Conference in the Americas, Denver, CO.
5. Chalofsky, N., Doran, V., Whitner-Fellows, K. J., Grenier, R., & **Wang, J.** (2011, February). *Ensuring high quality qualitative research*. Innovative Session presented at the Academy of Human Resource Development International Research Conference in the Americas. Schaumburg, IL.
4. Chalofsky, N., Doran, V., Whitner-Fellows, K. J., Grenier, R., & **Wang, J.** (2011, February 26). *Gaining new understandings of innovative technologies in qualitative inquiry without losing your mind*. Innovative Session co-organized and co-facilitated on behalf of the Qualitative Inquiry Special Interest Group at *the Academy of Human Resource Development International Research Conference in the Americas*, Schaumburg, IL.
3. Hutchins, H., **Wang, J.**, & Fellows, K., (2010, February). *Strategies for gaining organizational access and support to conduct applied research*. Food 'N Thought Session presented at the Academy of Human Resource Development International Research Conference in the Americas, Knoxville, TX.
2. Wang, J. (2006, February), *Mentoring*. Food-N-Thought Session presented at the Academy of Human Resource Development International Research Conference in the Americas, Columbus, OH.

1. Wang, J. (2005, February), *Mentoring*. Food-N-Thought Session presented at the Academy of Human Resource Development International Research Conference in the Americas, Estes Park, CO.

E. Invited Keynote Presentations

6. Wang, J. (2019, January 30). *Maximize your people value using the head-hand-heart factor*. Keynote presentation at National Association of Wholesaler-Distributors Executive Summit. Washington DC.
5. Wang, J. (2019, January 29). *Creating positive board dynamics*. Presentation at National Association of Wholesaler-Distributors Executives Council. Washington DC.
4. **Wang, J.** (2018, December 15). *Organization development in China: Challenges and opportunities*. Keynote presentation at the 2018 China Human Resource International Forum-OD in China, Guangzhou, China.
3. Wang, J. (2018, September 26). *Branding your company through optimal human capital strategy: Challenges and opportunities for wholesaler-distributors*. Keynote presentation at National Association of Wholesaler-Distributors Large Company CEO/COO Roundtable. Chicago, IL.
2. **Wang, J.** (2002, November 16). *Organizational development: West meets East*. Keynote presentation at the First Sino-Foreign Entrepreneurs and Experts Forum, Chengdu, China.
1. Rojewski, J. W. & **Wang, J.** (2002, November 13). *Globalization and the implications for vocational and technical education in the U.S. and People's Republic of China*. Keynote presentation at the First International Vocational Education Conference. Sichuan Normal University, Chengdu, Sichuan, China.

F. Invited Lectures/Workshops/ Presentations

58. Wang, J. (2019, December 6). Cultivating a positive workplace culture. Training workshop at Texas A&M University Memorial Student Center Staff Retreat. College Station, TX.
57. Wang, J. (2019, November 5). Publishing in international journals: A road to success. A three-hour pre-conference session at the 18th International Asian Conference of the Academy of Human Resource Development. Hanoi, Vietnam.
56. Wang, J. (2019, October 21). Creating a civil workplace. Guest lecturing at the HRD undergraduate class on Conflict Management and Dialogue in Higher Education. College Station, TX.
55. Wang, J. (2019, October 14). Creating a civil workplace. Guest lecturing at the HRD undergraduate class on Conflict Management and Dialogue in Higher Education. College Station, TX.

54. Wang, J. (2019, October 4). Breaking the silent epidemic: Dealing with workplace incivility. Speaker at Dean of Faculties Conversation Café. Texas A&M University, College Station, TX.
53. Wang, J. (2019, September 26). Introducing Generation Z: Meeting the newest members of your workforce. Panel presentation (along with Katherine Kleeman and Amy Sharp) at 2019 Brazos Valley Business Summit. College Station, TX.
52. Wang, J. (2019, September 12). Workplace incivility: Time to break the silent epidemic! Presentation at Brazos Valley Association of Talent Development Monthly Meeting. College Station, TX.
51. Wang, J. (2019, March 20). Managing a multigenerational workforce. Presentation to Texas A&M University Memorial Student Center leadership team. College Station, TX.
50. Wang, J. (2019, March 19). Creating a civil workplace: Part 2. Training delivered to Texas A&M University College of Education and Human Development Business Administrators. College Station, TX.
49. Wang, J. (2019, February 22). Creating a civil workplace: Part 1. Training delivered to Texas A&M University College of Education and Human Development Business Administrators Retreat. College Station, TX.
48. Wang, J. (2018, December 16). *Rethinking performance management*. Presentation at Parallel Session 2-OD Theory, Disciplinary Construction, at the 2018 China Human Resource International Forum-OD in China, Guangzhou, China.
47. Li, J., **Wang, J.**, & Preston, J. (2018, December 16). Guidelines for international papers publication. One of the three speakers at the journal editor session at the 2018 China Human Resource International Forum-OD in China, Guangzhou, China.
46. Wang, J. (2018, December 5). Creating a civil workplace. Invited presentation to the Department of Educational Administration and Human Resource Development. Texas A&M University, College Station, TX.
45. Wang, J. (2018, September 27). *Cultivating a positive corporate culture*. Breakout session presentation at 2018 Brazos Valley Business Forum. College Station, TX.
44. Wang, J. (2018, March 22). *Creating a civil workplace*. Invited speech at Texas A&M University Women's Faculty Network Spring 2018 Seminar Lunch, College Station, TX.
43. Wang, J. (2017, November 7). *Engaging in non-empirical research: A road to successful publication*. Pre-conference workshop at the Academy of Human Resource Development International Research Conference in Asia. Ahmedabad, India.

42. Wang, J. (2017, September 28). *What do international students in U.S. higher education need? The roles of resources in cross-cultural adjustment, engagement, organizational citizenship behavior, and psychological well-being*. Presented made with three PhD students on the research team (Huyen Van, Chi-Wei Wang, and Jin Lee), as part of Texas A&M University Diversity Speaker Series, College Station, TX.
41. Wang, J. (2017, September 21). Writing with P.O.W.E.R. Panel Session presented at CEHD 601 writing class taught by Dr. Patricia Goodson, Texas A&M University, College Station, TX.
40. Wang, J. (2017, September 8). Leading a professional life. A half-day professional development workshop conducted for student scholars of Texas A&M University-Kingsville.
39. Wang, J. (2017, May 1). *Within culture and beyond: What I've learned from leaders in my life*. Presentation to the EHRD605 Leadership in HRD class. Texas A&M University, College Station, TX.
38. Wang, J. (2017, March 2). *Writing with POWER*. Session presented to Graduate Student Research Colloquium at the Academy of Human Resource Development International Research Conference in the Americas, San Antonio, TX.
37. Wang, J. (2017, February 12). *Workplace incivility: The silent epidemic*. A TED-style talk made at the Inaugural Voices of Impact Speaker Series, College of Education and Human Development, Texas A&M University. College Station, TX.
36. Wang, J. (2017, February 2). *Research and Writing for Diversity and Inclusion*. Faculty Panel Session presented at Department of Education Administration and Human Resource Development Graduate Research Advisory Board 5th Annual Symposium, Texas A&M University, College Station, TX.
37. Wang, J. (2017, January 26). *Qualifying exam and preliminary exam*. Part of the Panel Presentation (along with Dr. Mario Torres, and Ph.D. students: Nahed Abdedelrandman, Huyen Van, and Chi-Wei Wang) at Department of Educational Administration and Human Resource Development GRAB Brown Bag, College Station, TX.
35. Wang, J. (2016, November 21). *Global HRD Trends*. Session virtually presented to graduate students in the EHRD607 Global HRD online class at Drexel University, Philadelphia, PA.
34. Wang, J. (2016, November 7). *Talent Retention*. Two class sessions presented to undergraduate students in IDIS444-Leadership and Ethics in Distribution class, Industrial Distribution program, College of Engineering, Texas A&M University, College Station, TX.
33. Wang, J. (2016, October 21). *Focus Groups for Research*. Session presented to graduate students and faculty at I/O Colloquium, College of Liberal Arts, Texas A&M University, College Station, TX.

32. Wang, J. (2016, July 11-14). *Introduction to the U.S. Education and Human Resource Development Systems*. A one-credit-hour course presented to the third-year undergraduate students enrolled in the University Immersion Program, Sichuan University, Chengdu, Sichuan, China.
31. Wang, J. (2016, February 18). *Writing with POWER*. Session presented at the Graduate Student Research Colloquium at the Academy of Human Resource Development Annual Conference in the Americas, Jacksonville, FL.
30. Wang, J. (2016, February 17). *Overview of Research Paradigms*. Session presented (with Toby Egan and Kim Nimom) at the Graduate Student Research Colloquium at the Academy of Human Resource Development Annual Conference in the Americas, Jacksonville, FL.
29. Wang, J. (2015, November 24). *Getting to Know China*. Session presented to undergraduate students at Mays Business School. College Station, TX: Texas A&M University.
28. Wang, J. (2015, April 27). *Conflict Management in the Workplace*. Session presented to the EHRD481Seminar in Career Development undergraduate class, Texas A&M University, College Station.
27. Wang, J. (2015, March 9). *Researcher Perspective in Conducting Research Internationally*. Panel Session presented at International Research Workshop, Human Subjects Protection Program, Texas A&M University, College Station, TX.
26. Wang, J. (2015, January 21). *Achieving Distribution Competitive Advantage through Talent Management Best Practices*. Session presented at Brenntag Latin America HR Meeting, Houston, TX.
25. Wang, J. (2014, July 1-4). *An Introduction to the US Education and Human Resource Development Systems*. One-credit-hour course presented to the third-year undergraduate students in the University Immersion Program, Sichuan University, Chengdu, P.R. China.
24. Wang, J. (2014, April 21). *Conflict Management in the Workplace*. Presented to EHRD481Seminar in Career Development undergraduate classes, Texas A&M University, College Station, TX.
23. Wang, J. (2014, February 27). *Writing with P.O.W.E.R.* Panel Session presented at CEHD 601 writing class taught by Dr. Patricia Goodson, Texas A&M University, College Station, TX.
22. Wang, J. (2014, February 14). *Human resource development: A cultural perspective*. Session presented at I/O Colloquium, School of Liberal Arts, Texas A&M University, College Station, TX.
21. Wang, J. (2013, November 18). *Conflict Management in the Workplace*. Session presented to the EHRD481Seminar in Career Development undergraduate class, Texas A&M University, College Station, TX.

20. Wang, J. (2013, April 29). *Conflict Management in the Workplace*. Presented to EHRD481Seminar in Career Development undergraduate classes. College Station, TX: Texas A&M University.
19. Wang, J. (2013, March 28). *Getting to Know China*. Session presented to undergraduate students at Mays Business School, Texas A&M University, College Station, TX.
18. Wang, J. (2012, November 19). *Conflict Management in the Workplace*. Session presented to the EHRD481Seminar in Career Development undergraduate class, Texas A&M University, College Station, TX.
17. Wang, J. (2012, April 23). *Conflict Management in the Workplace*. Session presented to the EHRD481Seminar in Career Development undergraduate class, Texas A&M University, College Station, TX.
16. Wang, J. (2012, April 16). *Getting to Know China*. Presented to undergraduate students at Mays Business School. College Station, TX: Texas A&M University.
15. Wang, J. (2012, April 6). *International Human Resource Development in China*. Session presented to the EHRD706 International HRD graduate class, Texas A&M University, College Station, TX.
14. Wang, J. (2012, March 27). Presentation to postdocs of the Department of Statistics at Roadmap Workshop for a Successful Academic Career, hosted by Center for Women Faculty Advance Program, Texas A&M University, College Station, TX.
13. Wang, J. (2011, November 21). *Conflict Management in the Workplace*. Session presented to the EHRD481Seminar in Career Development undergraduate class, Texas A&M University, College Station, TX.
12. Wang, J. (2011, November 1). *Organization Development in the Global Setting*. Session presented to EHRD303 Foundation of HRD undergraduate class. College Station, TX: Texas A&M University.
11. Wang, J. (2011, April 25). *Conflict and Negotiation in the Workplace*. Session presented to the EHRD481Seminar in Career Development undergraduate class, Texas A&M University, College Station, TX.
10. Wang, J. (2011, April 21). *Cultural Impact on Organization Development*. Session presented to the Organization Development undergraduate class, Texas A&M University, College Station, TX.
9. Wang, J. (2011, March 22). *Organization Development in the Global Setting*. Session presented to the EHRD303 Foundation of HRD undergraduate class, Texas A&M University, College Station, TX.

8. Wang, J. (2010, November 22). *Conflict and Negotiation in the Workplace*. Session presented to the EHRD481Seminar in Career Development undergraduate class, Texas A&M University, College Station, TX.
7. Wang, J. (2010, April 26). *Conflict and Negotiation in the Workplace*. Presented to EHRD481Seminar in Career Development undergraduate class, Texas A&M University, College Station, TX.
6. Wang, J. (2010, February). *Faculty 101*. Panel Session presented at Scholar Development Preconference Workshop at the Academy of Human Resource Development International Research Conference in the Americas, Knoxville, TN.
5. Wang, J. (2009, November 30). *Conflict and Negotiation in the Workplace*. Session presented to the EHRD481Seminar in Career Development undergraduate class, Texas A&M University, College Station, TX.
4. Wang, J. (2009, October 26). *Women's Ways of Knowing: Higher Education Perception*. Invited panel presentation at the EDAD 689 Advanced Student Development Theory graduate class. College Station, TX: Texas A&M University.
3. Wang, J. (2009, September 3). *Higher Education Career Planning and Development*. Presented to the delegation of Beijing Institute of Graphic Communication, Center of Asian Pacific Studies, Texas A&M University, College Station, TX.
2. Wang, J. (2008, February 29). *International Human Resource Development in China*. Session presented to the EHRD706 International HRD graduate class, Texas A&M University, College Station, TX.
1. Wang, J. (2005, March 4). *Qualitative Research Design*. Session presented to the graduate research class, James Madison University, Harrisburg, VA.

G. Press/Featured Interviews

6. An interview featuring my research on multi-generational workforce development, in the article "Understanding What Recent College Graduates are Looking for in Their First Job and What Distributors Can Do to Craft an Attractive Environment" by Tim O'Conner, at Foodservice Equipment Distributors Association (FEDA) magazine, 2019. https://fedacom/fedaimis/FEDA/Articles/2019/Fall/Motivating_Gen_Z.aspx
5. An interview featuring my research on talent development, in the article "Talent Acquisition Strategies for Distributors" by Joanna Truitt at MDM Competitive Intelligence for Wholesale Distribution, October 10, 2019. <https://www.mdm.com/articles/40399-talent-acquisition-strategies-for-distributors>

4. Featured interview by Heather Gillin, in the article “What is work burnout, and how can we avoid it?”, published in *Texas A&M Today*, July 16, 2019 issue (https://today.tamu.edu/2019/07/16/what-is-work-burnout-and-how-can-we-avoid-it/?utm_source=today_newsletter&utm_medium=today_email&utm_campaign=today_07-17-2019)
3. An interview featuring my research on human capital development in wholesale distribution by Heather Gillin, in the article “Texas A&M Expert Creates Best Practices for Wholesale Industry,” published in Texas A&M University College of Education and Human Development publication *Transforming Lives* September 3, 2018 issue (<http://transform.tamu.edu/news/texas-am-hr-expert-creates-best-practices-wholesale-industry>) and Texas A&M University Research Bulletin on September 4, 2018 (<http://research.tamu.edu/2018/09/04/texas-am-hr-expert-creates-best-practices-for-wholesale-industry/>)
2. An interview featuring my research on workplace incivility by Ashely Green, in the article “Workplace Health: The Silent Epidemic,” published in Texas A&M University College of Education and Human Development publication *Transforming Lives* in the summer issue, 2017. The featured work is also featured by TIME magazine online on November 9, 2017 (<http://time.com/5015103/compassion-is-missing-from-the-opiod-crisis-coversation/>), by *China Daily USA* on November 3, 2017 (http://usa.chinadaily.com.cn/opinion/2017-11/03/content_34082788.htm), and by *Times of India* (<https://www.pressreader.com/india/the-times-of-india-numbai-edition/20171113/282260960747271>)
1. Featured interview by *Sichuan Daily*, a major newspaper in China, on developing innovative talents and building effective human resource management and development systems in the global context. *Sichuan Daily*, September 19, 2005 (p. 7). Available online at www.sichuandaily.com.

H. Blog Posts for National Association of Wholesaler-Distributors

Category: Developing Your Workforce

(Available at: <https://www.naw.org/category/developing-your-workforce-in-the-digital-era/>)

Published in 2019

18. How's Your HiPo Program Working for You?
17. Are You Hiring the “Right” People?
16. Thriving in the Age of AI
15. Why Respect Matters at Work?
14. Do What You Love and Love What You Do
13. Pay attention to the Social Context of Your Performance Reviews
12. What Performance Are You Measuring?
11. Try Crafting Meaningful Jobs with Your Employees...Especially Millennials
10. Are You Using Talent Analytics to Drive Your HR and Business Results?
9. Use Technology to Optimize Your Talent Practice

Published in 2018

8. Let Your Employees Surprise You!
7. From Purpose to Performance: Lessons for Distribution Leaders
6. Which Talent Strategy Has Your Company Adopted?
5. Making Performance Management TRULY Work
4. Working with Millennials Doesn't Have to Be a Pain
3. Take Employee Engagement Seriously!
2. What is Your Employee Value Proposition?
1. Why Employees Leave You?

I. Publications in Trade Magazines

1. Wang, J. (2019). *Making training and development count*. Foodservice Equipment Distributor Association Magazine. Retrieved from https://feda.com/fedaimis/FEDA/Articles/2019/Pre_Spring/Making_Training_and_Development_Count.aspx

CONSULTING & TRAINING EXPERIENCE

Instructor, NAW Certificate in Distribution Professional Management Program—co-sponsored by Texas A&M University Thomas & Joan Read Center for Distribution Research & Education (TEES) and National Association for Wholesaler-Distributors (NAW). College Station, TX, April 4-5, 2019

- Co-designed and co-delivered a two-day session, titled “Innovating Talent Strategy and Practice in Distribution”, to leaders in wholesale distribution companies in the U.S.

External Evaluator, National Science Foundation Funded Project led by Dr. Sheng Jen Hsieh (PI), College of Engineering, Texas A&M University, College Station, TX, May - June 2019
Project Title: NSF ATE Project

- Conducted an on-site visit at Alamo College, San Antonio, Texas
- Evaluated materials collected from multiple sources, including the evaluator's on-site observations, the evaluator's face-to-face meetings with key project personnel, industry expert opinions, student surveys, surveys of the outreach activities; and updated and newly developed curricular on three subjects.
- Wrote an evaluation report

Trainer, “Innovating Talent Strategy and Practices in Distribution,” in collaboration with Industrial Distribution Program, College of Engineering, Texas A&M University, College Station, TX, December 6-7, 2018

- Co-designed and co-delivered the two-day long workshop to leaders in wholesale distribution companies in the U.S.

External Evaluator, National Science Foundation Funded Project led by Dr. Sheng Jen Hsieh (PI), College of Engineering, Texas A&M University, College Station, TX, May - June 2018
Project Title: MAKER: Setup and Evaluation of Remotely Accessible 3D Printer Infrastructure for CAD/CAM, CNC and STEM Courses

- Conducted an on-site visit to Richland Community College, Texas
- Evaluated four improved course syllabi, instructional materials, and student evaluations and industry survey results
- Wrote an evaluation report

Trainer, “Distribution Human Capital Development: A Pathway to Excellence in Distribution”, Industrial Distribution Program, College of Engineering, Texas A&M University, College Station, TX, November 30-December 1, 2017

- Designed and co-delivered the 1.5-day short course to 20 leaders of wholesale distribution companies in the U.S.

External Evaluator, National Science Foundation Funded Portable PLC Kit Project led by Dr. Sheng Jen Hsieh (PI), College of Engineering, Texas A&M University, College Station, TX, May - June 2017

- Conducted individual interviews to explore learners’ experience with using PLC Kit and their transfer of new learning in the workplace.
- Analyzed interview data and reported the key findings to the PI of the project

External Evaluator, National Science Foundation (NSF) Funded RET Program led by Dr. Sheng Jen Hsieh (PI), College of Engineering, Texas A&M University, College Station, TX, March 2015, March 2016, June 2017, March 2018

- Conducted focus groups with RET participants to examine the effectiveness of the RET program
- Analyzed focus group data and reported the key findings to the PI of the project.

Trainer, Training & Development Professional Certification Program, Adult Education and Human Resource Development Program, Texas A&M University, College Station, TX, April, 2008, April 2009, March 2010, March, 2011, June 2011, February 2012, April, 2010, 2016, 2015, 2016, 2017

- Designed and delivered two training sessions on “Training Methods” and “Transfer of Training” to human resource professionals in the U.S.

Trainer, Optimizing Human Capital Development (OHCD) Consortium Educational Workshop, Industry Distribution Program, College of Engineering, Texas A&M University, College Station, TX, March 30-31, 2016

- Designed and co-delivered a 1.5-day human capital development workshop for OHCD Consortium company leaders and managers in the field of industrial distribution

Advisor, Catalyzer Startup Accelerator, November, 2013—December 2014

- Conducted needs assessments with four startups in India, June—August, 2014

Trainer, TEEEX Certified Training Instructor Certificate Program, Adult Education and Human Resource Development Program, Texas A&M University, College Station, TX, December 9-11, 2013

- Designed and delivered two training sessions on “Choosing Methods Strategically” and “Assessing & Transfer of Training” to TEEEX training instructors

Trainer, Leadership and Conflict Management workshop for staff members at Texas A&M University Kingsville, Kingsville, TX, November 7, 2013

- Designed and delivered a half-day leadership workshop for staff members of Texas A&M University Kingsville

Instructor, International Human Resource Development (IHRD) Program in the Kingdom of Saudi Arabia, Adult Education and Human Resource Development Program, Texas A&M University, College Station, TX, September-October 2010, February-March 2011, September-October 2012; February-March 2013

- Designed and delivered a two-week long master's-level course (Organization Development and Performance in Human Resource Development) on the Saudi Aramco camp, Dhahran, Saudi Arabia, 2010, 2011, 2013
- Designed and delivered a two-week long master's-level course (Research and Development in Human Resource Development) on the Saudi Aramco camp, Dhahran, Saudi Arabia, 2012

Trainer, ADVANCE mini-grant leadership workshop for women in Geosciences, Texas A&M University, College Station, TX, March 29, 2013

- Designed and delivered a half-day leadership workshop for women faculty in Geosciences

Research Consultant, Beijing Beisen Evaluation Technologies Limited, Beijing, China, March 2009—June 2009

- Co-designed a survey instrument to examine how performance evaluation tools have been used by Chinese enterprises. Quantitative data were collected from 184 Chinese enterprises in 35 provinces
- Co-authored a report of the key findings of the survey, "Report of the Status of Performance Evaluation in Chinese Enterprises" [in Chinese]. The report was submitted to Beisen in June 2009

Qualitative Research Consultant, Stein Gerontological Institute, Miami, FL, July 2006—December 2008

- Designed and delivered one-day workshop on "Doing Qualitative Research Rigorously," Miami, Florida, October, 2006
- Designed the qualitative research component for three Florida state funded research projects, conducted qualitative data analysis and wrote up the key findings of the three qualitative research projects
 - Project 1: "The Use of PDAs and Pocket Cards as Point of Care Tool in Long Term Care Facilities: A Pilot Study," August 2006—January 2007
 - Project 2: "Managing Chronic Nonmalignant Pain by Primary Care Clinicians: A Qualitative Study," March—December 2007
 - Project 3: "Improving Communication in the Management of CHF," March—December 2008

Contract Trainer, China Telecom Chongqing Corporation, Chongqing, China, July 2008

- Designed and delivered two one-day training workshops “The Art of Leadership and Human Resource Management” to 80+ Chinese middle and senior managers of the company

Management Consultant, Chengdu Brilliant Development Group, Chengdu, Sichuan, China, 2001—2005

- Provided ongoing, one-on-one coaching to the CEO of the company
- Conducted needs analysis and offered suggestions for performance improvement to the management team as requested
- Developed and delivered a half-day workshop “Organization Development” to 60+ frontline supervisors, middle and senior managers of the company

Contract Trainer, Chengdu Jieda Hi-Tech Corporate Group, Chengdu, Sichuan, China, November 2002

- Designed and delivered a half-day workshop “Organization Development and Career Development” to 70+ managers and supervisors of the company

Human Resource Consultant, Dangote Transport Company, Lagos, Nigeria, July—October 1998

Worked as one of five members on an international consulting team for a company-wide restructuring project. My major responsibility was evaluating the HR function of the company.

- Assessed the existing HR practices including the recruiting procedures, pay/incentive structure, performance appraisal system, and training and development policies for the purpose of developing an effective motivational system
- Restructured the Administrative Department into the HR Department
- Created criteria for hiring and introduced behavioral interviewing techniques to revamp the selection process
- Re-designed the salary and compensation system to be performance-based, and developed guidelines for pay raises/incentives and promotions
- Established a performance appraisal system which monitors and tracks the performance of employees at all levels
- Designed a management development program for 50+ supervisors and managers and a long-term performance-based training program for 500+ truck drivers

TEACHING

Note: * = Traditional face-to-face course
 ** = Fully online course
 *** = Blended learning
 **** = Supervise individual students on a special topic of their choice

A. Courses Taught at Texas A&M University (Fall 2007—Present)

EHRD 601: Foundations of HRD*
 EHRD 607: International HRD*
 EHRD612: Training and Development in HRD**
 EHRD622: Training Task Analysis**
 EHRD624: Change Theory**

EHRD625: Organization Development and Performance in HRD*+**
 EHRD627: Research & Development in HRD **
 EHRD628: Research and Publishing in HRD*
 EHRD655: Qualitative Research Methods*
 EHRD 681: Seminar**
 EHRD 684: Internships
 EHRD 685: Directed Studies****
 EHRD690L: Theory of EHRD: Literature Review*+** +****

B. Courses Taught in Saudi Arabia for TAMU IHRD Program (2010-2013)

EHRD625: Organization Development and Performance in HRD*
 EHRD627: Research & Development in HRD*

C. Courses Taught at Barry University (August 2004-June 2007)

EDU 592HR: Emerging Research in HRD*
 HRD 652: Diversity in the Workplace*
 ADL705: Theories of Leadership*
 ADL745: Organizational Change*
 HSE706: Advanced Qualitative Methods of Inquiry*
 HRD711: Performance Analysis and Improvement*
 HRD719: Organizational Learning*
 HRD745: Seminar in Human Resource Development*
 HRD798: Dissertation Seminar*
 HRD799: Dissertation Research*

DISSERTATION ADVISING & COMMITTEES

A. Dissertations Chaired and Completed

*Co-chair

28. Makarem, Yasmineen (2019, Spring). The career experiences of women in STEM fields in Lebanon. Doctoral Dissertation: Texas A&M University.
27. Phuong, To Tam (2018, December). Professional development: Experiences of Vietnamese Faculty in Public Higher Education Institutions. Doctoral Dissertation: Texas A&M University.
26. Shirmohammadi, Melika (2018, August). *Navigating careers in the United States: Experiences of Iranian highly educated immigrants in STEM professional fields*. Doctoral Dissertation: Texas A&M University.
25. Kim, Minjung (2017, August). *The lived experience of Korean employees identified as talent*. Doctoral Dissertation: Doctoral Dissertation: Texas A&M University.
24. Ren, Saphon (2017, August). *Scholar-practitioners in HRD: A qualitative study of research-practice integration*. Doctoral Dissertation: Texas A&M University.

23. Nagarathnam, Bharani (2016, December). *National Human Resource Development: Review of Research and a Framework for Practice*. Doctoral Dissertation: Texas A&M University.
22. Chai, Dae Soek (2016, August). *The impact of positive psychological capital and perceived support on work performance of Korean expatriates: The mediating effects of cross-cultural adjustment and work engagement*. Doctoral Dissertation: Texas A&M University. [Texas A&M Department of EAHR Graduate Student Research Award]
21. Kang, Hyoun Ju (2016, August). *The highly educated and married female employees' experiences with flexible workplace arrangements and work-life balance in South Korea*. Doctoral Dissertation: Texas A&M University.
20. Kjerfve, Tania, M. (2015, August). *Staying local: A multiple case study of employees moving from expatriates to local contracts at multinational organizations in Sweden and the United States*. Doctoral Dissertation: Texas A&M University.
19. Beigi, Mina (2015, August). *Work-family interaction among faculty: A systematic literature review and a phenomenological study*. Doctoral Dissertation: Texas A&M University. [Texas A&M Department of EAHR 2015 Graduate Student Research Award]
18. Martin, Dorian (2015, May). *An exploratory qualitative study of university stakeholders' views of their involvement in complex school-university partnerships*. Doctoral Dissertation: Texas A&M University.
17. *Rolle, Amanda (2015, May). *"Ask them-they'll tell you! Eliciting police perspectives to improve interrogation practices*. Doctoral Dissertation: Texas A&M University.
16. *Kim, Se Hoon (2014, August). *Relationships among perceived working hours, general stress, work centrality, job control, job demands, and work condition constraints*. Doctoral Dissertation: Texas A&M University. [Distinguished Honor Graduates, August 2014 & First Runner-up for 2014 Esworthy Malcolm & Knowles Dissertation of the Year Award by the Academy of Human Resource Development]
15. Doshy, Priyanka (2014, May). *The plight of graduate assistants: Understanding their experiences of workplace incivility and its impact*. Doctoral Dissertation: Texas A&M University.
14. Moats, Jason (2013, December). *A close look at technology acceptance: A phenomenological study*. Doctoral Dissertation: Texas A&M University.
13. Arghode, Vishal (2013, May). *Exploring engaging instructions: Cases of university professors and corporate trainers in the United States*. Doctoral Dissertation: Texas A&M University.

12. Gonzales, Mary (2012, August). *Journey to a doctorate: The experiences of first-generation Hispanic students*. Doctoral Dissertation: Texas A&M University.
11. Bailey, Krista (2011, December). *Women in student affairs: Navigating the roles of mother and administrator*. Doctoral Dissertation: Texas A&M University.
10. Chiang, Ti-Lin (2007, May). *A study of the relationships among workplace learning, job satisfaction, and organizational commitment in Taiwan*. Doctoral Dissertation: Barry University.
9. Jenkins, Marilyn (2007, May). *Higher education partnerships: A case study of leadership and culture*. Doctoral Dissertation: Barry University.
8. Sodano, Frank (2006, December). *A study of portfolio use by mental health therapists*. Doctoral Dissertation: Barry University.
7. Meaker, Sarah (2006, December). *Employee receptivity to change: A phenomenological study*. Doctoral Dissertation: Barry University.
6. Paul, Sophie (2006, December). *Dynamic dyads: Sharing and creating knowledge*. Doctoral Dissertation: Barry University.
5. Monserrate, Rosibel (2006, December). *Grief: Perceptions of Hispanic employees*. Doctoral Dissertation: Barry University.
4. Raynor, Robert (2006, May). *Factors influencing Baby Boomer adaptation to a changing work environment*. Doctoral Dissertation: Barry University.
3. Cron, Carol (2006, May). *The effect of changes in staffing strategies on employee job involvement*. Doctoral Dissertation: Barry University.
2. Fredericks, Stacey (2006, May). *The relationship between innovative thought and moral judgment*. Doctoral Dissertation: Barry University.
1. Guthrie, Kimberly (2006, May). *Staff nurses' perceptions of power in acute care organizations*. Doctoral Dissertation: Barry University.

B. Completed Dissertation Committee Memberships

30. Jeong, Shinhee (2018, May). *The impact of employee expertise and quality of interpersonal relationships on organizational knowledge creation: The joint effects of transformational leadership*. Doctoral Dissertation: Texas A&M University.
29. Shehane, Michael (2017, December). *Career development for undecided Latino/a college students: A phenomenological study*. Doctoral Dissertation: Texas A&M University.

28. Chang, Ruei-Ping (2017, August). *An examination of undergraduate students' perceptions about technology use in online learning*. Doctoral Dissertation: Texas A&M University.
27. Chang, Chai-Wei (2016, May). *Characteristics and barriers impacting the diffusion of Facebook among smallholder farmers in central Taiwan*. Doctoral Dissertation: Texas A&M University.
26. Sunalai, Suravee (2015, December). *Knowledge management systems in higher education institutions in Thailand: A holistic model of enablers, processes, and outcomes*. Doctoral Dissertation: Texas A&M University.
25. Whitener-Fellows, Kori (2015, December). *Examining the relationship between multi-partner leadership characterized by shared and equal decision-making authority and organizational culture*. Doctoral Dissertation: Texas A&M University.
24. Kim, Junhee (2015, December). *The influence of the learning transfer system on managers' creative learning transfer and job performance*. Doctoral Dissertation: Texas A&M University.
24. Nguyen, Huynh, M. (2015, December). *Academic expectation stress in Asian American undergraduate students—A Re-validation study*. Doctoral Dissertation: Texas A&M University.
23. Rogers, Melanie, A. (2015, August). *Bridging policy and implementation: A reflective case study of a school reform policy*. Doctoral Dissertation: Texas A&M University.
22. Anne, Mrudula (2014, December). *Challenging the Devadasi system from a framework of intersectionality*. Doctoral Dissertation: Texas A&M University.
21. Zarestky, Jill (2014, August). *"My work is my future:" A case study of an NGO's educational programs for women entrepreneurs in West Africa*. Doctoral Dissertation: Texas A&M University.
20. Pennel, Cara (2014, August). *Nonprofit hospitals' approach to community health needs assessment: A mixed methods study*. Doctoral Dissertation: Texas A&M University.
19. Minnis, Sarah (2014, May). *A phenomenological exploration of combat veterans' career development experiences as they transition from higher education to civilian employment*. Doctoral Dissertation: Texas A&M University. [First Runner-up for 2014 Esworthy Malcolm & Knowles Dissertation of the Year Award by the Academy of Human Resource Development]
18. Yeager, Katherine (2013, August). *Leader identity development: Understanding adolescent practice experiences of future organizational leaders*. Doctoral Dissertation: Texas A&M University. [2013 Esworthy Malcolm Knowles Dissertation of the Year Award Second Runner-up Finalist]

17. Trevino, Monica (2013, August). *Predictors of employee group cohesion and group performance: A study of primary care practices*. Doctoral Dissertation: Texas A&M University.
16. Adeniyi, Mary (2013, May). *Leadership across cultures: Perspectives of leaderships from the Nigerian diaspora in the United States*. Doctoral Dissertation: George Washington University. [External Reviewer]
15. Pocha, Jacqueline, K. (2013, May). *The effects of structured work experience on the work readiness skills of students with disabilities*. Doctoral Dissertation: Texas A&M University.
14. Hill, Tory (2013, May). *Common formative assessments developed through professional learning communities (PLCs): A tool used to align objectives, instruction and assessment*. Doctoral Dissertation: Texas A&M University.
13. Talkmitt, Marcia (2013, May). *Bridging policy and implantation: A reflective case study of a school reform policy*. Doctoral Dissertation: Texas A&M University.
12. Morena, Patricia (2012, August). *Experiences of women leaders in Mexico*. Doctoral Dissertation: Texas A&M University.
11. McPherson, Rebecca (2012, May). *The life course of single welfare-reliant mothers: Experiences in seeking access to and persisting in post-secondary education*. Doctoral Dissertation: Texas A&M University.
10. Kissack, Heather (2012, May). *Muteness in organizational computer-mediated communication: A critical study*. Doctoral Dissertation: Texas A&M University.
9. Singh, Shailen (2011, May). *Work/family balance for men in student affairs*. Doctoral Dissertation: Texas A&M University.
8. Obiero, Dan (2011, May). *Consequences of employee turnover on organizational performance in the banking industry*. Doctoral Dissertation: Texas A&M University.
7. Buckman, Karen (2010, May). *Why did the professor cross the road? How and why college professors intentionally use humor in their teaching*. Doctoral Dissertation: Texas A&M University.
6. Krueger, Cara (2009, August). *Fostering innovative capacity via organizational reward system: The case of faculty collaboration*. Doctoral Dissertation: Texas A&M University.
5. Yumol, Benjenmin (2009, May). *A humanist approach to understanding the migration of Filipino nurses to the United States*. Doctoral Dissertation: Texas A&M University.

4. Harrel, Erin (2007, May). *The relationship between transformational leadership and an organization's readiness for change*. Doctoral Dissertation: Barry University.
3. Levine, Mark (2006, December). *Effective school board governance as determined by student achievement: A case study*. Doctoral Dissertation: Barry University.
2. Mckeehan, Markthomas (2006, December). *Students' and teachers' perceptions of the strengths of students with mild autism using Gardner's theory of multiple intelligences*. Doctoral Dissertation: Barry University.
1. Seely-Triano, Vivian (2005, May). *Leaders' perceptions of the importance of trust in their organizations*. Doctoral Dissertation: Barry University.

C. Current Doctoral Committees Chaired

<i>Student</i>	<i>Program</i>	<i>Status</i>
7. Wang, Chih-Wei	EHRD	Developing dissertation proposal
6. Oh, Jihye	EHRD	Defended dissertation proposal, 12/12/2019
5. Bhaduri, Raka	EHRD	Passed preliminary exam, Spring 2019
4. Henthron, Meredith	EHRD	Preparing for preliminary exam
3. Makarem, Yasmeen	EHRD	Graduated, Spring 2019
2. Lee, Jin	EHRD	Defended dissertation, 10/15/2019
1. Hunt, Anthony	EHRD	Data collection

D. Current Doctoral Committee Memberships

<i>Student</i>	<i>Program</i>	<i>Status</i>
7. Rueschhoff, Tracey	EHRD	Preparing for qualification exam
6. Seipp, Leslie	EHRD	Preparing for preliminary exams
5. Kurian, Deepu	EHRD	Defended dissertation, 12/13/2019
4. Ray, Sarah	EHRD	Preparing for dissertation proposal
3. Miller, Tracie	EHRD	Preparing for preliminary exams
2. Gully, Crystal	EHRD	Passed the preliminary exams, 12/2/2015
1. Garcia, Juan	EHRD	Preparing for the preliminary exams

E. Completed Master's Thesis Committee Memberships

1. Burbank, M. (2016, May). *Crisis decision making: An examination of executive leadership in a state forestry service*. Master's thesis: Texas A&M University.

F. Completed Master's Committee Memberships

<i>Student</i>	<i>Program</i>	<i>Status</i>
1. Joshi, Puskar	EDCI	Graduated, Fall 2018
2. Kim, Yeojin	EDCI	Graduated, Spring 2018

G. Current Master's Committee Memberships

<i>Student</i>	<i>Program</i>	<i>Status</i>
1. Burks, Kristi	Math	Graduated, Summer 2019

STUDENT ADVISING

A. Current Ph.D. Student Advisees at Texas A&M University

10. Loring, Andrew (Passed QE, Spring 2019)
9. Prochaska, Merrilee
8. Hellman, Paige
7. Carruth, Andrew (Passed QE, Spring 2019)
6. Waterman, Melinda (Passed QE, Fall 2019)
5. Yi, Jieun (Passed QE, Fall 2019)
4. Nguyen, Huyen (Passed QE, Fall 2019)
3. Brown, Bruce
2. Bian, Xinyi (Took Preliminary Exam, Dec. 2019)
1. Bowman, Eric (Passed QE)

B. Previous Ph.D. Student Advisees at Barry University (Fall 2004-May 2007)

* = Dissertation Chair at the time of leaving Barry University

Estes, Brad*	Albany, Chris*	Williams, Gail*
Anderson, John*	Mercurio, Mary*	Windey, Maryann*
Bolts, Brian	Campbell, Laura	Cioffi, Erik
Edwards, Nancy	Ellis, Jerry	Fitzpatrick, Denise
Frino, Michael	Gaffor, Denise	Krouse, Lisa
Lin, Wan-Yu	Logsdon, Robert	Lombardo, Michael
McKenzie, Serena	Murphy, Shayne	Scruggs, Mary
Smith, Kathleen	Weiss, Heather	Welker Mark
Wilson, Susanne		

C. Current Master's Student Advisees at Texas A&M University

Smith, Valerie	Mcneil, Ricky	Olivarez, Markus
Davis, Kasandra	Martin, Misty	Cothran, Kai
Dinh, Phuong	Warner, Rachel	Rodriguez, Lucina
Gonzales, Estanislado	Perkins, Carrie	Hirsch, Lynda
McCauley, Jody	Montgomery, Alyssa	Leza, Melinda
Kathambi, Terry	Gibbins, Kelli	Mares, Selena
Zalmanek, Rebecca	Kimball, Allison	Mire, Michael
Thompson, Kiersten	Bell, Jodi	Holt, Jerry
Murphree, Kaylee	Warrick, Jatia	Kasper, Richard

D. Graduated Master's Student Advisees at Texas A&M University

Studhalter, Kailey (Fall 2019)	Cervantez, Amber (Fall 2019)
Caruso, Jillian (Fall 2019)	Gawlik, Carlyn (Fall 2019)
Hwang, Annie (Fall 2019)	Uttakalla, Shravan (Spring 2019)
Amber, Tucker (Spring 2019)	

Mead, Christopher (Summer 2018)
Moser, Amanda (Fall 2018)
Sproull, Jessica (Spring 2018)
Walger, Irene (Fall 2017)
Wu Chia-Hua (Fall 2017)
Simpson, Barbara (Spring 2017)
Mead, Miyoung (Spring 2017)
Deng, Xiaoyang (Spring 2017)
Bell, Lesley (Fall 2016)
Forest, Andrea (Fall 2016)
Murphree, Kaylee (Summer 2016)
Ellis, Tony (Summer 2016)
Finney, Christopher (Spring 2016)
Gaur, Rachna (Fall 2015)
Colvin, Erin (Summer 2015)
Zhang, Ying (Spring 2015)
Threadgill, Sheri (Fall 2014)
Neason, Kelly (Fall 2014)
Lee, Barbara (Fall 2014)
Velez, David (Fall 2014)
Palmer, Jodaisha (Spring 2014)
Wu, Meng-Ying (Spring 2014)
Chen, Pei-Wei (Fall 2013)
Chavez, Melissa (Fall 2013)
Watkins, Alicia (Fall 2013)
Alshaban, Hussain (Fall 2013)
Scoggins, Jared (Summer 2013)
Palkar, Trupti (Spring 2013)
Garza, Phillip (Spring 2013)
Claus, Victoria (Spring 2013)
Cabungcal, Sarah (Spring 2013)
Laughlin, Monica (Fall 2012)
Podorsky, Sarah (Summer 2012)
Scates, Katelyn (Spring 2012)
Hallam, Susan (Fall 2011)
Hoffmann, Deborah (Fall 2011)
Cornwall, Leslie (Fall 2011)
Neuman, Kristen (Spring 2011)
Venditti, Christina (Fall 2010)
Bochat, Erika (Spring 2010)
Plant, Donald (Fall 2009)
De Los Santos, Monica (Fall 2009)
Walger, Irene (Fall 2017)
Wu Chia-Hua (Fall 2017)
Simpson, Barbara (Spring 2017)
Mead, Miyoung (Spring 2017)
Veals, Yolanda (Fall 2018)
Savell, Dana (Fall 2017)
Searles, Elizabeth (Summer 2017)
Smith, Allyson (Summer 2017)
Sanders, Keionna (Spring 2017)
Shutic, Kyle (Spring 2017)
Diaz, Emily (Fall 2016)
Garza, Phillip (Fall 2016)
Mandry, Kaitlyn (Fall 2016)
Nelms, Christopher (Fall 2016)
Leblanc, Michelle (Summer 2016)
Wilbanks, Marissa (Summer 2016)
Williams, Lauren (Spring 2016)
McDonald, Lacie (Fall 2015)
Baker, Amanda (Summer 2015)
Mikle, Taresa (Spring 2015)
Moore, Keith (Spring 2015)
Moss, Deirdre (Fall 2014)
Edwards, Ann (Fall 2014)
Culver, Amanda (Spring 2014)
Hicks, Choi (Spring 2014)
Moon, Minyoung (Spring 2014)
Redmon, Cyrstal (Fall 2013)
Xie, Lei (Fall 2013)
Huang, Tzu-Wen (Fall 2013)
Banks, Deaundria (Summer 2013)
Trevino, Guillermo (Summer 2013)
Cantu, Ivah (Spring 2013)
Lee, Ryan (Spring 2013)
Willis, Shirley (Spring 2013)
Barrow, Jace (Spring 2013)
Holleman, Madison (Fall 2012)
Han, Soo Jeoung (Summer 2012)
Hickman, Zachary (Spring 2012)
Sheth, Needhi (Fall 2011)
Moitra, Raka (Fall 2011)
Slack, Ryan (Summer 2011)
Thurmond, Kristin (Spring 2011)
Sultan, Muhammad (Spring 2010)
Reibenstein, Ashley (Spring 2010)
Pitre Rijeane (Fall 2009)
Savage, Latoya (Spring 2009)
Savell, Dana (Fall 2017)
Sixta, Daniel (Fall 2017)
Searles, Elizabeth (Summer 2017)
Smith, Allyson (Spring 2017)

Deng, Xiaoyang (Spring 2017)
 Bell, Lesley (Fall 2016)
 Mandry, Kaitlyn, (Fall 2016)

Sanders, Keionna (Spring 2017)
 Shutic, Kyle (Spring 2017)
 Diaz, Emily (Fall 2016)

SERVICE

A. Journal Editorship

Editor, *Human Resource Development Review*, July 2017—June 2020 (SSCI Journal: 2018 Impact Factor 2.487)

B. Editorial Positions

- Associate Editor, *Human Resource Development Review*, July 2014—June 2017
- Proceedings Editor, Proceedings of *the Academy of Human Resource Development 2012 International Research Conference in the Americas*, March 2011—March 2012
- Associate Proceedings Editor, Proceedings of *the Academy of Human Resource Development 2011 International Research Conference in the Americas*, March 2010—March 2011

C. Journal Editorial Review Board Positions

- Editorial Board, *European Journal of Training and Development*, February 2014—present
- Editorial Review Board, *Human Resource Development International*, April 2011—present
- Editorial Review Board, *Human Resource Development Quarterly*, October 2012—present
- Editorial Board, *Journal of Human Resource and Sustainability Studies*, 2013-2014
- Editorial Board, *Advances in Developing Human Resources*, 2006—2012
- Editorial Board, *Journal of Research on Leadership Education*, 2008—2011

D. Review Service

D.1. Refereed Journals

- *European Journal of Training and Development*, 2015—present
- *KEDI Journal of Educational Policy*, 2015, 2014
- *Organizational Behavior and Human Decision Processes*, 2012
- *Human Resource Development International*, 2003—present
- *Human Resource Development Quarterly*, 2003—present
- *European Journal of Training and Development*, 2008—present
- *Advances in Developing Human Resources*, 2006-2011
- *International Journal of Management Education*, 2010
- *New Horizons for Adult Education and Human Resource Development*, 2008
- *Management Research News (MRN)*, 2006
- *Management and Organization Review*, 2005

- *Human Resource Development Review*, 2004—present

D.2. Refereed Conferences

- International Conference on Theory and Applications in the Knowledge Economy, 2017
- Academy of Human Resource Development Annual International Research Conference, 2002 – present
- University Forum for Human Resource Development Annual Conference, 2017, 2018
- Academy of Management Annual Conference, 2005, 2014
- International Conference on Managing Services in the Knowledge Economy, 2009
- American Society for Training and Development International Conference, 2005
- International Association of Chinese Management Research Bi-Annual Conference, 2004

D.3. Review Book Chapters

- Independent Chapter Reviewer for a 2019 book “Evidence-Based Initiatives for Organizational Change and Development,” co-edited by Robert Hamlin, Andrea Ellinger, and Jenni Jones, published by IGI Global, Spring 2018
- Editorial Advisory Board, the book "Impact of Diversity on Organization and Career Development", edited by Claretha Banks (University of Arkansas, USA), published by IGI Global in 2015 (doi: 10.4018/978-1-4666-7324-3), spring 2014

D.4. Review Book Proposals for Publishers

- Palgrave Publishers, 2014

D.5. External Examiner for Ph.D. Thesis Evaluation

- External Examiner for COMSATS University Islamabad Lahore Campus-Pakistan, Spring 2019
 - Dissertation Title: Impact of Employee Silence on Employees Work Related Behavior and Attitudes HEIs o Pakistan
 - Author: Abeer Imam
- External Examiner for Monash University Malaysia, Summer 2018
 - Dissertation Title: The Experiences of Transferring Soft Skills in Malaysia
 - Author: Michelle Ru Hui Ng
- External Examiner for COMSATS Institute of Information Technology, Tarlai Kalan, Islamabad – Pakistan, Summer 2018
 - Dissertation Title: Effectiveness of Performance Appraisal System: A Proposed Model with Empirical Evidence from the Government Employees of Punjab, Pakistan
 - Author: Muhammad Wasqus Maharvi
- External Examiner for Jaypee Institute of Information Technology, Noida, U.P., India, Spring 2016
 - Dissertation Title: An Assessment of Leadership Competencies in Organizational Crisis: An Empirical Study of Information Technology Industry”
 - Author: Shivani Pandey

E. International and National Service

- External Reviewer, Faculty Promotion to the rank of Fall Professor at the University of Texas at Tyler, Fall 2019
- External Reviewer, Faculty Promotion to the rank of Fall Professor at Purdue University, Fall 2019
- Chair, the Elwood F. Holton III Research Excellence Award Committee (for *Human Resource Development Review*), 2017, 2018, 2019
- Chair, Best Reviewer of Human Resource Development Review Committee, 2017, 2018, 2019
- External Reviewer, Faculty Promotion with Tenure at the University of Minnesota, Summer 2018
- Chair, the Academy of Human Resource Development Early Career Scholar Award Committee, 2017
- External Reviewer, Faculty Tenure at George Washington University, Fall 2017
- Co-chair, the Elwood F. Holton III Research Excellence Award Committee (for *Human Resource Development Review*), 2016, 2015, 2014
- Co-chair, *Human Resource Development Review* Best Reviewer Selection Committee, 2016, 2015, 2014
- Reviewer, the Academy of Human Resource Development Early Career Scholar Award Committee, 2016, 2015, 2014, 2013
- External Program Reviewer, Master of Science in Technology, Indiana University-Purdue University Indianapolis, Indianapolis, IN, February 25-27, 2015
- Program Chair, the Academy of Human Resource Development 2013 International Research Conference in the Americas, March 2012—September 2012
- Vice President for Research, International Association for Chinese Human Resource Development, June 2007—2011
- Founding Member, International Association for Chinese Management Research, 2005

Service to the Academy of Human Resource Development (AHRD)

AHRD Committees/Conference Events

- Co-chair, the Academy of Human Resource Development Qualitative Inquiry Special Interest Groups, February 2014—February 2018
- Program Chair, 2013 Academy of Human Resource Development International Research Conference in the Americas, March—August 2012
- Conference Program Committee, 2013 AHRD International Research Conference in the Americas, March—August 2012
- Conference Program Committee, 2012 AHRD International Research Conference in the Americas, April 2011—February 2012
- Conference Program Committee, 2011 AHRD International Research Conference in the Americas, May 2010—February 2011
- Steering Committee, the AHRD Qualitative Inquiry Special Interest Groups, September 2009—present
- Steering Committee, the AHRD Scholar Learning & Development Special Interest Groups, May 2009—2012

- Co-organizer, Scholar Development Preconference at the AHRD International Research Conference in the Americas, 2010
- Professional Development Committee, AHRD, February 2007—February 2009
- Organizer, Newcomer Orientation at the AHRD International Research Conference in the Americas, 2007
- Chair, Scholarship and Leadership Development Committee, AHRD, 2006—2007
- Associate Program Chair, AHRD International Research Conference in the Americas, 2005—2008
- Symposium Chair, AHRD International Research Conference in the Americas, 2004—2011

AHRD Graduate Student Research Colloquium (previously known as Emerging Research Course)

- Facilitator, AHRD Graduate Student Research Colloquium, 2016, 2017, 2018, 2019
- Co-chair, AHRD Graduate Student Research Colloquium, 2015
- Co-chair, AHRD Emerging Research Course in the Americas, 2014
- Coordinator, AHRD Emerging Research Course in the Americas, 2010, 2011
- Coordinating Team Member, AHRD Emerging Research Course in the Americas, 2005, 2006, 2007, 2012

F. University Service

- Member at large, Women's Faculty Network Steering Committee, Texas A&M University, August 2017—present
- Mentor for the Academy of Future Faculty Program, sponsored by Texas A&M University Center for Teaching Excellence and the Office of Graduate and Professional Studies, Fall 2017-Spring 2018
- College Representative, Texas A&M University 2016-17 Tier One Program (TOP) Proposals Evaluation Committee, Summer 2016
- Reviewer, Association of Former Students Distinguished Achievement Awards Selection Committee-Graduate Mentoring Subcommittee, Spring 2016
- Panelist, Professional Development and Networking for Women, Women's Leadership Forum, Texas A&M University, March 6, 2014
- Judge, Texas A&M University System 11th Annual Pathways Student Research Symposium, Texas A&M University Kingsville, November 8, 2013
- Panelist, the Center for Teaching Excellence Peer Review of Teaching Workshop Panel, Texas A&M University, March 27, 2013
- President, Women's Faculty Network, Texas A&M University, May 2011—May 2015
- Member, Women's Faculty Network Steering Committee, Texas A&M University, August 2009—May 2011; June 2015—present
- Reviewer, Women's Faculty Network 2011 Outstanding Mentoring Award Committee, Texas A&M University, Spring 2011
- Chair, Women's Faculty Network 2010 Outstanding Mentoring Award Committee, Texas A&M University, Spring 2010

- Evaluator, Critical Thinking Assessment Workshop, Texas A&M University Office of Institutional Assessment and Center for Teaching Excellence, December 10 & 17, 2009, December 9, 2010
- Reviewer, Chinese Government Scholarship Committee, Texas A&M University Institute for Pacific Asia, December, 2009
- Representative of the College of Education and Human Development, Steering Committee, Texas A&M University Women's Faculty Network, September, 2009—2012
- Evaluator, Writing Assessment Workshop, Texas A&M University Office of Institutional Assessment and the University Writing Center, May 14, 2009.
- Teaching Mentor for the Graduate Teaching Academy, Texas A&M University, 2008-2009
- Member, Texas A & M University International Faculty and Scholars Network, October 2008—present
- Representative of School of Education, Communiqué Committee on the Faculty Senate, Barry University, Miami Shores, FL, October 2006—June 2007

G. College Service

- Organizer, “Enhancing Your Skills in Conducting Qualitative Studies” Workshop for the faculty of the College of Education and Human Development, Fall 2019
- Department Representative, Faculty Advisory Committee, Fall 2017—present
- Reviewer, CEHD 2019 Catapult Grant Proposal Review Committee, Fall 2019, Spring 2018
- Reviewer, Director for Faculty Development Search Committee, Spring 2019
- Co-chair, CEHD Strategic Planning—Improving Individual and Community Quality of Life Committee, Fall 2018—Spring 2019
- Member, Associate Dean for Diversity and Inclusion Search Committee, Fall 2018
- Member, CEHD Lecture Series and Fall Lecture Committee, Spring & Fall 2018
- Member, Associate Dean for Diversity and Inclusion Search Committee, Fall 2018
- Associate Deans Search Committee, Spring 2017
- Faculty Panelist, the “Writing for Publication” seminar to a group of doctoral students, College of Education and Human Development, November 29, 2016
- Reviewer, Selection Committee for the Association of Former Students College Level Teaching Awards, Spring 2016
- Consultant, Promoting Outstanding Writing for Excellence in Research (P.O.W.E.R.), College of Education and Human Development Writing Initiative, Texas A&M University, January 2014—present
- Presenter, the Gallery Tour panel with two presentations on Social Networking and eMentoring for the Women's Research on Women Symposium. Educational Leadership Research Center, College of Education and Human Development. College Station, TX: Texas A&M University, April 17, 2014
- Ad Hoc Faculty Retention Committee, College of Education and Human Development, Texas A&M University, May—September 2012
- Reviewer, Online Graduate Program Development Proposals Review Committee, Department of Teaching, Learning and Culture, College of Education and Human Development, Texas A&M University, May 2012

- Reviewer, Barbara Bush Fellowship Review Committee, College of Education and Human Development, Texas A&M University, February—March 2010
- Reviewer, CEHD Faculty Mentor Award Committee, College of Education and Human Development, Texas A&M University, May 2009

H. Department Service

- Presenter, EAHR Lunch & Learn Brown Bag Series: Tenure & Promotion Experience of process with Dr. Jia Wang. Department of Educational Administration and Human Resource Development, Fall 2019
- Department Head Search Committee, Fall 2017—Spring 2018
- HRD Faculty Liaison/Advisor, Graduate Representative Advisory Board (GRAB), Department of Educational Administration and Human Resource Development, Fall 2017—Spring 2018
- Faculty Representative, G.R.A.B. Brown Bag Faculty Round Table, Department of Educational Administration and Human Resource Development, Fall 2015
- Panelist, G.R.A.B Brown Bag meeting "HRD Qualifying Exam Preparation: Guidelines and Strategies", Department of Educational Administration and Human Resource Development, Spring 2015
- Reviewer, Achievement Awards Committee, Department of Educational Administration and Human Resource Development, Texas A&M University, Spring 2013
- Convener, Quality of Online Courses Committee, Department of Educational Administration and Human Resource Development, Texas A&M University, Spring 2012—2013
- Department Climate Committee, Department of Educational Administration and Human Resource Development, Texas A&M University, Spring 2012—May 2013
- Third-Year Review and Promotion Committee for Clinical Assistant Professor in HRD, Department of Educational Administration and Human Resource Development, Texas A&M University, Spring 2012—Fall 2012
- HRD Clinical Assistant Professor Search Committee, Department of Educational Administration and Human Resource Development, Texas A&M University, Fall 2011
- Chair, Outstanding Dissertation Award Committee, Department of Educational Administration and Human Resource Development, Texas A&M University, 2009, 2010
- HRD Clinical Assistant Professor Search Committee, Department of Educational Administration and Human Resource Development, Texas A&M University, January—May 2008
- Human Resource Development Search Committee, Clinical Assistant Professor, 2008
- The Interdisciplinary Committee, Department of Educational Administration and Human Resource Development, Texas A&M University, September 2007—May 2008
- Program Coordinator, Human Resource Development, Barry University, Fort Myers, FL, August 2004—June 2007

I. Program Service

- Member, Search Committee for Associate Professor with Tenure in Adult Education and Human Resource Development, Fall 2019-Spring 2020
- Reviewer, Master's and Doctoral Admissions Committee, 2007—present (annual)

- Reviewer, Doctoral Qualifying Exam Evaluation Committee, 2008—present (annual)
- Reviewer, Masters Portfolios Review Committee, 2008-2013, 2018, 2019
- Speaker, HRD PhD Qualification Exam Brown Bag, Fall 2018
- Member, Technology Management Undergraduate Tenure-Track Clinical Faculty Search Committee, Spring 2018
- HRD Program Representative, Adult Education and Human Resource Development Program First Webinar Information Session, December 5, 2017
- Faculty Panelist, Introduction to the Graduate School to HRD undergraduate students attending Aggie ASHRD Monthly meeting, November 30, 2016
- Chair, AEHRD Faculty Search Committee (for three positions), Texas A&M University, October 2012—May 2013
- Program Representative, University Council for Workforce and Human Resource Education, 2013
- Leader, Academic Program Review Report, Adult Education and Human Resource Development, Texas A&M University, Fall 2012—Fall 2013
- Program Representative, Program Excellence Network of the Academy of Human Resource Development, 2012, 2013
- Program Chair, Adult Education and Human Resource Development graduate program, Texas A&M University, September 2011—May 2013
- Co-Planner, Adult Education and Human Resource Development Program Fall Treat, Texas A&M University, 2011, 2012, 2013
- Co-Coordinator, 2011 AEHRD Chautauqua Roundup, Adult Education and Human Resource Development programs, Texas A&M University, September 2010—April 2011
- Co-Coordinator, 2010 AEHRD Chautauqua Roundup, Adult Education and Human Resource Development programs, Texas A&M University, September 2009—April 2010
- Chair, 2009 EHRD Program Retreat Planning Committee, Adult Education and Human Resource Development programs, Texas A&M University, May—August 2009
- Coordinator, 2009 EHRD Chautauqua Roundup, Adult Education and Human Resource Development programs, Texas A&M University, September 2008—April 2009
- PhD Program Coordinator, PhD program of Fort Myers Campus, Barry University, August 2004—June 2007

J. Community Service

- Member, ENCORE (Every Note Creates Outstanding and Rewarding Education, parent-sponsored/run Organization to support the high school orchestra), College Station High School, August 2015—Spring 2019
- Member, Parent-Teacher Association, Creek View Elementary School, College Station, TX, August 2009—May 2011
- Volunteer, Chinese School sponsored by Chinese American Association, College Station, TX, August 2008—May 2010
- Member, Parent-Teacher Association, Rock Prairie Elementary School, College Station, TX, August 2007—May 2009
- Board Member, School Advisory Council, Tanglewood Riverside Elementary School, Fort Myers, FL, August 2006—May 2007

PROFESSIONAL AFFILIATIONS

- Academy of Human Resource Development (AHRD)
 - AHRD Qualitative Inquiry Special Interest Group, since September 2009
 - AHRD India Special Interest Group, since February 2013
 - AHRD International Special Interest Group, since September 2009
 - AHRD China HRD Research Interest Special Group, since September 2009
- Academy of Management (AOM)
- Association for Talent Development Brazos Valley Chapter (ATD)
- Text and Academic Authors Association (TAA)
- International Association for Chinese Management Research (IACMR)
- International Association for Chinese Human Resource Development (IACHRD)