



2026 AHRD INTERNATIONAL RESEARCH CONFERENCE IN THE AMERICAS

FEBRUARY 11-13, 2026 | IRVING, TX

**ENGAGED, HEALTHY, AND WHOLE:
DRIVING LEARNING AND
PERFORMANCE FOR AN
EMPOWERED WORKFORCE**



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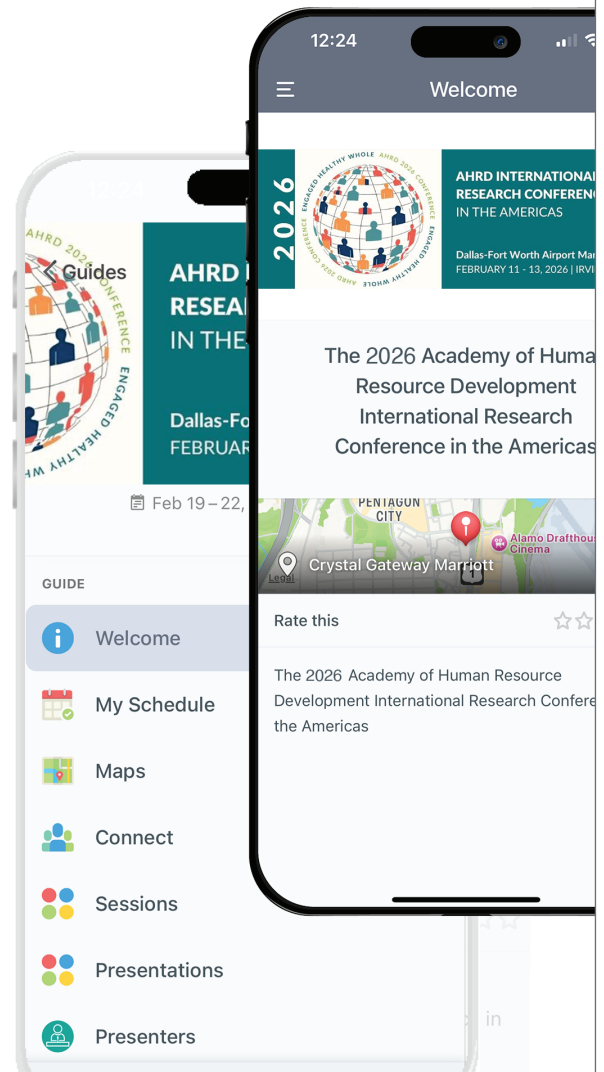
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Welcome from the Conference Chair Joshua Collins



Welcome to the 2026 Academy of Human Resource Development (AHRD) International Research Conference in the Americas! My name is

Dr. Joshua Collins (he/him/his), and I am honored to serve as President-Elect of AHRD and Conference Chair for the 2026 conference. On behalf of the 2026 conference team — including Program Chair Dr. Yuanlu Niu, Proceedings Editor Dr. Amin Alizadeh, Associate Proceedings Editor Dr. Shinhee Park, Platform Administrator Dr. Kris Frady, and the numerous track chairs and associate track chairs, reviewers, and volunteers who made this event possible — I extend sincere gratitude and thanks for your time and effort.

This year, we gather in the Dallas/Fort Worth metro, to reflect on and contribute to the future of our field. The theme, *Engaged, Healthy, and Whole: Driving Learning and Performance for an Empowered Workforce*, calls us to examine HRD not only as a performance discipline, but as a human discipline that shapes the conditions under which people can fully participate, contribute, and thrive. At a moment when many organizations are wrestling with shifting expectations around mission, purpose, diversity, and sustainability, the need for scholarship and practice that centers engagement and wellbeing is both urgent and consequential. This theme invites us to think holistically about the systems, strategies, and structures that make empowered workforces possible, especially across difference, disruption,

and uncertainty. It challenges us to keep asking what it means to design learning and performance in ways that honor workers' full humanity, while still advancing organizational effectiveness.

Together, we will grapple with important questions such as: How can HRD contribute to cultures that sustain emotional, psychological, and physical wellbeing? What does it take to build learning ecosystems that empower people across lines of power, identity, and geography? How can HRD evolve to address persistent inequities while remaining responsive to emerging trends in work and society?

This year's Town Hall Forum invites the AHRD community to both celebrate the 10-year anniversary of the AHRD Mentoring Partners Program and reflect on the role of mentorship in helping employees feel welcomed, supported, and engaged. The session underscores mentorship not as a "nice to have," but as a strategic and relational infrastructure for belonging, learning, and development, particularly for those navigating marginalization or transition. Our panel brings together leaders with deep expertise in mentoring and developmental networks, organization development and training in large public-sector systems, and global people and culture strategy across complex multinational organizations. Together, they will explore what meaningful mentoring looks like in contemporary workplaces, how it shapes engagement and retention, and what it takes to sustain mentoring cultures at scale.

Welcome from the Conference Chair Joshua Collins *(contd)*

Our keynote speaker, Dr. Brad Shuck, will deliver an important message focused on *Igniting Engagement in the Future of Work: Building a Workforce that Thrives*. Dr. Shuck is a globally recognized scholar and practitioner whose work has helped shape how the field understands employee engagement, organizational culture, and workforce well-being. A tenured professor at the University of Louisville and Co-Founder of OrgVitals, he has spent two decades bridging rigorous research with real-world organizational partnership, working alongside Fortune 500 companies and global nonprofits to support cultural change that is measurable and deeply human. In this keynote, Dr. Shuck will challenge us to rethink engagement as a dynamic, episodic experience rooted in meaning, context, belonging, and restoration, rather than something organizations can mandate through programs or surveys. Drawing on the historical evolution of engagement science, he will offer a conceptually grounded and practice-informed roadmap for cultivating engagement through principles first, then practices. Participants will leave with fresh insight on measurement and emerging empirical findings, as well as evidence-based strategies for building healthier, human-centered workplaces prepared for the future of work. As an award-winning speaker, Dr. Shuck brings both intellectual depth and energizing presence to this timely conversation.

We are also thrilled to continue several beloved conference traditions, such as the Future Scholars and Leaders Colloquium,

led by Dr. Stephanie Sisco, and the AHRD Ambassador Program, chaired by Dr. Nicole Dillard and Dr. Kevin Rose, and the Senior Ambassador for Conference Engagement, a role being fulfilled by incoming President-Elect Dr. Tomika Greer.

In addition to our formal programming, I encourage you to take advantage of opportunities to network, learn, and explore. Over the last couple of years, AHRD reimagined Special Interest Group (SIG) membership, no longer limiting AHRD members to a certain number of SIGs they can join. We have moved away from holding formal SIG meetings throughout the conference and instead have introduced the AHRD Special Interest Group Mixer as a space to explore the breadth of AHRD's SIGs in one setting. This event, scheduled for late Thursday afternoon, offers a unique opportunity to connect with new groups, broaden your involvement, and engage in fresh conversations across multiple areas of interest.

Finally, I invite you to join the AHRD Welcome and Committee Networking Event, where you can meet members of the Antiracism Committee, Nominations and Election Committee, Executive Committee, and Board of Directors. This reception offers a chance to build connections, learn about initiatives, and discover ways to engage with AHRD leadership, all in a welcoming and relaxed environment.

AHRD has been an integral part of my professional journey since I attended my first conference as a master's student in 2011, and it has shaped not only my

Welcome from the Conference Chair Joshua Collins *(contd)*

scholarship, but my understanding of what this community can make possible when we choose connection over competition and courage over comfort. As someone raised in Texas, born only a short distance from the conference hotel at Dallas' Baylor University Medical Center, it is deeply meaningful to welcome you "back home" to gather in the Dallas/Fort Worth metro at a time when the social and political context around us is anything but neutral. We meet in a moment that calls for clarity about our values, seriousness about inequity, and renewed commitment to the dignity and wellbeing of working people. As I prepare

to step into the role of President of AHRD, I feel both gratitude and responsibility: gratitude for the mentors and collaborators who have shaped me, and responsibility to help lead a field that is needed now more than ever. My hope is that this conference becomes a generative space for innovation, truth-telling, and collective imagination. A place where we sharpen our research, strengthen our relationships, and reaffirm HRD as a discipline that advances learning, performance, and advocacy in ways that matter. Thank you for being part of this journey. I look forward to connecting with you throughout the conference.

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Black History Month: Acknowledging and Celebrating our Context and History

As we gather for the 2026 AHRD International Research Conference in the Americas during Black History Month, we do so with intention and humility, recognizing that our teaching, scholarship, practice, and community engagement work are inseparable from the social, historical, and political contexts in which we live and work. Black History Month is a time to honor Black scholars who have been trailblazers in bringing recognition to the under-representation of Black scholarship in the AHRD. Black History Month is not only a commemoration of Black excellence, resilience, and contribution; it is also a collective call to remember, to learn, and to remain accountable to the unfinished work of justice. In HRD, this means naming the ways learning, opportunity, and advancement have never been distributed evenly and affirming that equity is not peripheral to workforce development, but central to it. As a community, we honor the intellectual traditions and lived experiences of Black scholars, practitioners, and communities whose leadership has expanded what counts as knowledge, what counts as progress, and who gets to thrive at work.

At a time when the language of inclusion and justice is contested in some spaces, AHRD remains committed to cultivating

learning environments and organizations that recognize human dignity, challenge inequity, and value difference as a source of strength. In that spirit, we recognize Black History Month as an important moment of reflection and accountability for our community, especially because our conference convenes during February, and we intend for this recognition to remain a meaningful part of our conference experience moving forward. We also recognize that the work of honoring Black history and Black scholarship should not be confined to a single month, nor expressed through a single practice. As such, AHRD is committed to collaborating with the AHRD Antiracism Committee to help guide how we continue to recognize Black history in thoughtful, appropriate, and evolving ways across our association and conference spaces.

Let this conference be a space where we recommit ourselves to research, teaching, and practice that confronts racism and advances more just futures. In doing so, we affirm that engagement, wellbeing, and wholeness are not abstract ideals, but they are deeply tied to whether people are seen, protected, and empowered in the systems where they live and labor.

Conference Program Committee



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Assessment, Analytics, Evaluation, and HRD Research
Methodology
- **Nicole Dillard**, The University of Minnesota
Workforce Diversity, Critical, and Social Justice
Perspectives in HRD
- **Taylor Cavallo**, The University of Minnesota
Workforce Diversity, Critical, and Social Justice
Perspectives in HRD
- **Hoda Parvaneh Shirazil**, Texas A&M University
Workforce Diversity, Critical, and Social Justice
Perspectives in HRD
- **Gertrude I. Hewapathirana**, Knox College
International, Global, and Cross-Cultural Issues
- **Walid El Mansour**, Texas A&M University
International, Global, and Cross-Cultural Issues
- **Ahmed Al-Asfour**, Southern Illinois University
Leadership, Strategic HRD, and Career Development
- **Heesun Kim**, Texas A&M University
Leadership, Strategic HRD, and Career Development
- **Kyung Nam Kim**, Texas A&M University
Leadership, Strategic HRD, and Career Development
- **Yvonne Hunter**, Southern Illinois University Carbondale
Organization Development, Change, and Performance
- **Shyamal Pandya**, Texas A&M University
Organization Development, Change, and Performance
- **Malaika Edwards**, University of Houston
Workplace Well-being and Engagement
- **Hyerim Cho**, University of Minnesota
Workplace Learning and Training and Development
- **Rose Baker**, University of North Texas
Virtual HRD, Technology, and Artificial Intelligence
- **Sanket Ramchandra Patole**, University of Texas at Tyler
Virtual HRD, Technology, and Artificial Intelligence
- **Szufang Chuang**, Oakland University
Workplace Learning and Training and Development
- **Sung-Eun Yang**, University of Georgia / Generative
Learning & Complexity Lab
Workplace Learning and Training and Development
- **Matthew Hurtienne**, University of Texas at Tyler
HRD Curriculum, Student Engagement, and Faculty
Development
- **Aynur Charkasova**, Texas A&M University
HRD Curriculum, Student Engagement, and Faculty
Development
- **Ajit Bhattarai**, Idaho State University
Non-Refereed
- **Siham Lekchiri**, Western Carolina University
Non-Refereed
- **Sangok Yoo**, University of Texas at Tyler
Assessment, Analytics, Evaluation, and HRD Research
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The Senior Ambassador for Conference Engagement

For the second year, we are pleased to continue an important conference role: the Senior Ambassador for Conference Engagement. This role serves as a neutral, confidential, and independent resource to enhance the conference experience for all attendees. In collaboration with the AHRD Ambassador program, this role supports an inclusive, welcoming, and respectful environment by providing guidance on and being the point of contact for interpersonal and professional concerns related to attendance at the annual conference.



AHRD’s incoming President-Elect, Dr. Tomika Greer, will serve as this year’s Senior Ambassador for Conference Engagement. This is Dr. Greer’s second year

serving in the Senior Ambassador role. Dr. Greer is an Associate Professor of HRD at University of Houston. She earned a B.S. in Chemical Engineering, M.Ed. in Instructional Technology, and Ph.D. in HRD from Texas A&M University. In her research, she critically examines postsecondary education, job transitions, telework, and work-life integration with a focus on helping women and marginalized groups manage and develop thriving and sustainable careers. Dr. Greer has served in multiple roles at

previous AHRD Conferences, including Track Chair Editor, Graduate Student Colloquium Coordinator, and Conference Ambassador. Additionally, she served on the AHRD Board of Directors from 2018 to 2024. She is the recipient of the 2023 Laura Bierema Excellence in Critical HRD Award and the 2023 AHRD Book of the Year Award for her co-authored book entitled *Human Resource Development: Critical Perspectives and Practices*.

The following table is intended to provide guidance to conference attendees regarding the scope of issues that are and are not appropriate for the Senior Ambassador for Conference Engagement. To initiate a conversation about an appropriate concern, you can either locate Dr. Greer throughout the AHRD conference or you may email ahrdengage@gmail.com.

Issues appropriate for the Senior Ambassador for Conference Engagement	
Concerns about behavior	that might conflict with AHRD’s Standards on Ethics and Integrity.
Perceived exclusionary or unwelcoming behavior	that impacts the conference experience but does not rise to formal harassment or discrimination
Requests for neutral facilitation	to support resolution in cases of interpersonal misunderstandings or disagreements.
Interpersonal conflicts	that arise from differing expectations, communication styles, or perceptions.
Navigational advice	on managing complex or sensitive professional relationships within the conference setting.

Continued on page 11

Example case of issues appropriate for the Senior Ambassador

During a panel discussion, two attendees, Arlene and Dan, have a disagreement over a comment made by one of the speakers. Arlene feels that Dan's response to her question was dismissive and exclusionary, leaving her feeling unwelcome and uncomfortable. She approaches the Senior Ambassador for Conference Engagement to discuss her feelings about the interaction and to seek guidance on how to address it constructively. In their conversation, Arlene also shares concerns that Dan's response may conflict with AHRD's Standards on Ethics and Integrity, as it appeared to undermine the inclusive tone the conference promotes. The Senior Ambassador listens to Arlene's perspective, validates her feelings, and helps her explore options for resolution, including potential approaches for engaging in a respectful dialogue with Dan. By offering a neutral and confidential space, the Senior Ambassador supports Arlene in managing a complex interpersonal conflict while emphasizing AHRD's commitment to respectful and inclusive interactions.

Issues not appropriate for the Senior Ambassador for Conference Engagement

Administrative or logistical complaints (e.g., scheduling, room assignments, or accommodations).

Organizational policy or structural issues that go beyond interpersonal concerns (e.g., feedback on AHRD's overall conference policies or structure).

Requests for specific disciplinary action or other punitive measures.

Vendor or exhibitor disputes unrelated to interpersonal dynamics.

Public communication issues, such as social media posts or PR concerns, not directly related to in-conference interpersonal interactions.

Example case of issues not appropriate for the Senior Ambassador

During a workshop, an attendee named Jake becomes frustrated with his assigned presentation slot, feeling that it has negatively impacted his visibility among peers and potential collaborators. Jake approaches the Senior Ambassador for Conference Engagement, hoping they can advocate on his behalf to secure a more favorable time. The Senior Ambassador explains that their role does not extend to operational complaints such as scheduling or room assignments, nor do they have the authority to advocate for individual presentation adjustments. Instead, they suggest that Jake provide feedback to the appropriate conference organizers through formal channels designated for logistical concerns. This preserves the Senior Ambassador's focus on interpersonal and ethical matters rather than structural or administrative issues.

ACCESSING THE CONFERENCE PROCEEDINGS

AHRD has compiled a book of all abstracts and papers presented at this year's conference. To access it, visit the page below.

This book is available to all attendees for a limited time and will be available after the conference to AHRD members on the AHRD archive.



www.ahrd.org/mpage/2026-proceedings-download

Scan the QR Code or visit the link to find the Conference Proceedings Book.

Note: Individual abstracts/papers are available on the mobile app. See page 3 for instructions to download and access the App.

PROCEEDINGS
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Schedule-at-a-Glance Overview

Icon Key

REFEREED SESSIONS

Three types of sessions presented at AHRD, which are described below.

-  **Full Manuscript Sessions.** 3–5 individually submitted full papers will be grouped together to share a 60- or 90-minute session.
-  **Poster Sessions.** Up to 30 individually submitted posters will be grouped together to share a 90-minute session.
-  **Roundtable Sessions.** Provide an opportunity to present ideas and facilitate dynamic, small-group dialogue with interested colleagues. Roundtables create an informal, interactive setting for sharing research, theory, practice, or methodological innovation.

NON-REFEREED SESSIONS

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

-  **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.
-  **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 10

- 8am - 5:00pm** Registration Desk Open
Grand Ballroom Foyer
- Noon - 4:00pm** PEN (Program Excellence Network) Member Meeting
Grapevine/Grand Prairie
- 2:00 - 6:00pm** Future Scholars and Leaders Colloquium (FSLC)
Las Colinas I-II
- 4:00 - 7:00 pm** AHRD Board Meeting
Fort Worth

A Space for Care & Community: The New AHRD Care Room

We believe that supporting the whole person means creating space for families and well-being. Thus, in partnership with the Motherhood SIG we are thrilled to introduce a supportive new addition to this year's conference; the new AHRD Care Room.

The AHRD Care Room will be located in the Dallas room, which has been transformed into a dedicated and welcoming space designed to support attendees balancing conference participation with family needs. Whether you require a private lactation space, a play area stocked with toys and activities for children, or simply a family-friendly environment to recharge, this room is for you. We are also sponsoring special care packages for your 'little scholars' to brighten their week! Make sure to pick yours up at the registration desk.

Location: Dallas Room

Hours: February 10-12, 8:00am - 5:00pm
February 13, 8:00am - 2:00pm

Contact: Please reach out to Nicole Dillard or Taylor Cavallo for any additional needs related to the space.

WEDNESDAY, FEBRUARY 11

- 7am - 5:00pm** Registration Desk Open
Grand Ballroom Foyer
- 8:00 - 11:30am** Future Scholars and Leaders Colloquium (FSLC) - Doctoral/Masters
Doctoral: Las Colinas I
Masters: Las Colinas II
- 8:00am - Noon** Case Competition
Arlington
- 10:00 - 11:00am** SIG Chair Meeting
Fort Worth
- 11am - 6:00pm** Exhibits Open
Grand Ballroom Foyer
- 11:00 - 11:30am** Conference Ambassador Training Meeting
Irving I-III
- 11:30am - Noon** Conference First-Time Attendee/Orientation Meeting
Irving I-III
- 12:45 - 2:30pm** Welcome, Networking, and Town Hall — Mentoring Panel
Grand Ballroom
- 2:45 - 3:30pm** Roundtable Sessions 1
Las Colinas II

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Schedule-at-a-Glance

WEDNESDAY, FEBRUARY 11

2:45 – 4:15pm Breakout & Poster Sessions A

-  Poster Sessions A
Salon A-D
-  Strategic HRD and Systems
Las Colinas I
-  Knowledge, Innovation, and Informal Learning
Fort Worth
-  Inclusion and Belonging
Irving I
-  Employee Mental Health and Well-being
Irving II
-  AI in Workforce Development
Irving III
-  Non-Refereed Professional Development Workshop
Grapevine
-  Non-Refereed FOCUS Session
Arlington
-  Non-Refereed FOCUS Session
Grand Prairie

3:45 – 4:30pm Roundtable Sessions 2
Las Colinas II

5:30 – 6:30pm Awards Presentation
Grand Ballroom

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WEDNESDAY, FEBRUARY 11

6:30 – 8:30pm

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Welcome Reception and Committee Networking Event
Grand Ballroom and Foyer

The AHRD Welcome Reception and Committee Networking Event provides an opportunity to meet members of the Antiracism Committee, Nominations and Elections Committee, and Board of Directors. This reception, scheduled on the first night of the conference, is intended to help facilitate new connections, deepen existing relationships, learn about initiatives, and discover ways to engage with AHRD leadership. Light refreshments will be provided, and there will be a cash bar.

7:30 – 9:30pm

Graduation Student SIG
Arlington

THURSDAY, FEBRUARY 12

7am – 5:00pm

Registration Desk Open
Grand Ballroom Foyer

7am – 5:00pm

Exhibits Open
Grand Ballroom Foyer

8:00 – 8:45am

Roundtable Sessions 3
Las Colinas II

8:00 – 9:30am

Breakout & Poster Sessions B



Poster Sessions B
Salon A-D



Work and Organizational Culture
Las Colinas I



Inclusive Faculty Development & Support
Fort Worth

Schedule-at-a-Glance

THURSDAY, FEBRUARY 12

8:00 - 9:30am Breakout & Poster
(cont'd) Sessions B (continued)

 Students and Career Development
Irving I

 Non-Refereed FOCUS Session
Grapevine

 Non-Refereed FOCUS Session
Arlington

 Non-Refereed FOCUS Session
Grand Prairie

8:30 - 10:00am Combined Journal
Boards Meeting
(Previous RSVP required)
Irving II-III

9:00 - 9:45am Roundtable Sessions 4
Las Colinas II

9:45 - 11:15am Breakout & Poster
Sessions C

 Poster Sessions C
Salon A-D

 Advanced Research Methods
Las Colinas I

 Faculty Development and Support
Fort Worth

 Human-AI Collaboration
Irving I

 Non-Refereed FOCUS Session
Grapevine

THURSDAY, FEBRUARY 12

9:45 - 11:15am Breakout & Poster
(cont'd) Sessions C (continued)

 Non-Refereed Professional
Development Workshop
Arlington

 Non-Refereed FOCUS Session
Grand Prairie

10:00 - 10:45am Roundtable Sessions 5
Las Colinas II

11:00 - 11:45am Roundtable Sessions 6
Las Colinas II

11:30am - 12:30pm Breakout Sessions D

 Team Dynamics and Trust
Las Colinas I

 Workforce Development
Fort Worth

 Ethics and Organizational Values
Grapevine

 Crisis Management and Resilience
Arlington

 Workplace Discrimination
Grand Prairie

 HRD in Higher Education
Irving I

Noon - 12:45pm Lunch On Your Own

Noon - 12:45pm Roundtable Sessions 7
Las Colinas II

Schedule-at-a-Glance

THURSDAY, FEBRUARY 12

12:45 - 2:00pm Keynote Presentation —
Brad Shuck
Grand Ballroom

2:15 - 3:45pm Breakout & Poster
Sessions E

 Poster Sessions D
Salon A-D

 Global Women's Leadership and
Entrepreneurship
Las Colinas I

 Gender and Career Pathways
Fort Worth

 AI Adoption in the Workplace
Grapevine

 HRD Theory and Practice
Irving I

 Non-Refereed FOCUS Session
Las Colinas II

 Non-Refereed Professional
Development Workshop
Arlington

 Non-Refereed FOCUS Session
Grand Prairie

4:00 - 5:30pm Breakout & Poster
Sessions F

 Poster Sessions E
Salon A-D

 Organizational Health and Learning
Las Colinas I

THURSDAY, FEBRUARY 12

4:00 - 5:30pm Breakout & Poster
(cont'd) Sessions F (continued)

 AI and Workforce Transformation
Fort Worth

 Non-Refereed FOCUS Session
Las Colinas II

 Non-Refereed Professional
Development Workshop
Grapevine

4:00 - 5:30pm SIG Mixer
Grand Ballroom

Over the last couple of years, AHRD reimagined Special Interest Group (SIG) membership, no longer limiting AHRD members to a certain number of SIGs they can join. Accordingly, we have moved away from holding formal SIG meetings throughout the conference and instead have introduced the AHRD Special Interest Group Mixer as a space to explore the breadth of AHRD's SIGs in one setting. This session offers a unique opportunity to connect with new groups, broaden your involvement, and engage in fresh conversations across multiple areas of interest. This session will be organized in a "roundtable" format with structured opportunities to engage with multiple SIGs and build new connections.

Don't Forget!

While SIG membership is no longer limited, you still need to sign up to be a part of the SIGs that interest you to ensure you receive the most up-to-date information. SIG membership can be managed through your member portal on the AHRD website.

5:30 - 7:30pm KAHARDA Annual Meeting
Irving II-III

Schedule-at-a-Glance

FRIDAY, FEBRUARY 13

- 7:00 - 3:00pm** Registration Open
Grand Ballroom Foyer
- 7:00am - Noon** Exhibits
Grand Ballroom Foyer
- 8:00 - 9:30am** Mentoring Session
(Mentoring Cohort Only)
Irving II-III
- 9:45 - 10:45am** Meet the Journal Editors
Session (Open to All!)
Irving II-III
- 8:00 - 9:30am** Poster Sessions F
Salon A-D
- 9:45 - 11:15am** Breakout Sessions G
-  AI in Learning and Development
Las Colinas I
-  Career Transitions and Adaptation
Fort Worth
-  Leadership Competencies and Identity
Grapevine
-  Non-Refereed FOCUS Session
Las Colinas II
-  Non-Refereed FOCUS Session
Arlington
-  Non-Refereed Professional
Development Workshop
Grand Prairie
-  Non-Refereed FOCUS Session
Irving I

FRIDAY, FEBRUARY 13

- 11:30am - 1pm** President's Lunch
(Registration Required)
Grand Ballroom
- PRESIDENT'S
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Join us for the President's Lunch, a gathering that brings conference attendees together in the spirit of community, celebration, and connection. The program will include the following special performance:

Janggu Dance and Fan Dance

This special ensemble performance features a Korean traditional dance group led by master teacher Sungsin Park (So-Dang), a Dallas-based cultural leader and President of the Korean Traditional Dance Association and the Korean Traditional Music Association (Texas Chapters). Ms. Park has performed internationally across the United States, Canada, Bolivia, Australia, and France, and through her leadership she continues to share the richness of Korean traditional music and dance with diverse audiences. Her contributions to cultural arts have been recognized with numerous honors, including the Korean Gugak Grand Prize (2015), the Presidential Award of the Republic of Korea (2016), and the President Biden Lifetime Achievement Award (2024).

We look forward to welcoming you for an inspiring midday experience that honors leadership, cultural heritage, and the vibrant diversity of our conference community.

1:00 - 2:30pm Breakout Sessions H

-  Career Growth and Transitions
Las Colinas I
-  Cross-Cultural HRD Strategies
Fort Worth
-  Diversity, Equity, and Inclusion
Grapevine

Schedule-at-a-Glance

FRIDAY, FEBRUARY 13

1:00 – 2:30pm Breakout Sessions H
(cont'd) (continued)

 Engagement, Motivation, and Behavior
Irving I

 Non-Refereed FOCUS Session
Las Colinas II

 Non-Refereed Professional
Development Workshop
Arlington

 Non-Refereed FOCUS Session
Grand Prairie

1:30 – 4:30pm The AHRD NextGen
Summit: Bridging
Research and Practice
(separate registration)
Irving II-III

FRIDAY, FEBRUARY 13

2:45 – 4:15pm Breakout Sessions I

 Leadership Development and Practice
Irving I

 Learning and Psychological Well-Being
Las Colinas I

 Non-Refereed Professional
Development Workshop
Arlington

 Non-Refereed FOCUS Session
Grand Prairie

Town Hall Forum

People First: How HRD and Developmental Relationships Drive Engagement and Well-Being

(Celebrating a Decade of Developmental Relationships in the Academy)

Wednesday, February 11 | 12:45 – 2:30pm | Grand Ballroom

This Town Hall brings together scholars and practitioners to explore how developmental relationships, including mentoring, sponsorship, and peer partnerships, serve as a critical foundation for engagement, learning, and well-being across academic and organizational contexts. Grounded in transdisciplinary research and practice, the session highlights how these relationships foster growth, resilience, and thriving at individual, team, and organizational levels.

TOWN HALL
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Continued on page 20

Town Hall Forum (continued)

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Aligned with the 10th anniversary of the AHRD Mentoring Partners Program (MPP), the Town Hall challenges traditional, hierarchical notions of mentoring and instead centers relational, reciprocal, and inclusive approaches to development. Our distinguished panelists will share insights from higher education, nonprofit, and for-profit settings, addressing how developmental relationships are designed, sustained, and reimaged amid evolving workforce dynamics, technological change (including AI), and shifting social and policy landscapes.

Through interactive dialogue, audience engagement, and a celebratory mentoring showcase, the Town Hall aims to generate actionable ideas, surface emerging research and practice, and reaffirm a people-first approach to HRD, one that positions developmental relationships as a strategic and ethical imperative for the future of work and learning.

Panelist



Lisa Z. Fain, is CEO of the Center for Mentoring Excellence™ and a global authority on how mentoring and developmental networks transform workplaces. A passionate advocate for connection, inclusion, and growth, Lisa helps organizations build cultures where people thrive - and where differences drive better results. Her TEDx talk, “Want to Make a Bigger Impact? Intentional Connections Can Boost Your Career” offers a powerful call to reimagine how we learn and lead - together.

With her trademark blend of candor, warmth, and practicality, Lisa delivers energizing keynotes, facilitates dynamic workshops, and coaches leaders to create more inclusive, engaged, and productive teams. She’s especially known for helping leaders harness the power of learning relationships—like mentoring and developmental networks—to unlock performance and belonging.

Lisa brings deep experience in both corporate leadership and the law. She led diversity and inclusion at Outerwall, Inc., where she built and scaled company-wide initiatives, and previously served as in-house counsel, supporting the business with smart, people-centered policies. Before that, Lisa practiced employment law at a global firm, where she also trained thousands of employees on creating better workplaces.

She holds a J.D. and a B.S. in Social Policy from Northwestern University, is a certified mediator, and lives in Seattle with her husband and two daughters. She’s the co-author of *Bridging Difference for Better Mentoring*, and the 3rd edition of *The Mentor’s Guide*, both with mentoring pioneer Dr. Lois J. Zachary.

Town Hall Forum Panelists and Moderators

Panelist



Althea Neilson, ACC is Director of Organization Development and Training. With over two decades of distinguished experience as a talent and organization development professional and executive coach, Althea is recognized for delivering strategic programs that drive business impact by seamlessly connecting learning, talent, and change initiatives to organizational goals. Her passion lies in elevating both individuals and organizations to higher levels of performance through transformative learning experiences.

Althea's career spans a diverse array of industries, including Oil and Gas, manufacturing, the federal government, higher education, and transit. This breadth of experience has enabled her to inspire employee groups, executives, and organizations across North and Central America, Europe, Africa, and the Caribbean to improve performance, engagement and sustainable results.

Since June 2022, Althea has served as the Director of Organization Development and Training at Dallas Area Rapid Transit (DART). In this pivotal role, she is focused on leading culture change initiatives and building a distinctive Learning and Development portfolio that drives operational excellence, nurtures workforce capabilities, and positions the Agency to achieve its targeted business outcomes.

Through her expertise in coaching and mediation, Althea has mentored leaders and teams, facilitating authentic growth and helping them navigate complex challenges. She is adept at designing and implementing organizational development strategies, deploying change management methodologies that ensure sustainable transformation across all levels of the organization. Her guidance has consistently enabled businesses to align their people, processes, and culture with evolving strategic objectives, maintaining agility in dynamic environments.

Althea holds advanced degrees in Adult and Organizational Learning and Educational Leadership from Fordham and Columbia Universities in New York. A firm believer in lifelong learning, she continually augments her expertise with numerous certifications, including as a John Maxwell Leadership Trainer, an ADR mediator, and an Associate Certified Coach (ACC) endorsed by The International Coaching Federation.

Town Hall Forum Panelists and Moderators

Panelist



Lawrence Price, PhD, is a global HR and organizational development executive with over 20 years of experience leading people strategy, culture, and transformation across complex, multinational organizations. He currently serves as Vice President of Global People & Culture at Brink's, where he partners with the CHRO and executive leadership team to drive HR strategy for 60,000 employees across 50+ countries.

A certified Project Management Professional and Lean Six Sigma Master Black Belt, Lawrence brings a unique blend of analytical rigor and human-centered leadership. His work focuses on enabling large-scale HR transformation, building cultures of engagement, and equipping organizations to thrive through change.

Lawrence earned his doctorate in Industrial/Organizational Psychology and is recognized for integrating data-driven insights with practical strategies to deliver measurable business and people outcomes. Passionate about developing future leaders, he regularly speaks on culture, employee experience, and the evolving role of HR in global enterprises.

Session Chair



Dr. Rajashi Ghosh is an associate professor in Adult Learning and Leadership in the Department of Organization and Leadership at Teachers College. Her scholarly interests include developmental relationships, leader development, and workplace learning. Dr. Ghosh has won several prestigious awards from the American Educational Research Association (AERA), The Academy of Human Resource Development (AHRD), Academy of Management (AOM), and National Science Foundation (NSF) including the most recent being the 2025 Distinguished Paper award from the Mentorship and Mentoring Practices SIG at AERA. Ghosh's extensive service to the field includes serving as Editor-in-Chief of Human Resource Development International, Co-Editor-in-Chief of Human Resource Development Quarterly and two terms as a board member in AHRD.

Town Hall Forum Panelists and Moderators

Town Hall Moderator



As Vice Provost of Faculty Success at the University of North Texas, **Dr. Holly Hutchins** is responsible for providing strategic leadership to ensure transparent and equitable faculty-related academic policies, effective communication processes, diverse and inclusive learning opportunities, and prestigious faculty awards and recognition processes and events. Dr. Hutchins supports UNT's faculty learning communities, oversees faculty mentoring and developmental grants and initiatives, and leads the leadership fellow programs within the Office of Academic Affairs. She coordinates with other academic affairs units to address faculty human resource issues and provides counsel on developing healthy, just, and sustainable workplace climates. Since joining UNT in 2021, Dr. Hutchins has expanded resources for tenure-system and professional track faculty, implemented policy and structural changes to ensure fairness in faculty workload assignments, increased faculty grant funding, and enhanced award and grant submission processes. In her faculty career, Dr. Hutchins garnered \$4 million in funded grants and published over 40 peer-reviewed articles in national and international journals.

Audience Engagement Moderator



Dr. Sanghamitra Chaudhuri is an Associate Professor in the Department of Policy, Organizational, and Leadership Studies at Temple University. Her research focuses on organizational and leadership development, with particular emphasis on reverse mentoring and multi-generational workforce. She has published widely in prestigious national and international journals, and her work on reverse mentoring has also attracted global media attention, having been cited by outlets such as *The Washington Post*, *Forbes*, *The Wall Street Journal*, *Financial Times*, *HR Magazine*, the *Canadian Broadcasting Corporation*, and the *Star Tribune*. Dr. Chaudhuri currently serves on the Board of Directors for the Academy of Human Resource Development (AHRD) and serves on the editorial boards of *Human Resource Development Review* and *Human Resource Development International*.

Town Hall Forum Panelists and Moderators

Mentoring Showcase Moderator



Dr. Ague Mae Manongsong is an Assistant Professor in the School of Leadership and Human Resource Development at Louisiana State University. She earned her Ph.D. in Educational Leadership with a concentration in Human Resource Development from Drexel University. Her research examines mentoring as a mechanism for advancing leadership development and career outcomes for women and other marginalized groups. Grounded in intersectional, feminist, and developmental network frameworks, her work interrogates the structural and relational conditions that enable or constrain equitable leadership pathways. Dr. Manongsong's work has appeared in *HRD Review (HRDR)* and *HRD Quarterly (HRDQ)*. Additionally, she serves as the managing editor of the *Human Resource Development International* journal, one of the flagship peer-reviewed journals in the field of HRD.

Mentoring Showcase Moderator



Dr. Kevin J. Rose is an associate professor of Organizational Leadership and Human Resource Development (HRD) at Purdue University. His research examines the intersection of adult education and HRD, with particular emphasis on leadership, organizational citizenship behaviors, workplace mentoring, and the effects of dysfunctional leadership on employees and organizations. He has authored and co-authored numerous publications in leading outlets such as *Human Resource Development Quarterly*, *Human Resource Development Review*, and *Advances in Developing Human Resources*. Dr. Rose serves on the editorial board of *Human Resource Development Review* and as an editor for the proceedings of the University Forum for Human Resource Development. He previously served on the Board of Directors for the Academy of Human Resource Development (AHRD).

Conference Keynote

Igniting Engagement in the Future of Work: Building a Workforce that Thrives

Thursday, February 12, 12:45 – 2:00p.m. | *Grand Ballroom*

Employee engagement has long been recognized as a deeply human experience, shaped by the ways we make meaning of our work and connect to the people and environments around us. Engagement is not a static state. It is episodic, unfolding across the rhythms of a workday and throughout our lives, influenced by clarity, relationships, belonging, and opportunities for restoration. Yet while organizations often attempt to mandate or measure engagement through programs or annual surveys, the research is clear: authentic engagement emerges from principles first, and then practices.

Yet, this raises an important question: what does it actually mean to be engaged? Not only in our work, but in our research, our field, and in our relationships with those around us. Those that we love and care about. Engagement, in any context, reflects how we interpret meaning and respond to the moments we encounter. It is not a light switch we can turn on and off. It is a reaction to meaning, context, and presence, shaped through lived human experience.

Although engagement now stands as a central construct in the human resource development literature, its prominence is relatively recent. A decade ago, empirical research on engagement was limited. Today, engagement is a focal point across journals and conference presentations, yet it remains



Dr. Brad Shuck is a globally recognized expert in employee engagement, organizational culture, and workforce well-being. A tenured professor at the

University of Louisville and Co-Founder of OrgVitals, he partners with Fortune 500 companies and global nonprofits to drive meaningful cultural change. His work blends behavioral economics with actionable strategies that resonate across industries. Brad is also an award-winning speaker, a proud Kentucky Colonel, and a passionate coach and musician.

one of the most frequently misunderstood dimensions of human experience at work. Many prevailing models oversimplify its complexity, overlooking the episodic, context sensitive nature of engagement that scholars and practitioners increasingly observe in practice.

In this keynote, Shuck offers a historically anchored and practice informed examination of engagement's conceptual development. He traces its evolution from early theoretical roots to contemporary perspectives that emphasize psychological

Conference Keynote (continued)

Thursday, February 12, 12:45 – 2:00p.m. | *Grand Ballroom*

presence, meaning, and contextually relevant experiences of work. Drawing from two decades of empirical inquiry and applied organizational partnerships with some of the world's largest corporations, Shuck demonstrates why engagement is best understood as a dynamic, human centered phenomenon shaped by real time interactions and leader behaviors.

Designed for students, scholars, practitioners, and organizational leaders, this session bridges theory and application with academic rigor and practical clarity. Shuck highlights emerging empirical findings, advances in measurement, and new theoretical insights that deepen understanding of how engagement operates. He also offers a forward looking analysis of the field, identifying critical research questions and organizational capabilities that will define high performing, human

centered cultures in the decade ahead in what will become the future of work.

Participants will gain:

- A theoretically grounded understanding of engagement's historical development and conceptual evolution
- Insight into contemporary empirical research and its implications for practice
- Evidence based strategies for cultivating engaged experiences and healthier workplace cultures
- A future oriented perspective on how engagement science is likely to advance and shape the future of work
- This keynote invites academics, practitioners, and leaders into a shared scholarly conversation about what it means to build organizations where people can meaningfully connect, contribute, and thrive.

Download the Conference Mobile App!

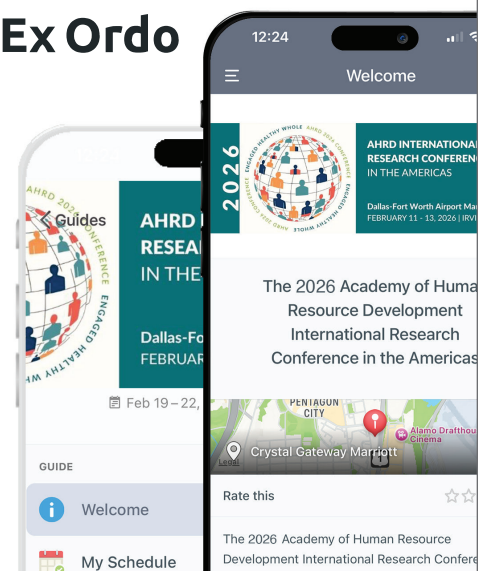
Find AHRD on the Ex Ordo app on your iOS or Android device!

To access the guide after downloading the app, use the passphrase: **ahrd2026**

Prefer the web version? Some content and networking tools may be available to you online.



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Introduction of Special Interest Groups

Be sure to attend the AHRD Special Interest Group Mixer Thursday, February 12, 4:00 – 5:00 p.m. On the following pages, you will find information about each SIG, provided by current SIG leadership.

Black SIG

The mission of the Black Special Interest Group [BSIG] within the Academy of Human Resource Development (AHRD) aims to:

1. Foster an inclusive and supportive professional network for Black scholars, practitioners, and graduate students associated with the field of Human Resource Development [HRD] and related professional fields, and
2. Advance scholarly inquiry on HRD issues relevant to the Black community by fostering rigorous research that critically examines challenges, contributions, and opportunities affecting Black professionals, students, and organizations.

The purpose of the BSIG is to increase the visibility and contributions of Black graduate students, faculty, administrators and practitioners in AHRD through AHRD programming, podcasts, digest articles and webinars and provide a welcoming and inclusive professional home and community for the AHRD Black SIG members and Black guests. It further stands to enhance representation regarding the retention and recruitment of Black scholars, practitioners, and graduate students in AHRD through mentorship, research, collaboration. The co-chairs of the AHRD BSIG are Drs. Chaunda L. Scott and Marilyn Y. Byrd.

China HRD SIG

The China HRD SIG is a platform dedicated to advancing research and development in Human Resource Development (HRD) within China's unique socio-economic and cultural context. Recognizing China's rapid transformation into a global economic powerhouse, the SIG bridges theoretical HRD frameworks with practical applications tailored to the Chinese landscape. Its mission is to foster collaboration among scholars, practitioners, and policymakers to explore and disseminate research that transforms Chinese organizations and their workforce. Our diverse membership spans across the United States, Mainland China, Hong Kong SAR, Macau SAR, Taiwan, and beyond.

SIG Purpose

The AHRD China HRD Special Interest Group is to:

- Lead HRD research in the above defined scope;
- Form a network of researchers and practitioners who have interests in China HRD research and practice;
- Advance and contribute to international HRD from the case of China and Chinese cultural impact.

The group encompasses a wide range of activities, including conducting empirical research, organizing workshops and conferences, and publishing findings in specialized journals, to support the mission and objectives of the AHRD board.

Introduction of Special Interest Groups

SIG Vision

The China HRD SIG's vision is to maximize the influence of China HRD research in the overall HRD theoretical development, policies, and practices. By emphasizing China-specific HRD strategies and practices, China SIG seeks to contribute to the global body of HRD knowledge while ensuring that the insights gained are deeply rooted in the realities of the Chinese context.

Critical HRD and Social Justice Perspectives SIG

The Critical HRD and Social Justice Perspectives Special Interest Group provides a space in the Academy for the interrogation of dominant theory and practice, with the aim to advance diversity, incite meaningful change, and promote a more equitable and just society. The Critical SIG, as it is commonly called, has also become a place where AHRD members can raise critical consciousness and build solidarity among interrelated struggles against injustice.

Currently, the SIG is co-chaired by Drs. Chang-kyu Kwon (University of Illinois at Urbana-Champaign) and Stephanie Sisco (University of Minnesota). As elected members of the SIG, they support the creation of critical knowledge and scholarship within the Academy of HRD. With the assistance of the steering committee, SIG leaders are also responsible for facilitating professional development initiatives and providing opportunities for member engagement. As we move forward, we aim to be intentional about how critical approaches to HRD are reflected in practice and contribute to meaningful social change. We cordially invite those who

share this commitment to join our SIG! We offer a community dedicated to addressing dysfunction and defying oppressive systems.

Faculty Learning and Development SIG

The Faculty Learning and Development (FLD) SIG focuses on all aspects of faculty development. The Sig is open to all members who have interest in developing study and research in the field of FDL. We welcome in the group scholars, faculty, practitioners, students, and individuals who are interested in these fields.

The purpose of the FLD SIG is to provide opportunities for scholars to engage in research, discussion, resources, practices, on issues of scholar development. Topics may include instructional strategies, curriculum development, feedback and assessment, faculty career development, research and publishing skills, classroom planning and management, leadership and coaching programs for faculty, organizational development, and faculty development research in international contexts.

The FLD SIG's vision is to

- create and international network of members who are interested in developing research in the field,
- be a key resource for scholar development in the Academy,
- foster active research on scholar development issues,
- support conference track presentations, international networking opportunities, knowledge sharing activities and all the Academy sponsored conferences, and
- foster and support the AHRD's mission.

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Contact Dr. Ahmed Alasfour (ahmed.alasfour@siu.edu) and Dr. Jeff Allen (jeff.allen@unt.edu) if you have any questions.

Graduate Student SIG

The Graduate Student SIG aims to support graduate students in HRD programs and provide a professional home and community for AHRD graduate student members.

The Graduate Student SIG's vision is to create a vibrant, inclusive, and intellectually stimulating community where graduate students in HRD can collaborate, innovate, and grow. We strive to foster an environment that encourages academic excellence, professional development, and personal well-being. Through our initiatives, we aim to empower AHRD graduate student members to become leaders in HRD, make meaningful contributions to society, and form lifelong connections that transcend the boundaries of academia.

The Graduate Student SIG works to:

- Offer support for research, publishing, postdoctoral job searches, and career development of graduate students.
- Facilitate interaction between its members by organizing activities and events that contribute to the growth of graduate students.
- Collaborate on research projects focused on the learning and development of graduate students.
- Promote publications and conference contributions of graduate students.
- Expand AHRD membership by actively recruiting graduate students.

The Graduate Student SIG's key tasks are to:

- Provide peer mentoring programs to facilitate the exchange of resources, information, and expertise among graduate students
 - Host a webinar to help graduate students' career development and enhance their visibility.
 - Hold regular virtual writing meetings to foster writing habits and productivity.
 - Establish and maintain a SIG listserv to foster networking, discussion, and learning for the SIG members.
 - Establish and maintain a SIG website within the AHRD website to promote SIG visibility and awareness.
-

Health Professions Education SIG

HPE SIG is a group bridging and applying human resource development (HRD) with health professions education (HPE) including, but not limited to, medical education, nursing education, emergency medical technician training, veterinary medical education, hospital management, and other health-related workforce development research areas.

HPE SIG at AHRD Aims to:

- Promote HPE research and practice agendas among AHRD members and members in related fields.
- Collaborate on HPE research projects with HRD and non-HRD practitioners.
- Exchange resources.
- Expand AHRD membership with HPE professionals.
- Become a professional home within AHRD for those in healthcare.

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Monthly Zoom Meetings:

- Every Second Tuesday at 8 am Central Time, USA
Meeting ID: 895 0855 2410
Passcode: 040548

Highlights of SIG Activities:

- **HPE SIG Monthly Series:** A space for students and scholars to share and present research projects, ideas, literature reviews, and other topics for collegial feedback. Formats include Show & Tell (15 min. presentation), Ignite (5-8 min. sharing of ideas), Conference Debrief (10 min. sharing insights from a conference), and Others.
- **AHRD HPE Focus Session:** Maintaining a continued presence at AHRD by submitting focus sessions that bridge HPE and HRD.
- **Collaborative Writing Projects:** Advancing scholarship at the HRD-HPE intersection through collective inquiry, co-authorship, and cross-disciplinary analysis.
- **Collaboration with Other SIGs:** Working with other AHRD SIGs, such as providing a webinar spotlighting a scholar-practitioner in health professions.

Students, practitioners, and scholars are welcome to join AHRD HPE SIG! For questions or suggestions, please contact:

- Henriette Lundgren (lundgren@uga.edu),
Chair

HRD Theory SIG

The HRD Theory Special Interest Group (SIG) is a dynamic community of scholars and practitioners focused on the theoretical foundations of Human Resource Development (HRD). This group explores a wide range of

theories, including their development, critical examination, and philosophical underpinnings within the social sciences.

The purpose of the HRD Theory SIG is to provide a platform for scholars and practitioners to meet, discuss, debate, collaborate, and share information related to HRD theory. The vision is to foster innovative leaders in HRD and advance rigorous theoretical developments in the field.

Key activities include contributing to HRD scholarship, increasing interest and understanding of HRD theory, and developing leaders from diverse theoretical and philosophical backgrounds. The group also aims to create a supportive atmosphere for discussing, debating, and disseminating knowledge about HRD theory and scholarship.

The SIG coordinates activities at the AHRD International Research Conference in the Americas, maintains a listserv for networking and discussion, and promotes visibility through a dedicated website. Members are responsible for creating opportunities for information sharing, participating in meetings and working groups, recruiting new members, and enhancing the debate on HRD scholarship and theory.

Looking ahead, the HRD Theory SIG plans to host events to foster dialogue and cultivate scholarly proposals, using platforms like AHRD.org Groups, Microsoft Teams, and LinkedIn to enhance engagement and collaboration. For more information or to get involved, members are encouraged to contact the chairperson, Rose Baker, and to attend the HRD Theory SIG meeting.

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International HRD SIG

The International HRD SIG is a network of scholars and practitioners interested in international and cross-cultural HRD research and practice. The purpose of the International HRD SIG is to provide opportunities for scholars and practitioners to network and advance international and cross-cultural HRD research. The International HRD SIG's vision is to be the center (i.e., a research-focused community of practice) for HRD researchers with a genuine interest in international and cross-cultural HRD practices. The International HRD SIG welcomes participation from individuals worldwide interested in expanding opportunities to advance international and cross-cultural HRD research. More importantly, we are currently recruiting for the SIG Steering Committee. If you are interested in joining the team, please contact the current Chairperson (Dae Seok Chai: daeseokchai@tamu.edu).

Korea HRD SIG

The Korea HRD Special Interest Group (Korea SIG) acts as a vibrant network for scholars and practitioners dedicated to HRD research and practice both within Korea and in the global context of Korean HRD. Established in 2016, our SIG comprises a diverse membership engaged in a wide range of scholarly and practical activities.

Primary Objectives of Our SIG:

- Advance scholarly work in organizational and national HRD in Korea through research publications.
- Enrich the international HRD discourse with perspectives from East Asian, particularly Korean, culture.

- Build a strong network for individuals interested in HRD research and practice in Korea, thereby fostering collaborative research.
- Establish partnerships with HRD researchers, practitioners, and academic institutions in Korea to facilitate scholarly interactions, meetings, and educational initiatives in HRD.

Join Us: If you are an AHRD member with an interest in HRD research or activities related to Korea, we invite you to join the Korea SIG. Korean heritage is not a prerequisite for membership.

Korea-SIG Sponsored AHRD Team-up Grant: In support of our objectives, we offer a Team-up Grant annually to all AHRD members, designed to:

- Promote the formation of multi-institutional research teams for enhanced collaboration.
- Direct research efforts towards global, cross-cultural, and innovative technological issues.
- Assist junior faculty, practitioners, and doctoral students in finding suitable research mentors.
- Motivate senior and experienced faculty to mentor emerging scholars.

Contact Us: For any inquiries or additional information, please contact Cho Hyun Park, Chair of the Korea SIG, at park1576@purdue.edu.

Leadership SIG

The Leadership Special Interest Group (SIG) is a network of Human Resource Development (HRD) scholars and practitioners focused on advancing their knowledge, research and expertise, around leadership development. The SIG's primary

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goal is to foster collaboration and organize activities that support the development of leadership in individuals, groups/teams, and organizations in the field of HRD.

Our vision is to become the source of cutting-edge leadership development research, resources, and practices. The SIG does this by engaging its AHRD members in dialogue and collaborative efforts to leverage leadership in the 21st century and beyond.

The Leadership SIG's activities include:

- Organizing activities and events centered on leadership development.
- Facilitating the expansion of knowledge and expertise in leadership theory, research, and practice.
- Supporting learning among Leadership SIG members and others in the Academy.
- Providing a forum for networking, exchange of ideas, and mentoring of emerging researchers and practitioners.

Our membership, which includes AHRD students, academics, and professionals with an interest in leadership development, are responsible for:

- Creating opportunities for information sharing and open discussion of SIG issues.
- Participating in meetings and other SIG activities.
- Recruiting new SIG members.
- Communicating with each other about key events.

Whether you're a scholar, practitioner, or student, we invite you to join the Leadership SIG and become a part of this dynamic network dedicated to advancing leadership development.

Leadership SIG Chair

Victoria Cooper (vcoope5@lsu.edu)

Motherhood SIG

Approved by the AHRD Board in 2025, the Motherhood Special Interest Group (MSIG) is established to cultivate an inclusive professional community rooted in maternal praxis, the ethics of care, and humanistic values. Under the leadership of inaugural co-chairs Drs. Taylor Cavallo and Nicole Dillard, the group seeks to elevate care work from the periphery to the center of organizational discourse. Recognizing that motherhood represents a distinct site of identity, labor, and systemic experience, the MSIG is dedicated to challenging the historical undervaluing of these experiences, ensuring that the intersection of caregiving and professional life is recognized as a powerful and transformative element within the HRD profession.

Functionally, the MSIG serves as a catalyst for scholarship, mentorship, and policy advocacy that positions motherhood as a critical area of inquiry and practice. By integrating maternal theory and caregiving perspectives into research and teaching, the MSIG aims to support the recruitment and retention of faculty, practitioners, and students, ultimately fostering more equitable and human-centered systems for the broader AHRD community.

Qualitative Inquiry SIG

The Qualitative Inquiry Special Interest Group (QISIG) was founded to foster increased interest in the qualitative methods employed in HRD scholarship and practice. The purpose of the QISIG is to provide a forum for mem-

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bers of AHRD to engage in information and idea exchange and discuss issues important to qualitative researchers, consumers of qualitative research, practitioners, and AHRD members. The QISIG's vision is to be a community of scholars and practitioners dedicated to fostering and conducting substantive, relevant, rigorous, and high-quality qualitative research. We aim to provide opportunities for knowledge sharing, learning, discussion, and collaboration. QISIG members come together for webinars, academic discussions, and learning opportunities to further their understanding of qualitative research.

Skill Development and Information Webinars

We host informational webinars and invite guest speakers who share their mastery on topics related to qualitative research, including data collection and analysis. We also share cutting edge research on methods, emerging tools from different disciplines which can enrich HRD research.

Leadership team

- Laura Hurtienne, Co-Chair
laura.hurtienne@cuw.edu
- Meera Alagaraja, Co-Chair
meera.alagaraja@tamu.edu

Quantitative Research Methods SIG

The Quantitative Research Methods SIG (Quant SIG) serves as a vital hub within the AHRD community, fostering scholarly dialogue and professional development around the application of quantitative methods in HRD. The Quant SIG unites individuals dedicated to advancing quantitative research methods through the exchange of knowledge, skills, and innovative approaches. We

warmly welcome HRD scholars and practitioners who are passionate about learning and applying rigorous and innovative quantitative research methods.

The Quant SIG continues to introduce new initiatives for HRD scholars and practitioners. For example, we organize a bi-weekly Book Club each semester, with this academic year's theme focusing on Advanced Quantitative Methods for the Modern Workplace. Additionally, we plan to launch bi-monthly empirical article discussions, offering members opportunities to explore and learn from newly published research articles with a particular emphasis on the quantitative methods employed. These initiatives are designed to enhance the rigor of HRD research while aligning with AHRD's broader strategic goals.

We also warmly invite Quant SIG members who are interested in actively contributing to the SIG to take a more active role in shaping the future of the Quant SIG. Please contact Walid Mansour (Chair, welman-sour@tamu.edu) if you have any questions.

Scholar-Practitioner SIG

The Scholar-Practitioner Special Interest Group (SIG) within the Academy of Human Resource Development (AHRD) aims to advance the integration of research and practice in the HRD field. Its mission is to strengthen the vital connection between scholarly inquiry and practical application by fostering collaboration among scholar-practitioners, academics, researchers, and practitioners. The SIG strives to ensure that evidence-based research informs organizational practices while practical

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insights contribute to academic research and theory development.

To achieve these objectives, the SIG provides a collaborative platform for members to exchange ideas, build partnerships, and address critical and evolving challenges in HRD from the perspective of scholarly practice. The SIG actively promotes meaningful dialogue, supports actionable research, and facilitates the testing and application of theories in real-world settings.

The SIG is currently revitalizing its efforts through a series of initiatives, including organizing webinars, launching collaborative research projects, and leveraging digital platforms to enhance member engagement and communication. By offering practical resources, fostering networking opportunities, and creating spaces for collaboration, the SIG empowers members to explore and strengthen the intersection of research and practice. These efforts contribute directly to AHRD's mission of "leading the profession through research." By advancing HRD scholarship and addressing the evolving needs of the workplace, the SIG serves as a catalyst for progress in the HRD field.

South Asia SIG

The mission of the South Asia Special Interest Group (SIG) is to foster academic and professional collaboration among students, scholars, and practitioners from South Asian countries. Our goal is to understand, explore, and develop evidence-based solutions to the challenges facing human resource development (HRD) in the region. We aim to achieve this through the following objectives:

- Share, discuss, and identify research priorities.
 - Build an inclusive community where students, scholars, and practitioners from South Asia feel welcomed and included at AHRD.
 - Advance research and professional collaborations among scholars and practitioners.
 - Facilitate professional development by organizing guest speakers on emergent HRD topics.
-

Virtual HRD, Technology & Distance Learning SIG

The origins of the Virtual HRD, Technology & Distance Learning (VHRD) SIG began over fifteen years ago and has attracted a network of numerous Human Resource Development scholars, practitioners, and graduate students who seek to enhance their research, knowledge and expertise in the area of technology-related development. The purpose of the Virtual HRD, Technology & Distance Learning (VHRD) SIG is to facilitate interaction and collaboration and to organize activities that support the development of technology-related skills at the individual, group, team, and organization levels in the field of Human Resource Development. In addition, it focuses on upskilling and cultivating expertise in knowledge management, and learning in its many forms (i.e., formal and informal learning, adult learning, social movement learning, and organizational learning).

The Virtual HRD, Technology & Distance Learning (VHRD) SIG's vision is to be known as the leading provider of the most current Virtual HRD, technology, and distance

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learning research, including resources and processes that provide opportunities to engage AHRD members in dialogue and collaborative efforts to leverage technology for increasing learning in the 21st century around artificial intelligence, data analytics, social presence, virtual tools, virtual team building, data collection, data security, and technology privacy.

Workforce Diversity and Inclusion SIG

The Workforce Diversity and Inclusion Special Interest Group (WDI SIG) is a network of scholars, educators, practitioners, and graduate students who are interested in advancing the practice of workforce diversity and engaging in research that promotes equitable and inclusive workplace environments. Workforce diversity is commonly viewed as an organizational goal for seeing and appreciating the multiple forms of difference that exist in work settings and ensuring an inclusive environment. While the WDI SIG strategically adopted action plan objectives in its organizing charter that supports the practice of workforce diversity and inclusion in work settings, the new challenge is ensuring that goal is not abandoned.

The WDI SIG contributes to the research and practice of human resource development (HRD) on several levels. First, practitioners who work in positions affiliated with diversity and inclusion are well positioned to partner with organizational groups (e.g. employee resource groups) or other employee-led advocacy groups to serve the interests of under-represented workforce populations. Second, WDI SIG members who are instructors of human

resource development education programs are well positioned to create programs and curricula that prepare the future workforce for a variety of diversity and inclusion roles. Finally, the WDI SIG contributes to the professional development of its members through collaboration, information sharing, and informal social interaction.

The WDI SIG is currently co-chaired by Marilyn Y. Byrd and Chaunda L. Scott.

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A Breakout Sessions A

WEDNESDAY, FEBRUARY 11 | 2:45 – 4:15PM

P

Poster Sessions A | *Salon A-D*

**Teaching and Mentoring in HRD Doctoral Education:
Comparing Espoused Principles and In Action Practices**

Session ID: 128

Jawaria Ashraf, Temple University; Nur Aziz, Teachers College, Columbia University; Jon Werner, University of Wisconsin, Whitewater

**Beyond Representation: Advancing Gender Equity
Through Inclusive Structures and Leadership in HRD**

Session ID: 26

Omniya Mohamed, Texas A&M University

Standardization or Specialization? A Qualitative Study of HRD Doctoral Curriculum

Session ID: 32

Cyril Obazuaye, The University of Texas at Tyler

Effects of Salary Stagnation on the Retention of Teachers

Session ID: 34

Dominic Bain, Barry University; Alison Ebanks, Barry University; Tatiana Perez, Barry University; Marie-Line Germain, Western Carolina University

**Methodological and Ethical Decision-making in
Researching Professional Learning with Online Communities**

Session ID: 35

Beixi Li, Western Michigan University; Yunong Li, Teachers College, Columbia University

**Disability Employment in Small and Medium-Sized Enterprises:
An Integrated Literature Review**

Session ID: 98

Hyena Cho, University of Illinois Urbana-Champaign; Yoon-Jeong (Jane) Won, University of Illinois Urbana-Champaign; Denice Ward Hood, University of Illinois Urbana-Champaign; Chang-kyu Kwon, University of Illinois Urbana-Champaign

Care as Methodology: Designing Inclusive Research Spaces through Motherhood-Inspired Praxis

Session ID: 39

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

WEDNESDAY, FEBRUARY 11 | 2:45 – 4:15PM

P

Poster Sessions A | Salon A-D

From Moral Injury to Moral Recovery: The Role of Leaders in Supporting Registered Nurses' Experiences

Session ID: 93

Judy Waight, Texas A&M University

Ethical Implications of AI-Based Employee Monitoring

Session ID: 46

Hallie Bare, Western Carolina University; Jodie Maynor, Western Carolina University; Marie Mynster, Western Carolina University; Kassidi Rhinehart, Western Carolina University; Marie-Line Germain, Western Carolina University

Breaking the Mold: Active Learning Methods for Smarter Workplace Training

Session ID: 47

Kariman Mahmoud, Texas State University; Jeremy Bohonos, Texas State University

The Influence of Cultural Intelligence on Employee Performance in Diverse Companies

Session ID: 137

Kelly Cristina Sievers, Western Carolina University; Mulan Lambert, Western Carolina University; Siham Lekchiri, Western Carolina University

The Caregiver Paradox: How Multigenerational Caregiving Depletes and Develops Human Capital For Industry 4.0

Session ID: 52

Cassandra Buffington-Bates, University of North Texas; Hussein A Dawood, University of North Texas

Examining Leader Identity Change via SEL Self-Reflection: A Repeated-Measures Study of MBA Students

Session ID: 146

Ying Lu, The George Washington University; Yoshie Nakamura, The George Washington University; University of North Texas - Denton; Geumbong Yoo, KOREATECH; Donghwa Seo, KOREATECH; Hyeon Lee, KOREATECH; Minyoung Lee, TND communication Institute; Yoonhee Park, KOREATECH; Jeongtae Park, Human Resources Development Service of Korea

A Breakout Sessions A

WEDNESDAY, FEBRUARY 11 | 2:45 – 4:15PM

P

Poster Sessions A | *Salon A-D*

**International Students' Career Development:
A Literature Review Using Social Cognitive Career Theory**

Session ID: 56

Jasmine Zenn, Texas A&M University

Generation Z Well-Being Affects Their Engagement in the Workplace

Session ID: 58

Marice Kelly, Stephen F. Austin State University; Kristen Waddell, Stephen F. Austin State University; Marcus Cox, Stephen F. Austin State University

Faculty Perception for AI Integration in Research and Teaching in Higher Education

Session ID: 61

Doo Hun Lim, University of Oklahoma

Inked Perceptions: Employee Views on Tattoos and Career Advancement

Session ID: 64

Courtney Nicotra, Old Dominion University; Taylor C. Rodriguez, Old Dominion University

The Study of Power and Politics in Organization

Session ID: 66

Heidi Gallo, Western Carolina University; Jacob Pedersen, Western Carolina University; Thomas Belmore, Western Carolina University; Siham Lekchiri, Western Carolina University

Beyond Job Satisfaction: Validating a Happiness Scale for Sustainable Careers

Session ID: 68

Viktoria Loidl, University of Illinois Urbana-Champaign

Upskilling HR for Industry 4.0: Preparing Human Capital for Collaboration with AI

Session ID: 69

Marian Ferrufino, Western Carolina University; Donna Starks, Western Carolina University; Siham Lekchiri, Western Carolina University

Leading the Game, Fighting the Odds: Gendered Barriers in Collegiate Soccer Coaching

Session ID: 72

Siham Lekchiri, Western Carolina University

WEDNESDAY, FEBRUARY 11 | 2:45 – 4:15PM

P Poster Sessions A | *Salon A-D*

The Impact of Emotions on Graduate Teaching Assistants' Informal Learning Activities: The Mediating Role of Work Meaningfulness

Session ID: 78

Hyeyoon Jeong, University of Illinois Urbana-Champaign; Eunjung Grace Oh, University of Illinois Urbana-Champaign

Investigating Career Development of Women: Review of Post-Pandemic Literature

Session ID: 80

Tania Hasan, Texas A&M University; Dae Seok Chai, Texas A&M University

Workplace Disclosure of Neurodivergence: Causes & Consequences

Session ID: 90

Adrienne Taylor, Texas State University

Validation of the Korean Version of the Approach-Avoidance Job Crafting Scale

Session ID: 92

Yunsoo Lee, HanYang University; Jae Young Lee, Ewha Womans University

M Strategic HRD and Systems | *Las Colinas I*

**Human Resource Development in the Public Sector:
Exploring the Intersection of Public Administration and HRD**

Session ID: 75

Hyerim Cho, University of Minnesota — Twin Cities; Sunyoung Park, Louisiana State University

Organizational Telemetry in HRD: Building Mission Control for Human Outcomes

Session ID: 139

Stefani Hanes, Texas A&M University

(section continued on page 40)

A Breakout Sessions A

WEDNESDAY, FEBRUARY 11 | 2:45 – 4:15PM

M

Strategic HRD and Systems | *Las Colinas I*

**Strategic HRD Responses to Healthcare Workforce Shortages:
A National Analysis of HPSA Data**

Session ID: 143

Sara Ebrahimi Lialekol, University of Louisville; Brad Shuck, University of Louisville

Navigating the Talent Tide

Session ID: 433

*Chloe Whitehurst, Indiana State University; Cindy L. Crowder, Indiana State University;
Barbara A. W. Eversole, Indiana State University*

**Sustainability Framework for Strategic Human Resource Development:
A Structural Topic Modeling Analysis of U.S. Fortune 50 Corporate Reporting**

Session ID: 448

*Kyung Nam Kim, Texas A&M University; Yob Ha, Texas A&M University; Myoungjin Son,
Korea University; Shinhee Jeong, University of Texas at Tyler*

M

Knowledge, Innovation, and Informal Learning | *Fort Worth*

What is Knowledge Hiding?

Session ID: 87

Mun Kyu Chung, Texas State University; Jeremy Bohonos, Texas State University

**Understanding Transition of Informal Learning Behaviors and Their Facilitators:
A Longitudinal Study Using Latent Transition Analysis**

Session ID: 170

*Yesuh Kim, Hanyang University; Jisu Choi, Hanyang University; Daeun Baek, Hanyang
University; Yunsook Lee, Hanyang University; Jihoon Song, Hanyang University*

**Complementary Learning for Ambidextrous Innovation Under Environmental Uncertainty
in SMEs: Exploring Curvilinear Dynamics and Cross-Level Interactions**

Session ID: 261

*Jinhee Lee, Yonsei University; Haesoo Song, Yonsei University; Minjoo Wi, Yonsei University;
Seok-young Oh, Yonsei University*

(section continued on page 41)

WEDNESDAY, FEBRUARY 11 | 2:45 – 4:15PM

M

Knowledge, Innovation, and Informal Learning (continued) | *Fort Worth*

**Navigating the Dimensions of Entrepreneurial Development in Costa Rica:
A Systematic Literature Review**

Session ID: 264

Daniela Daniel, Texas A&M University

**Back to the Future for Learning: Refocusing on Informal
Learning privileging a Social Capital Lens**

Session ID: 310

Claire Gubbins, Dublin City University; Thomas Garavan, University College Cork

M

Inclusion and Belonging | *Irving I*

**Belongingness and Inclusive Leadership as Drivers
of Openness to Change in the Workplace**

Session ID: 42

Ryan Lauerman, University of Louisville; Brad Shuck, University of Louisville

**Breaking the Bamboo Ceiling: Reverse Mentoring as a
Global Strategy for Diversity and Inclusion**

Session ID: 129

*Sanghamitra Chaudhuri, Temple University; Sunyoung Park, Louisiana State University;
Karen Johnson, University of North Texas - Denton; Ridhi Arora, Indian Institute of
Technology, Mandi*

**Designing HRD Functions to Support Neurodiverse Talent:
A Conceptual Model for Job Design and Inclusion**

Session ID: 207

*Jason Styles, University of the Bahamas; Lisa J Knowles, Cyberminds Research Institute;
Debra Dean, Southeastern University; Anna-Clara Styles, University of the Bahamas*

(section continued on page 42)

A Breakout Sessions A

WEDNESDAY, FEBRUARY 11 | 2:45 – 4:15PM

M

Inclusion and Belonging (continued) | *Irving I*

How Difference Shapes Engagement: A Framework for Individual Determinants of Meaningful Work and Belonging to Influence Employee Engagement

Session ID: 213

Meagan Prophet, Hood College; Nisha Manikoth, Hood College; Kristen Sutherin, Hood College

Disguising Implicit Bias and Microaggressions: Impact on Mental Health and Implications for Policy Reframing

Session ID: 463

Didi Oyewunmi, University of Southern Mississippi

M

Employee Mental Health and Well-being | *Irving II*

The Role Of Organizational Socialization On Affective Commitment For Fee-For-Service Mental Health Clinicians

Session ID: 31

Vera Kurdian, Hood College

An Empirical Analysis of Autonomy Support in Organizations and the Impact on Employee Well-Being

Session ID: 41

Doreen Dockweiler, Concordia University Wisconsin

Seeing Stress Anew: Appraisals of Challenge and Hindrance Stressors and Their Dual Pathways to Behavioral Outcomes

Session ID: 198

Jihye Oh, Azusa Pacific University; Soo Jeoung Han, Yonsei University; Caleb Han, University of Georgia

(section continued on page 43)

WEDNESDAY, FEBRUARY 11 | 2:45 – 4:15PM

M Employee Mental Health and Well-being (continued) | *Irving II*

The Hidden Crisis: Why HRD Professionals Need Training in Mental Health Literacy

Session ID: 363

Sachini Edirisinghe, University of Southern Mississippi; Didi Oyewunmi, University of Southern Mississippi; Melissa Brown, The University of Southern Mississippi; Yuting Hou, University of Southern Mississippi; Susan Dobson, The University of Southern Mississippi; Antara Mahbub, The University of Southern Mississippi; Annie Cassidy, University of Southern Mississippi; Amin Alizadeh, The University of Southern Mississippi

Preparing Gen Z for VUCA Workplaces: A Conceptual HRD Framework for Career Resilience and Adaptability

Session ID: 372

Bhagyashree Barhate, Texas State University; Vishal Arghode, The University of Southern Mississippi

M AI in Workforce Development | *Irving III*

**Artificial Intelligence Meets Employee Development:
A Bibliometric Analysis of Research Trends**

Session ID: 20

Ahmed Al-Asfour, Southern Illinois University-Carbondale; Raj Sankaranarayanan, University of Texas; Sunduz Yilmaz, Purdue University; Lamarana Jallow, Southern Illinois University-Carbondale

The Impact of AI and Machine Learning Technologies on the Workforce and HRD

Session ID: 106

Szufang Chuang, Oakland University; Greg Wang, The University of Texas at Tyler; Jason Dean, Texas A&M University

**Artificial Intelligence (AI) and Workforce Transformation:
Mapping the Role of HRD in Prompt Engineering**

Session ID: 127

Shyamal Pandya, Texas A&M University; Noeline Gunasekara, Texas A&M University

2026 AHRD Graduate
Student Outstanding
Paper Award Recipient



(section continued on page 44)

A Breakout Sessions A

WEDNESDAY, FEBRUARY 11 | 2:45 – 4:15PM

M

AI in Workforce Development (continued) | *Irving III*

How Far Has AI Come in HRD Practice?

A Qualitative Study of Adoption and Institutionalization

Session ID: 255

Sumi Lee, Texas A&M University; sokyum yoon, SK Telecom

Artificial Intelligence Ethics in Human Resource:

A RAG-Enabled Systematic Literature Review

Session ID: 411

Hosung You, The Pennsylvania State University

PD

Non-Refereed Professional Development Workshop | *Grapevine*

Designing Your Scholarly and Professional Future: A Career Identity Workshop

Session ID: 436

Hyung Joon Yoon, The Pennsylvania State University

F

Non-Refereed FOCUS Session | *Arlington*

The Antiracism Committee and the Black Special Interest Group

Collaborate on Current Issues Impacting Black Scholarship in HRD

Session ID: 155

Marilyn Y. Byrd, The University of Oklahoma; Chaunda L. Scott, Oakland University; Terrence Maltbia, Teachers College, Columbia University; Juanita Johnson-Bailey, University of Georgia; Nicole Dillard, University of Minnesota — Twin Cities

F

Non-Refereed FOCUS Session | *Grand Prairie*

Critical Dis/ability: Driving an Engaged and Empowered Workforce

Session ID: 130

Katherine Kinnaird, The George Washington University; Stephanie Sisco, University of Minnesota — Twin Cities; Jolene Thibedeau Boyd, University of Minnesota — Twin Cities

WEDNESDAY, FEBRUARY 11 | 2:45 – 3:30PM

R

Roundtable Sessions 1 | *Las Colinas II*

**AI Micro-credentials and Talent Development:
Preparing Lifelong Learners for the Demands of the New Workplace**

Session ID: 412

Khalil Dirani, Texas A&M University; Bassel Daher, Texas A&M University; Zainab Ashkanani, Texas A&M University; Rabi Mohtar, Texas A&M University; Silva Hamie, Texas A&M University; Konstantinos Pappas, Texas A&M University; Efstratios Pistikopoulos, Texas A&M University

**Exploring Strategic Leadership of Startup Founders in South Korea:
A Qualitative Case Study**

Session ID: 427

Yujin Kim, Sangji University

Humanizing Black Feminist Action Learning (H-BFAL): Advancing Culturally Grounded Leadership Development for Black Women in Corporate Contexts

Session ID: 432

Jovan Keith, University of Denver

**Examining the Role of Culture in Organizational Learning:
A Case Study from the Technology Industry**

Session ID: 445

Seth Martinez, Boise State University

**Higher Education Institutions as a Linchpin for Community Leadership Development:
How Human Resource Development Faculty Can Shape the Community**

Session ID: 464

Nisha Manikoth, Hood College

A Breakout Sessions A

WEDNESDAY, FEBRUARY 11 | 3:45 – 4:30PM

R

Roundtable Sessions 2 | *Las Colinas II*

Building Ethical AI Review Infrastructure: A Roundtable on Exploring New Methods and Models for AI Review and Governance

Session ID: 150

Yu-Ling Chang, National Taiwan Normal University

Sustainability and Evaluation Strategies to Enhance Inclusive Human and Organizational Potential at Academic Medical Centers

Session ID: 160

Boyung Suh, Southern Illinois University School of Medicine; Susan Hingle, Southern Illinois University School of Medicine; Heeyoung Han, Southern Illinois University School of Medicine

Learning and Human Capital Development: Insights for Organizations Upskilling and Reskilling Older Adults for a Future Ready Workforce

Session ID: 169

Mattyna Stephens, Texas A&M University; Lanie Allen, Texas A&M University; Luc Richards, Texas A&M University; Austin Gann, Texas A&M University; Avery Adlong, Texas A&M University; Hannah Hill, Texas A&M University; Brooklyn Deckert, Texas A&M University; Avery Deese, Texas A&M University; Emily Askew, Texas A&M University; Kate Roberts, Texas A&M University; Brooke Blackard, Texas A&M University; Candace Obi, Texas A&M University; Adonye Williams, Texas A&M University; Jake Smith, Texas A&M University; Joan Kim, Texas A&M University; Daisy Patricio, Texas A&M University; Dax Rogers, Texas A&M University; Lindsey Watson, Texas A&M University; Kennedy Jordan, Texas A&M University; Taylor McNatt, Texas A&M University; Colleen Boutot, Texas A&M University; Brianna Silva, Texas A&M University; Alyson Gomez, Texas A&M University; Sydney Toon, Texas A&M University; Kimia Carter, Texas A&M University; Sara Zohoor, Texas A&M University

Bouncing Back Stronger: Cultivating Resilience Through Transformational Leadership

Session ID: 184

Jewel Hale, Jr., Abilene Christian University; Richard Dool, Abilene Christian University; Katherine Yeager, Abilene Christian University

THURSDAY, FEBRUARY 12 | 8:00 – 9:30AM

P Poster Sessions B | *Salon A-D*

**Integrating Resilience Theory into Human Resource Development
Theory and Practice: A Systematic Literature Review**

Session ID: 53

Gertrude Hewapathirana, Knox College; Archana Choudhary, Birla Global University, Bhubaneswar

**Adult Learning Principles for Human Resource Development Professionals:
Supporting Veterans' Transition into the Civilian Workforce through
Training and Career Development**

Session ID: 398

Yvonne Hunter, Southern Illinois University-Carbondale

**Artificial Intelligence in Leadership Development: A Scoping
Review of Applications, Gaps, and Future Directions**

Session ID: 399

Soeun Lee, Ewha Womans University; Jae Young Lee, Ewha Womans University

**Beyond The King: Confronting Constrained Narratives of
Black Male Leadership in Contemporary Organizations**

Session ID: 385

Mishael Spears, The George Washington University; Texas A&M University; Seung Won Yoon, Texas A&M University

**The Coexistence of Work Engagement and Job Burnout:
Identifying Latent Profiles Based on the JD-R Model**

Session ID: 405

Hyeyeon Park, Hanyang University; Myoungjin Son, Korea University; Yunsoo Lee, Hanyang University



Belonging During Onboarding: Effects on First-Year Retention

Session ID: 408

Modist Jones, University of Southern Mississippi

THURSDAY, FEBRUARY 12 | 8:00 – 9:30AM**P** Poster Sessions B | *Salon A-D***Improving Employability of Autistic Young Adults
Using Technology-Enhanced Social Skills Training**

Session ID: 409

*Deborah Cockerham, University of North Texas; Joy Alhassan, University of North Texas;
Karen Johnson, University of North Texas - Denton; Brady Lund, University of North Texas;
Lauren Mathews, University of North Texas; Dave Edyburn, University of North Texas*

2026 AHRD Innovative
Poster Award Recipient**Emotion Beyond Emotional Intelligence of Leadership:
A Systematic Literature Review in Human Resource Development**

Session ID: 418

Yoon Kim, Texas A&M University; John Turner, Texas A&M University

**The Relationship between Knowledge Sharing, Social Capital,
Psychological Safety, and Learning Organization Culture of IT Engineers**

Session ID: 419

Shinhee Park, The University of Southern Mississippi

**Centering Black Women in the Psychological Safety Conversation:
A Systematic Literature Review**

Session ID: 424

Crystal Mercedes Garner, Old Dominion University

**Virtual Vocational Teacher Education in Kenya: Leveraging Apprenticeship
earning to Drive Workforce Development and Economic Growth**

Session ID: 426

Talitha Batts, The Curious Scholar

**Fostering Psychological Safety Across Organizational Structures:
The Role of Leadership, Emotional Intelligence, and Neuroleadership**

Session ID: 428

Zeynab Rzayeva, University of Minnesota — Twin Cities

Bringing Everyone In: Inclusive AI Training for Frontline Workers

Session ID: 431

Shanese Williams, University of Texas-Tyler; Alma Robles, University of Texas-Tyler

THURSDAY, FEBRUARY 12 | 8:00 – 9:30AM

P Poster Sessions B | *Skyview (First Floor)*

**Artificial Intelligence in Assignments and Teaching:
A Longitudinal Study of Faculty and Student Well-Being**

Session ID: 435

Joey Oliveira, University of Texas at Tyler

**Transformative Learning for Inclusive and Resilient Workplaces:
Exploring Outcomes Across Generational and Cultural Contexts**

Session ID: 393

Ajit P Bhattarai, Idaho State University; Adam McClain, North Carolina A&T State University

How AI Teammate Autonomy Influences Trust

Session ID: 440

Rose Baker, University of North Texas; Sanket Ramchandra Patole, The University of Texas at Tyler; John Turner, Texas A&M University

Motherhood Impact on Women's Work and Career: A Topic Modeling Approach

Session ID: 441

Jieun You, Valdosta State University; MIHEE PARK, Auburn University; Yoon-Jeong (Jane) Won, University of Illinois Urbana-Champaign; Myunghyun Yoo, Hanyang University

**Managing Early Career US Military Professionals:
Adolgy as a Bridge in Workplace Learning and its HRD Implications**

Session ID: 353

Leia Lee, Teachers College, Columbia University; Andrew Goldie, Teachers College Columbia University

**Generative AI Literacy as a New Career Competency:
A Conceptual Framework for HRD Practice**

Session ID: 446

Yob Ha, Texas A&M University; Kyung Nam Kim, Texas A&M University; Shyamal Pandya, Texas A&M University; Eun Hye Ko, Texas A&M University

THURSDAY, FEBRUARY 12 | 8:00 – 9:30AM**P****Poster Sessions B | Salon A-D****Leveraging AI to Improve Efficiency in University Finance: A Study on Business Justification Writing of a University Administration Group**

Session ID: 456

*Adetutu Fabusoro, Indiana State University, Terre Haute; Kalen Mc Gowan, University of Illinois Urbana-Champaign***Renewing the Employee Career Development Integration (ECDI) Model: Updated Mapping of HR Practices**

Session ID: 459

*Hyung Joon Yoon, The Pennsylvania State University; Rania Elanwer, Rutgers University; Yu-Ling Chang, National Taiwan Normal University; Renata Scott, The Pennsylvania State University***Architects of the Cognitive Workflow: A Conceptual Framework for Upskilling HRD Scholar-Practitioners in the Age of AI**

Session ID: 460

*Ying Feng, Clemson University***The Intersection of Developmental Networks and Constructive Developmental Theories for Japanese Leaders**

Session ID: 461

*Lisa Watanabe, Columbia University, Teachers College***Toward Human Relevance Development: An Integrative Review of Core Human Skills for AI Coexistence**

Session ID: 347

Katsiaryna Matusevich, Barry University

THURSDAY, FEBRUARY 12 | 8:00 – 9:30AM

M

Work and Organizational Culture | *Las Colinas I*

HR Practitioners' Daily Work: A Qualitative Study

Session ID: 122

Kelly Moore, The University of Texas at Tyler; Yonjoo Cho, University of Texas at Tyler; Ingeborg Kroese, Open University

Cultivating Meaningful Work Through Leadership: A Scoping Review of Evidence and Implications

Session ID: 430

Evelyn Nash, University of San Diego

Exploring Employee Experiences in the Four-Day Workweek: Perspectives from U.S. Private Organizations

Session ID: 343

Radia Lakhssassi, Southern Illinois University-Carbondale; Ahmed Al-Asfour, Southern Illinois University-Carbondale

Work Without Walls: A Systematic Review of Cultural and National Determinants in Hybrid and Remote Work

Session ID: 371

Maral Khanjani, University of Minnesota — Twin Cities; Sehoon Kim, University of Minnesota — Twin Cities; Hamid Reza Yazdani, University of Tehran

From Organizational Support to Innovation: Multi-Dimensional Pathways of Masteristic Learning with Organizational Culture Profiles as Moderators

Session ID: 455

Jinhee Lee, Yonsei University; Haesoo Song, Yonsei University; Wonsup Chang, Yonsei University

THURSDAY, FEBRUARY 12 | 8:00 – 9:30AM**M****Inclusive Faculty Development and Support | Fort Worth****Reimagining Faculty Development: A Conceptual Model Linking Cultural Humility and Transformative Learning**

Session ID: 378

*James Mascherini-Watson, University of New Mexico***Challenging Inequality in Minoritized Faculty Careers: The Role of Human Resource Development**

Session ID: 74

*Amir Hedayati Mehdiabadi, University of New Mexico; Eli Wilson, University of New Mexico; Lacey Hites, University of New Mexico***Transforming Doctoral Education: Latina Experiences of Cultural Wealth and Humility**

Session ID: 104

*Rose Santos, Texas A&M University; Bolade Ajayi-Abitogun, Texas A&M University***Sustained Institutional Support for Women Faculty in STEM: A Study of NSF ADVANCE IT Programs (2001-2024)**

Session ID: 108

*Monica Liu, University of Illinois Urbana-Champaign; Jessica Li, University of Illinois Urbana-Champaign***In Search of Joy: The Role of Developmental Networks in Black Teacher Retention**

Session ID: 465

Alene Montgomery, Drexel University

THURSDAY, FEBRUARY 12 | 8:00 – 9:30AM

M

Students and Career Development | *Irving I*

What are HRD Doctoral Students' Career Development Needs?: A Q Methodology

Session ID: 208

Eunbi Sim, Boise State University; Cynthia Sims, University of Georgia; Hoda Parvaneh Shirazi, Texas A&M University; Stephanie Sisco, University of Minnesota — Twin Cities; Jeremy Bohonos, Texas State University; Kevin Rose, Purdue University; Matthew Hurtienne, University of Texas at Tyler

Undergraduate Voices on Using ChatGPT for Career Development

Session ID: 334

Yaning Cao, University of Illinois Urbana-Champaign; Viktoria Loidl, University of Illinois Urbana-Champaign

From Digital Self-Efficacy to Career Adaptability: Motivational and Behavioral Engines under the Boundary Context of AI Perception

Session ID: 384

Sangok Yoo, The University of Texas at Tyler; Hyerim Riley Kang, University of Illinois Urbana-Champaign

F

Non-Refereed FOCUS Session | *Grapevine*

What Makes HRD Education Special? Key Features and Practical Strategies

Session ID: 285

Hyerim Cho, University of Minnesota — Twin Cities; Ameer McDonald, University of Minnesota — Twin Cities; Myungjung Shim, University of Minnesota — Twin Cities; AnaCarolina Rodriguez, University of Minnesota — Twin Cities

F

Non-Refereed FOCUS Session | *Arlington*

Ethics of AI: Building Trustworthy Learning Systems, Learners, Leaders, and Implications for HRD

Session ID: 439

Didi Oyewunmi, University of Southern Mississippi; Felicia Robinson, University of Southern Mississippi; Amin Alizadeh, The University of Southern Mississippi

THURSDAY, FEBRUARY 12 | 8:00 – 9:30AM**F** Non-Refereed FOCUS Session | *Grand Prairie***Intersecting HRD and HPE to Promote Clinician Well-being at a Systems Level**

Session ID: 159

Benjamin Jooste, Teachers College, Columbia University; Yoona Kim, Teachers College, Columbia University; Henriette Lundgren, University of Georgia; Jennifer Jihae Park, University of North Carolina Wilmington

THURSDAY, FEBRUARY 12 | 8:00 – 8:45AM**R** Roundtable Sessions 3 | *Las Colinas II***Working with Older Adults: Training and Development Needs Assessment of the Case Manager and Care Coordinator Workforce in Minnesota**

Session ID: 191

Christina Cauble, University of Minnesota – Twin Cities; Rhiannon Williams, University of Minnesota – Twin Cities; Lisa Larson, Aging and Adult Services Division Minnesota DHS; Rachel Shands, Aging and Adult Services Division Minnesota DHS

For the Culture: A Participatory Action Research Study of DHA, A Black Cultural Heritage Organization

Session ID: 202

Jonafa Banbury, Texas State University

Nonlinear Careers: Embracing And Navigating Changing Career Pathways

Session ID: 219

Sue Epstein, Empire State University, SUNY

When Professionals Behave Badly: The Role of HRD in Preventing Financial Shenanigans

Session ID: 227

Jackie Schneider, Teachers College, Columbia University

Mapping Human Potential for Transformative Learning: A Computerized Adaptive Assessment Approach for HRD

Session ID: 250

Yilu Guo, Teachers College, Columbia University; Rajashi Ghosh, Teachers College, Columbia University; Chia-Yi Chiu, Teachers College, Columbia University

THURSDAY, FEBRUARY 12 | 9:00 – 9:45AM

R

Roundtable Sessions 4 | *Las Colinas II*

AI-Generated Avatars for Workplace Coaching

Session ID: 260

Caleb Lacey, University of North Texas – Denton

Navigating a Workplace Conduct Intervention: A Manager's Experience of Ending Workplace Suffering

Session ID: 267

Lori Tucker, The College of Idaho

Empowering a Multilingual Academia: A Roundtable Discussion on Fostering Authentic Career Development for Multilingual Scholars

Session ID: 312

Maja Stojanovic, North Carolina State University; Petra Robinson, Louisiana State University

Piloting a Three-Phase Staff Mentoring Academy: Experiences and Lessons Learned

Session ID: 350

Emily Hodges, Texas A&M University; Sarah Franke, Texas A&M University; Mia Conrad, Texas A&M University; Clint Patterson, Texas A&M University



Breakout Sessions C

THURSDAY, FEBRUARY 12 | 9:45 – 11:15AM

P

Poster Sessions C | *Salon A-D*

When Leaders Feel Less Powerful: A Developmental Approach to Subjective Power through Catholic Leadership Practices

Session ID: 147

Chia-Yang Kao, Teachers College, Columbia University

Impact of Transformational Leadership Training on Employee Engagement and Emotional Intelligence

Session ID: 149

Antara Mahbub, The University of Southern Mississippi; H. Quincy Brown, The University of Southern Mississippi

Updating Workforce and Work Predictions Toward 2034 With Explainable AI

Session ID: 151

Yu-Ling Chang, National Taiwan Normal University

Career Challenges for Caregiving Parents of Children with Diagnosed Developmental Disabilities — A Narrative Inquiry

Session ID: 161

Deepu Kurian, University of Houston Clear Lake; Bhagyashree Barhate, Texas State University; Amin Alizadeh, The University of Southern Mississippi

Examining Double Empathy in Neurodiverse Workplaces with a Focus on Autism

Session ID: 162

Katherine Kinnaird, The George Washington University; Yoshie Nakamura, The George Washington University

The Relationship Between ADHD and Resistance to Change: Applications and Perspectives for Organization Development Practitioners

Session ID: 99

Jim Maddox, University of Arkansas

Emotional Responses to Involuntary Job Loss: Insights from Qualitative Interviews with Mid-Late Career Professional Women

Session ID: 166

Tomika W. Greer, University of Houston; Joanna F Norman, Winthrop University; Maryn Taylor, The University of Texas at Tyler

THURSDAY, FEBRUARY 12 | 9:45 – 11:15AM

P Poster Sessions C | *Salon A-D*

**A Systematic Review of Transformational Leadership Outcomes:
Learning, Trust, Citizenship Behavior, and Commitment**

Session ID: 168

Olivia Mensah, Louisiana State University

**The Trust Issue: Does Authoritarian Leadership Erode Employee
Willingness to Go the Extra Mile**

Session ID: 171

Ruizhu Dai, The University of Southern Mississippi; Amin Alizadeh, The University of Southern Mississippi

Platformed Body and Work: An HRD Perspective on OnlyFans as Gig Work

Session ID: 43

Beixi Li, Western Michigan University; Chadron State College

**Building a Learning Culture in Developmental Disability Administration (DDA)
Organizations: From Knowledge Transfer to High Performance**

Session ID: 173

Bolade Ajayi-Abitogun, Texas A&M University; Rose Santos, Texas A&M University

**Leader Vulnerability as Core Leadership Capacity: An Integrative Review in Leadership
and Organizational Development Literature**

Session ID: 176

Jae Young Lee, University of Georgia; Shinhee Jeong, University of Texas at Tyler

The Role of Artificial Intelligence Ethics in Supporting Disabilities in the Workplace

Session ID: 230

Jennifer Jihae Park, University of North Carolina Wilmington; Cho Hyun Park, Purdue University; Sunyoung Park, Louisiana State University

Resilient Reinventions: Testing A Conceptual Model of Career Transitions

Session ID: 185

Maryn Taylor, The University of Texas at Tyler; Joanna F Norman, Winthrop University; Tomika W. Greer, University of Houston



Breakout Sessions C

THURSDAY, FEBRUARY 12 | 9:45 – 11:15AM

P

Poster Sessions C | *Salon A-D*

Impact of Inclusive Leadership on Relational Conflict and Team Knowledge Sharing

Session ID: 186

Sunyoung Park, Louisiana State University; Sohee Park, Inje University

A Framework for Matching Mentors and Mentees in Educational Institutions and Organizations

Session ID: 189

Jessica Tilli, The School District of Philadelphia; Jawaria Ashraf, Temple University; Armando X Estrada, Temple University; Sanghamitra Chaudhuri, Temple University

PLS-SEM using Python: A Comparative Study

Session ID: 195

LalithendraChowdari Mandava, The University of Texas at Tyler

Empowering Military Service Affiliated Veterans and Spouses in Northeast Alabama by Engaging in Workforce Training and Development Through HRD Interventions

Session ID: 203

Celestino Valentin, Jacksonville State University; Marie Valentin, Jacksonville State University

Statistical Modeling for Student Success and Retention

Session ID: 205

Marie Valentin, Jacksonville State University; Celestino Valentin, Jacksonville State University; Heesun Kim, Texas A&M University

Self-Directed but Underserved: An Integrative Review of Gig Workers' Career Development in the Post-Pandemic Era

Session ID: 210

Yoon Kim, Texas A&M University; Jia Wang, Texas A&M University

Examining Multilevel Predictors of Korean Adult Competencies: A Quantile Regression Analysis Using PIAAC Cycle 2 Data

Session ID: 211

Eunbi Sim, Boise State University; Youngjin Cho, Virginia Tech; Shinhee Jeong, University of Texas at Tyler; Hyerim Cho, University of Minnesota — Twin Cities

THURSDAY, FEBRUARY 12 | 9:45 – 11:15AM

P Poster Sessions C | *Salon A-D*

Virtual Reality: Game-Changer or Just a Game? A Meta-Analysis of VR Technology's Impact and Influencing Factors in Vocational Education and Training

Session ID: 237

Yeling Jiang, Purdue University; Bo Fang, Xi'an Jiaotong-Liverpool University; Ethan Li, Independent researcher; University of Arkansas; Karen Davis, Middle Tennessee State University

Cultural Dimensions and Foreign Corrupt Practices Act Violations: A Dual-Framework Analysis with Implications for Global HRD Practice

Session ID: 215

Gary Dusek, Chadron State College; Ruizhu Dai, The University of Southern Mississippi

Maternal Knowledge as Navigational Capital in the Workplace: A Study of Working Mothers

Session ID: 38

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

Inclusive Leadership for Neurodivergent Employees: Pathways to Belonging, Engagement, and Organizational Effectiveness

Session ID: 220

Quiera Harris, Hood College

Research Proposal: Exploring the Lived Experiences of Women Leaders Navigating Work-Life Conflict While Pursuing Ph.D. Studies

Session ID: 221

Nisansala Bandara, University of New Mexico

Adopting Organizational Change in Virtual Teams: A Multi-Theoretical Exploration of Trust, Intentions, and Support

Session ID: 223

Victoria Dimas, University of New Mexico



Breakout Sessions C

THURSDAY, FEBRUARY 12 | 9:45 – 11:15AM

M

Advanced Research Methods | *Las Colinas I*

Socialization as a Process: A Review of Research Design and Guidelines for Process-Oriented Research

Session ID: 49

Johnna Capitano, West Chester University of PA; Vipanchi Mishra, West Chester University of PA; Grace Liu, West Chester University of PA

Uncovering the Dynamics of Informal Learning: A Machine Learning Approach with Tree-Based Models

Session ID: 84

MinJeong Seo, University of Minnesota – Twin Cities; Sumi Lee, Texas A&M University; Seung Won Yoon, Texas A&M University

Demystifying Mediation: A Review and Guide to Robust HRD Research

Session ID: 192

Sehoon Kim, University of Minnesota – Twin Cities; Sangok Yoo, University of Texas at Tyler; Myungjung Shim, University of Minnesota – Twin Cities; Maral Khanjani, University of Minnesota – Twin Cities; Shinhee Jeong, University of Texas at Tyler

Text Analysis, the Quantified Qualitative Method: The Model for Human Resource Development Research

Session ID: 253

Simon Shin, Texas A&M University; Seung Won Yoon, Texas A&M University; Walid El Mansour, Texas A&M University

2026 Human Resource
Development Cutting
Edge Award Recipient



Outplacement Needs Analysis in South Korea: Integrating Borich's Formula with the Locus for Focus Model

Session ID: 317

Jinwoo Hwang, Korea University; Sumi Lee, Texas A&M University; Shinhee Jeong, University of Texas at Tyler; Kyungmi Choi, Ingeus

THURSDAY, FEBRUARY 12 | 9:45 – 11:15AM

M

Faculty Development and Support | *Fort Worth*

Are Faculty Mentoring Efforts Meeting the Needs of New HRD Faculty?

Session ID: 179

Dohyun Kim, Texas A&M University; Andrew Wenzel, Texas A&M University; Ann Savell, Texas A&M University

Exploring the Relationship between Technostress and Turnover Intention of U.S. Higher Education Faculty

Session ID: 434

Didi Oyewunmi, University of Southern Mississippi; Amin Alizadeh, The University of Southern Mississippi

Converting Professional Development to Classroom Practice: Leadership and Peer Support in Adult Education Instructor Development

Session ID: 404

Chih-Wei Wang, National Taipei University of Business

Teacher Mentoring as a National Imperative: A Phenomenological Case Study of Professional Development in Post-Pandemic Education

Session ID: 28

Ramiro Pesina, The University of Texas at Tyler; Greg Wang, The University of Texas at Tyler

M

Human-AI Collaboration | *Irving I*

Human-AI Synergy in HRD: Balancing Technology, Empathy, and Learning Outcomes

Session ID: 57

VISHAL ARGHODE, The University of Southern Mississippi; Fredrick Nafukho, University of Washington

AI as Educational Partner: Roles, Benefits, Ethical Issues, and the Path Forward

Session ID: 62

Doo Hun Lim, University of Oklahoma

(section continued on page 62)



Breakout Sessions C

THURSDAY, FEBRUARY 12 | 9:45 – 11:15AM

M

Human-AI Collaboration (continued) | *Irving I*

The Blended Onboarding Model: Human-AI Integration for Workforce Skill Development and Retention

Session ID: 71

Olukunle Olukola, The University of Southern Mississippi; Casey Maugh Funderburk, The University of Southern Mississippi; Babatunde Adebayo, The University of Southern Mississippi

Artificial Intelligence (AI) Coaching: Shaping the Augmented Coaching Model

Session ID: 236

Shyamal Pandya, Texas A&M University; Armin Pajand, Texas A&M University; Gislene Ferreira dos Reis, Texas A&M University

Legitimizing Trust in Technology: A Socio-Technical Framework for HRD

Session ID: 324

Sanket Ramchandra Patole, The University of Texas at Tyler; Rob Carpenter, The University of Texas at Tyler; Rochell McWhorter, The University of Texas at Tyler; Suber, North Carolina State University; Shinhee Jeong, University of Texas at Tyler

F

Non-Refereed FOCUS Session | *Grapevine*

Thriving as Digital Immigrants: Applying the Thriving Immigrant Mindset Metaphor to Well-being and Adaptation in the AI Era

Session ID: 288

Adriana Trandafirescu, Teachers College, Columbia University

PD

Non-Refereed Professional Development Workshop | *Arlington*

xtract: An AI-Assisted Extraction Tool for Replicable Literature Review in HRD

Session ID: 193

Kim Nimon, The University of Texas at Tyler; Sangok Yoo, The University of Texas at Tyler

F

Non-Refereed FOCUS Session | *Grand Prairie*

Layoffs, Job Insecurity, and AI: Where HRD Goes Next in Public & Private Sectors

Session ID: 340

Alexis Barbarin Bradley, The University of Southern Mississippi; Amin Alizadeh, The University of Southern Mississippi

THURSDAY, FEBRUARY 12 | 10:00 – 10:45AM

R

Roundtable Sessions 5 | *Las Colinas II*

Building Belonging from the Inside Out: Leveraging ERGs as Strategic Tools for Employee Engagement and Organizational Culture

Session ID: 14

Dominque Baker, University of Arkansas

Leading Through Organizational Trauma: Exploring HROD Strategies of Restoration and Rebalance

Session ID: 21

Lynda Byrd-Poller, University of Louisville

The Complex Role of Family in the Leadership Journey of Asian and Asian American Women

Session ID: 33

Yunru Shen, University of Arkansas Pine Bluff

Engage, Apply, Perform: Active Training Principles in the Workplace

Session ID: 48

Kariman Mahmoud, Texas State University; Jeremy Bohonos, Texas State University

THURSDAY, FEBRUARY 12 | 11:00 – 11:45AM

R

Roundtable Sessions 6 | *Las Colinas II*

Sustaining Organizational Belonging Beyond the Job: A Conceptual Exploration

Session ID: 73

Yuanlu Niu, University of Arkansas; Xu Xu, University of South Florida; Claretha Hughes, University of Arkansas

The Cyber-Social Coach: An Interpretive Study on Hybrid Coaching and Its Effects on Cognitive Load, Self-Determination, and Career Sustainability

Session ID: 94

Bryant Ramirez, University of Illinois Urbana-Champaign

(section continued on page 64)

Breakout Sessions C

THURSDAY, FEBRUARY 12 | 11:00 – 11:45AM

R

Roundtable Sessions 6 (continued) | *Las Colinas II*

Beneath the Iceberg: AI Adoption and the Hidden Layers of Organizational Culture

Session ID: 132

Chalisa Kaewla, Teachers College, Columbia University

The Quiet Persistence of Adjunct Faculty Navigating Hierarchy, Facework, and High-Context Realities: Eastward Perspectives in Western Spaces

Session ID: 145

Leia Lee, Teachers College, Columbia University



MARK YOUR CALENDARS!

**2027 AHRD International Research
Conference in the Americas**

February 10 – 12, 2027

Houston Marriott Westchase | Houston, TX

THURSDAY, FEBRUARY 12 | 11:30AM – 12:30PM

M

Team Dynamics and Trust | *Las Colinas I*

Launching Effective Teams: Insights from Aggies Invent on Psychological Safety, Trust, Team Learning Climate, and Shared Leadership

Session ID: 44

Angie Dunn, Texas A&M University; Sincerity Holmes, Texas A&M University; Meera Alagaraja, Texas A&M University; Yob Ha, Texas A&M University; Xiaoyan Xu, Texas A&M University; Sarah Kim, Texas A&M University; Mia Conrad, Texas A&M University; Rasha Higgazy, Texas A&M University; Estephanie Guzman, Texas A&M University; Michael Beyerlein, Texas A&M University

Swift Trust Development in Temporary Teams

Session ID: 79

Angie Dunn, Texas A&M University

**Accelerating Team Launch Through Core Emergent States:
An Exploratory Literature Review**

Session ID: 217

Sarah Seong Eun Kim, Texas A&M University; Xiaoyan Xu, Texas A&M University; Meera Alagaraja, Texas A&M University; Michael Beyerlein, Texas A&M University; Mia Conrad, Texas A&M University

M

Workforce Development | *Fort Worth*

**Revealing Competency Patterns in Training and Development Roles:
A Text Mining Approach to Job Postings**

Session ID: 81

Jaekyo Seo, Augustana University; Suhyung Lee, Stephen F. Austin State University

**Skills Mismatch as an HRD Challenge: Insights from Global
and Regional Perspectives – A Scoping Review**

Session ID: 85

Meyty Pattikawa, Texas A&M University

**Mapping Research Agendas In Vocational Education and Training: An LDA Topic
Modeling and Qualitative Integration Approach Focused on Korea Polytechnics**

Session ID: 284

Hyunjeong Jo, Korea Polytechnics; Youngeun Wee, Korea Polytechnics; Suk Jung, Korea Polytechnics; Jaeyeon Jang, Korea Polytechnics; Hun Shim, Korea Polytechnics

THURSDAY, FEBRUARY 12 | 11:30AM – 12:30PM**M****Ethics and Organizational Values | Grapevine****No Pain, No (Ethical) Gain? Faultlines, Ethical Decisions, and Group Cohesion**

Session ID: 88

*Jihyeon Kim, Purdue University***HRD Interventions: Address Quiet Quitting from the Perspective of Humanistic Values**

Session ID: 376

*Yuting Hou, University of Southern Mississippi; Bhagyashree Barhate, Texas State University; Casey Maugh Funderburk, The University of Southern Mississippi; Heather Miller, University of Southern Mississippi; Jonathan Ruffin, University of Southern Mississippi***Incorporating Ethics into Professional Development within K-12 Education:
A Scoping Review of Current Training and Development Practices**

Session ID: 420

*Jason Dean, Texas A&M University; Carl Fahrenwald, Texas A&M University***M****Crisis Management and Resilience | Arlington****Resilience by Design: Applying Complex Adaptive Systems Theory
to Organizational Adaptation in Volatile Environments**

Session ID: 17

*Jonathan Westover, Western Governors University*2026 Human Resource
Development Cutting
Edge Award Recipient**The Challenges and Developmental Needs of Middle-level Managers in Times of Crisis**

Session ID: 107

*Szufang Chuang, Oakland University***Breaking the Technical Solution Trap: A Conceptual Framework for Overcoming
Cognitive Biases in HRD Responses to Wicked Problems**

Session ID: 279

Robert Yawson, School of Business, Quinnipiac University; Emmanuel Osafo, IRS University, US Department of Treasury;; Daniel Woldeab, College of Individualized Studies, Metropolitan State University; Ivy Johnson-Kanda, School of Public Health & Health Sciences, University of Massachusetts, Amherst

THURSDAY, FEBRUARY 12 | 11:30AM – 12:30PM

M

Workplace Discrimination | *Grand Prairie*

Resources and Discrimination Profiles on Engagement and Psychological Well-Being of Postsecondary International Students

Session ID: 100

Dae Seok Chai, Texas A&M University; Caleb Han, University of Georgia; Chaeyun Jeong, University of Georgia

Perceived Workplace Discrimination and Its Impacts on Leaders: Latent Class Analysis

Session ID: 175

Seonbin Oh, Hanyang University; ryongjae lee, Hanyang University; Jaehong Joo, Hanyang University; Yesuh Kim, Hanyang University; Jihoon Song, Hanyang University

The Financial Impact of Workplace Stereotyping

Session ID: 423

Kyra Boydon, Indiana State University; Cindy L. Crowder, Indiana State University; Amber Clark, Indiana State University

M

HRD in Higher Education | *Irving I*

Middle Leadership in Higher Education: A Systematic Literature Review

Session ID: 204

Omniya Mohamed, Texas A&M University

The Case for Informal Training in Conflict Management for Middle-Level Managers in Higher Education Institutions

Session ID: 238

Maria Prado, Abilene Christian University

Extending Organizational Citizenship Behavior to Higher Education: Collaborative Learning, Social Capital, and Learning Outcomes

Session ID: 360

S. Pil Kang, University of New Mexico; Caleb Han, University of Georgia; Eunjung Grace Oh, University of Illinois Urbana-Champaign; Youn Kyung Seo, Seoul Women's University

THURSDAY, FEBRUARY 12 | NOON – 12:45PM**R**Roundtable Sessions 7 | *Las Colinas II***When the Workforce Shrinks, Does Engagement and Commitment Follow?
Exploring Federal Downsizing**

Session ID: 148

*Alexis Barbarin Bradley, The University of Southern Mississippi; Amin Alizadeh, The University of Southern Mississippi***The Dynamic Nature of Knowledge Boundaries: Team-Level Analysis**

Session ID: 352

*Hyunjin Choi, Teachers College Columbia University***From Training to Thriving: Using the Hunter Model to Guide
Veterans' Career Development and Overcome Imposter Syndrome**

Session ID: 375

*Yvonne Hunter, Southern Illinois University-Carbondale***Adaptive Scholars: An Innovative Approach for Transferable Skill Development**

Session ID: 388

*Elizabeth Salinas, Texas A&M University; Clint Patterson, Texas A&M University***Perceived Effectiveness of Institutional Career
Support Services for Graduate Students of Color**

Session ID: 152

Antara Mahbub, The University of Southern Mississippi; H. Quincy Brown, The University of Southern Mississippi

THURSDAY, FEBRUARY 12 | 2:15 – 3:45PM

P Poster Sessions D | *Salon A-D*

Culture, Ethics, and CSR: Rethinking HRD Practices in India, Pakistan and China

Session ID: 24

Manha Awais, Knox College; Gertrude Hewapathirana, Knox College

Beyond the Work Location: Exploring Engagement, Well-Being and Productivity in Hybrid and Remote Work Models

Session ID: 359

Adetutu Fabusoro, Indiana State University; Eniola Aderibigbe, University of Minnesota — Twin Cities; Aisha Anderson, University of Texas-Tyler

Retaining Talent In Transition: Institutional Strategies for Faculty Retention In Kazakhstan's Evolving Higher Education Landscape

Session ID: 354

Aikumis Serikbayeva, The Pennsylvania State University; Aigerim Akylbayeva, The Pennsylvania State University; Lyazzat Adilova, The Pennsylvania State University

Action Learning Theory in Undergraduate Business Education

Session ID: 391

Amee McDonald, University of Minnesota — Twin Cities

Unpacking Everyday Bias: Microaggressions Against Women Gig Workers and HRD Strategies for Inclusion

Session ID: 239

Anika Tyagi, School of Management, Indian Institute of Technology Mandi; Ridhi Arora, School of Management, Indian Institute of Technology Mandi

Examining Participation in Needs Assessments in Faculty Development

Session ID: 381

Ann Savell, Texas A&M University

Exploring How the Digital Onboarding Program Influences New Employee Integration and Professional Development In Higher Education

Session ID: 112

Babatunde Adebayo, The University of Southern Mississippi; Casey Maugh Funderburk, The University of Southern Mississippi; Olukunle Olukola, The University of Southern Mississippi

Breakout Sessions E

THURSDAY, FEBRUARY 12 | 2:15 – 3:45PM

P

Poster Sessions D | *Salon A-D*

Transforming Toxic Workplaces: Leadership Development, Psychological Safety, and HRD Strategies for Sustainable Organizational Change

Session ID: 105

Beryl Lamptey-Jahara, Texas A&M University

Structural Relationships among Family-Friendly Organizational Culture, Perceived Organizational Support, and Masteristic Influence: Focusing on Female Managers

Session ID: 368

Boram Yu, Yonsei University; Wonsup Chang, Yonsei University

Ambition and Constraint: Human Resource Development and the Multigenerational Caregiver

Session ID: 335

Brandy Dial, The University of Texas at Tyler

Bridging Theory and Practice: Redesigning a Training and Development Course Through Community-Engaged Learning

Session ID: 102

Diana Perez Paredes, Texas A&M University; Dae Seok Chai, Texas A&M University

The Impact of Linguistic Profiling on the Career Development of Asian Immigrant Workers in the United States: A Narrative Inquiry

Session ID: 214

Eunbi Sim, Boise State University; Sanghamitra Chaudhuri, Temple University; Hoda Parvaneh Shirazi, Texas A&M University; Yuanlu Niu, University of Arkansas; Karen Davis, Middle Tennessee State University

Professional Development in Virtual Communities of Practice (VCoPs): A Systematic Review of Empirical Studies and Implications for Human Resource Development

Session ID: 382

Hyerim Riley Kang, University of Illinois Urbana-Champaign; Eunjung Grace Oh, University of Illinois Urbana-Champaign

THURSDAY, FEBRUARY 12 | 2:15 – 3:45PM

P Poster Sessions D | *Salon A-D*

**Higher Education Leadership During Crisis:
Successful Responses and Implications for HRD**

Session ID: 110

Jae Hwan (Chris) Lee, Teachers College, Columbia University

**The Role of Artificial Intelligence on Team Dynamics
and Decision-Making Process: A Scoping Review**

Session ID: 377

Jiajia Du, Texas A&M University

**SEMtree Analysis of PIAAC Korea: Understanding Heterogeneity
in the Path from Job Autonomy to Job Satisfaction**

Session ID: 454

Jinhee Lee, Department of Education, Yonsei University; Donggok Medical Education Institute, Yonsei University College of Medicine; YeongJin Jo, Yonsei University

Enhanced Human Resource Development: Ethical Use of AI

Session ID: 240

Justin Hillard, University of Minnesota – Twin Cities; Sehoon Kim, University of Minnesota – Twin Cities

The Relationship between Coaching Leadership and Innovative Work Behavior in Korean Organizations: Moderated Moderation Effect of Leader-Member Exchange and Age

Session ID: 55

Kwangwoo Kim, KOREATECH; Woocheol Kim, KOREATECH; Woong-Hwan Sul, KOREATECH; Geumbong Yoo, KOREATECH; Donghwa Seo, KOREATECH; Hyeen Lee, KOREATECH; Minyoung Lee, TND communication Institute; Yoonhee Park, KOREATECH; Jeongtae Park, Human Resources Development Service of Korea

Gen Z Employees' Well-Being at Work: A Systematic Literature Review

Session ID: 138

Marice Kelly, Stephen F. Austin State University; Kyung Nam Kim, Texas A&M University; Karen Johnson, University of North Texas - Denton

THURSDAY, FEBRUARY 12 | 2:15 – 3:45PM**P**Poster Sessions D | *Salon A-D***An Integrative Leadership Model of Shared Social Identity:
Identity Leadership and Collective Sensemaking**

Session ID: 358

*Omaima Hajjami, Louisiana State University***Leader Roles and Leadership of an AI Teammate**

Session ID: 462

*Rose Baker, University of North Texas; Sanket Ramchandra Patole, The University of Texas at Tyler; John Turner, Texas A&M University***The Value of Business Internships: Exploring Students' Perspectives**

Session ID: 172

*Ruizhu Dai, The University of Southern Mississippi; H. Quincy Brown, The University of Southern Mississippi; Gary Dusek, Chadron State College***Engaging the Workforce Through Play:
AI-Powered Gamification Training in HRD Practices**

Session ID: 373

*Sami El Ahmadie, Texas A&M University; Jiajia Du, Texas A&M University***Channeling Boundaryless Career Attitudes in Korean R&D: From Social Networking to
Innovative behavior, Job Performance, and Subjective Career Success**

Session ID: 383

*Soeun Park, Korea University of Technology and Education, Korea; Jiwon Park, Korea University of Technology and Education, Korea***Nonwork Orientations and Successful Aging among Older Workers:
The Mediating Role of Job Crafting and the Moderating Role of Meaning of Work**

Session ID: 362

SuJin Son, Chosun University

THURSDAY, FEBRUARY 12 | 2:15 – 3:45PM

P

Poster Sessions D | *Salon A-D*

Simulation-based Training in Healthcare Emergency Response Settings: A Systematic Review

Session ID: 119

Yoon Kim, Texas A&M University; Tania Hasan, Texas A&M University; Heesun Kim, Texas A&M University; Sami El Ahmadie, Texas A&M University; Jason Dean, Texas A&M University; John Turner, Texas A&M University

Quiet Quitting among Gen Z in China

Session ID: 380

Yuting Hou, University of Southern Mississippi; Casey Maugh Funderburk, The University of Southern Mississippi; Bhagyashree Barhate, Texas State University; Jia Wang, Texas A&M University

M

Global Women's Leadership and Entrepreneurship | *Las Colinas I*

How Does Women's Entrepreneurship Differ from Men's in a Korean Context?

Session ID: 125

Yonjoo Cho, University of Texas at Tyler; Jiwon Park, Korea University of Technology and Education, Korea; Jieun You, Valdosta State University

Empowering Women Leaders in Saudi Arabia: Bridging the Skills Gap through Talent Development Under Vision 2030

Session ID: 153

Sali Almohammed, Educational Sciences department, College of Arts and Humanities College, Jazan University, Saudi Arabia

Navigating Leadership: Women's Perspectives on HRD and Career Advancement in the GCC

Session ID: 241

Ahmed Al-Asfour, Southern Illinois University-Carbondale; Hoda Parvaneh Shirazi, Texas A&M University; Omaira Hajjami, Louisiana State University

(section continued on page 74)

Breakout Sessions E

THURSDAY, FEBRUARY 12 | 2:15 – 3:45PM

M

Global Women's Leadership and Entrepreneurship (continued) | *Las Colinas I*

**Capital Gain or Capital Drain: A Netnography of
Businesswomen Leader Image Presentation On Social Media**

Session ID: 287

Henry Taggart, PricewaterhouseCoopers; Jamie Callahan, Durham University

**Career Development and Decision-Making in STEM Among Rural Undergraduates:
A Social Cognitive Career Theory Perspective**

Session ID: 246

Ahmed Al-Asfour, Southern Illinois University-Carbondale; Bhagyashree Barhate, Texas State University

M

Gender and Career Pathways | *Fort Worth*

**RISE After Interruption: An Intersectional Framework
for Women's Career Interruption and Reintegration**

Session ID: 12

Hoda Parvaneh Shirazi, Texas A&M University; Ahmed Al-Asfour, Southern Illinois University-Carbondale; Omaira Hajjami, Louisiana State University

**An Exploration of Women's Career Transitions Post Involuntary
Job Loss: Through the Lens of the Kaleidoscope Career Model**

Session ID: 181

Joanna F Norman, Winthrop University; Tomika W. Greer, University of Houston; Maryn Taylor, The University of Texas at Tyler

**Navigating Motherhood and Career in China: A Feminist
HRD Perspective on Maternity Leave and Workplace Realities**

Session ID: 131

Yan Xue, University of Minnesota — Twin Cities; Mingyu Ma, Global Alliance for Women's Safety & Equality

(section continued on page 75)

THURSDAY, FEBRUARY 12 | 2:15 – 3:45PM

M

Gender and Career Pathways (continued) | *Fort Worth*

Longitudinal Effects of Perceived Supervisor Support on Work-to-Family and Family-to-Work Positive Spillover: A Multi-Group Analysis by Gender

Session ID: 225

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

Exploring Women's Challenges and Coping Strategies in the Information Technology Industry: A Scoping Literature Review

Session ID: 367

Carmen Fraticelli-Rodriguez, Texas A&M University; Jia Wang, Texas A&M University

M

AI Adoption in the Workplace | *Grapevine*

What Shapes Organizational Competitiveness? Exploring Multidimensional Determinants and Temporal Effect Using an AI-Powered Model

Session ID: 86

Minjeong Seo, University of Minnesota – Twin Cities; Sehoon Kim, University of Minnesota – Twin Cities

AI-Driven Strategic HR and Global Leadership at Google: Transforming Talent Management for a Competitive Edge

Session ID: 144

Sara Ebrahimi Lialekol, University of Louisville; Lynda Byrd-Poller, University of Louisville; Brad Shuck, University of Louisville

Leader Reactions to AI and Employees' Perceived Job Insecurity: The Roles of Perceived AI Usefulness and Training and Development

Session ID: 314

Myungjung Shim, University of Minnesota – Twin Cities; Lianna Wijaya, Bina Nusantara University; Jesslyn Valerie, University of Minnesota – Twin Cities

Investigating Institutional Responses to AI Use in Higher Education

Session ID: 451

Yaning Cao, University of Illinois Urbana-Champaign; Monica Liu, University of Illinois Urbana-Champaign; Xinran Zhang, University of Illinois Urbana-Champaign; Jessica Li, University of Illinois Urbana-Champaign

THURSDAY, FEBRUARY 12 | 2:15 – 3:45PM**M****HRD Theory and Practice | *Irving I*****HRD Practitioner as a Boundary Spanner: An Integrative Literature Review Presenting Ten Boundary Spanner Characteristics**

Session ID: 157

John Turner, Texas A&M University; Jiajia Du, Texas A&M University; Lisa Dinh-Trinh, Texas A&M University; Sarah Kim, Texas A&M University; Gislene Ferreira dos Reis, Texas A&M University; Xiaoyan Xu, Texas A&M University

Applying the General Theory of HRD: A Mixed Methods Meta-Analysis Across Open HRD Contexts

Session ID: 174

LalithendraChowdari Mandava, The University of Texas at Tyler; Greg Wang, The University of Texas at Tyler

Theory Advancement in Training and Development: A Systematic Review of HRD Literature

Session ID: 201

Sehoon Kim, University of Minnesota – Twin Cities; Justine Mishek, University of Minnesota – Twin Cities; Christie Nixon, University of Minnesota – Twin Cities; Maral Khanjani, University of Minnesota – Twin Cities; Renee Wharton, University of Minnesota – Twin Cities; Zachary Schneider, University of Minnesota – Twin Cities; Dane Verret, University of Minnesota – Twin Cities

The Leadership Development Fallacy: Misunderstandings and Misguided Efforts In Practice and Research

Session ID: 289

John Turner, Texas A&M University; Hoda Parvaneh Shirazi, Texas A&M University; Sami El Ahmadie, Texas A&M University; Jason Dean, Texas A&M University; Heesun Kim, Texas A&M University; Tania Hasan, Texas A&M University; Gislene Ferreira dos Reis, Texas A&M University

Employee Turnover Intention in Saudi Arabia's Construction Sector: Implications for Talent Acquisition Strategies

Session ID: 276

AbdelfatahArman , American University of Ras Al Khaimah; Nouha Almahmoud, Al Yamamah University; Osama Sohaib, American University of Ras Al Khaimah

THURSDAY, FEBRUARY 12 | 2:15 – 3:45PM

F Non-Refereed FOCUS Session | *Las Colinas II*

Whither the PhD in HRD?

Session ID: 218

Karen Watkins, University of Georgia; Rajashi Ghosh, Teachers College, Columbia University; Jia Wang, Texas A&M University; Seung Won Yoon, Texas A&M University; Victoria Marsick, Teachers College Columbia University

PD Non-Refereed Professional Development Workshop | *Arlington*

Supporting Workplace Well-being: An AI Mentoring Academy Competency Workshop

Session ID: 209

Clint Patterson, Texas A&M University; Emily Hodges, Texas A&M University; Elizabeth Salinas, Texas A&M University; Julie Harlin Wolf, Texas A&M University

F Non-Refereed FOCUS Session | *Grand Prairie*

Focus Group for Addressing the Skills Gap:

HRD Strategies for Upskilling and Reskilling in the Age of AI

Session ID: 379

Felicia Robinson, The University of Southern Mississippi; Didi Oyewunmi, The University of Southern Mississippi; Amin Alizadeh, The University of Southern Mississippi; Modist Jones, University of Southern Mississippi; Benjamin Goudy, University of Southern Mississippi

THURSDAY, FEBRUARY 12 | 4:00 – 5:30PM**P**Poster Sessions E | *Salon A-D***Navigating Change: Downsizing, Engagement, and Trust in the Federal Workforce**

Session ID: 345

*Alexis Barbarin Bradley, The University of Southern Mississippi***The Invisible Intersection: Multigenerational Caregiving, Reproductive Aging, and Workforce Sustainability in HRD**

Session ID: 332

*Brandy Dial, The University of Texas at Tyler***Action Research on a Therapy Dog Intervention for Teacher Well-Being**

Session ID: 247

*Kelly Moore, The University of Texas at Tyler***Exploring Influences on Generation Z's Early Career Intentions**

Session ID: 316

*Susan Dobson, The University of Southern Mississippi; Casey Maugh Funderburk, The University of Southern Mississippi***Aligning Course Content Across Online and In-Person Courses for a Quality Academic Experience**

Session ID: 252

*Missy Korduner, Louisiana State University; Terri Ricks, Louisiana State University***Learning Through Service: Qualitative Insights from Women Veterans in a Data Skills Service-Learning Program**

Session ID: 259

*Tomika W. Greer, University of Houston; MiKenna Robinson, University of Houston; Prem Durairaj, Data Elevates***Human-AI Interaction at the Workplace: A Systematic Review and Multilevel Framework for Research and Practice**

Session ID: 265

Sunduz Yilmaz, Purdue University; Lamarana Jallow, Southern Illinois University-Carbondale; Salam Akhtar, Louisiana State University

THURSDAY, FEBRUARY 12 | 4:00 – 5:30PM

P

Poster Sessions E | *Salon A-D*

Exploring the Learning Experiences Among Costa Rican Entrepreneurs in the Hospitality Industry

Session ID: 266

Daniela Daniel, Texas A&M University

The Role of Race in the Workplace: A Critical Examination Using Leader-Member Exchange Theory

Session ID: 270

Rashida Kimbrue, Hood College

Organizational Health as a Moderator of Job Stress and Work Intentions: Evidence from Tribal Casinos

Session ID: 271

Terasita Cowan, The University of Texas at Tyler

Does National Culture Impact Employees' Organizational Citizenship Behavior?

Session ID: 272

Smita Padmanabhan, Hood College; Anita Jose, Hood College

Beyond the Gym: How the Gig Economy Business Can Enhance the Workforce Participation and Support for Weight Loss for Individuals with Obesity-Related Disabilities

Session ID: 303

Peter Kalejaiye, The University of Southern Mississippi; Bernice Akinwande, The University of Southern Mississippi; H. Quincy Brown, The University of Southern Mississippi

North Korean Defectors' Migration to South Korea: An Integrative Literature Review

Session ID: 274

Sumi Lee, Texas A&M University; Suwon Yim, Ewha Womans University; MIHEE PARK, Auburn University; Yonjoo Cho, University of Texas at Tyler

Utilizing Modern Short-Video Platforms in Training and Development

Session ID: 275

Hanwen (Ethan) Li, Texas A&M University

THURSDAY, FEBRUARY 12 | 4:00 – 5:30PM**P**Poster Sessions E | *Salon A-D***Can Remote Work Arrangement Help Reduce the Stigma Against Working Mothers and Fathers?**

Session ID: 443

*Myungjung Shim, University of Minnesota – Twin Cities; Alyssa Winter, University of Minnesota – Twin Cities***Designing Ideal Organizational Environments for Resilient and Strategic Succession Planning: An Organization Development Perspective in Healthcare Administration**

Session ID: 278

*Musaad Alqahtani, The Pennsylvania State University***Exploring Longitudinal Dynamics of Network Diversity, Career Aspiration, and Career Satisfaction: A Two-Wave CLPM Analysis**

Session ID: 280

*Suwon Yim, Ewha Womans University***A Qualitative Study on MBA (Data Science & AI) interns' Lived experiences of Gen-AI, Organisational Culture and Leadership**

Session ID: 283

*Nityananda Behera, School of Management, Indian Institute of Technology Mandi; Ridhi Arora, School of Management, Indian Institute of Technology Mandi; Akhaya Kumar Nayak, Indian Institute of Management Indore***Positioning AI as a Catalyst for Meaningful Work and Employee Well-being**

Session ID: 286

*Jeong-Ha Yim, Al Akhawayn University***Addressing Workplace Aggression in Remote Work Environments through Human Resource Development**

Session ID: 293

*Bernice Lam, University of Minnesota – Twin Cities; Hyerim Cho, University of Minnesota – Twin Cities***AI in HRD: Reshaping Applications, Roles, and Competencies of HRD Professionals**

Session ID: 294

Mirae Oh, Ewha Womans University; Yoonhee Park, Ewha Womans University

THURSDAY, FEBRUARY 12 | 4:00 – 5:30PM

P Poster Sessions E | *Salon A-D*

Exploring the Impact of Human Resource Development Practices on Immigrant Career Development, and How These Practices Inform Leaders in Shaping Effective and Inclusive Immigration Policies

Session ID: 304

Babatunde Adebayo, The University of Southern Mississippi

The Unequal Burden of Returning to the Office: Differential Impacts of RTO Policies on Organizational Well-being and Equity

Session ID: 299

Khawla Taouil, Dell Technology Inc.; Jeong-Ha Yim, Al Akhawayn University

Competency Model for HRD Practitioners and the Digital Transformation: Upskilling for Impact in Technology-Accelerated Environments

Session ID: 300

Troy Simpson, The University of Southern Mississippi; H. Quincy Brown, The University of Southern Mississippi

Espoused Values, Articulation and Their Impacts

Session ID: 249

Loi Nguyen, Metro State University

Reevaluating Employee Engagement in the Age of AI: Implications for Employee Experience and Well-Being

Session ID: 442

Kristen Keating, University of South Alabama

Engaging Minds, Hearts, and Hands: How AI Influences Cognitive, Emotional, and Behavioral Engagement at Work

Session ID: 390

Zahra FalahAsl, Louisiana State University; Oliver Crocco, Louisiana State University

THURSDAY, FEBRUARY 12 | 4:00 – 5:30PM**M**Organizational Health and Learning | *Las Colinas I***Measuring What Matters: Validating a Diagnostic Tool for Organizational Health and Toxicity Among Asian Nurses in Crisis**

Session ID: 29

*Jeonghwan Choi, University of Maine at Presque Isle; Zhen Yao, SC Johnson College of Business, Cornell University; Soyeon Kim, Gakushuin University***The Cost of Compassion: How Inner Awareness Counters Outward Exhaustion in the Nonprofit Social Service Sector: A Mediated Model Examining the Relationships Between Trait Mindfulness, Work-Life Balance, and Compassion Fatigue**

Session ID: 54

*Melissa Brown, The University of Southern Mississippi***Crossing Cultures with Storytelling: Leveraging Personal Narratives Within Human Resource Development to Promote Engagement, Well-Being, and Whole-Person Development**

Session ID: 25

*Yoder Paula, TAMU***How Do Learning Facilitation Competency and Self-Leadership Fuel Learning Outcomes?**

Session ID: 76

*Yoo Jeoung Lee, Hanyang University; Sumi Lee, Texas A&M University; Seung-hyun (Caleb) Han, University of Georgia***Simulation-based Training for Out-of-Hospital Medical Professionals: A Systematic Review of Approaches to Emergency Response**

Session ID: 295

Jason Dean, Texas A&M University; Sami El Ahmadie, Texas A&M University; Tania Hasan, Texas A&M University; Heesun Kim, Texas A&M University; Gislene Ferreira dos Reis, Texas A&M University; Xiaoyan Xu, Texas A&M University; John Turner, Texas A&M University

THURSDAY, FEBRUARY 12 | 4:00 – 5:30PM

M

AI and Workforce Transformation | *Fort Worth*

Reimagining HRD: AI-Enabled Dynamic Learner States

Session ID: 103

Mohan Yang, Texas A&M University; Nolan Lovett, Old Dominion University; Belle Li, Purdue University; Zhen Hou, Indiana University

The Loneliness of Staying in the Age of AI: Anxiety, Connection, and Retaining Talent in the Future Workplace

Session ID: 342

Sachini Edirisinghe, University of Southern Mississippi; Amin Alizadeh, The University of Southern Mississippi

Navigating AI Automaton: Exploring the Roles of Digital Policies & Systems and Organizational Culture in Shaping Workforce Readiness

Session ID: 386

Manasseh Abijah, Hood College; Anita Jose, Hood College; David Gurzick, Hood College

Artificial Intelligence and Organizational Culture:

A Research Agenda for Trust, Equity, and Learning in HRD

Session ID: 395

Sanket Ramchandra Patole, The University of Texas at Tyler; Gertrude Hewapathirana, Knox College; Smita Padmanabhan, Hood College

Addressing the Skills Gap: HRD Strategies for Upskilling and Reskilling in the Age of AI

Session ID: 410

Felicia Robinson, The University of Southern Mississippi; Didi Oyewunmi, The University of Southern Mississippi; Amin Alizadeh, The University of Southern Mississippi; Modist Jones, The University of Southern Mississippi; Benjamin Goudy, The University of Southern Mississippi; Antara Mahbub, The University of Southern Mississippi

Breakout Sessions F

THURSDAY, FEBRUARY 12 | 4:00 – 5:30PM

F Non-Refereed FOCUS Session | *Las Colinas II*

The Value and Use of Case Studies in Ethics and HRD

Session ID: 40

Darlene Russ-Eft, Purdue University; Jon Werner, University of Wisconsin, Whitewater; Yonjoo Cho, University of Texas at Tyler; Claretha Hughes, University of Arkansas

PD Non-Refereed Professional Development Workshop | *Pentagon (First Floor)*

Applying Engagement Theory To Practice

Session ID: 309

Sanjyot Mohile, University of Illinois Urbana-Champaign

FRIDAY, FEBRUARY 13 | 8:00 – 9:30AM

P Poster Sessions F | *Salon A-D*

**Investigating the Role of Digital Onboarding Tool in
Reducing Support Worker Turnover Rates in Rehabilitation Centers**

Session ID: 306

Babatunde Adebayo, The University of Southern Mississippi; H. Quincy Brown, The University of Southern Mississippi; Shinhee Park, The University of Southern Mississippi; Olukunle Olukola, The University of Southern Mississippi

**The Validation of an Experimental Vignette
Methodology in Authentic Leadership Research**

Session ID: 329

Brandy Dial, The University of Texas at Tyler

Gaslighting in the Academy: Patterns, Power, and Prevalence

Session ID: 244

Peter Williams, East Texas A&M University; Katie Rosenbusch, George Mason University; Elisabeth Bennett, Concordia University Chicago

Leading Through Organizational Trauma: An HROD Response to Trauma

Session ID: 164

Lynda Byrd-Poller, University of Louisville

**How Do Employees Feel About HRD and HRM? A Comparative
Sentiment and Discourse Analysis of the Two Fields**

Session ID: 311

Cho Hyun Park, Purdue University; Suhyung Lee, Stephen F. Austin State University

**Exploring the Impact of Wellbeing Incentives on the Work-Life
Balance, Stress, and Mental Health of Faculty**

Session ID: 438

Didi Oyewunmi, University of Southern Mississippi; Casey Maugh Funderburk, The University of Southern Mississippi

**Well-Being at the Core: Redefining Training and
Development in Diverse Work Environments**

Session ID: 319

Edinah Sigira, Louisiana State University

FRIDAY, FEBRUARY 13 | 8:00 – 9:30AM

P

Poster Sessions F | *Salon A-D*

**Critical Sensemaking and Career Development of Critical Professionals
in Socio-politically Oppressive Contexts: A Narrative Inquiry**

Session ID: 216

*Eunbi Sim, Boise State University; Hoda Parvaneh Shirazi, Texas A&M University;
Stephanie Sisco, University of Minnesota — Twin Cities*

**Integrating Generative AI into Instructional Design Practice:
Insights from Instructional Designers**

Session ID: 339

*Eunjung Grace Oh, University of Illinois Urbana-Champaign; Yunjo An, University of North
Texas; Yoon-Jeong (Jane) Won, University of Illinois Urbana-Champaign*

**University Instructors' Perceptions and Practices:
A Dual-Theory Framework for Integrating Soft Skills into Higher Education**

Session ID: 369

Felicia Robinson, University of Southern Mississippi

**Thriving or Threatened? A Systematic Review of
Artificial Intelligence (AI)-Induced Job Insecurity**

Session ID: 450

Hyerim Riley Kang, University of Illinois Urbana-Champaign

Mentoring as Relational Practice: An Integrative Review of Faculty Development Models

Session ID: 318

*Jennifer Cristina, Louisiana State University; AgueMae Manongsong, Louisiana State
University*

**Discovering Linkages Between Protean Career Attitude and Subjective Career Success
Through Canonical Correlation Analysis and Structural Topic Modeling**

Session ID: 117

Joanna F Norman, Winthrop University; Kim Nimon, The University of Texas at Tyler

**The Effect of Authentic Leadership on Employee Resilience
and Career Satisfaction in Multigenerational Workforce**

Session ID: 325

Jovana Vega, Barry University

FRIDAY, FEBRUARY 13 | 8:00 – 9:30AM

P Poster Sessions F | *Salon A-D*

Skilling in the Age of AI: The Role of People Analytics and Human Resource Development Research

Session ID: 344

Kyung Nam Kim, Texas A&M University; Yob Ha, Texas A&M University; Shyamal Pandya, Texas A&M University; Seung Won Yoon, Texas A&M University

Consultation to Implementation: An OD Intervention for University-Wide Succession Planning at Penn State

Session ID: 281

Musaad Alqahtani, The Pennsylvania State University

Belongingness in Remote Teamwork: The Impact of Communication Types

Session ID: 361

Myungjung Shim, University of Minnesota — Twin Cities; AnaCarolina Rodriguez, University of Minnesota — Twin Cities

Organizational Support During Retirement

Session ID: 277

Malaika Edwards, University of Houston

Bare-Minimum Mondays: A Generational Shift in Work Ethic or a Redefinition of Productivity Among Millennials and Gen-Z

Session ID: 308

Sachini Edirisinghe, University of Southern Mississippi; Casey Maugh Funderburk, The University of Southern Mississippi

Developing Industry Competency-Aligned HRD Case Studies Using an AI-Assisted Shiny Application

Session ID: 258

Sangok Yoo, The University of Texas at Tyler; Terasita Cowan, The University of Texas at Tyler; Kelechi Mmuobuikwe, The University of Texas at Tyler; Timothy Murph, The University of Texas at Tyler; Kim Nimon, The University of Texas at Tyler

Designing Sustainable Organizations in the Age of AI: The HRD Imperative

Session ID: 273

Smita Padmanabhan, Hood College; Manasseh Abijah, Hood College

FRIDAY, FEBRUARY 13 | 8:00 – 9:30AM

P

Poster Sessions F | Salon A-D

AI's Environmental Impact: Public Health and Corporate Responsibility

Session ID: 305

*Susan Dobson, The University of Southern Mississippi; Reginald Matthews, The University of Southern Mississippi; Stephenie Dirr, The University of Southern Mississippi***Exploring Career Pathways of Doctoral Students: A Systematic Literature Review**

Session ID: 336

*Yaning Cao, University of Illinois Urbana-Champaign; Yoon-Jeong (Jane) Won, University of Illinois Urbana-Champaign***Reimagining HR/People Analytics in the Age of Artificial Intelligence: From Simple Analysis to Computational Insight**

Session ID: 400

*Yob Ha, Texas A&M University; Simon Shin, Texas A&M University; Seung Won Yoon, Texas A&M University***The Effect of Facilitative Leadership on Organizational Commitment and Job Satisfaction: The Mediating Role of Organizational Learning**

Session ID: 296

*Yoo Jeoung Lee, HanYang University; Sumi Lee, Texas A&M University; Kisoo Jung, HanYang University***Women Leadership Development in Higher Education**

Session ID: 302

*Hoda Parvaneh Shirazi, Texas A&M University; Rose Santos, TAMU***Capacity Building in East African Healthcare-Based Organizations: Improving Healthcare Delivery Through Community Collaboration**

Session ID: 268

*Serge Gasore, Texas State University; Bhagyashree Barhate, Texas State University; Jeremy Bohonos, Texas State University***Disability Employment Needs Assessment of Small and Medium-Sized Manufacturing Employers in Illinois**

Session ID: 298

Yoon-Jeong (Jane) Won, University of Illinois Urbana-Champaign; Hyena Cho, University of Illinois Urbana-Champaign; Chang-kyu Kwon, University of Illinois Urbana-Champaign; Denice Ward Hood, University of Illinois Urbana-Champaign

FRIDAY, FEBRUARY 13 | 9:45 – 11:15AM

M

AI in Learning and Development | *Las Colinas I*

Generative Artificial Intelligence in Adult Learning: A Self-Directed Learning Perspective

Session ID: 18

Shahedur Rahman, Prairie View A&M University

Artificial Intelligence (AI) in Training & Development: A Scoping Review

Session ID: 156

Shyamal Pandya, Texas A&M University; Hoda Parvaneh Shirazi, Texas A&M University; Taylor Henderson, Texas A&M University; Michael Beyerlein, Texas A&M University

2026 Human Resource
Development Cutting
Edge Award Recipient



Developing Workforce Resilience Through AI-Powered Informal Workplace Learning

Session ID: 349

Shahedur Rahman, Prairie View A&M University; Jia Wang, Texas A&M University

When and How AI-driven Workplace Training and Learning Augments Employee Performance: A Mixed-Method Study through the Lens of HeXie Theory

Session ID: 406

Bo Fang, Xi'an Jiaotong-Liverpool University; Qingyang Zhang, Xi'an Jiaotong-Liverpool University; Bohan Zhou, Xi'an Jiaotong-Liverpool University; Lang Shi, Xi'an Jiaotong-Liverpool University

Prompt Engineering in Human Resource Development: Empirical Cases and Practical Frameworks Using Generative AI

Session ID: 416

Yob Ha, Texas A&M University; Kyung Nam Kim, Texas A&M University; Viktoria Loidl, University of Illinois Urbana-Champaign; Leressa Suber, North Carolina State University; Shinhee Jeong, University of Texas at Tyler

FRIDAY, FEBRUARY 13 | 9:45 – 11:15AM

M

Career Transitions and Adaptation | *Fort Worth*

Displaced and Depleted: How the Multiple Capitals Approach Explains Expatriate Academic Distress During a Toxic Transition

Session ID: 30

Jeonghwan Choi, University of Maine at Presque Isle

From Displacement to Reinvention: Exploring the Dynamics of Outplacement Journey among Korean Middle-aged Workers

Session ID: 337

Sumi Lee, Texas A&M University; Jinwoo Hwang, Korea University; Shinhee Jeong, University of Texas at Tyler; Kyungmi Choi, Ingeus

Toward a Holistic Understanding of Sustainable Careers: An Integrative Literature Review

Session ID: 348

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

Unpacking Career Shock: A Qualitative Exploration Toward Conceptual Clarity

Session ID: 407

Heesun Kim, Texas A&M University; Walid El Mansour, Texas A&M University; Mohan Yang, Texas A&M University

Supporting Midlife Career Transitions through Transformative Learning: HRD Implications from Unemployed Adults in Urban China

Session ID: 425

Ruohao Chen, Teachers College, Columbia University

FRIDAY, FEBRUARY 13 | 9:45 – 11:15AM

M

Leadership Competencies and Identity | *Grapevine*

Core Competencies of Public Leadership: Development and Validation of Measurement Scale and Instrument

Session ID: 97

Suhyung Lee, Stephen F. Austin State University; Sangwook Park, Samsung C&T Corporation Resort Group; Heebong Kim, Hyundai Motor Group University; Jaeho Eun, Korea Advanced Institute of Science and Technology; Jaekyo Seo, Augustana University

Public Leadership Competency Framework: A Scholar-Practitioner Model for Senior Leaders in the U.S. Federal Government

Session ID: 188

Corey Adams, The George Washington University

Transformational Leadership and Innovative Work Behavior: A Comparison Across Organizational Tenure

Session ID: 245

Chris Boldon, University of Minnesota — Twin Cities; Myungjung Shim, University of Minnesota — Twin Cities

Beyond Western Paradigms: Redefining Leadership Through Middle Eastern Realities, Intersectional Scoping Review

Session ID: 291

Hoda Parvaneh Shirazi, Texas A&M University; Ahmed Al-Asfour, Southern Illinois University-Carbondale; Tania Hasan, Texas A&M University; Omniya Mohamed, Texas A&M University

Testing the Integrated Capacious Model of Leadership Identity Development

Session ID: 421

Cynthia Sims, University of Georgia; Jingyang Li, University of Georgia

Breakout Sessions G

FRIDAY, FEBRUARY 13 | 9:45 – 11:15AM

F Non-Refereed FOCUS Session | *Las Colinas II*

Managing HRD Research: Some Practical Tips

Session ID: 134

Darlene Russ-Eft, Purdue University; Nolan Lovett, Nato Special Operations University; Lisa Watanabe, Teacher's College, Columbia University

F Non-Refereed FOCUS Session | *Arlington*

Examining Our Beliefs About Teams: Reflexivity in Conducting Team-Based Research

Session ID: 327

Meera Alagaraja, Texas A&M University; Michael Beyerlein, Texas A&M University

PD Non-Refereed Professional Development Workshop | *Grand Prairie*

Empowering Managers to Manage Abrasive Behavior: How HR Can Help Grow Management Backbone in the Age of the Unruly

Session ID: 22

Laura Crawshaw, University of Colorado, Boulder

F Non-Refereed FOCUS Session | *Irving I*

Leading in the Fifth Industrial Revolution: What is Industry 5.0 and Does Culture Matter?

Session ID: 370

Chan Lee, Seoul National University; Alina Waite, Indiana State University; Jae Eun Kim, Incoaching

FRIDAY, FEBRUARY 13 | 1:00 – 2:30PM

M

Career Growth and Transitions | *Las Colinas I*

How Working Professionals Navigate Work-Life Balance When Pursuing a Doctoral Degree in HRD

Session ID: 190

Beth Hyatt, University of Texas at Tyler; Judy Sun, University of Texas at Tyler; Yonjoo Cho, University of Texas at Tyler

Between Professional Aspiration and Barriers: Nurses' Career Development through a Systematic Review

Session ID: 232

Heesun Kim, Texas A&M University; Dae Seok Chai, Texas A&M University; Jia Wang, Texas A&M University

When Does Salary Matter for Career Satisfaction? A Moderated Moderation Analysis of Basic Psychological Needs and Gender in Korea

Session ID: 282

Hyerim Yoon, Binggrae Co., Ltd.; Soeun Park, Korea University of Technology and Education, Korea; Jiwon Park, Korea University of Technology and Education, Korea

Exploring Career Growth and Adaptability: A Moderated Mediation Approach

Session ID: 292

Eun-Jee Kim, Kyonggi University

A Phenomenological Study of Post-9/11 NCOs Transitioning to Civilian Leadership Roles

Session ID: 394

Carlos Uresti, Southern Illinois University-Carbondale; Ahmed Al-Asfour, Southern Illinois University-Carbondale

FRIDAY, FEBRUARY 13 | 1:00 – 2:30PM

M

Cross-Cultural HRD Strategies | *Fort Worth***Culturally Responsive Coaching Education — How Can We Move Toward a Praxis of Promising Practices?**

Session ID: 126

*Henriette Lundgren, University of Georgia; Angie Carter, Clemson University; Susan E. Purser, Clemson University***Why Authoritarianism Works Here but Fails There:
A Cross-Cultural and Institutional Logics Perspective**

Session ID: 320

*Ruizhu Dai, The University of Southern Mississippi; Amin Alizadeh, The University of Southern Mississippi; Melissa Brown, University of Southern Mississippi; Susan Dobson, The University of Southern Mississippi; Antara Mahbub, The University of Southern Mississippi***Harnessing Proactive HRM Internationally:
Mapping Difference-to-Conflict for Cross-Cultural Engagement**

Session ID: 402

*Melody Jackson, Difference Management Institute, J&J Neutrals; April Johnson, Difference Management Institute, J&J Neutrals; Tatianna Johnson, Difference Management Institute, J&J Neutrals***Bridging the Emic-Etic Divide in Cross-Cultural Sensemaking:
A Model for Leveraging the Civilization Level of Analysis in Expatriate Training**

Session ID: 415

Richard Voss, Troy University; Shakoor Ward, Community College of Baltimore County

FRIDAY, FEBRUARY 13 | 1:00 – 2:30PM

M

Diversity, Equity, and Inclusion | *Grapevine*

Beyond the Chilly Climate: Personality, Organizational Context, and Developmental Networks in Mitigating Impostor Feelings Among Minoritized STEM Students

Session ID: 123

AgueMae Manongsong, Louisiana State University; Rajashi Ghosh, Teachers College, Columbia University; Holly Hutchins, University of North Texas - Denton

A Scoping Review of HRD Practices in SMEs Operating in Under-Resourced Communities

Session ID: 136

Meera Alagaraja, Texas A&M University; Denise Cumberland, University of Louisville; Devon Twyford, American Cancer Society

**The Critical Literacies Advancement Model (CLAM):
A Framework for Disrupting Bias Through Adult Learning**

Session ID: 197

Petra Robinson, Louisiana State University; Bethany Hager, Louisiana State University

Human Resource Development in the Middle: Why It Matters in Iraq?

Session ID: 224

Sami Jabarkhail, American University of Iraq - Baghdad

Beyond Minimum Wage: A Conceptual Framework for Living Wage in Organizations

Session ID: 315

Gislene Ferreira dos Reis, Texas A&M University; Shyamal Pandya, Texas A&M University

FRIDAY, FEBRUARY 13 | 1:00 – 2:30PM**M****Engagement, Motivation, and Behavior | *Irving I*****Work Cognition and Intention: Investigating Strength and Stability in Over a Decade of Repeated Cross-Sectional Relationships**

Session ID: 82

*Kim Nimon, The University of Texas at Tyler; Wesley Wilson, The University of Texas at Tyler; Joanna F Norman, Winthrop University***Is It Worth It? A Phenomenological Analysis of the Willingness to Take Interpersonal Risks**

Session ID: 187

*Boyd Novak, Colorado State University***Sustainable Engagement Through Participatory Arts-Based Intervention**

Session ID: 254

*Sung-Eun Yang, University of Georgia; Karen Watkins, University of Georgia***How Direct Supervisors Influence Frontline Managers' Employee Engagement: A Dual Multilevel Examination of Psychological and Non-Psychological Need Fulfillment Across Individual, Team, and Organizational Levels**

Session ID: 307

*Wafa Damlaj, The University of Texas at Tyler; Matthew Hurtienne, University of Texas - Tyler; Amy Rosellini, University of North Texas - Denton; Kelechi Mmuobuikwe, The University of Texas at Tyler***Distinctive Roles of Employee Work Cognition on Positive Work Intentions: An Investigation of Necessary Conditions**

Session ID: 452

Wesley Wilson, University of Texas at Tyler

FRIDAY, FEBRUARY 13 | 1:00 – 2:30PM

F Non-Refereed FOCUS Session | *Las Colinas II*

Making HRD Research More Relevant: The Voices of Leaders in the World of Practice

Session ID: 366

Jia Wang, Texas A&M University; Michael Levy, WorkProud; Dan Rosenberg, Olympic Steel; Priyanka Patel, Dynata; Tony Hunt, The University of Texas at Austin

F Non-Refereed FOCUS Session | *Arlington*

HRD Training in Mental Health Literacy

Session ID: 389

Melissa Brown, The University of Southern Mississippi; Didi Oyewunmi, University of Southern Mississippi; Yuting Hou, University of Southern Mississippi; Sachini Edirisinghe, University of Southern Mississippi; Susan Dobson, The University of Southern Mississippi; Antara Mahbub, The University of Southern Mississippi; Annie Cassidy, University of Southern Mississippi; Amin Alizadeh, The University of Southern Mississippi

F Non-Refereed FOCUS Session | *Irving I*

FOCUS Session Proposal: Sentinel Cases of Employee Use of AI in Higher Education: Implications for University-based Virtual HRD

Session ID: 417

Stephanie Dunn, Louisiana State University Shreveport; Elisabeth Bennett, Concordia University; Chris Boldon, University of Minnesota – Twin Cities; Rochell McWhorter, The University of Texas at Tyler

Breakout Sessions I

FRIDAY, FEBRUARY 13 | 2:45 – 4:15PM

M

Leadership Development and Practice | *Irving I*

Leader Self-Work for Compassionate Coaching Index (LSCCI): Exploring the Factor Structure and Field Testing, & Implications for HRD

Session ID: 140

Brad Shuck, University of Louisville; Kim Nimon, The University of Texas at Tyler; Wesley Wilson, University of Texas at Tyler; Rajashi Ghosh, Teachers College, Columbia University; Crystal Roberson, University of Texas at Tyler

Trauma: A Leadership Imperative and the Role of HRD

Session ID: 200

Christina Cauble, University of Minnesota

Leadership Style and Employee Turnover Intentions in Ghana's Public Service Organizations: A Moderated-Mediated Model

Session ID: 248

Bernard Gumah, Department of History and Political Studies, Kwame Nkrumah University of Science and Technology; Francis Donkor, Kumasi Technical University

Concepts, Practices, and Outcomes of Wellness Leadership in the Workplace: A Scoping Review

Session ID: 351

Sarah Seong Eun Kim, Texas A&M University; Jason Dean, Texas A&M University

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Student Outstanding
Paper Award Recipient



The Transformational Leadership Style in the Hiring Process: Its Impact on Human Resource Development

Session ID: 142

Sara Ebrahimi Lialekol, University of Louisville; Ryan Lauerman, University of Louisville; Clayton Duffy, Rock Valley College; Brad Shuck, University of Louisville

FRIDAY, FEBRUARY 13 | 2:45 – 4:15PM

M

Learning and Psychological Well-Being | *Las Colinas I*

**Beyond the Promise of Problem-Based Learning:
Rethinking Self-Directed Learning in High-Stakes Contexts**

Session ID: 124

Andrew Sanghyun Lee, Southern Illinois University School of Medicine; Meena Jain, McGaw Medical Center of Northwestern University, Shirley Ryan AbilityLab; Heeyoung Han, Southern Illinois University School of Medicine

Linking Unlearning and Innovative Behavior: The Role of Knowledge and Engagement

Session ID: 231

Sunyoung Park, Louisiana State University; Eun-Jee Kim, Kyonggi University

Antecedents and Consequences of Psychological Well-Being from Human Resource Development Perspective: A Systematic Literature Review

Session ID: 154

Tania Hasan, Texas A&M University; Dae Seok Chai, Texas A&M University

**Mapping the Conceptual Evolution of Psychological Well-Being:
A Bibliometric Comparison of Pre- and Post-Pandemic Literature**

Session ID: 328

Raj Sankaranarayanan, University of Texas; Meera Alagaraja, Texas A&M University

2026 Human Resource
Development Cutting
Edge Award Recipient



**Conceptualizing Well-Being Across Dimensions, Levels, and Identities:
A Scoping Review of Literature**

Session ID: 346

Meera Alagaraja, Texas A&M University; Amanda Mitchell, University of Louisville

Breakout Sessions I

FRIDAY, FEBRUARY 13 | 2:45 – 4:15PM



Non-Refereed Professional Development Workshop | *Arlington*

Equalizing Power Dynamics In Graduate Research Mentoring: An Intersectional Feminist Approach For Human Resource Development Scholars

Session ID: 257

Laura Bierema, University of Georgia; Jolene Thibedeau Boyd, University of Minnesota – Twin Cities; Rosa Arroyo, University of Georgia; Eunbi Sim, Boise State University; Holly Pendley Stewart, University of Georgia; Mispä Sirri Achuncho, University of Georgia; Mahfuz Moontaha, University of Georgia



Non-Refereed FOCUS Session | *Grand Prairie*

Designing Scholarly Communities of Practice: Lessons from a Research Incubator Grounded in Maternal Praxis

Session ID: 37

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

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2026 Human Resource Development Cutting Edge Award Recipients

Text Analysis, the Quantified Qualitative Method: The Model for Human Resource Development Research

*Simon Shin, Texas A&M University;
Seung Won Yoon, Texas A&M University;
Walid El Mansour, Texas A&M University*
Thursday, February 12 | 9:45 – 11:15 a.m.

Resilience by Design: Applying Complex Adaptive Systems Theory to Organizational Adaptation in Volatile Environments

Jonathan Westover, Western Governors University
Thursday, February 12 | 11:30 a.m. – 12:30 p.m.

Mapping the Conceptual Evolution of Psychological Well-Being: A Bibliometric Comparison of Pre- and Post-Pandemic Literature

*Raj Sankaranarayanan, University of Texas
Meera Alagaraja, Texas A&M University*
Friday, February 13 | 2:45 – 4:15 p.m.

Artificial Intelligence in Training & Development: A Scoping Review

*Shyamal Pandya, Texas A&M University;
Hoda Parvaneh Shirazi, Texas A&M University;
Taylor Henderson, Texas A&M University;
Michael Beyerlein, Texas A&M University*
Friday, February 13 | 9:45 – 11:15 a.m.

2026 AHRD Graduate Student Outstanding Paper Award Recipients

Concepts, Practices, and Outcomes of Wellness Leadership in the Workplace: A Scoping Review

*Sarah Seong Eun Kim, Texas A&M University
Jason Dean, Texas A&M University*
Friday, February 13 | 2:45 – 4:15 p.m.

Artificial Intelligence (AI) and Workforce Transformation: Mapping the Role of HRD in Prompt Engineering

*Shyamal Pandya, Texas A&M University
Noeline Gunasekara, Texas A&M University*
Wednesday, February 11 | 2:45 – 4:15 p.m.

New This Year: 2026 AHRD Innovative Poster Award Recipients

Improving Employability of Autistic Young Adults Using Technology-Enhanced Social Skills Training

*Deborah Cockerham, University of North Texas;
Joy Alhassan, University of North Texas;
Karen Johnson, University of North Texas;
Brady Lund, University of North Texas;
Lauren Mathews, University of North Texas;
Dave Edyburn, University of North Texas*
Thursday, February 12 | 8:00 – 9:30 a.m.

The Coexistence of Work Engagement and Job Burnout: Identifying Latent Profiles Based on the JD-R Model

*Hyeyeon Park, Hanyang University
Myoungjin Son, Korea University
Yunsoo Lee, Hanyang University*
Thursday, February 12 | 8:00 – 9:30 a.m.



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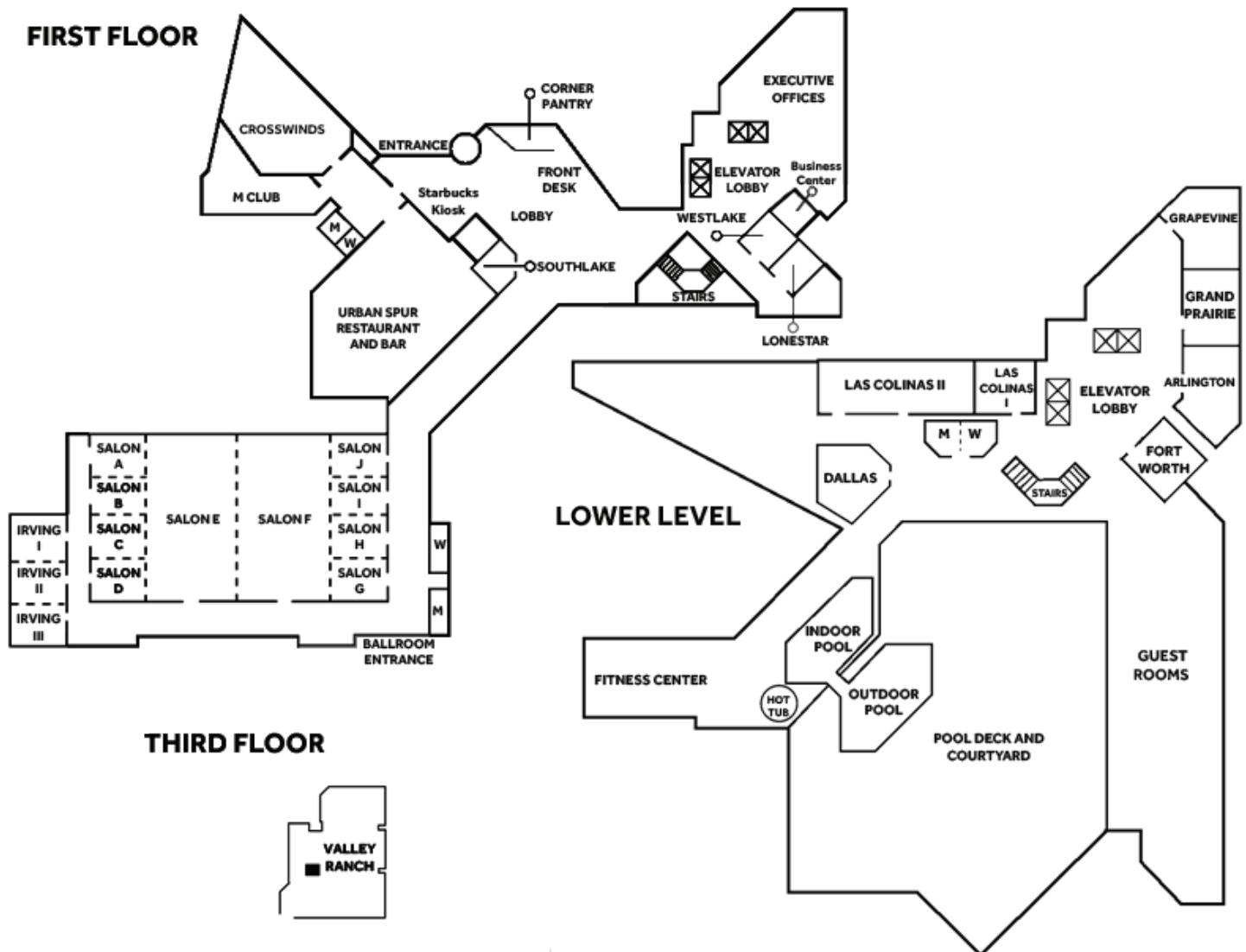
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