



academy of human resource development

2024 AHRD INTERNATIONAL RESEARCH CONFERENCE IN THE AMERICAS

February 21-24, 2024 | Arlington, VA

BUILDING A BETTER
f·u·t·u·r·e OF WORK

HRD's Role for Sustainable,
Human-Centered Workplace



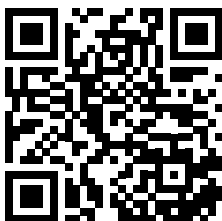
CONFERENCE PROGRAM BOOK

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Welcome from the Conference Chair



Welcome to the 2024 AHRD conference in the capital city of the United States! My name is Seung Won Yoon, President-Elect and Conference Chair for this year. On behalf of the conference team, Lei Xie, Bhagyashree Barhate, Yuanlu Niu, and Kristin Scott, we want to thank each one of you, our volunteers, track chairs, the Future Scholars and Leaders Colloquium team, reviewers, presenters, conference Ambassadors, AHRD Board members, the conference advisory board, our president and past-president,

conference sponsors and exhibitors, and our managing partner Ewald Consulting for making this conference possible. This conference is a result from a year-long planning among our dedicated members.

We saw a great turnout at the 2023 AHRD conference in Minneapolis, MN after the Covid-19 pandemic. Importantly, during and after that conference, many members shared what we should do differently and more in response to the various workplace challenges and needs. One prevailing request was to bring more practitioners' voice to the Academy and better connect HRD research to practice.

This year's conference theme is "Building a Better Future of Work: HRD's Role for a Sustainable, Human-Centered Workplace". Last year, we saw the upsurgence and disruption of generative Artificial Intelligence. Disheartening and challenging issues continued including wars, rising cost of living, work stress, pay inequity, talent shortage, and more. It is about time we as a professional community must put our thoughts and acts together! We should watch, listen, and experience what disruptions are taking place in the world and prove our values by showcasing how HRD research and knowledge can best guide much needed talent and organization development. The Town Hall Forum will help us reconsider what HRD research should focus on with the topic of "Grounding HRD Research in the Fast-changing World of Practice". The panel represents leadership from multiple industries. Also, our keynote speaker is a world-leading scholar whose groundbreaking work on psychological safety has redefined our approaches to leadership, teamwork, and organizational culture. Dr. Amy Edmonson will challenge us to go further by embracing genuine failures and the deeper meaning of learning and working together.

We also brought back and added multiple exciting events. You will meet with journal editors, program directors at the National Science Foundation, and can visit a monumental place as a group, such as the Capitol Building, the Library of Congress or the world-famous Botanical Garden. Those two hugely successful programs, the Future Scholars and Leaders Colloquium (FSLC) and the AHRD mentoring program, are continued. I am deeply thankful for everyone behind these events and programs.

I invite you to attend many of the educational presentations, engage with town hall forum panelists, join us for the keynote on Friday morning, check out the AHRD Mentoring Program, some Special Interest Group (SIG) meetings, Professional Development Workshops (PDWs), and refresh at the welcoming reception and the Banquet. I hope this year's conference will be a turning point and milestone in your journey as a scholar and scholar practitioner. It is our hope that you meet new friends, forge new collaborations, and more than anything, enjoy the conference!

Connect using the conference hotel Wi-Fi:
Network: Marriott_CONFERENCE
Password: AHRD2024



With the mission of developing the best scholars and industry leading professionals, Human Resource Development (HRD) doctoral and masters' programs at Texas A&M University have enjoyed the reputation of being among the best graduate HRD programs nationally and globally. Covering a wide range of topics such as workplace learning and training, organization development, career and talent development, global and regional HRD, and the emerging field of people analytics, our curricular are strategically designed and effectively delivered by world-class faculty members who are eminent leaders and scholars of the field. Through evidence-based teaching, cutting-edge research, and selfless mentoring, we transform each life we touch and impact the world one person at a time.

Conference Program Committee

Conference Chair



Lei Xie
Texas State University

Proceedings Editor



Bhagyashree Barhate
The University of Southern Mississippi

Platform Administrator



Kristin Scott
McNeese State University

Associate Proceedings Editor



Yuanlu Niu
University of Arkansas

Track Chair Editors

Assessment, Evaluation, Analytics, and Research Methodology

Sangok Yoo, Ph.D., University of Texas -Tyler

Critical, Social Justice, and Diversity Perspectives in HRD

Stephanie Sisco, Ph.D., University of Minnesota

International, Global, and Cross Cultural Issues

K. Peter Kuchinke, Ph.D., University of Illinois at Urbana-Champaign,
University of Minnesota

Leadership, Strategy, and Engagement

Siham Lekchiri, Ph.D., Western Carolina University

Jackie Liu, Ph.D., University of Minnesota

Non-Refereed

Mehrangiz Abadi, Ph.D, Cleveland State University

Organization Development and Change, Quality of Life, and Performance

Brian Vivona, Ph.D., Northeastern Illinois University

Abdullah H. Clark, The George Washington University

Technology and AI in HRD

Szufang Chuang, Ph.D., Indiana State University

Sanket Ramchandra Patole, University of Texas -Tyler

Workplace Learning, Training, and Career Development

Pallvi Arora, Ph.D., Edinburgh Napier University

Yidan Zhu, Ph.D., Texas State University

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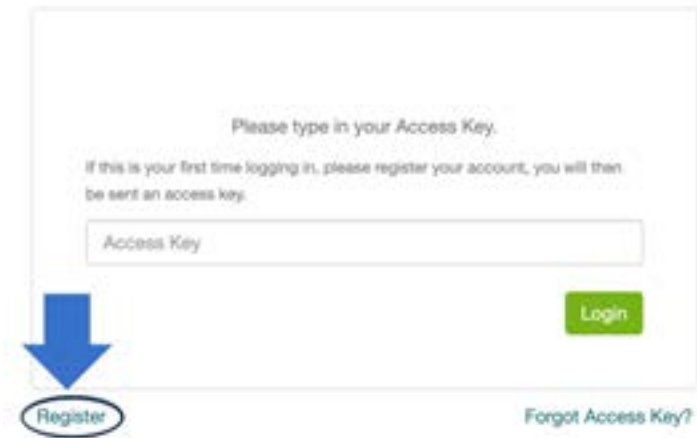


Thank You, Exhibitors!

- Concordia University Wisconsin
- The University of Southern Mississippi
- Association for Talent Development
- Texas A&M University
- Teachers College Columbia University
- Springer
- Palgrave Macmillan

Conference Proceedings

1. Please visit the Conference Proceedings page at:
<https://ahrd2024.eventscribe.net/>
We recommend using Chrome as your browser.
2. You will need to “Register” first in order to receive an email with your access key.



3. To create your account, use your First (Given) Name, Last (surname) name, Email, and then Event Code: AHRD2024. This is NOT the Access Key.
4. Check your email for your Access Key (this is what allows you to access the system). Note: Access Key will be sent from "DoNotReply@eventscribe.com"
5. Once you gain access to the system, you can click on the Full Schedule button. This takes you to the full schedule grouped by symposia sessions in chronological order.
6. You may also search by Author or Keyword by hovering your mouse over the Table of Contents on the navigation bar in the upper left-hand corner, under the black bar.

Schedule-at-a-Glance Overview

ICON KEY

Refereed Sessions. Two types of sessions presented at AHRD, which are described below.

M Full Manuscript Sessions. 4-5 individually submitted full papers will be grouped together to share a 90-minute session.

P Poster Sessions. Up to 26 individually submitted posters will be grouped together to share a 90-minute session.

Non-Refereed Sessions. Two types of sessions presented at AHRD, which are described below.

F FOCUS Sessions offer an in-depth focus on a specific topic area. These might be colloquia, expert panel discussions, or other kinds of session designs that foster scholarly exploration.

PD Professional Development Workshops (PD) provide the opportunity for colleagues to share knowledge and expertise that fosters professional development around capabilities to support research, theory-building, and/or scholarly practice.

Schedule-at-a-Glance

Tuesday, February 20

4:00 pm-7:00 pm

AHRD Board of Directors Meeting — *Pentagon*

Wednesday, February 21

10:00 am-5:00 pm

Registration Desk Open — *Grand Reg*

12:00 pm-5:00 pm

Program Excellence Network Meeting — *Alexandria*

1:00 pm-2:30 pm

Capitol Building Tour

1:30 pm-3:30 pm

Library of Congress Tour

1:30 pm-3:30 pm

US Botanic Garden Tour

2:40 pm-4:30 pm

Capitol Building Tour

3:00 pm-7:00 pm

2024 Future Scholars and Leaders Colloquium (FSLC) - Doctoral —
Rosslyn 1

2024 Future Scholars and Leaders Colloquium (FSLC) - MS — *Madison*

Thursday, February 22

7:00 am - 5:00 pm

Registration Desk Open — *Grand Reg*

8:00 am-11:30 am

2024 Future Scholars and Leaders Colloquium (FSLC) - Doctoral —
Rosslyn 1

2024 Future Scholars and Leaders Colloquium (FSLC) - MS — *Madison*

9:00 am - 11:00 am

NSF Session — *Pentagon*

Schedule-at-a-Glance

11:30 am-12:30 pm

SIG Chair Meeting — *Jackson*

12:30 pm-1:00 pm

Conference Ambassador Training Meeting — *Lee*

12:30 pm-2:00 pm

Meeting with HRD Journal Editors — *Madison*

1:00 pm-1:30 pm

Conference First Time Attendee & Orientation Meeting — *Alexandria*

1:30 pm-1:45 pm

Networking and Exhibits Break — *Grand Ballroom Pre-Function*

1:45 pm-3:30 pm

Welcome, Networking and Town Hall Forum 2024 — *Salons ABCHJK*

3:30 pm-3:45 pm

Networking and Exhibits Break — *Grand Ballroom Pre-Function*

3:45 pm-5:15 pm

Breakout Sessions

Poster Sessions A — *Skyview*

P

M

- Critical HRD — *Madison*
- Social Perspectives in HRD — *Salon D*
- Training and Adult Education — *Salon E*
- Strategic HRD — *Salon F*
- Critical HRD — *Salon G*

PD

F

- Non-Refereed Professional Development Workshop — *Alexandria*
- Non-Refereed Professional Development Workshop — *Jackson*
- Non-Refereed FOCUS Session — *Rosslyn 1*
- Non-Refereed FOCUS Session — *Pentagon*
- Non-Refereed FOCUS Session — *Lee*

5:30 pm-6:30 pm

Awards Presentation — *Salons ABCHJK*

7:00 pm-9:00 pm

Welcome Reception — *Grand Ballroom Pre-Function*

8:00 pm-10:00 pm

Aggie Night — *Highline RxR (off-site restaurant)*

Schedule-at-a-Glance

Friday, February 23

7:00 am-5:00 pm

Registration Desk Open — *Grand Reg*

7:00 am-5:00 pm

Exhibits — *Grand Ballroom Pre-Function*

7:00 am-8:30 am

HRDQ Editorial Board Breakfast Meeting — *Alexandria*

7:00 am-8:30 am

ADHR Editorial Board Breakfast Meeting — *Pentagon*

7:00 am-8:30 am

AHRD Mentoring Program — *Rosslyn 1*

8:00 am-9:00 am

SIG Meetings

- China SIG — *Lee*
- Critical HRD and Social Justice SIG — *Salon G*
- Health Professions Education (HPE) SIG — *Madison*
- HRD Theory SIG — *Jackson*
- Korea SIG — *Salon E*
- Qualitative SIG — *Jefferson*
- Quantitative SIG — *Salon F*

9:00 am-9:15 am

Networking and Exhibits Break — *Grand Ballroom Pre-Function*

9:15 am-10:45 am

Breakout Sessions

Poster Sessions B — *Skyview*

P

M

PD

F

- HRD Research Methodology — *Madison*
- Performance and Sustainability — *Salon D*
- Work Flexibility and Job Satisfaction — *Salon E*
- Women in the Workplace — *Salon F*
- Engagement in the Workplace — *Salon G*
- Non-Refereed Professional Development Workshop — *Pentagon*
- Non-Refereed Professional Development Workshop — *Jackson*
- Non-Refereed FOCUS Session — *Alexandria*
- Non-Refereed FOCUS Session — *Rosslyn 1*
- Non-Refereed FOCUS Session — *Lee*

10:45 am-11:00 am

Networking and Exhibits Break — *Grand Ballroom Pre-Function*

Schedule-at-a-Glance

11:00 am-12:30 pm

Keynote Presentation - Right Kind Of Wrong: How to Welcome Intelligent Failure, Amy C Edmondson — *Salons ABCHJK*

12:30 pm-2:00 pm

Lunch (on your own)

12:30 pm-2:00 pm

HRDI Editorial Board Lunch Meeting — *Alexandria*

2:00 pm-2:15 pm

Networking and Exhibits Break — *Grand Ballroom Pre-Function*

2:15 pm-3:45 pm

Breakout Sessions C

Poster Sessions C — *Skyview*

P

M

- Engagement in the Workplace — *Salon D*
- Human-Centered Workplace — *Salon G*
- Leadership and Talent Development — *Madison*
- Learning and Knowledge Transfer — *Salon E*
- Strategic HRD — *Salon F*

F

- Non-Refereed FOCUS Session — *Jackson*
- Non-Refereed FOCUS Session — *Alexandria*
- Non-Refereed FOCUS Session — *Rosslyn 1*
- Non-Refereed FOCUS Session — *Pentagon*
- Non-Refereed FOCUS Session — *Lee*

3:45 pm-4:00 pm

Networking and Exhibits Break — *Grand Ballroom Pre-Function*

4:00 pm-5:30 pm

Breakout Sessions D

Poster Sessions D — *Skyview*

P

M

- AI in HRD — *Salon E*
- Critical HRD and Professional Identity — *Salon D*
- Higher Education and Health Professions — *Salon F*
- Organizational Learning and Learning Organization — *Madison*
- Training and Development — *Salon G*

F

- Non-refereed FOCUS Session — *Jackson*
- Non-refereed FOCUS Session — *Alexandria*
- Non-refereed FOCUS Session — *Rosslyn 1*
- Non-refereed FOCUS Session — *Lee*

PD

- Non-refereed Professional Development Workshop — *Pentagon*

5:30 pm-6:30 pm

President's Reception — *Grand Ballroom Pre-Function*

Schedule-at-a-Glance

6:30 pm-8:00 pm

President's Banquet — *Salons A-C*

8:00 pm-10:00 pm

KAHRDA Annual Meeting — *Alexandria*

Saturday, February 24

8:00 am-12:00pm

Registration Desk Open — *Grand Reg*

7:00 am-8:30 am

HRDR Editorial Board Breakfast Meeting — *Alexandria*

8:00 am-9:00 am

SIG Meetings

- International HRD SIG — *Salon C*
- Virtual SIG — *Jackson*
- Leadership SIG — *Salon E*
- India SIG — *Salon F*

9:00 am-9:15 am

Networking and Exhibits Break — *Grand Ballroom Pre-Function*

9:15 am-10:45 am

Breakout Sessions

P

Poster Sessions E — *Skyview*

M

- Career Development — *Salon F*
- HRD in the Global Context — *Salon G*
- OD Strategies — *Salon D*
- The Future of Work — *Salon E*

F

- Non-refereed FOCUS Session — *Jackson*
- Non-refereed FOCUS Session — *Alexandria*
- Non-refereed FOCUS Session — *Salon C*

PD

- Non-Refereed Professional Development Workshop — *Rosslyn 1*
- Non-Refereed Professional Development Workshop — *Pentagon*

Schedule-at-a-Glance

10:45 am-11:00 am

Networking and Exhibits Break — *Grand Ballroom Pre-Function*

11:00 am-12:30 pm

Breakout Sessions

Poster Sessions F — *Skyview*

P

M

- International HRD — *Salon G*
- Leadership Development — *Salon E*
- Learning and Knowledge in Today's Workplace — *Salon D*
- The Dark Side of the Workplace — *Salon F*

F

- Non-refereed FOCUS Session — *Jackson*
- Non-refereed FOCUS Session — *Alexandria*
- Non-refereed FOCUS Session — *Rosslyn 1*

PD

- Non-Refereed Professional Development Workshop — *Pentagon*
- Non-Refereed Professional Development Workshop — *Salon C*

12:45 pm-1:30 pm

Meet with AHRD Leaders — *Alexandria*

1:30 pm

Conference Concludes



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the Date

atd 24

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Keynote Presentation

Right Kind Of Wrong: How to Welcome Intelligent Failure

Friday, February 23 | 11:00 am-12:30 pm
Salons ABCHJK

Maybe you think “intelligent failure” is an oxymoron. But any failure preceded by careful thinking that does not cause unnecessary harm and generates useful learning that advances knowledge is indeed intelligent. Organizations today are often torn between two “failure cultures”: one that says avoid failure at all costs, the other that says fail fast, fail often. Both are incomplete; they lack the crucial distinctions to separate intelligent failure from the others. Intelligent failures occur daily in science, in company innovation projects, elite sports, leading-edge cuisine, and even in the activities of ordinary life like dating to find a life partner. This talk provides a framework to think about failure in a new way, outlining three archetypes—simple, complex, and intelligent—and describing how to minimize unproductive failures while maximizing discovery from intelligent ones.

About Amy C. Edmondson



Amy C. Edmondson is the Novartis Professor of Leadership and Management at the Harvard Business School, a chair established to support the study of human interactions that lead to the creation of successful enterprises that contribute to the betterment of society.

Edmondson has been recognized by the biannual Thinkers50 global ranking of management thinkers since 2011, and most recently was ranked #1 in 2021; she also received that organization's Breakthrough Idea Award in 2019, and Talent

Award in 2017. She studies teaming, psychological safety, and organizational learning, and her articles have been published in numerous academic and management outlets, including *Administrative Science Quarterly*, *Academy of Management Journal*, *Harvard Business Review* and *California Management Review*. Her 2019 book, *The Fearless Organization: Creating Psychological Safety in the Workplace for Learning, Innovation and Growth* (Wiley), has been translated into 15 languages. Edmondson's latest book, *Right Kind of Wrong (Atria)*, builds on her prior work on psychological safety and teaming to provide a framework for thinking about, discussing, and practicing the science of failing well. First published in the US and the UK in September, 2023, the book is due to be translated into 15 additional languages.

Town Hall Forum

Grounding HRD Research in the Fast-changing World of Practice

Thursday, February 22 | 1:45pm-3:30pm
Salons ABCHJK

Bridging the gap between research and practice has been one of the core missions in the field of HRD. To move from the stage of knowing to the next level of doing requires strategic partnerships between and concerted efforts by multiple constituents: scholars, scholar-practitioners, and practitioners. The Town Hall Forum at the opening event of the 2024 AHRD International Research Conference in the Americas will bring together a panel of scholars, scholar-practitioners, and practitioners who are passionate about the people side of organization management and are committed to building the best workplace for employees. It is our hope that the insights and experiences shared by the panelists will inspire you to find your own way towards engaging in relevant and impactful research that will help organizational leaders and HRD professionals “move the needle” in their world of professional practice.

Facilitator



Jia Wang, Ph.D., Texas A&M University- College Station, TX

As a scholar, Dr. Jia Wang has been actively promoting individual, organizational, and national development through culture-sensitive and evidence-based research. During the past two decades, she has examined critical and contemporary HRD issues in five interacting dimensions: international/national and cross-cultural HRD, workplace learning, organizational crisis management, workplace

incivility, and career/family issues. Her research has been disseminated through a variety of outlets in both academic and practitioner-oriented journals and conferences. As a devoted member of the Academy of HRD, Dr. Wang has served in various roles, such as Track Chair, Associate Editor, and Editor of the AHRD conference in the Americas, as well as Editor-in-Chief for Human Resource Development Review. She holds the Early Career Scholar Award (2011) and Distinguished Service Award (2013) from the Academy of HRD, as well as Presidential Impact Fellow (2020-2023) and Faculty Affairs Fellow (2023-2024) awards from Texas A&M University. Beyond her university career, Dr. Wang is passionate about helping organizations and individuals unleash their potential. She is the lead author of one of the National Association of Wholesaler-Distributors (NAW) Institute for Distribution Excellence Top 10 Best Sellers—Optimizing Human Capital Development: A Distributor's Guide to Building Sustainable Competitive Advantage. Since 2022, she has partnered with the Metals Service Center Institute where she shares HRD research and best practices with member companies through monthly blog posts and quarterly webinars. With over 25 years of accumulated experiences in human resource and organization development in several cultures, Dr. Wang has designed and conducted numerous educational

Town Hall Forum

workshops to diverse groups in both the corporate and university settings. Dr. Wang received her Ph.D. in Human Resource and Organizational Development from the University of Georgia and her M.B.A. from Aston University, UK.

Panelists



**Susan Thompson Hingle, MD. FAMWA, FRCP, MACP,
Southern Illinois University, IL**

Dr. Susan Hingle is an Internal Medicine specialist and a Professor of Medicine and Medical Humanities, who serves as Associate Dean for Human and Organizational Potential and Chair of the Department of Medical Humanities at Southern Illinois University School of Medicine. She earned a bachelor's degree from Miami University and a medical degree from Rush University Medical College.

She completed an Internal Medicine residency at Georgetown University and served as Chief Resident. She additionally completed the prestigious Executive Leadership in Academic Medicine (ELAM) Program. Dr. Hingle was awarded the American Medical Women's Association Elizabeth Blackwell Career Award and the Society of General Internal Medicine's Medical Educator Career Award. She has received numerous other awards including the SIU Golden Apple Award, the SIU Excellence in Teaching Outstanding Teacher Award, the Leonard Tow Humanism in Medicine Award, the SIU Internal Medicine Most Influential Faculty Award, the SIU Internal Medicine Chair's Resilience Award, and the David Steward Excellence in Education Award. Dr. Hingle was previously honored with the American College of Physicians McDonald Award for Young Physicians and was awarded several ACP John Tooker Evergreen Awards for Chapter Innovation. She has been active nationally in numerous organizations, including the American College of Physicians (ACP), the American Medical Women's Association (AMWA), the Alliance of Academic Internal Medicine (AAIM), and the American Medical Association (AMA). She served as Chair of the ACP Board of Regents and Chair of the ACP Board of Governors. She is currently the President-elect of AMWA. She has published in many areas related to medical education, career advancement, and health policy, and was senior author on the ACP policy paper on gender equity in physician compensation and career advancement. Dr. Hingle strongly believes that we must prioritize employee and organizational well-being and fulfillment and focus on equity, inclusion, and diversity if we are going to be able to reach our full potential as individuals, organizations, and professionals.

Town Hall Forum



Michael Levy, WorkProud®, TX

Michael is a passionate and highly informed executive with a focus on building WorkPlace pride through improving the overall employee experience. For over 22 years, Michael has worked with Fortune 500 and Government clients on the design, development, and implementation of employee engagement programs that elevate the importance of Company culture, create more engaged workforces, and reduce unwanted turnover. With

experience across multiple industries, over 450 successful client implementations, and client engagements spanning 15+ years, Michael brings considerable depth of knowledge and expertise in seeing how to impact and influence the employee experience and the impact this can have on overall business outcomes. He is a frequent speaker at HR industry events and has contributed content on the topic of employee engagement to HR Magazine, CNBC, Fortune, and Inc Magazines. Beyond a sense of humor and a very, very Southern accent (think kangaroos), Mr. Levy brings a unique and refreshing perspective to driving employee engagement with the knowledge and expertise gathered across decades of building employee engagement programs. He received his Bachelor of Commerce in Marketing-Hospitality from the University of New South Wales, Australia.



Darren Short, AllbyPODCAST LLC, WA

Mr. Darren Short has worked in Learning & Development for 31 years, including building and managing Learning functions in the private, public, and non-profit sectors in North America and Europe, managing 300+ learning professionals in 18 countries, training 25K+ people worldwide through in-person training and coaching, and building 300+ e-Learning and in-person courses.

Mr. Short was President of the Academy of Human Resource Development (AHRD) from 2012-2014 and was a Board Member for nine years. He also chaired the Research-to-Practice Committee of Association for Talent Development (ATD) for four years. His writing and editing include journal monographs on research-to-practice and the role of the scholar-practitioner, as well as being on the editorial team of Human Resource Development International and the advisory boards of three other journals. He has been the recipient of the HRD International Journal article of the year and the AHRD Excellence in Scholarly Practice Award for his work in virtual reality training. In 2023, Mr. Short received the AHRD Forward Award for his pioneering work on podcasting where he has built and released 240 podcast episodes that have attracted 350,000 listeners worldwide. Mr. Short has an MA in Education specializing in HRD from the University of Minnesota.

Town Hall Forum



Steven P. Thomas, Ph.D., Teva Pharmaceuticals, NA

Dr. Steven Thomas joins Teva Pharmaceuticals as the Director, Inclusion and Diversity, NA, effective April 25, 2023. Previously, Dr. Thomas was the Sr. Director, Diversity, Equity, & Inclusion (DEI) and Talent Programs at the Pharmaceutical Research and Manufacturers of America (PhRMA) where he led internal DEI strategies and activities as well as all learning and development, and employee experience/survey. Previously, Dr. Thomas

was the Sr. Manager, Human Resources Business Partner at Lockheed Martin (LM), Enterprise Operations Business Area, Corporate Headquarters, where he partnered with senior leaders to provide strategic execution of the LM people strategy. Dr. Thomas is a former member of Strayer University's adjunct faculty where he taught graduate courses in the human resource management department. Previously, Dr. Thomas was a Talent Strategy Consultant at LMI (Logistics Management Institute) in Tysons, VA, where he partnered with Federal agencies to design and deliver talent management strategies and organizational effectiveness solutions. He also served as the Program Manager for the United States Coast Guard (USCG), Acquisition Directorate, Office of Workforce Management (through Apogee Engineering, LLC) where he led a team of human capital subject matter experts in delivering human capital support services. Before joining USCG, Dr. Thomas was the Human Capital Management Line of Business Lead and Principal Consultant at RGS Associates (now USFalcon) where he provided subject matter expertise in the areas of project and program management as well as Human Capital Management. Dr. Thomas has over 22 years of combined experience working in multinational organizations, higher education institutions, and the federal sector. He has a Ph.D. in Human Resource Development from the University of Illinois at Urbana-Champaign (2005), an M.A. in College Student Personnel from Bowling Green State University, Main Campus (1996), and a B.A. in Communication from Jacksonville State University (1993).

Town Hall Forum



Saphon Ren, Ph.D., Director, Online Learning and Professional Development, Texas Department of Criminal Justice, TX

Dr. Saphon Ren is a learning and development professional with over ten years of experience teaching, training, and researching adult learners in the field of corrections. As Director, she currently oversees the online training and professional development team for the Texas Department of Criminal Justice, the second largest prison system in

the U.S., next to California. The agency employs approximately 36,000 individuals who provide public safety, reintegrating inmates back into society, and assisting victims of crime. Dr. Ren's team was awarded a distance education grant to develop the online learning capacity that embodies the agency's dedication to staff development. In addition, Saphon and her fellow scholar-practitioners were awarded a grant of \$1.25 million to develop a collaborative crisis response and intervention training for over 25,000 correctional officers, 1,500 parole officers, and 2,900 community supervision officers (probation). Dr. Ren's e-Learning team is responsible for designing, developing, and delivering online training and professional development on subjects such as suicide and crisis response, contraband control, inmate management, and organizational well-being. Dr. Ren has a Master of Science and Ph.D. degree in Human Resource Development and a bachelor's degree in interdisciplinary studies from Texas A&M University. She is a certified e-Learning authoring tool specialist and a training specialist who continues to leverage cutting-edge technology such as virtual reality and artificial intelligence to change the way corrections conduct training and development.

Breakout Sessions A

Thursday, February 22 | 3:45pm-5:15pm

Poster Sessions A

P

REFEREED POSTER | Skyview

Volunteering Effect to Enhance Organization Productivity Towards Sustainable Development

Session ID: 1625132

Halimah Hathah, Pennsylvania State University

Internal Corporate Social Responsibility Initiatives for Sustainable Human Resource Management: A Cross-Cultural Study of Employee Perceptions

Session ID: 1622834

Smita Padmanabhan, Hood College

I See You: How Touchpoints Can Improve Retention and Increase Employee Engagement in Healthcare

Session ID: 1624674

Lesley Tomaszewski, Lipscomb University

Allison Duke, Lipscomb University

Community Colleges' Roles, Strategies, and Effectiveness in Developing Human Resources: A View from the Extant Literature

Session ID: 1625079

James E Bartlett, Old Dominion University

Michelle Bartlett, Old Dominion University

Investigating the Significance of Motivation for the Career Readiness Process in the Changing Higher Education Landscape in South Korea

Session ID: 1337136

Mihee Park, University of Nevada at Las Vegas

Yewon Kim, Ewha Womans University

Yong Seok Lee, Kyung Hee University

Nathan Choe, George Washington University

John Park, United Nation University

Navigating Burnout in the Workplace: Understanding and Addressing Depersonalization Among Healthcare Professionals

Session ID: 1624254

Ahmed Al-Asfour, Southern Illinois University- Carbondale

Thomas Shaw, Southern Illinois University

Sandra Collins, Southern Illinois University

HRD Professionals Utilizing the Schlossberg's Adult Transition Model to Promote Workplace Learning and Development for Transitioning Veterans

Session ID: 1624307

Yvonne Hunter-Johnson, Southern Illinois University Carbondale

Breakout Sessions A

A Systematic Review on Work-life Balance to Increase Productivity Among Female Faculty Members: Preliminary Findings

Session ID: 1625185

Huyen Nguyen, Texas A&M University
Tam Phuong, Foreign Trade University
Jia Wang, Texas A&M University

Navigating On-Site Challenges and Opportunities in Training and Development: Insights from HRD Practitioners in Motor Industry

Session ID: 1625072

Jieun Yi, Texas A&M University
Kangsan Lee, Hyundai Motor Company

Peer Mentorship Among Latina Students in Stem in an HSI: Lessons Learned

Session ID: 1623736

Emma C. Perez, Texas A&M University
Elsa Gonzalez, Texas A&M University

The Global Perspective of Women's Career Interruptions: An Integrative Review

Session ID: 1624543

Hoda Parvaneh Shirazi, Texas A&M University
Sara Zohoor, Texas A&M University
Jia Wang, Texas A&M University

Understanding Workplace Learning of Generation Z (Gen Z): A Systematic Literature Review

Session ID: 1624174

Wei Wang, Texas A&M University

Long Overdue: Adding Belonging to Diversity, Equity, and Inclusion

Session ID: 1624894

Danielle Tope, The George Washington University

The Role of Reflection in Women Leader Identity Development From an HRD Perspective

Session ID: 1623505

Rebecca Burns, George Washington University
Yoshie Tomozumi Nakamura, George Washington University

Career Transitions and The Unretired Workforce: A Systematic Literature Review

Session ID: 1624409

Malaika Edwards, University of Houston
Melika Shirmohammadi, University of Houston
Tomika Greer, University of Houston

Breakout Sessions A

How do Instructional Designers Engage in Their Career Development?: Based on Action Regulation Theory Perspective

Session ID: 1623730

Yoon-Jeong Won, University of Illinois - Urbana Champaign
Eunjung(Grace) Oh, University of Illinois Urbana-Champaign

Care and Career – the Career Decisions of Parents of People With Disabilities

Session ID: 1609545

Ana Carolina Rodriguez, University of Minnesota

The Impact of Authentic Leadership on Knowledge Sharing With Psychological Safety as a Mediator

Session ID: 1624678

Shinhee Park, University of Georgia
Amin Alizadeh, University of Delaware

Frameworks Used in Evaluation and Selection of Learning Management Systems in For-Profit Organizations

Session ID: 1624598

Krishna Gathwal, University of North Texas
Karen Johnson, University of North Texas

Trauma, Brave Spaces, and Safe Conversations Amid Social Unrest

Session ID: 1631032

Charity Odom, University of Southern Mississippi, Gulf Park

For the Culture: Exploring the Experiences of Black Professionals That Use Code-Switching for Workplace Belonging

Session ID: 1625271

Shanese Williams, The University of Texas at Tyler

How Do Chief Executive Officer Attributes Influence Top Management Team Engagement Behavior?

Session ID: 1623701

Wafa Damlaj, The University of Texas at Tyler
Rob Carpenter, The University of Texas at Tyler

Preliminary Framework for Incorporating Gamification and Game-Based Learning Principles: A Systematic Review

Session ID: 1611297

Bisola Adepoju, The University of Texas at Tyler

Towards a Path of Financial Independence and Work-Life Balance: Examining Moroccan Women's Entrepreneurial Readiness

Session ID: 1624094

Siham Lekchiri, Western Carolina University (University of North Carolina)
David Hayes, Africa Business School
Nada Rih, Africa Business School

Breakout Sessions A

Employers' Perspectives on Facilitators to Employment for Young Adults with Intellectual Disability

Session ID: 1625162

Ying Feng, Clemson

Thursday, February 22 | 3:45pm-5:15pm

Critical HRD

M

REFEREED FULL MANUSCRIPT | *Madison (Lobby Level)*

Decolonizing HRD: Towards Transnational Feminist Solidarity and Sustainability

Session ID: 1620102

Eunbi Sim, University of Georgia

Laura L Bierema, University of Georgia

Tina Rousselot de Saint C eran, University of Georgia

Weixin He, University of Georgia

Linguistic Profiling and Employability: An Integrative Review

Session ID: 1623489

Tomika Greer, University of Houston

Monique T. Mills, University of Houston

Stefanie Lapka, University of Houston

Self-other Stances in Reverse Mentoring for Inclusion: Relating Across Gaps in Hierarchy and Identities

Session ID: 1623748

Rajashi Ghosh, Columbia University

Julie Nyanjom, Edith Cowan University

Serendipity and Symbiosis: Marginalized Communities, Higher Education and Partnerships – A Case Study of the GTRSB Community in the UK

Session ID: 1619474

Patricia Jolliffe, Liverpool John Moores University

Helen Collins, Liverpool John Moores University

Sheldon Chadwick, Liverpool John Moores University

Breakout Sessions A

Thursday, February 22 | 3:45pm-5:15pm

M

Social Perspectives in HRD

REFEREED FULL MANUSCRIPT | *Salon D (First Floor)*

The Contribution of CSR Experts to the Creation of Social Value in a Multi-stakeholder Context: An Emerging Model

Session ID: 1613979

Olivier Braun, ICN Business School
Christophe Rethore, ICN Business School
Philip Kitchen, ICN Business School

Is Good Intention Enough for Social Enterprises to Produce Social Impact? A Decision Tree Approach

Session ID: 1623961

Myungjung Shim, University of Minnesota
Sehoon Kim, University of Minnesota

Employee Engagement of Community College Tenured and Tenure Track Faculty: A Grounded Theory Study using Social Exchange Theory

Session ID: 1624514

Andrea Moseley, Concordia University Wisconsin
Matthew Hurtienne, Concordia University Wisconsin

The Impact of Social Class on Professional Identity: A Qualitative Study on the Lived Experience of Low-Income Origin Professionals in the Workplace and the HRD Implications

Session ID: 1623175

Kris Maccubbin, The MITRE Corporation

Thursday, February 22 | 3:45pm-5:15pm

M

Training and Adult Education

REFEREED FULL MANUSCRIPT | *Salon E (First Floor)*

Faculty Online Teaching Readiness in Higher Education: Implications for HRD

Session ID: 1623292

Zhuqing Ding, The George Washington University
Maria Cseh, The George Washington University

In Pursuit of Professional Identities in HRD Academia: A Collaborative Autoethnography

Session ID: 1616922

Beixi Li, Western Michigan University
Ajit Bhattarai, Idaho State University

Breakout Sessions A

Training Transfer During COVID-19 in Sri Lanka: the Critical Role of Supervisor Support

Session ID: 1624476

Nisansala Bandara, University of New Mexico

Victor Law, University of New Mexico

Oleksandr Tkachenko, University of New Mexico

Leadership and Teacher Turnover: A Study Using Hierarchical Linear Modeling

Session ID: 1624957

Amy Baskin, University of Texas at Tyler

Thursday, February 22 | 3:45pm-5:15pm

M

Strategic HRD

REFEREED FULL MANUSCRIPT | *Salon F (First Floor)*

Plotting the Blankspace Among Leadership, Job-crafting, and Career Development: Integrative Review and Future Agendas For HRD

Session ID: 1623520

Kyung Nam Kim, Texas A&M University

Seung Won Yoon, Texas A&M University

Strategic Technology Innovation Management and Leadership Theory – Knowledge Structure and Research Front Implications

Session ID: 1616922

Flavio Lobo, Purdue University

Mesut Akdere, Purdue University

From Static to Dynamic: A Dynamic Capabilities Approach to Strategic Human Resource Development

Session ID: 1625123

Walid El Mansour, Texas A&M University

Khalil Dirani, Texas A&M University

Un-lean: Strategy for Uncertainty

Session ID: 1624505

John Turner, University of North Texas

Nigel Thurlow, The Flow Consortium

Dave Snowden, The Cynefin Company

Breakout Sessions A

Thursday, February 22 | 3:45pm-5:15pm

M

Critical HRD

REFEREED FULL MANUSCRIPT | *Salon G (First Floor)*

Lived Experiences of Veterans Transitioning to Civilian Workplaces

Session ID: 1623694

Alaina Doyle, University of North Texas

Scott Warren, University of North Texas

A Mother's Work is Never Done: Influencer Labor and a Conceptual Analysis of the Momfluencer for HRD

Session ID: 1622414

Taylor Cavallo, University of Minnesota

Disentangling Queer Theory and Critical Theory: The Case for Queer Theory in Human Resource Development

Session ID: 1625102

Bethany Hager, Louisiana State University

Oliver Crocco, Louisiana State University

Theorizing Human Resource Development in Extended Contexts: A Review and Assessment of Its Critiques

Session ID: 1623582

Sami Jabarkhail, Texas A&M University

Elizabeth Roumell, Texas A&M University

Seung Won Yoon, Texas A&M University

Thursday, February 22 | 3:45pm-5:15pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP
| *Alexandria (Second Floor)*

Appreciative Inquiry: 4 Steps to Success!

Session ID: 1623797

Simone Doudna, Texas A&M University

Aaron Hull, Texas A&M University

Fancy Mills, Texas A&M University

Breakout Sessions A

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP
| *Jackson (Lobby Level)*

Enhancing Inclusivity and Accessibility in the Workplace for Deaf and Hard of Hearing Employees

Session ID: 1604695

John McGinty, Deaf Services of Palo Alto

Hillary Smith, Deaf Services of Palo Alto

Thursday, February 22 | 3:45pm-5:15pm

F

NON-REFEREED FOCUS SESSION | *Pentagon (First Floor)*

Advancing Human Resource Development/Organization Development in the Gulf Cooperation Council (GCC): A Multifaceted Exploration

Session ID: 1623765

Farhan Sadique, The Pennsylvania State University

Issa Al Balushi, The Pennsylvania State University

Nasser Al-Hamli, The Pennsylvania State University

Musaad A. Alqahtani, The Pennsylvania State University

F

NON-REFEREED FOCUS SESSION | *Lee (Lobby Level)*

Exploring Case Studies in Ethical Issues in Human Resource Development

Session ID: 1611302

Darlene Russ-Eft, Purdue University

Yonjoo Cho, UT-Tyler

Jon Werner, University of Wisconsin at Whitewater

F

NON-REFEREED FOCUS SESSION | *Rosslyn 1 (Lobby Level)*

Reintegrating the Self in Health Professions Education: Navigating Complex Professional Development

Session ID: 1623591

Christopher Boldon, University of Minnesota

Andrew Lee, Southern Illinois University School of Medicine

Henriette Lundgren, The University of Georgia

Dimitrios Papanagnou, Thomas Jefferson University

Jennifer Jihae Park, University of North Carolina Wilmington

Genevieve Snider, Hennepin Healthcare

Breakout Sessions B

Friday, February 23 | 9:15am-10:45am

P

Poster Sessions B

REFEREED POSTER | Skyview

Exploring Employee Performance, Well-being, and Productivity Within a Four-day Workweek in Modern Organizations

Session ID: 1622291

Radia Lakhssassi, School of Education, Southern Illinois University-Carbondale

Ahmed Al-Asfour, School of Education, Southern Illinois University-Carbondale

A Case Study: The Impact of National Culture on Employee Behavior in a Moroccan Public University

Session ID: 1622310

Oumaima Tati, Al Akhwayn University

Jeong-Ha Yim, Al Akhwayn University

Community Health Centers Responses to Climate Change: Implications for HRD

Session ID: 1624906

Jessica Hinshaw, The George Washington University

Maria Cseh, The George Washington University

Assessing the Psychological Contract Barriers Faced by International Student Graduates Seeking Employment in the United States

Session ID: 1624230

James S. Aller, Georgia Southwestern State University

Richard Afedzie, Pentecost University

Melinda Chatham, Georgia Southwestern State University

Sai K. Mukkavilli, Georgia Southwestern State University

Artificial Intelligence Opportunities for Organization Development

Session ID: 1623889

Sunyoung Park, Louisiana State University

DaeSeok Chae, Texas A&M University

Jennifer Jihae Park, University of North Carolina Wilmington

Jihye Oh, Azusa Pacific University

A Bibliometric Review of Studies on Engineering Leadership

Session ID: 1623735

Shaoping Qiu, Louisiana State University-Shreveport

Ahmed Al-Asfour, School of Education, Southern Illinois University-Carbondale

Kevin Baxter, Louisiana State University-Shreveport

Malini Natarajarathinam, Texas A&M University

Breakout Sessions B

Cultivating Innovation through AI: Unraveling the Influence of Organizational Culture in Workforce Education and Development
Session ID: 1625023

Hosung You, Pennsylvania State University

An Early Analysis of the Effects of Short-term Online Empathy Training on Employees' Empathy Ability, SNS Empathic Experiences, and Work Engagement

Session ID: 1625195

Yujin Kim, Sangji University

Validation of the Servant Leadership Questionnaire for USA Higher Education Institution Officials
Session ID: 1623973

Ahmed Al-Asfour, School of Education, Southern Illinois University-Carbondale

Efrem Kentiba, Arbaminch College of Education

Appreciative Inquiry After the Summit

Session ID: 1625216

John Bogan, Texas A&M University

A Qualitative Study of Charismatic Leadership of Chinese Immigrant Leaders in the Technology Industry
Session ID: 1621784

Ying Lu, The George Washington University

Aesthetic Learning in HRD: A Literature Review on Adult Learners' Transformative Learning Experience in Shifting Paradigms and Building Relationships with Others Through Theater-based Pedagogy
Session ID: 1613935

Zhuqing Ding, The George Washington University

Yoshie Nakamura, The George Washington University

Broken Systems Under Repair: Weaving Ethics of Care and Human Flourishing Into the Work and Lives of Essential Workers
Session ID: 1625023

Ellen M. Scully-Russ, The George Washington University

Maria Cseh, The George Washington University

Henriette Lundgren, The University of Georgia

DJ Ralston, The George Washington University

Treasa Welsh, The George Washington University

Building Capability to Mitigate Climate Change: The Quest for HRD Professionals
Session ID: 1625058

Maria Cseh, The George Washington University

Beatriz Coningham, The George Washington University

Breakout Sessions B

Can Artificial Intelligence Enhance Leaders' Cognitive Efficiency: A Literature Review of What Scholars Say

Session ID: 1623427

Abdullah Clark, The George Washington University

Supriya Kannan, Louisiana State University

Gertrude Hewapathirana, Gulf University for Science and Technology

Building Confidence to Express Opinions through Action Learning: A Case of Japanese Female Students

Session ID: 1622833

Mieko Kobayashi, Tokyo Woman's Christian University

A Computational Analysis of Korean Women Leaders' Narratives Using Topic Modeling

Session ID: 1622260

Jieun You, Valdosta State University

Chungil Chae, Wenzhou-Kean University

Sumi Lee, University of Georgia

Yonjoo Cho, University of Texas at Tyler

An Examination of Academic Advisory Boards Research: Antecedents, Moderators, and Outcomes

Session ID: 1625172

Consuelo Waight, University of Houston

Kithmini Widanage, University of Houston

Connecting Human Resource Development with Vocational Rehabilitation to Facilitate the Integration of People with Disabilities in the Workforce: A Preliminary Conversation

Session ID: 1617278

Joseph T. Amodeo, University of Illinois at Urbana-Champaign

Chang-kyu Kwon, University of Illinois at Urbana-Champaign

Adults' Global Learning Abroad in the U.S.: From the Perspective of Global Competence and Experiential Learning

Session ID: 1623671

Joy Phaphouvaninh, University of Illinois Urbana-Champaign

Eunjung(Grace) Oh, University of Illinois Urbana-Champaign

Centering the Voices of Employees with Disabilities

Session ID: 1623114

Jolene M. Boyd, University of Minnesota

Artificial Intelligence in Healthcare Education and Mentoring

Session ID: 1624692

Ginger K. Vaughn, University of Texas at Tyler

Timothy Murphy, University of Texas at Tyler

Rochell R. McWhorter, The University of Texas at Tyler

Breakout Sessions B

Applying Cognitive Apprenticeship in Online Education: a Case Study of a Nontraditional Registered Apprenticeship

Session ID: 1622248

Kelly M. Droege, University of Wisconsin - Stout

AI is the Recruiter's Secret Weapon

Session ID: 1599206

Catherine Harkins, Western Carolina University

Hayley Ritter, Western Carolina University

Micah Short, Western Carolina University

Marie-Line Germain, Western Carolina University (Univ. of NC)

Caution: The Disruptive Impact of People Analytics on Management

Session ID: 1599945

Coral Levi, Western Carolina University

Kandi Pickett, Western Carolina University

Rachel Smith, YMCA of Western North Carolina

Marie-Line Germain, Western Carolina University (Univ. of NC)

Cross-Disciplinary Exploration of Resistance-to-Change: Enhancing HRD's Role in Building a Sustainable, Human-Centered Workplace

Session ID: 1622838

David B. Szabla, Western Michigan University

Tova Sanders, Western Michigan University

Friday, February 23 | 9:15am-10:45am

M

Engagement in the Workplace

REFEREED FULL MANUSCRIPT | *Salon G (First Floor)*

A Queerer Approach to Employee Engagement: Disrupting Normative Assumptions for Improving Human Resource Development

Session ID: 1621941

Meagan Prophet, Hood College

Joshua Collins, University of Minnesota

Effect of Creative Self-efficacy on Employee Engagement in non-profit Organizations: A Moderated Mediation Model

Session ID: 1624243

Shinhee Jeong, Texas State University

Per Svensson, Louisiana State University

Eunbi Sim, University of Georgia

Breakout Sessions B

Exploring How and When Health Resources Impact Engagement: A Moderated-Mediation Experimental-Causal-Chain Study on the Critical Role of Workplace Support

Session ID: 1608132

Darryl B. Rice, Miami University

J'Aime C. Jennings, University of Alabama at Birmingham

Clayton Duffy, Rockford University

Brad Shuck, University of Louisville

The Impact of Artificial Intelligence on Employee Engagement: A Systematic Literature Review

Session ID: 1620630

Sami El Ahmadie, Texas A&M University

Daniela Daniel, Texas A&M University

Friday, February 23 | 9:15am-10:45am

M

Performance and Sustainability

REFEREED FULL MANUSCRIPT | *Salon D (First Floor)*

From Roots to Fruits: The Antecedents of Agilience and its Impact on Sustainability in Organizations

Session ID: 1624599

Baek-kyoo Joo, Slippery Rock University of Pennsylvania

Sustainability within the HRD Field: A Systematic Review

Session ID: 1618307

Sumi Lee, University of Georgia

Caleb Seung-hyun Han, University of Georgia

Jihye Oh, Azusa Pacific University

Are Leaders Still Gatekeepers? A Moderated Mediation Model for Social Capital, Commitment, In-role Performance, and Perceived Supervisor Support

Session ID: 1623824

Jihye Oh, Azusa Pacific University

Eunkyeong Gim, Korea University

Daeyeon Cho, Korea University

Toward a Measure of Intangible Performance Derived from Human Resources: Getting Deeper in Understanding Organizational Performance Measurement

Session ID: 1622081

Kyoungshin Kim, Sungkyunkwan University

Jeehyun Kwon, Korea Industrial Complex Corporation

Breakout Sessions B

The Learning Agility and the Job Performance: The Relationship among Job Performance, Job Characteristics, Knowledge Sharing and Learning Agility in Office Workers in Large Corporations

Session ID: 1613851

Simon Sang Hoon Shin, Texas A&M University

Chan Lee, Seoul National University

Friday, February 23 | 9:15am-10:45am

M

Work flexibility and Job Satisfaction

REFEREED FULL MANUSCRIPT | *Salon E (First Floor)*

Role of Strategic Flexibility Analysis in Organizational Adaptation to VUCA
Session ID: 1622207

Robert Yawson, Quinnipiac University

Emmanuel Osafo, Human Capital Services, Internal Revenue Service

Alexander M. Yawson, Heritage Christian University College

Nonwork Orientations and Job crafting: A Moderated Mediation Model of Life Satisfaction and Age

Session ID: 1625050

SuJin Son, Chosun University

Exploring the relationship between constructs of work orientation and job satisfaction in the United States: A multidimensional approach

Session ID: 1613490

Viktoria Loidl, University of Illinois Urbana-Champaign

Transforming the Way We Work Using Agile Teams: An Integrative Literature Review

Session ID: 1624584

Christina Grant, Colorado State University

Breakout Sessions B

Friday, February 23 | 9:15am-10:45am

M

Women in the Workplace

REFEREED FULL MANUSCRIPT | *Salon F (First Floor)*

Are Women's Leadership and Men's Leadership the Same or Different? The Yin leadership of International Chinese Women Doctoral Students in the U.S.

Session ID: 1625221

Jackie Liu, University of Minnesota

Chinese Women Pursuing Entrepreneurial Career

Session ID: 1622567

Yuanlu Niu, University of Arkansas

Yidan Zhu, Texas State University

Claretha Hughes, University of Arkansas

Conflicts and Strategies in Women's Experiences with Flexible Work Arrangements: A Grounded Theory Study in South Korea

Session ID: 1624941

Jieun Yi, Texas A&M University

Jia Wang, Texas A&M University

Transnational Career Development of Chinese Migrant Mothers: A Kaleidoscopic Perspective

Session ID: 1622920

Yidan Zhu, Texas State University

Yuanlu Niu, University of Arkansas

Krissy Lewis, Pittsburg State University

Relational Mentoring as A Space for Crafting Asset-based Identity: A Trioethnography of International Asian Women Scholars in HRD

Session ID: 1621518

Eunbi Sim, University of Georgia

Sanghamitra Chaudhuri, Metropolitan State University

Yuanlu Niu, University of Arkansas

Breakout Sessions B

Friday, February 23 | 9:15am-10:45am

M

HRD Research Methodology

REFEREED FULL MANUSCRIPT | *Madison (Lobby Level)*

Decolonizing HRD by Recrafting its Epistemological Narrative

Session ID: 1624733

Valerie Anderson, University of Portsmouth

Research-practice Relationship Revisited: A Qualitative Analysis of Highly Cited HRD Publications

Session ID: 1616915

Beixi Li, Western Michigan University

Ajit Bhattarai, Idaho State University

Using a Descriptive Validity Framework to Enhance Causal Inferences in Training and Organisational Performance Research

Session ID: 1624921

Thomas Garavan, Cork University Business School

Millie Lai, Manchester Metropolitan University

Claire Gubbins, DCU Business School

Ronan Carbery, University College Cork

Fergal O'Brien, University of Limerick

Examining Empathic Conversations in Leadership Ethics Through a Relational Leadership Lens: A Video-Based Approach from a HRD Perspective

Session ID: 1625075

Yoshie Nakamura, The George Washington University

Julia Milner, EDHEC Business School

Deyang Yu, The George Washington University

Friday, February 23 | 9:15am-10:45am

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP

| *Pentagon (First Floor)*

HR Capstone Experience: Using Simulation-Based Learning to Apply Theory

Session ID: 1615226

Stephanie Adam, PennWest University - California

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP

| *Jackson (Lobby Level)*

Breakout Sessions B

Using Our Experience to Teach Us About Global Mindset: A Professional Development Workshop Using the Kairos Method

Session ID: 1625250

Magali Balayn Lelong, Universite de Tours

Oliver Crocco, Louisiana State University

Friday, February 23 | 9:15am-10:45am

F

NON-REFEREED FOCUS SESSION | *Alexandria (Second Floor)*

Developing Healthcare Professionals: Opportunities for HRD

Session ID: 1624740

Heesun Kim, Texas A&M University

Shyamal Pandya, Texas A&M University

Jia Wang, Texas A&M University

Judy Waight Texas A&M University

William Sage, Texas A&M University

F

NON-REFEREED FOCUS SESSION | *Rossllyn 1 (Lobby Level)*

Teaching and Writing HRD Cases

Session ID: 1623752

Oleksandr Tkachenko, University of New Mexico

Laura Bierema, University of Georgia

F

NON-REFEREED FOCUS SESSION | *Lee (Lobby Level)*

Stories From the Margins: Using Testimonies to Improve Practice

Session ID: 1624250

Abbie Salcedo, University of Virginia

Carolina Darbisi, University of Georgia

Peter Williams, Texas A&M University-Commerce

Leticia Guzman, Colorado Mountain College

Breakout Sessions C

Friday, February 23 | 2:15pm-3:45pm

P

Poster Sessions C

REFEREED POSTER | Skyview

Exploring Gaps of a University HRD Education Program

Session ID: 1622304

Jeong-Ha Yim, Al Akhawayn University

Oumaima Tati, Al Akhawayn University

Sara Naim, Al Akhawayn University

Exploring Differing Career Success Orientation of South Korean Teachers by Generation and Gender

Session ID: 1620771

Jeongmin Lee, Department of Education, Ewha Womans University

Namhee Kim, Department of Education, Ewha Womans University

Employee Engagement Among Government Employees in Washington DC: Exploring the Role of Perceived Organizational Support, Supervisory Leadership Behavior and Job Characteristics

Session ID: 1623678

Ann Pierre, Hood College

Nisha Manikoth, Hood College

Development of a Non-Face-to-Face Teaching and Learning Model Based on Digital Technology for Public Servants

Session ID: 1622479

Sungil Lee, Anyang University

Youngeun Wee, Korea Polytechnics

Jiyoung Lee, Kyunghee University

Hyeshin Yoon, National Human Resources Development Institute

Woocheol Kim, KOREATECH

Employee Experiences of Organizational Citizenship Behavior: A Qualitative Investigation Within Abu Dhabi Police Force

Session ID: 1610916

Mohamed Balalaa, Workforce Education and Development Program

Ethical Dilemmas Concerning Bullying in the Workplace

Session ID: 1625026

Fatmah Rayes, Pennsylvania State University

Evaluating Mid-Level Nurse Leadership Competencies: A Cross-Sectional Study in Tertiary Healthcare Institutions in the Sultanate of Oman

Session ID: 1607932

Azza Al. Hajri, Penn State University

Breakout Sessions C

Exploring Perceptions of Servant Leadership: A Study on Demographic Factors Within Higher Education Institutions

Session ID: 1622767

Ahmed Al-Asfour, School of Education, Southern Illinois University-Carbondale

Shaoping Qiu, Louisiana State University in Shreveport

Exploring the Impacts of COVID-19 on Health Care Workforce Management in Saudi Arabia: A systematic Review

Session ID: 1624570

Khalil Alnakhli, Southern Illinois University

Ahmed Al-Asfour, School of Education, Southern Illinois University-Carbondale

Examining Measurement Invariance of a Managerial Coaching Scale Across Traditional and Virtual Employee Groups Pre and Post Pandemic

Session ID: 1624237

Bryn Brown, Tarleton State University

Crystal Roberson, The University of Texas at Tyler

Kim Nimon, The University of Texas at Tyler

Developing Tomorrow's Leaders: Exploring Ph.D. Students Experiences and Perspectives on Academic Leadership

Session ID: 1623064

Shyamal S. Pandya, Texas A&M University

Gislene Ferreira dos Reis, Texas A&M University

Kyung Nam Kim, Texas A&M University

Enhancing Organization Members' Informal and Incidental Learning via the Songwriting and Performance Seminar as an Expressive Arts-based Intervention

Session ID: 1624334

Sung-Eun Yang, University of Georgia

Exploring Organizational Socialization through the Lens of Intersectionality

Session ID: 1622523

Naji Fateh, University of Minnesota

Nicole Dillard, University of Minnesota, Twin Cities

Exploration of the Relationship Between Employee Resource Groups (ERGs) and Career Development of Asian American Women in STEM

Session ID: 1625085

Ning Zulauf, University of Illinois at Urbana Champaign

Eunjung Grace Oh, University of Illinois Urbana-Champaign

Breakout Sessions C

Enhancing Informal Learning Through the Adoption of Digital Technology: A Structured Literature Review from 2013 to 2023

Session ID: 1624334

Ke Ma, University of Georgia

Bo Fang, University of Minnesota

Developing AI literacy through HRD: Preparing organizations for AI

Session ID: 1623440

Hanwen Li, University of Minnesota

Sehoon Kim, University of Minnesota

Determination of Influential Factors of Perceived Employability during High Unemployment

Session ID: 1624769

Bhagyashree Barhate, The University of Southern Mississippi

Ruchi Sao, Nirma University

Malarvizhi Hirudayaraj, Rochester Institute of Technology

Rose Baker, University of North Texas

Employer-Disability Organization Partnership for Hiring, Training, and Accommodating People with Disabilities in Mississippi

Session ID: 1623316

Peter O. Kalejaiye, The University of Southern Mississippi

Hamett Brown, The University of Southern Mississippi

Exploring Employee Experiences With Leaders' Influence on Autonomous Motivation: a Mixed Methods Study

Session ID: 1612652

Melissa Wheat, University of Southern Mississippi

Heather Annulis, The University of Southern Mississippi

Evaluating Facets of Job Satisfaction Using Single-Item Measures

Session ID: 1623496

Wesley B. Wilson, University of Texas at Tyler

Kim Nimon, The University of Texas at Tyler

Exploring Leadership Behaviors and Practices in M&A in US Technology-Based Organizations: A Qualitative Study

Session ID: 1625071

Susan E. Glover, University of Texas at Tyler

Exploring the Adoption Phenomenon of Artificial Intelligence for Doctoral Studies

Session ID: 1625124

Jose J. Oliveira, University of Texas at Tyler

Timothy Murphy, University of Texas at Tyler

Ginger K. Vaughn, University of Texas at Tyler

Salim Elfahim, University of Texas, Tyler

Rob E. Carpenter, The University of Texas at Tyler

Breakout Sessions C

Examining Diversity and Racial Equity in Coaches Hiring Practices Among NCAA Sport Programs

Session ID: 1623674

Dustin Evatt, Western Carolina University (University of North Carolina)

Siham Lekchiri, Western Carolina University (University of North Carolina)

Development of a Shorter Version of the Masterity Scale Using Rasch Analysis

Session ID: 1621739

Junga Lee, Yonsei University

WonSup Chang, Yonsei University

Immersive Technology Applications for Leveraging Diversity, Equity, and Inclusion (DEI) in the Workplace

Session ID: 1624744

Hyerim Riley Kang, University of Illinois at Urbana-Champaign

Eunjung(Grace) Oh, University of Illinois Urbana-Champaign

The Occupational Difficulties Faced by Working from Home Employees in South Korea: A Grounded Theory Study

Session ID: 1624777

Yob Ha, Texas A&M University

Friday, February 23 | 2:15pm-3:45pm

M

Human-Centered Workplace

REFEREED FULL MANUSCRIPT | *Salon G*

Socially Embedded Model of Thriving with Adaptive Expertise: A Moderated Mediation Model

Session ID: 1622381

Sangok Yoo, The University of Texas at Tyler

Yunsoo Lee, Hanyang University

Hojjung Eom, Hanyang University

Jae Yoon Heo, Hanyang University

Jiwon Kim, Hanyang University

Exploring the Nature of Employability in Changing Labor Market Landscape: Factors, Outcomes, and Interventions

Session ID: 1623726

Kyoungshin Kim, Sungkyunkwan University

Chaewon Yang, University of Seoul

Human Centered Leadership: Emergence of a Creative Alliance Ecosystem

Session ID: 1622318

Michael Morris, The University of Tennessee

Jules Morris, Haslam College of Business, The University of Tennessee

Breakout Sessions C

A Disability History: Implications for Human Resource Development **Session ID: 1624481**

Adrienne Taylor, Texas State University
Lauren Gerken, Texas State University
Jeremy Bohonos, Texas State University

Friday, February 23 | 2:15pm-3:45pm

M

Engagement in the Workplace

REFEREED FULL MANUSCRIPT | *Salon D (First Floor)*

Employees' Work Meaningfulness, Engagement, and Job Crafting for Career Commitment

Session ID: 1622223

Sunyoung Park, Louisiana State University
Eunjee Kim, Louisiana State University

An Experimental-Causal-Chain Examination of the Impact of Work Burnout on Employee Health Engagement: An Extension of Conservation of Resources Theory and Implications for Human Resource Development

Session ID: 1609571

J'Aime C. Jennings, University of Alabama at Birmingham
Darryl B. Rice, Miami University
Clayton Duffy, Rockford University
Brad Shuck, University of Louisville

The Role of Technology for Employee Engagement: A Systematic Literature Review

Session ID: 1622626

Kelechi Mmuobuike, University of Texas at Tyler

Learning by Gaming: Nonwork-to-Work Enrichment Among Successful Massive Multiplayer Online Gamers

Session ID: 1604968

Mina Beigi, University of Southampton
Mostafa Ayoobzadeh, University of Quebec at Montreal
Melika Shirmohammadi, University of Houston

Breakout Sessions C

Friday, February 23 | 2:15pm-3:45pm

M

Learning and Knowledge Transfer

REFEREED FULL MANUSCRIPT | *Salon E (First Floor)*

Action Learning for Community Development from the Lens of the UN's SDGs: A Systematic Literature Review

Session ID: 1621098

Seung-Hee Park, Seoul School of Integrated Sciences and Technologies
Yonjoo Cho, University of Texas at Tyler
Hyeon-Cheol Bong, Chonbuk National University

Effects of Human Resource Development Strategies on Knowledge Transfer among Entry-Level Employees

Session ID: 1624073

Bolade Ajayi-Abitogun, Texas A&M University

Human Resource Practices for Building Diverse Talent Pipelines

Session ID: 1625063

Leressa Suber, North Carolina State University
Michelle Bartlett, Old Dominion University

Alleviating the Wage Penalty for Horizontal Mismatch: Focusing on Formal and Informal Workplace Learning

Session ID: 1623709

Seong Ji Jeong, The Ohio State University

Friday, February 23 | 2:15pm-3:45pm

M

Strategic HRD

REFEREED FULL MANUSCRIPT | *Salon F (First Floor)*

Examining prosocial impact in the workplace: A systematic review of the empirical literature

Session ID: 1613735

Brianna Roberts, University of Louisville
Denise Cumberland, University of Louisville

Exploring the Relationship Among Person Job Fit, Person Organization Fit, Networking Behavior, Professional Identity of R&d Workforce: Mediating Effect of Adaptive Performance and Moderating Effect of Developmental Leadership

Session ID: 1624073

Sang Oh Park, Korea Research Institute for Vocational Education and Training
Eul Kyoo Bae, Inha University
Sun hee Kang, Inha University

Breakout Sessions C

Organizational Unlearning: A Systematic Literature Review of Qualitative Studies

Session ID: 1624869

Thi Thu Huyen-Nguyen, Texas A&M University

Tam Phuong, Foreign Trade University

Jia Wang, Texas A&M University

Understanding Intergenerational Collaboration: Exploring Challenges and Collaboration Strategies in the Multigenerational Workforce

Session ID: 1606720

Adnan Iqbal, Kaplan Business School

Friday, February 23 | 2:15pm-3:45pm

M

Leadership and Talent Development

REFEREED FULL MANUSCRIPT | *Madison (Lobby Level)*

Leadership Engaging Employees in Hybrid or Remote Workplace: A Scoping Review

Session ID: 1624352

Hee Sun Kim, Texas A&M University

Judy Waight, Texas A&M University

Xiaoyan Xu, Texas A&M University

Seung Won Yoon, Texas A&M University

Manager Autonomy Support as a Moderator of Job Insecurity and Subjective Wellbeing

Session ID: 1621514

Sara Swenson, University of Minnesota

Impact of Job Embeddedness on Turnover Intention: A Study of Frontline Production Leaders

Session ID: 1624217

Darnell Billups, Hood College

Nisha Manikoth, Hood College

Grit Mechanism in Organizations: Focusing the Structural Relationships Among Transformational Leadership, Work Grit, Learning Agility, and Task Performance

Session ID: 1617358

Jiyoung Kim, Koreatech

Heajung Woo, Tech University of Korea

Woocheol Kim, KOREATECH

Breakout Sessions C

The Influence of Technostress on Coaching via Computer-Mediated Communication

Session ID: 1624390

Hamett Q. Brown, University of Southern Mississippi
Bhagyashree Barhate, University of Southern Mississippi
Cynthia Habeeb, University of Southern Mississippi

Friday, February 23 | 2:15pm-3:45pm

F

NON-REFEREED FOCUS SESSION | *Lee (Lobby level)*

Developing New Ideas and Approaches to HRD Evaluation

Session ID: 1624272

Darlene Russ-Eft, Purdue University
Thomas Garavan, University College Cork
Ronald Jacobs, University of Illinois
Jie Ke, Jackson State University
Thomas Reio, Florida International University
Darren Short, ALLbyPODCAST

F

NON-REFEREED FOCUS SESSION | *Jackson (Lobby Level)*

Reflections on Human Resource Development: Critical Perspectives and Practices

Session ID: 1622292

Laura L. Bierema, University of Georgia
Jamie Callahan, Durham University
Carole Elliott, University of Sheffield
Tomika Greer, University of Houston
Joshua Collins, University of Minnesota
Eunbi Sim, University of Georgia

F

NON-REFEREED FOCUS SESSION | *Alexandria (Second Floor)*

Short-Term Learning Experiences Abroad: A Panel on Innovative Models of HRD Education Abroad

Session ID: 1623343

Oliver Crocco, Louisiana State University
Maria Cseh, The George Washington University
Khalil M Dirani, Texas A&M University
Kevin Rose, Indiana University Purdue University-Indianapolis
Juanita Johnson-Bailey, University of Georgia

Breakout Sessions C

F

NON-REFEREED FOCUS SESSION | *Pentagon (First Floor)*

Innovation in Professional Training: Addressing Hate and Extremism in Workplace

Session ID: 1625094

Amra Sabic-El-Rayess, Columbia University

Victoria Marsick, Columbia University

Pierre Faller, Columbia University

Rajashi Ghosh, Columbia University

F

NON-REFEREED FOCUS SESSION | *Rosslyn 1 (Lobby Level)*

Strategies for Effective Newcomer Organizational Socialization: Exploring Innovations for HRD Research and Practice

Session ID: 1623387

Andrew Lee, Southern Illinois University School of Medicine

Angela M. Rogers, The Pennsylvania State University

Breakout Sessions D

Friday, February 23 | 4:00pm-5:30pm

P

Poster Sessions D

REFEREED POSTER | Skyview

Advancing a Critical Feminist Perspective on Women's Leadership in Human Resource Development: A Literature Review

Session ID: 1622997

Yidan Zhu, Texas State University

Mona Askari, Texas State University

Nakia Edmond, Texas State University

Ifedola Owoeye, Texas State University

Leveraging AI to Promote Diversity and Equity in Organizations (Camera-Ready)

Session ID: 1622311

Sara Naim, Al Akhawayn University

Jeong-Ha Yim, Al Akhawayn University

Instructional Design+ An Analysis of Seven Competency Models for Training and Performance Improvement Professionals

Session ID: 1624429

Saul Carliner, Concordia University

Managing E-Learning Projects for Workplace Learning: An Integrative Review of the Peer Reviewed and Professional Literature

Session ID: 1623619

Tetiana Brandt, Concordia University

Identifying Diversity, Equity, and Inclusion (DEI) Topics in Human Resource Development

Session ID: 1621978

Sunyoung Park, Louisiana State University

Jae Young Lee, Ewha Womans University

Making the Switch: A Proposed Framework for Converting In-Person Training to Virtual Training

Session ID: 1625066

Kevin Rose, Indiana University Purdue University-Indianapolis

Michael Kirchner, University Fort Wayne

Investigating the Joint Effects of Workload and Work-life Conflict in Teachers' Turnover Intentions

Session ID: 1625183

Salma Akther, Louisiana State University, Baton Rouge

Breakout Sessions D

Human Resource Development Practitioner's Role in Strengthening Person-Organization Fit for Remote Workers

Session ID: 1622890

Michael Kirchner, Purdue University Fort Wayne

Kevin Rose, Indiana University Purdue University-Indianapolis

Knowledge Sharing and Organizational Performance in Startups: Moderating Effect of Higher Education and Gender Difference

Session ID: 1623332

Suhyung Lee, Stephen F. Austin State University

Jaekyo Seo, Augustana University

Exploring Workplace Expectations of China's Generation Z (Gen Z) after the Coronavirus Pandemic (COVID-19): A Basic Qualitative Study

Session ID: 1625283

Wei Wang, Texas A&M University

How Do Behavioral Patterns Emerge for Shared Leadership: Video Interaction Analysis

Session ID: 1622648

Xiaoyan Xu, Texas A&M University

Yob Ha, Texas A&M University

Michael Beyerlein, Texas A&M University

Identifying and Overcoming Barriers to Interdisciplinary Research: Perspectives From a Sample of Academics in the United States

Session ID: 1623651

Jiajia Du, Texas A&M University

Michael Beyerlein, Texas A&M University

Xiao Meng, Texas A&M University

Patricia Goodson, Texas A&M University

Integrating Science of Team Science in Human Resource Development

Session ID: 1624089

Sarah N. Aboulhossn, Texas A&M University

Walid El Mansour, Texas A&M University

Sami Jabarkhail, TAMU

Khalil M. Dirani, Texas A&M University

Zenon Medina Cetina, Texas A&M University

Katya Wowk, Texas A&M University Corpus Christi

Sharon Zinah Herzka, University of Texas at Austin

Luis Alberto Muñoz Ubando, Tecnológico de Monterrey

HRD in Texas Public K-12 Education: Who Does It and How is It Described?

Session ID: 1622268

Peter Williams, Texas A&M-Commerce

Katherine Yeager, Abilene Christian University

Breakout Sessions D

HRD and Industry 4.0: Building on Organization Systems Theory

Session ID: 1624845

Kandi D. Pomeroy, Texas State University

Lei Xie, Texas State University

Shaoping Qiu, Louisiana State University-Shreveport

Malini Natarajarathinam, Texas A&M University

Michael Johnson, Texas A&M University

International Research Collaborations: The Experiences of South African and United States Researchers Learning to Adapt during the COVID-19 Pandemic

Session ID: 1624955

Maria Cseh, The George Washington University

Jeremy Coats, The George Washington University

How Is HRD Changing In The Light Of Complexity?

Session ID: 1624499

Karen E. Watkins, University of Georgia

Victoria J. Marsick, Teachers College, Columbia University

HRD in Sustainability to Enhance Sustainable Development

Session ID: 1623380

Mihee Park, University of Nevada at Las Vegas

Yu-Ling Chang, GCDF

Sumi Lee, University of Georgia

Leveraging Generative AI for Facilitating HRD and OD

Session ID: 1621738

Doo Hun Lim, University of Oklahoma

Sumi Lee, University of Georgia

Chang Sung Jang, Hanyang University

Keep Creative and Carry On: A Review of Digital Creativity in the Workplace

Session ID: 1624768

Hyerim Riley Kang, University of Illinois at Urbana-Champaign

Sangok Yoo, The University of Texas at Tyler

Exploring the Relationship between Women's Childbearing Status and Career Development Self-Efficacy: The Mediating Role of Work Engagement and the Moderating Role of Self-Driven Career Attitude

Session ID: 1620825

Sha Lyu, University of Manchester

Christopher Rees, University of Manchester

Breakout Sessions D

Indigenous and Cultural Knowledge at Work: Intersections of Diversity Management (DM), Knowledge Management (KM), and Employee Resource Groups (ERGs)

Session ID: 1625089

Stephanie Sisco, University of Minnesota
Edgar Gonzales Reyes, University of Minnesota
Angela Carter, Clemson University

Introducing 'Mommy Brain' Science to CHRD: Matrescence and Maternal Wellness at Work

Session ID: 1621747

Taylor Cavallo, University of Minnesota, Twin Cities
Nicole Dillard, University of Minnesota, Twin Cities

Improving Intergenerational Communication among Members to Enhance Engagement in a Small Non-Profit Organization

Session ID: 1625025

Maurine C. Pace, The University of Southern Mississippi
Peter O. Kalejaiye, The University of Southern Mississippi
Alexis B. Bradley, United States Bankruptcy Court for the Southern District of Mississippi
Casey M. Maugh Funderburk, The University of Southern Mississippi

Transforming the New Generation of Global Leaders—Bridging the Skill Gap

Session ID: 1619405

Katie Rosenbusch, George Mason University
David Earnest, Austin Peay State University

Navigating Challenges and Reactions of Working from Home Workers: An Integrative Literature Review and HRD implications

Session ID: 1625108

Kyung Nam Kim, Texas A&M University
Yob Ha, Texas A&M University

Friday, February 23 | 4:00pm-5:30pm

Training and Development

M

REFEREED FULL MANUSCRIPT | *Salon G*

A Case Study of a Smart Farm for Sustainable Human Resource Development Through the Korean Public Technical and Vocational Education and Training

Session ID: 1619088

Youngeun Wee, Korea Polytechnics
Youngah Kang, Korea Polytechnics
Woocheol Kim, KOREATECH

Breakout Sessions D

Structural Relationships Among Job Insecurity, Instructors' Self-efficacy, Willingness to Undertake Training, and Training Transfer

Session ID: 1624038

Yoonhee Park, Ewha Womans University
Suwon Yim, TUKOREA

The Influence of Motivation of Training Participation on Vocational Trainers' Perceived External Employability: The Mediating Effects of Transfer of Training and Trainers' Self-Efficacy for Instructional Strategies

Session ID: 1624044

Yoonhee Park, Ewha Womans University
Jiyoung Kim, Ewha Womans University

Training and Development in Internal Labor Markets

Session ID: 1621872

Hyerim Cho, University of Minnesota
Sehoon Kim, University of Minnesota

Exploring AI Practices in Organizations: Implications for Training and Development in HRD

Session ID: 1625016

Yob Ha, Texas A&M University

Friday, February 23 | 4:00pm-5:30pm

Critical HRD and Professional Identity

M

REFEREED FULL MANUSCRIPT | *Salon D*

Tracing the Development of Critical HRD Scholarship Over 20 Years (2003-2022): Citation and Authorship Network Analysis

Session ID: 1621516

Eunbi Sim, University of Georgia
Laura L. Bierema, University of Georgia

A Qualitative, Systematic Comparison of the Faculty Experience by Gender and Race in a Research-intensive University: An Inter-categorical Intersectionality Study

Session ID: 1624362

Shinhee Jeong, Texas State University
Eunbi Sim, University of Georgia
Zakiya S. Wilson-Kennedy, Louisiana State University
Cynthia B. Peterson, Louisiana State University

Examining the Impact of Faith-based Collectivism and Emotional Intelligence on Resilience and Grit

Session ID: 1623250

Casey Maugh Funderburk, The University of Southern Mississippi
Bradley Winton, The University of Southern Mississippi

Breakout Sessions D

A Windy Road to Leadership: A Sequential Explanatory Mixed Methods Study on the Role of Developmental Networks on Women's Leader Identity Development

Session ID: 1624992

Ague Mae Manongsong, Louisiana State University

Extending Developmental Support Across Shared and Unshared Identities: Theorizing an Identity-based Model of Mentoring

Session ID: 1624370

Rajashi Ghosh, Columbia University

Alene O'Malley, Drexel University

Friday, February 23 | 4:00pm-5:30pm

M

AI in HRD

REFEREED FULL MANUSCRIPT | *Salon E (First Floor)*

Artificial Intelligence in Professional Coaching: An Exploration of Real Client Experiences When Partnering with a Simulated Autonomous AI Coach

Session ID: 1613927

Amber Barger, Columbia University

A Bibliometric Analysis of Artificial Intelligence in Human Resources

Session ID: 1619426

Gertrude Hewapathirana, Gulf University for Science and Technology

Ahmed R. Elmelegy, Gulf University for Science and Technology

Raghid Al Hajj, Gulf University for Science and Technology

Mohamed M. Moustafa, Gulf University for Science and Technology

The State of OpenAI's ChatGPT Research in Extended Context: A Literature Review

Session ID: 1624734

Sami Jabarkhail, Texas A&M University

Walid El Mansour, Texas A&M University

Sarah N. Aboulhosn, Texas A&M University

Khalil Dirani, Texas A&M University

Alexandre Ardichvili, University of Minnesota

Cyberbullying in the Workplace: What Do We Know from Literature?

Session ID: 1615400

Sami El Ahmadie, Texas A&M University

Exploring Ethical Horizons: A Scoping Review of AI in HRD

Session ID: 1623012

Shyamal Pandya, Texas A&M University

Kyung Nam Kim, Texas A&M University

Breakout Sessions D

Friday, February 23 | 4:00pm-5:30pm

M

Higher Education and Health Professions

REFEREED FULL MANUSCRIPT | *Salon F (First Floor)*

National Perspective of Diversity: A Case Study of Vietnam's Higher Education

Session ID: 1625209

Loi Nguyen, Metro State University
Anh Hoang, FPT University

Revisiting the Job Demands-Resources Model in the Teaching Satisfaction of Faculty Teaching Online: The Mediating Roles of Emotional Exhaustion and Motivation

Session ID: 1624324

Eunjung Grace Oh, University of Illinois Urbana-Champaign
Sung "Pil" Kang, University of New Mexico
Caleb Seung-hyun Han, University of Georgia

The Roles of Clinical Residents Through the HRD Lens: A Systematic Review

Session ID: 1624357

Andrew Lee, Southern Illinois University School of Medicine

Extending the Work Determinants of Health Framework: The Role of Biological Sex on Work and Risk for Chronic Disease

Session ID: 1610720

Brad Shuck, University of Louisville
Kandi L. Walker, University of Louisville
Joy L. Hart, University of Louisville
Jesse Owen, University of Denver
Rachel J. Keith, University of Louisville

Friday, February 23 | 4:00pm-5:30pm

M

Organizational Learning and Learning Organization

REFEREED FULL MANUSCRIPT | *Madison (Lobby Level)*

Learning Organization and Employee Performance: The Mediating Role of Job Satisfaction in the Vietnamese Context

Session ID: 1624913

DaeSeok Chai, Texas A&M University
Vinh Thi Hong Cao, Foreign Trade University
Linh Phuong Nguyen, Foreign Trade University
Hanh Thi Hien Nguyen, Foreign Trade University
Caleb Seung-hyun Han, University of Georgia
Shinhee Park, University of Georgia

Breakout Sessions D

Exploring the Influence of Organizational Culture on Dimensions of Organizational Learning at the University of the Bahamas: A Structural Equation Modeling Approach

Session ID: 1622453

Jason Styles, University of the Bahamas

Debra Dean, Regent University

Learning Organization Culture and Knowledge Sharing: The Mediating Role of Social Capital

Session ID: 1622647

Sumi Lee, University of Georgia

Caleb Seung-hyun Han, University of Georgia

Unleashing Creativity: Examining the Impact of Authentic Leadership, Organizational Learning Culture, Team Creativity Climate on Employee Creative Effort and Job Performance in Vietnam

Session ID: 1624219

Chun-Yu Lin, National Taipei University

Nguyen Quynh Huong, National Taipei University

Chung-Kai Huang, National Taipei University of Business

A New Team Learning Framework: A Systematic Review of the Literature

Session ID: 1624349

John Turner, University of North Texas

Monica Thapa, University of North Texas

Sanket Patole, The University of Texas at Tyler

Mark Morris, BYU-Idaho

Tyrone Smith, University of Southern California

Prerna Choubey, University of North Texas

Friday, February 23 | 4:00pm-5:30pm

F

NON-REFEREED FOCUS SESSION | *Rosslyn 1 (Lobby Level)*

Narratives of Resilience: Storytelling as a Portal to Prevention

Session ID: 1624967

Amra Sabic-El-Rayess, Columbia University

Vik Joshi, Columbia University

F

NON-REFEREED FOCUS SESSION | *Jackson (Lobby Level)*

Remote Work Arrangement: Advantages, Disadvantages, Strategies, and Challenges

Session ID: 1624045

Judy Sun, UT-Tyler

Jessica Li, University of Illinois at Urbana Champaign

Breakout Sessions D

F

NON-REFEREED FOCUS SESSION | *Alexandria (Second Floor)*

Inquiry Into Theories, Research, Education, and Practice: Continuing the Conversation on Transforming HRD

Session ID: 1624646

Henriette Lundgren, University of Georgia

Valerie Anderson, University of Portsmouth

Ronan Carbery, University College Cork

Yonjoo Cho, UT-Tyler

K. Peter Kuchinke, University of Illinois & University of Minnesota

Chang-kyu Kwon, University of Illinois at Urbana-Champaign

Gary McLean, National Institute in Development Administration (NIDA)

Rob F. Poell, Tilburg University

F

NON-REFEREED FOCUS SESSION | *Lee (Lobby Level)*

Leadership in a VUCA World

Session ID: 1623302

Holly Jackson, Virginia Commonwealth University

Lauren Mortensen, Virginia Commonwealth University

Yancey Melissa, Virginia Commonwealth University

Robin Hurst, Virginia Commonwealth University

Friday, February 23 | 4:00pm-5:30pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP
| *Pentagon (First Floor)*

Prepping Academia as Gen Z Women Zoom in: Embracing Reverse Mentoring as a Way Forward

Session ID: 1624700

Sanghamitra Chaudhuri, Metropolitan State University

Bhagyashree Barhate, The University of Southern Mississippi

Breakout Sessions E

Saturday, February 24 | 9:15am-10:45am

P

Poster Sessions E

REFEREED POSTER | Skyview

Unveiling the Power Through Critical Reflection: The Journey of Neurodiverse Leadership Identity Development

Session ID: 1617217

Yoshie T. Nakamura, The George Washington University
Theresa Hernandez, The George Washington University
Ying Lu, The George Washington University

Searching for Evidence in Evidence-Based HRD: An Interpretative Phenomenological Analysis of the Experiences of Academics and Practitioners

Session ID: 1622417

Katsiaryna Matusevich, Barry University
Jubal Raffety, Community Development Institute
Heidi Whitford, Barry University

Online Teaching and Learning Across Countries During COVID-19: The Role of HRD Professionals

Session ID: 1624891

Mengying Cao, George Washington University

The Influence of Organizational Culture on Middle School Teacher Commitment

Session ID: 1623508

Kristen Sutherin, Hood College

Role of HRD on Enhancing Positive Volunteer-Employee Relations for Effective Organizational Change

Session ID: 1619562

Katherine Kinnel, Indiana State University
Szufang Chuang, Indiana State University

Relationship Between Subfactors of Social Capital and Employee Satisfaction of Multidisciplinary Team Members at Medical Institutions: Comparative Analysis of Competition Models

Session ID: 1623251

Jiyoung Han, National Cancer Center
Jiwon Park, KOREATECH
Minyoung Lee, TND
Hyerim Yoon, KOREATECH

Breakout Sessions E

Revalidating the Scale of the Non-face-to-face Education and Training Effectiveness in the context of TVET

Session ID: 1622518

Hyunjeong Jo, KOREATECH
Bomi Kim, KRIVET
Woocheol Kim, KOREATECH
Hyeji Jeon, KOREATECH
Geumbong Yoo, KOREATECH
Yoonhee Park, KOREATECH
Wonseok Kang, KOREATECH
Chiyoung Park, KOREATECH
Heajung Woo, Tech University of Korea

Maternal Body Discrimination's Impact on Career and Leadership Aspirations among Women Employees

Session ID: 1623294

Priscila Aroboi, Louisiana State University

The Humility Double Bind in Women Leadership: What is the Role of HRD Scholars and Practitioners

Session ID: 1624901

Omaima Hajjami, Louisiana State University
Bhagyashree Barhate, The University of Southern Mississippi
Sami El Ahmadie, Texas A&M University

The Impact of Poor Video Quality in Employee Selection Interviews

Session ID: 1624517

Joseph Westlin, Minnesota State University- Mankato
Kristie Campana, Minnesota State University- Mankato

The Invisible Edge: Putting Wisdom Back to Work

Session ID: 1620788

Renata Scott, Penn State

School Leadership: Challenges and Digital Shifts During Crises

Session ID: 1625176

Abdullah Alsubaie, The Pennsylvania State University

Reviewing Human Resource Research on Employees with Disabilities

Session ID: 1624483

Cho Hyun Park, Purdue University
Sunyoung Park, Louisiana State University

Impacts of Algorithmic Management on Labor Processes: An Integrative Literature Review

Session ID: 1621622

Panpan Zhang, University of Minnesota

Breakout Sessions E

Perceptions of Data Science Professionals About the Teaching of Digital Ethics in Organizations

Session ID: 1612641

Humberto de faria Santos, Texas State Univeristy

Joellen E. Coryell, Texas State Univeristy

Mindfulness for Career Advancement: Women of Color Executives Overcoming Self-Doubt

Session ID: 1625062

Neenia C. Barlatt-Higgins, George Washington University/Accenture

Maria Cseh, The George Washington University

Moral Injury Among Nurses: Stories of Fractured Hearts and Wounded Souls

Session ID: 1613944

Ellen M. Scully-Russ, The George Washington University

Hinkley Teresa-Lynn, National Association of School Nurses

Muñoz Lauren, The George Washington University

Patricia Pittman, The George Washington University

Bass Emily, The George Washington University

Lauren Almy, The George Washington University

The Eye of The Storm: Middle Managers' Experiences as Change Agents and Change Recipients

Session ID: 1622858

Danielle Tope, The George Washington University

Positionality of Place: Rethinking Positionality in Human Resource Development Research

Session ID: 1617481

Trisha Barefield, University of Georgia

Oliver Crocco, Louisiana State University

South Korean Women Leaders' Resistance to their Token Status in the Workplace: A Typology Development

Session ID: 1617229

Sumi Lee, University of Georgia

Jieun You, Valdosta State University

Jiwon Park, Korea University of Technology and Education

Sokyum Yoon, Manager

Yonjoo Cho, University of Texas at Tyler

Enhancing Diversity in Law Enforcement Training

Session ID: 1624798

Caleb L. Lacey, University of North Texas

Breakout Sessions E

The Effects of Technology in Informal Learning Processes for Generations in the Workplace

Session ID: 1622061

Novita M. Basri, University of Minnesota

Post-Traumatic Oppression Syndrome and How it Manifests in the Workplace

Session ID: 1625065

Roosevelt Morgan, University of Southern Mississippi

Bhagyashree Barhate, The University of Southern Mississippi

The Relationship between Professional Quality of Life, Passion, and Intention to Quit Jobs among Nurses in the Post-COVID-19 Era in Mississippi

Session ID: 1623182

Peter O. Kalejaiye, The University of Southern Mississippi

Hamett Q. Brown, The University of Southern Mississippi

Heather M. Annulis, The University of Southern Mississippi

Bhagyashree Barhate, The University of Southern Mississippi

Precursors of Resistance Behavior: Exploring the Role of Fundamental Attribution Error in Shaping Employee Cynicism

Session ID: 1622288

Wafa Damlaj, The University of Texas at Tyler

Rob E. Carpenter, The University of Texas at Tyler

Saturday, February 24 | 9:15am-10:45am

OD Strategies

M

REFEREED FULL MANUSCRIPT | *Salon D (First Floor)*

Appreciative Inquiry: An Integrative Review of Studies in Three Disciplines

Session ID: 1606532

Hyerim Cho, University of Minnesota

Alexandre Ardichvili, University of Minnesota

Effective Implementation of Appreciative Inquiry in Nonprofit and Not-for-Profit Organizations: A Scoping Review

Session ID: 1623326

Gislene Ferreira dos Reis, Texas A&M University

Michael Beyerlein, Texas A&M University

Exploring the Competencies of Cross-Cultural Training for Expatriate Employees: An Integrative Literature Review

Session ID: 1621911

Daniela Daniel, Texas A&M University

Jia Wang, Texas A&M University

Breakout Sessions E

The Impact of Professional Networking and Burnout on the Organizational and Professional Commitment of Human Resources Professionals

Session ID: 1623577

Eric Barber, Madison College

Jon M. Werner, University of Wisconsin at Whitewater

Are You an APPRECIATOR? How Technology-Augmented Leadership Can Empower Workers to Build Their Social Capital

Session ID: 1620050

James Hazy, Adelphi University

Jim Gibbons, Forward Impact Enterprises, LLC

Saturday, February 24 | 9:15am-10:45am

M

The Future of Work

REFEREED FULL MANUSCRIPT | *Salon E (First Floor)*

Exploring Artificial Intelligence and Ethical Use of Data in HRD

Session ID: 1624985

Sanket Patole, University of Texas at Tyler

Robert E. Carpenter, University of Texas at Tyler

Rochell R. McWhorter, University of Texas at Tyler

The Future of Education and Human Development in the Era of Generative Pre-trained Transformer (GPT) Models

Session ID: 1624883

Deepu Kurian, UT Health Science Center San Antonio

Amin Alizadeh, University of Delaware

Courtney Peebles, UT Health Science Center San Antonio

Exploring Virtual Reality in the Hospitality Industry: Implications for HRD

Session ID: 1624855

Judy Waight, Texas A&M University

Sami Jabarkhail, Texas A&M University

The Future of Work Explained by Explainable AI (XAI)

Session ID: 1624208

Yu-Ling Chang, The Pennsylvania State University; GCDF

Breakout Sessions E

Saturday, February 24 | 9:15am-10:45am

M

Career Development

REFEREED FULL MANUSCRIPT | *Salon F (First Floor)*

Career Development Policies and Practices in the Middle East: A Case Study of Qatar

Session ID: 1620120

Sami Jabarkhail, Texas A&M University
Khalil Dirani, Texas A&M University
Jean Madsen, Texas A&M University
Mattyna L. Stephens, Texas A&M University
Ali Reza Sarwar, Texas A&M University

Career Experiences of Non-Native English Speaking Workers in US Organizations in Relations to Communication Competence: A Structured Literature Review

Session ID: 1624883

Adetutu Fabusoro, University of Illinois, Urbana Champaign
Rasool Bux, University of Illinois, Urbana Champaign
Iftikhar Haider, Illinois State University
Chang-kyu Kwon, University of Illinois, Urbana Champaign

Career Shocks: Is Career Development Overrated?

Session ID: 1624763

Hee Sun Kim, Texas A&M University
Walid El Mansour, Texas A&M University
Machuma (Helen) Muyia, University of Washington
Fredrick M. Nafukho, University of Washington

Skill Gaps and Career Opportunities of America's Middle-Skilled Workers in the Age of AI

Session ID: 1610170

Szufang Chuang, Indiana State University
Mehran Shahhosseini, Indiana State University
Maria Javaid, Indiana State University
Greg Wang, The University of Texas at Tyler

Investigating Career Satisfaction: A Systematic Literature Review

Session ID: 1624508

Kyung Nam Kim, Texas A&M University

Breakout Sessions E

Saturday, February 24 | 9:15am-10:45am

M

HRD in the Global Context

REFEREED FULL MANUSCRIPT | *Salon G (Lobby Level)*

**Psychological Wellbeing of Postsecondary International Students:
Moderated Mediating Effects of Social Support and Cultural Adjustment**
Session ID: 1625145

Dong-yeol Eric Yoon, Konkuk University

DaeSeok Chai, Texas A&M University

Caleb Seung-hyun Han, University of Georgia

**Organizational Commitment for MZ Generation in Korea: An Integrative
Literature Review**

Session ID: 1617185

Minjeong Seo, University of Minnesota

Sehoon Kim, University of Minnesota

**Entrepreneurial Orientation and Firm Performance in Saudi Arabian Firms:
An Empirical Study**

Session ID: 1617078

Gertrude Hewapathirana, Gulf University for Science and Technology

Hussain Alhaji, Gulf University for Science and Technology

Sakthi Mahenthiran, Butler University

**Investigating the Mediating Role of Career Aptitude on the Career Path of
International Students: A Multi-Group Path Analysis**

Session ID: 1623830

Jihye Oh, Azusa Pacific University

Sehoon Kim, University of Minnesota

Myungjung Shim, University of Minnesota

Saturday, February 24 | 9:15am-10:45am

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP
| *Rosslyn 1 (Lobby Level)*

**Facilitation of Immersive Small Group Learning: A Problem-Based Learning
Approach**

Session ID: 1619674

Boyung Suh, Southern Illinois University School of Medicine

Andrew Lee, Southern Illinois University School of Medicine

Heeyoung Han, Southern Illinois University School of Medicine

Breakout Sessions E

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP
| *Pentagon (First Floor)*

Implementing Student-led Writing Retreats with Nontraditional Students in Doctoral Programs

Session ID: 1608823

Schane Coker, Florida International University
Sherri Ahern, Florida International University

Saturday, February 24 | 9:15am-10:45am

F

NON-REFEREED FOCUS SESSION | *Jackson (Lobby Level)*

Impacts of Meeting-Free Zones: Improving Employee Experiences of Productivity, Engagement, and Wellbeing

Session ID: 1608942

Laura Coons, Emergy, Inc.
Madison Murphy, Colorado Department of Labor and Employment

F

NON-REFEREED FOCUS SESSION | *Alexandria (Second Floor)*

Generative AI Demands Changes in Leadership Competencies and Leadership Development

Session ID: 1624410

Seth Martinez, Boise State University
Jessica Li, University of Illinois at Urbana Champaign
Jihye Oh, Azusa Pacific University
Alina Waite, Indiana State University

F

NON-REFEREED FOCUS SESSION | *Lee (Lobby Level)*

What's So Special About the In-Person Learning Experience?

Session ID: 1625115

Saul Carliner, Concordia University

Breakout Sessions F

Saturday, February 24 | 11:00am-12:30pm

P

Poster Sessions F

REFEREED POSTER | Skyview

Factors that Influence the Implementation of Effective Succession Planning in Nonprofit Organizations

Session ID: 1622336

Sharon L Cook, The University of Texas at Tyler

Judy Sun, The University of Texas at Tyler

Green Human Resource, Organizational CSR Climate, and Workplace Behaviors

Session ID: 1624079

Chun-Yu Lin, National Taipei University

Chung-Kai Huang, National Taipei University of Business

Thu Hien La Thi, National Taipei University

Testing the Factor Structure of The Compassionate Coaching by Leader Index (CCLI)

Session ID: 1619672

Kim Nimon, The University of Texas at Tyler

Crystal Roberson, The University of Texas at Tyler

Brad Shuck, University of Louisville

Rajashi Ghosh, Teachers College, Columbia University

The Impact of Technostress Management Programs on Employee Engagement

Session ID: 1624469

Kelechi Mmuobuike, University of Texas at Tyler

Navigating a Human-Centered Future: The Impact of Business Leaders in Cross-Sector Social Partnerships (CSSPs)

Session ID: 1625208

Kristy L. Teskey, Faster Glass, LLC

Tova Sanders, Western Michigan University

Navigating Change in Higher Education: A Structuration Theory Perspective on College Professors' Transition to Open-Source Textbooks

Session ID: 1622743

David B. Szabla, Western Michigan University

Tova Sanders, Western Michigan University

Breakout Sessions F

Workforce Development and Capacity-building: Applications of HRD to Online Training in Plant Genetic Resources

Session ID: 1624728

Jill Zarestky, Colorado State University
Michelle Bigler, Colorado State University
Patrick Byrne, Colorado State University
Gina Cerimele, Colorado State University
Katheryn Chen, Colorado State University
Laura Gu, United States Department of Agriculture
Gary Kinard, United States Department of Agriculture
Geoff Morris, Colorado State University
Deana Namuth-Covert, Colorado State University
Gayle Volk, United States Department of Agriculture

Visualizing Learning Through Reflective Practices A Literature Review

Session ID: 1622798

Yunong Li, Teachers College, Columbia University

Equity Leadership: Generational Perspectives

Session ID: 1625014

Matthew Hurtienne, Concordia University Wisconsin
Laura E. Hurtienne, Concordia University Wisconsin

Understanding the Engagement Experiences of Bank Muscat Employees in the Sultanate of Oman During the COVID-19 Pandemic

Session ID: 1623594

Farah Al Hinai, George Washington University
Maria Cseh, The George Washington University

Use of Cognitive Interviews and a Scoring Rubric for Measuring Culture-General Competence

Session ID: 1623650

Winston R. Sieck, Global Cognition
Louise J. Rasmussen, Global Cognition
Jasmine L. Duran, Wright State University

Thriving at Work by Navigating Organizational Politics: A Study of Healthcare Employees in the United States

Session ID: 1623551

Gloria L. Bamforth, Hood College
Nisha Manikoth, Hood College

The Role of HRD in Addressing Turnover and Engagement of Nurses

Session ID: 1624874

Judy Waight, Texas A&M University

Workplace Conduct Intervention: The Intervener

Session ID: 1625004

Lori J. Tucker, The College of Idaho

Breakout Sessions F

The Role of Social Networks in Shaping Leadership Identity: A Qualitative Study of Nonprofit Leadership Development Program

Session ID: 1618918

Yoshie T. Nakamura, The George Washington University

Lyle Yorks, Columbia University

Ying Lu, The George Washington University

There's No Playbook for This: Exploring the Employee's Experiences and Emotions During a Digital Transformation

Session ID: 1620310

Shawn L. Riordan, The George Washington University

Violence Against Women – When Organizations Take Action

Session ID: 1624762

Ana Carolina Rodriguez, University of Minnesota

Work Values and Career Expectations of Gen Z

Session ID: 1624145

Manoj M. Ghadge, International Institute of Business & Media

Bhagyashree Barhate, The University of Southern Mississippi

Chirag K. Suchak, Settlin

Ruchi N. Sao, Nirma University

What Can We Learn About the Research-to-Practice Gap From Practitioners?

Session ID: 1621679

Kelly F. Moore, The University of Texas at Tyler

Yonjoo Cho, University of Texas at Tyler

Veteran Experts: Transitioning Expertise into Non-Military Work

Session ID: 1625193

Sarah Minnis, Western Carolina University

The Role of Transformational Women Leaders in Addressing Burnout

Session ID: 1620162

Kate McKeen, Western Carolina University

Siham Lekchiri, Western Carolina University (University of North Carolina)

Using AI for Training and Development in the U.S. Space Force: Equipping Guardians for the Future

Session ID: 1599490

Lavonda Council Brown, Western Carolina University

Tanesha Jones, Western Carolina University

Lauren Muehl, Western Carolina University

Mandy Tigert, Western Carolina University

Marie-Line Germain, Western Carolina University (Univ. of NC)

Breakout Sessions F

Using Humans to Counter AI Recruiting Bias

Session ID: 1602953

Bethany Duke, Western Carolina University
Taneisha Mitchell, Western Carolina University
Paulette Russell, Western Carolina University
Justin Slack, Western Carolina University
Marie-Line Germain, Western Carolina University (Univ. of NC)

Elevating Physician Engagement: Meta-analysis of Influential Factors and Effective Strategies in Healthcare

Session ID: 1624489

Hee Sun Kim, Texas A&M University
Walid El Mansour, Texas A&M University
Xiaoyan Xu, Texas A&M University

Structural Relationships Between Organizational Employees' Learning Goal Orientation, Positive Psychological Capital, Employee Engagement, and Innovative Work Behavior

Session ID: 1622679

Hyeji Jeon, KOREATECH
Hyunjeong Jo, KOREATECH
Jaeyoung Youn, KOREATECH
Sujin Lee, KOREATECH
Kyunghoon Kang, KOREATECH
Sujeong Hwang, KOREATECH
Jinyok Kwon, HRD Service of Korea
Woocheol Kim, KOREATECH

Saturday, February 24 | 11:00am-12:30pm

International HRD

REFEREED FULL MANUSCRIPT | *Salon G (First Floor)*

Disability and International Human Resource Development: The Role of Regulatory, Normative, and Cultural-Cognitive Elements

Session ID: 1624423

Oliver Crocco, Louisiana State University
Chang-kyu Kwon, University of Illinois at Urbana-Champaign

Research Faculty Collaboration and Learning in Strategic International Academic Alliances

Session ID: 1621993

Jelena Pokimica, Boise State University

Breakout Sessions F

What Can We Learn From Our Communities and Localized Change?: Exploring the Meaning, Application, and Possibilities of Community Development in HRD

Session ID: 1624954

Stephanie Sisco, University of Minnesota
Soebin Jang, Augsburg University
Hyerim Cho, University of Minnesota

National Human Resource Development: Updates from Theory, Research, and Linkages to Practice

Session ID: 1623930

Meera Alagaraja, Texas A&M University
Jia Wang, Texas A&M University

Task Characterization of Emotional Labor Workers by Latent Class Analysis

Session ID: 1617520

Sojung Hong, Hanyang University

Saturday, February 24 | 11:00am-12:30pm

M

Learning and Knowledge in Today's Workplace

REFEREED FULL MANUSCRIPT | *Salon D (First Floor)*

The Role of Knowledge Brokers in the Development of Resilient Dynamic Capabilities: A Conceptual Model

Session ID: 1622988

David McGuire, Edinburgh Napier University
Indra Dusoye, University of Mauritius

Corporate Trainers' Social Capital and its Impact on In-Role Performance in a Professional Learning Community: A Moderated Mediation Model of Meaningfulness and Knowledge Sharing at Work

Session ID: 1619128

Soo Jeoung Han, Yonsei University
Jihye Oh, Azusa Pacific University
Caleb Seung-hyun Han, University of Georgia

Comparison of Machine Learning Algorithms for Predicting Adult Education and Training Participation: Random Forest and Gradient Boosting Machine

Session ID: 1622669

Chang Sung Jang, Hanyang University
Doo Hun Lim, University of Oklahoma

The Role of Knowledge Management in Supporting the Utilization of Artificial Intelligence in Expertise Development

Session ID: 1623189

Dadang Sunandar, University of Minnesota

Breakout Sessions F

Saturday, February 24 | 11:00am-12:30pm

M

Leadership Development

REFEREED FULL MANUSCRIPT | *Salon E (First Floor)*

Leadership Behaviors Affecting Workers' Hopeful Career State in the Public Health Sector

Session ID: 1622490

Issa Balushi, Pennsylvania State University

Hyung Joon Yoon, Pennsylvania State University

Developing Expert Leaders: The Intersection of Expertise, Cognition, and Leadership

Session ID: 1624856

Seth Martinez, Boise State University

Essential Skills for Leadership Effectiveness in Times of Crisis

Session ID: 1610184

Szufang Chuang, Indiana State University

Identifying Features and Core Competencies of Public Leadership Through Photovoice and Delphi Survey

Session ID: 1622427

Jaeho Eun, Korea Institute of Public Administration

Suhyung Lee, Stephen F. Austin State University

Heebong Kim, Hyundai Motor Group University

Sangwook Park, Samsung C&T Corporation

Kristen Waddell, Stephen F. Austin State University

Jaekyo Seo, Augustana University

Saturday, February 24 | 11:00am-12:30pm

M

The Dark Side of the Workplace

REFEREED FULL MANUSCRIPT | *Salon F (First Floor)*

Prepare for the Worst, Hope for the Best: A Qualitative Study on Workplace Violence in the Health Care Industry

Session ID: 1625159

John Haymore, Troy University

Judy Sun, University of Texas at Tyler

Dennis Barber, East Carolina University

The HRD Professional's Impact on Workplace Bullying

Session ID: 1625000

Ellen Kirchman, Metropolitan State University

Breakout Sessions F

The Interactive Effects of Workplace Bullying and Psychological Capital on Employees Outcomes: A Study of Minorities in Pakistan

Session ID: 1621725

Adnan Riaz, Allama Iqbal Open University
Malik Najeeb bin Rahman, Bridge Grammar School
Rasool Bux, University of Illinois Urbana-Champaign

Unmasking the Shadows of Dark Leadership: A Scoping Review to Urge HRD Action

Session ID: 1621961

Shyamal Pandya, Texas A&M University
Kyung Nam Kim, Texas A&M University
Sami El Ahmadie, Texas A&M University
Seung Won Yoon, Texas A&M University

Saturday, February 24 | 11:00am-12:30pm

F

NON-REFEREED FOCUS SESSION | *Rosslyn 1 (Lobby Level)*

Human Resource Development Doctoral Education in a Post-2020 World

Session ID: 1624532

Ximena Vidal De Col, The George Washington University
Ellen M. Scully-Russ, The George Washington University

F

NON-REFEREED FOCUS SESSION | *Jackson (Lobby Level)*

Race-based Traumatic Distress: The Emotional Effects of Anti-Black Racism

Session ID: 1625000

Marilyn Byrd, The University of Oklahoma
Chaunda Scott, Oakland University

F

NON-REFEREED FOCUS SESSION | *Alexandria (Second Floor)*

Luz et Veritas: Casting a Light on Academic Gaslighting Through Reflective Discussion and Vignettes

Session ID: 1624457

Katie Rosenbusch, George Mason University
Peter Williams, Texas A&M University-Commerce
Elisabeth Bennett, Concordia University – Wisconsin and Ann Arbor

Breakout Sessions F

Saturday, February 24 | 11:00am-12:30pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP
| *Lee (Lobby Level)*

Communicating with Practicing Professionals: Tips for Publishing and Presenting

Session ID: 1624997

Saul Carliner, Concordia University

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP
| *Pentagon (First Floor)*

Applying Conditioning Theories to Law Enforcement Organizational Development Through Education' (Internationally)

Session ID: 1623187

Marcha Reumel, The Pennsylvania State University

Halimah Hathah, The Pennsylvania State University

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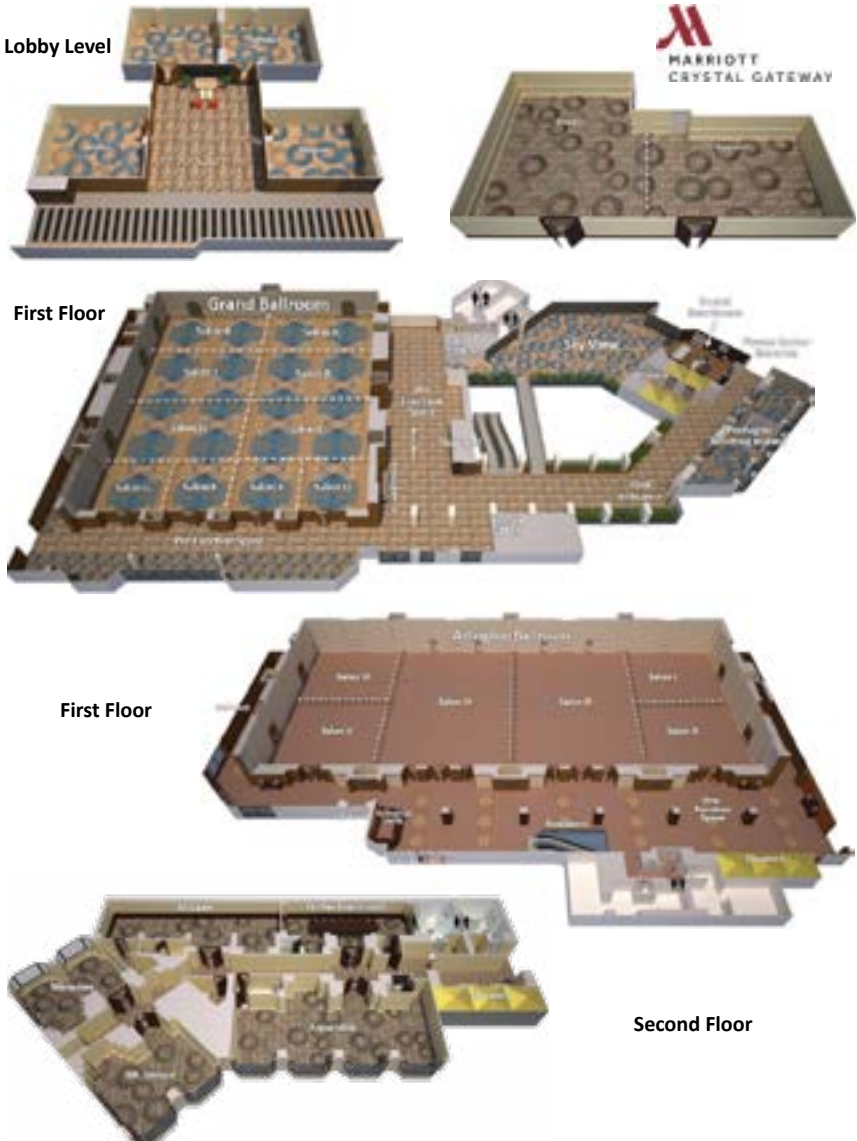
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