



academy of human resource development

Transforming
Individuals **and** Organizations



RETHINKING
the meaning of
WORK



**AHRD INTERNATIONAL RESEARCH
CONFERENCE IN THE AMERICAS**

FULLY VIRTUAL | APRIL 19-22, 2022

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PRESIDENT'S WELCOME

DR. LAURA L. BIEREMA, AHRD PRESIDENT



A warm welcome to the 2022 Academy of Human Resource Development (AHRD) Conference in the Americas, on behalf of the AHRD Board of Directors. Thank you for committing your time, intellect, and energy to the AHRD community! We are excited to bring you our second virtual conference and relish the opportunity to creatively deliver value to you through the conference and our other programming throughout the year. AHRD is a community of scholars and scholar-practitioners who are passionate about Human Resource Development in all its dimensions. I welcome you to join our community for learning, networking, conversing, and engaging over the next three days.

Since our 2021 conference, the world has continued shifting in extraordinary ways as the COVID-19 pandemic has kept much of our lives and work online, fueled the Great Resignation, and forced a reckoning for leaders in every organization imaginable. We continue living in times of social upheaval and much work is to be done to promote a just, humanly sustainable world. I hope you and your loved ones have remained healthy and safe during these trying times.

The AHRD Board is hard working in normal circumstances and the Coronavirus pandemic has required additional meetings and decision making amid uncertainty. The Board weathered difficult

decision making in 2020 when we decided to risk paying a large penalty to break our Minneapolis hotel contract by moving the 2021 conference online to protect the health and safety of our community. The obligation was forgiven and we breathed a sigh of relief. 2022 has proved equally challenging. Even though COVID risks were fluctuating, it became clear in late 2021 that attendance at an in-person conference in Washington, DC was going to be poor, putting AHRD at a new risk of paying hotel penalties. Thanks to the diligence of the Board and expertise of Ewald Consulting, our association management firm, we were able to significantly diminish AHRD's penalties for breaking the 2022 conference hotel contract and moving the conference online. We will now be holding the 2024 and 2025 AHRD Conference at the Crystal City Marriott, Arlington, VA as part of our negotiated settlement with the hotel. Due to Board conscientiousness and Ewald savvy, AHRD is positioned well financially and our membership is growing. The financial wellbeing of AHRD translates into scholarly community health for you, our members, and conference attendees.

The Board is committed to advancing our vision of leading through HRD research that informs scholarship, teaching, and practice. With four excellent journals that cover a range of methods and HRD subject areas, an annual conference in the Americas, as well as conferences with colleagues in Europe and in Asia, AHRD provides excellent opportunities to connect and collaborate. AHRD offers a wonderful array of opportunities for professional development that we continue to expand and we hope you will take advantage of these offerings.

AHRD is devoted to delivering high value to our members and has several innovative virtual opportunities for our community to connect through our rebranded and redesigned website, new HRD Masterclass Podcast, webinars, Facebook Live sessions, new partnership with [Human Resources Today](#), and several social media platforms throughout the past year. Delivering value to our members demands that we ensure each person is seen, heard, and feels a sense of belonging. To that end, AHRD is dedicated to addressing racism within our organization, not only due to the surge in racial unrest during the past years, but also in light of the historical violence, murder, and racism in our society.

The Board looks forward to several new initiatives in the coming year: An expansion of the HRD podcast, the development of a learning management system to house our digital content, the creation of an HRD Certificate Program, further collaboration with our Chinese partner OnDemand, exciting international HRD conferences, continued raising of funds and solicitation of sponsorships, forging new partnerships, and hopefully returning to in-person conferences. We are particularly excited about an event slated for May 31 with AHRD partner the Geneva Learning Foundation to crowdsource thinking for an HRD Certificate. Stay tuned for details.

The AHRD Board serves as the fiscal steward for the organization. We have implemented several initiatives aimed at generating income for AHRD such as conducting fundraising and sponsorship campaigns, running membership drives, developing new educational programs, and digitizing content that will potentially generate income. A key driver is ensuring the health and vitality of AHRD when we celebrate our 50th anniversary in 2043. I ask that you consider donating if you are able. We are a nonprofit organization and your donations are incredibly helpful and entirely tax-deductible. You can [support AHRD here](#).

The Board works for and represents you and I welcome your input during and after the conference. We held our 2nd virtual annual business meeting on Monday, 18 April 2022, in conjunction with our awards ceremony. It was a moving celebration of our community and tribute to the brilliant research and practice of our members. You can [view the awards ceremonies and annual business meeting here](#). You can also learn more about the work of AHRD by reading our more detailed annual 2021 report, [available here](#). The Board plans to continue holding quarterly “Member Connect” meetings to share more personalized updates and opportunities for members to network, so we hope you will join those upcoming meetings.

I am deeply grateful to the Conference Team, particularly the Conference Program Team, who not only carried out their usual responsibilities of managing the peer review process and scheduling sessions, but also shifted to an entirely online format for the second year in a row that required significant planning, managing of logistics, and training, all while keeping positive attitudes and innovating our processes. I am indebted to my dear friend and colleague, Past President Julie Gedro, who has mentored me into the presidential role and willingly gives of her time to serve as a sounding board and encourager. I am also grateful to President-Elect, Khalil Dirani, who has done a stupendous job of leading the Conference Team and bringing us this virtual event. Thank you to our Board of Directors, and thank you to each member and conference attendee for making our AHRD community special.

Next year's conference is in Minneapolis, MN, so make plans to join us. We are excited about the upcoming UFHRD Virtual Conference on the 8-10 of June and the Asian International HRD Conference coming up this fall in China. I look forward to the day when we can gather in person and learn and collaborate. Meanwhile, I am excited about seeing you virtually at this year's conference!

Welcome to AHRD 2022!

PRESIDENT ELECT'S WELCOME

KHALIL M. DIRANI, PRESIDENT-ELECT AND CONFERENCE CHAIR



My name is Khalil M. Dirani, President-Elect and Conference Chair for this year. On behalf of the conference team, Kathey Yeager, Dae Seok Chai, Lei Xie, and Kristin Scott, I want to thank you for trusting us to take care of this year's conference. I want to thank each one of you, our volunteers, track chair editors, reviewers, presenters, board members, our President and Past-President, and especially thank Ewald Consulting, our managing partner, and all our sponsors, for making this conference possible. As the saying goes, it takes a village!

The theme for this year is “Transforming Individuals and Organizations: Rethinking the Meaning of Work”. The past couple of years have definitely made us rethink everything. We had to rethink the meaning of our work, the meaning of our lives, our relationships, how we engage and communicate with others, and rethink the way we teach, the way we conduct our research, and the way we mentor and serve others.

As a conference team, we had to rethink how to deliver this year's conference, twice! After we planned for a face-to-face conference in Washington, DC, we had to pivot and rethink again! And here we are! Maybe we need to rethink the famous Lewin's change model of Unfreeze-Move-Refreeze and change it to Move-Move-Move.

This is also a conference of firsts. This is the first conference we meet in April. This is the first conference we meet right after Easter, during Passover, and before the end of Ramadan. This is the first conference we have our President, Laura Bierema, and our Past-President, Julie Gedro, both complete their terms entirely virtually, making them earn the titles of “First Virtual President and Past-President”. And sadly, this is also the first conference we meet without having some beloved colleagues among us. I would specifically name our revered colleague Aahad Osman Ghani, who passed July 2021. God bless his soul.

We have many opportunities and events to celebrate over the coming three days. I invite you to connect with more than 280 participants. I invite you to attend some of the 272 presentations, attend the mentoring session, engage with townhall forum panelists, attend the social event on Wednesday evening, and join us for a transformative keynote speech on Thursday morning! And if you miss any, do not worry, most of the presentations will be recorded and archived for us to listen to over the next twelve months.

Whether you are in the continental USA, or anywhere in the world, on behalf of our Conference and Leadership teams, I want to welcome you to our AHRD, an academy proudly without borders.

CONFERENCE PROGRAM COMMITTEE



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Soo Jeoung Han, Yonsei University
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SCHEDULE AT A GLANCE - OVERVIEW

R Refereed Sessions **NR** Non-Refereed Sessions **P** Posters

TUESDAY, APRIL 19 TIMES ARE SHOWN IN EASTERN TIME

9:00-10:00 am SIG Meetings

10:00-12:00pm Town Hall

12:00-12:30pm Break

12:30-1:30pm **BREAKOUT SESSIONS A**

- R**
 - Collaboration, Ethics, and Social Capital
 - HRD Models and Trends
 - Leadership Development
 - The Virtual Workplace
- NR**
 - Ethics in Human Resource Development
- P**
 - Using Explainable AI to Envision the Future of Work, Workers, and Workplace
 - Let's Talk About Groups! The Importance of Conducting Propensity Score Matching Before Measurement Invariance Testing
 - Reduce Missing Data! A Planned Missing Data Survey Design Experiment
 - What We Built on: An Integrative Analysis of Commonly Utilized Theories in International HRD
 - Gendered Experiences in Professional Military Education: Implications for Diversity, Equity, and Inclusion
 - HRD Scholar and Practitioner Anti-Racist Identity
 - The Role of Emotional Intelligence in Developing Neurodiverse Leadership from a Social Cognitive Neuroscience Perspective
 - Caring HRD: Advancing Understanding of HRD as a Practice of Care

1:30-1:45pm

Break

1:45-2:45pm

BREAKOUT SESSIONS B

- R**
 - Employee Engagement Methods
 - Strategic HRD
 - Understanding and Facilitating Change
- NR**
 - Integrating Critical Theory and Perspectives into HRD: AHRD Critical SIG Sponsored Focus Session
 - The Interconnectedness of an Agile Organizational Culture and Survival in a VUCA World
- P**
 - Women in Leadership: An Exploration of the Need for Gender-Focused Leadership Development
 - Social Capital for Women on Their Journey to be Leaders
 - Strategies to Overcome COVID-19 Pandemic Challenges on Jobs and Workforce
 - How a Leadership Development Program Can Improve Employee Engagement Within Healthcare
 - Creating a Needs Assessment for Department Chair Human Resource Learning and Development
 - Transformative learning in the workplace: Integrative literature review and implications for human resource development
 - Work-life balance among female faculty in higher education: A scoping review
 - Rites of Passage and Academic Tradition in Portugal: Individual, Organizational and societal consequences

2:45-3:00pm

Break

3:00-4:00pm

BREAKOUT SESSIONS C

- R**
 - Gender Issues in the Workplace
 - Organization Culture and Support
 - Women and Career Development
- NR**
 - Informal and Incidental Learning during Uncertain Times: Lessons Learned from Critical Incidents of Frontline Physicians Working During the COVID-19 Pandemic
 - The Color of Leadership: Research Discussion and Direction Setting Non-Refereed Focus Group Session
- P**
 - Work-life Balance among Faculty Couples from Diverse Backgrounds
 - Why Diversity Training Rarely Works: Understanding Identity's Influence on Training Outcomes
 - An Exploration of Systemic Racism in an HRD Undergraduate Program
 - System Dynamics Modeling of Effective Social Sector and HRD Strategies for Social Change
 - A Meta-analysis of the Effect of Work Engagement on Turnover Intention in Korean Organizations
 - Registered Nurse Resource Coaches During COVID-19: Reducing Nightshift Burnout, Low Morale, and Nurse Turnover
 - Lessons Learned During the COVID-19 Pandemic: Through the Lens of Crisis Management Theory
 - Human Resource Development Programs and Police Officer Stress

4:00-4:15pm

Break

4:15-5:15pm

BREAKOUT SESSIONS D

- R**
 - Career Resilience and Success
 - Evaluating HRD
 - International HRD Policy
- NR**
 - Linking Faculty to Organizational Development and Change. An International Overview
 - Preliminary Indicators of The Theory of Transformational Change in Education
- P**
 - Classification of Knowledge Sharing
 - Managerial Practices and the Bullies Among Us: Successful Workplace Anti-Bullying Policies
 - What Happened? Organizational Change and My Sense of Belonging
 - A Proposal: Exploring Information Technology Application in Strategic Human Resource Development Practice
 - Career Aspirations of Generation Z Working in India's Information Technology Industry
 - A Review of Career Exploration Trends among Hospitality Workers during the COVID -19 Pandemic - Insights for Future
 - The Impact of COVID-19 on Women and Work: Career Advancement Challenges
 - Understanding the Motives, Behaviors, and Experiences of Low Wage and Low Skill Individuals Who Have Experienced Job Loss, on Deciding Whether to Seek Career Services through the State of Illinois CareerOneStop in Champaign County
 - Human Resource Development Specialist Utilizing Technology as a Transitional Tool for Veterans within the Workforce
 - Employees' Learning Agility and Adaptive Performance: Exploring the Dual Mediating Effects of Multiple Commitment and Informal Learning Activities in the Workplace
 - Informal Learning during Crisis Situations

WEDNESDAY, APRIL 20 TIMES ARE SHOWN IN EASTERN TIME

8:00-9:00am SIG Meetings

9:00-10:00am **BREAKOUT SESSIONS E**

R

- HRD Research Methodology
- Leadership and Inclusion
- Social Justice, Diversity, and Inclusion

NR

- For Us, By Us: Surviving the Doctoral Student Journey through a Virtual Writing Group
- Effective Qualitative Research Teaching for Non-traditional Doctoral Students

P

- Linking justice climate to employee engagement through social identity theory: A study of mediation model
- Alternative Possible Futures of HRD as a Field of Study
- Work in Progress: Inclusion in U.S. Higher Education: The Voices of African American Women Faculty
- "It's More Important to My Generation": In Reality, Views on Managerial Competencies are Not That Different
- Digital Ethics and Big Tech Companies: A Phenomenological Study With Data Science Professionals
- Exploring International Students' Career Adjustment Experience During Times of Uncertainty
- Professional Identity Development for Women in Engineering Fields
- Newcomer onboarding: what happens, what helps, what hinders, and their hopes

10:00-10:15am Break

10:15-11:15am **BREAKOUT SESSIONS F**

R

- Coping and Well-Being
- The Self and Career
- Neuroscience and the Workplace

NR

- Addressing Racial Incidents in Organizational Settings: Is Diversity Training Effective?

P

- What Made Employees Hopeful during COVID-19? The Case of Registered Nurses in Oman
- What Made Employees Hopeful during COVID-19? The Case of Registered Nurses in Oman
- A Study of Teacher Professional Development Program on Transfer of Learning in Indonesia
- Socialization to Support Civilian Professional Identity Development among Veterans
- Understanding the Engagement Experiences of Bank Muscat Employees in the Sultanate of Oman during the COVID-19 Pandemic
- Work in Progress: Developing Techno-leadership styles in the Manufacturing Industry
- Preparing the Hospitality Workforce for the Future: An Investigation of Leaders Strategies' using the 4-R Crisis-Normalcy Model
- Intellectual Structure of Leadership Emergence: A Bibliometric Approach for identifying research thematic clusters

11:15-11:30am Break

11:30-12:30pm Mentoring Partner Meet & Greet

11:30-12:30pm **BREAKOUT SESSIONS G**

R

- Leadership and Meaningful Work
- Organizational Learning
- Engagement and Turnover

NR

- Publishing Non-Empirical Research Articles in HRDR: Practical Tips
- Rethinking the Meaning of Essential Work: Informal and Incidental Learning About and In Essential Work OR Changing the Conditions of Essential Work: Informal and Incidental Learning About and In Essential Work

P

- Construction and Initial Validation of an Adult Learning in Mentoring Scale: Rethinking the Mentor's Role
- Biometrics in HRD: An Innovative Method of Assessing Learners' Emotional Experiences in Virtual Reality Training Simulations
- Exploring Success Factors in Emergent Online Learning at HBCUs
- An Examination of Business Students and Business Professors Perspectives on Responsiveness, and Assignment Feedback Timeliness
- The Factors that Enable Tacit Knowledge Flow for Innovation and their Effects: A Rapid Evidence Assessment
- Role of Learning in Human Resource Development: A Keyword Network Analysis of Articles in AHRD Journals
- Student Outcomes of eService-Learning During the Covid-19 Pandemic
- Professional Identity Development for Faculty in Higher Education: A Grounded Theory Study in Vietnam

12:30-12:45pm

Break

12:45-1:45pm

BREAKOUT SESSIONS H

R

- Online Teaching and Professional Development
- Organization Development
- Learning and Machines in the Workplace

NR

- Engaging with the Media as Academics

P

- The Bore-Out Syndrome: When Boredom at Work Makes Productivity Sink
- Measures of Climate for Inclusion and Diversity: Review and Summary
- The Eye of the Storm: Middle Managers' Experiences as Change Agents and Change Recipients
- Preparing Computer Science Students for the Workforce: A Case Study
- Combating the Imposter Syndrome of Veterans Transition into the Civilian Workplace during COVID 19 through Workplace Learning, Training, and Career Development HRD Interventions
- An Investigation into the Association among Individuals' Entrepreneurial Intention

1:45-2:00pm

Break

2:00-3:00pm

BREAKOUT SESSIONS I

R

- Higher Education Program Improvement
- Work-life Balance in COVID-19
- Workplace Inclusion

NR

- Disrupting Misaligned Values and Actions in HRD: A Focus Session

- P**
 - A bibliometric analysis of 20 years of research and theory on E-mentoring
 - The Role of Smartphones Manifested in the Job Crafting Behaviors of Millennial Generation Professionals in the Public Sector
 - Employee Engagement Influence on the Relationship Between Self-Directed Learning and Technology Acceptance
 - Assessing What Engaged Students in Virtual Learning during Covid-19: A Systematic Review
 - Diversity in High-Performance Organizations
 - The Shortage of the Construction Workforce in the U.S.: Challenges and Opportunities
 - An Interpretative Phenomenological Analysis of Diversity, Equity, and Inclusion SMEs: Implications for Human Resource Development and Race-conscious Research
 - Work-from-Home Experiences of Married Women in the Era of COVID-19

3:00-3:15pm

Break

3:15-4:15pm

BREAKOUT SESSIONS J

- R**
 - Learning in the Workplace and Beyond
 - Turnover and Engagement
 - Work and the International Context
- NR**
 - A Participatory Case Study Approach: Fostering HRD Graduate Student Success

- P**
 - The Role of Training in Regional Integration in the Association of Southeast Asian Nations
 - Learning of Jang-in (Master) and its Relationship to Meaningful work and Innovative Work Behavior
 - Servant Leadership Impacts Customer-Oriented Organizational Citizenship Behavior: The Moderating Role of Perceived Interactional Justice
 - Faculty Development in Medicine: A Bibliographic Review and Future Directions
 - Mental and Behavioral Health of International Students in U.S. Higher Education: Mediation Effects of Cultural Adjustment and Engagement
 - Enhancing Global Mindfulness through Community Engaged Participatory Practice and Scholarship
 - Stay or Go? Understand LGBT International Students' Perceptions of U.S. Workforce
 - Examining the Role of Employee Engagement Mediating the Relationships between Organizational Learning, Perceived Organizational Support and Employee Performance in Vietnamese SMEs

5:00-6:30pm

Networking Event

THURSDAY, APRIL 21 TIMES ARE SHOWN IN EASTERN TIME

8:30-9:30am

BREAKOUT SESSIONS K

- R**
 - Job Satisfaction, Turnover, and Training Transfer
 - Training and Skill Development
 - Women in Careers
- NR**
 - Using Reflective Structured Dialogue (RSD) to Discuss Racism: A Professional Development Workshop

- P**
 - Facilitating Knowledge Sharing in Saudi Organizations: Building Trust Between Genders at Work
 - Learning to Have a Voice and Confidence
 - Action Learning in China
 - The Relationships among Learning Agility, Unlearning, and Learning Flow of Engineering University Students: Conditional Direct and Indirect Effects by Gender
 - The Role of Compassion Satisfaction on the Relationship Between Compassion Fatigue and Mental Illness Among a Population of Veterinary Nurses
 - Enhancing Work Engagement through HR Practices: A Mixed-method Case Study
 - Engaging New Hires in Different Generations in Remote Work Environments
 - Behind the Scenes: How Narrative Leadership Can Create Generational Mentorship
 - Subjective Time and Temporal Leadership: A Scoping Literature Review to Inspire Reflection and Learning in Organizations
 - Demystifying AI's Threats in Talent Acquisition: Tools for HRD Professionals
 - Employee Perceptions and Reciprocations of Organizational Support within the Multigenerational Healthcare Workforce
 - Organizational Culture and Post-Acquisition Performance: Role of Change Agents in Post-Merger Integration

9:30-9:45am

Break

9:45-10:45am

BREAKOUT SESSIONS L

- R**
 - COVID 19 - Employee Engagement and Support
 - Employee Well-Being
 - Workplace Skills

- NR**
 - The Effect of Immigration Status on Earnings of the Skilled Immigrants in STEM Occupations
- P**
 - Training Informally and Habits: Does Email Informally Train Habits in Knowledge Workers?
 - Application of Cultural Historical Activity Theory in Human Resource Development and Adult Education: A Keyword Network Analysis
 - Veteran Experts: A Theory and Model to Guide Transition
 - Career Development Experiences of Instructional Designers
 - Applying Person-Organization Fit to Improve Veteran Employee Onboarding and Retention
 - HRM and HRD Strategy Changes in Hospital Organizations during COVID-19
 - Accepted Workplace Deviance Isn't Acceptable: A Family-Owned Business Study (In-Progress)
 - The COVID-19 Crisis Management in a Medical Device Manufacturing Company
 - Groundhog Day: Distorted Experience of Time in the Pandemic and HRD Implications
 - Motivational Techniques for Non-Traditional Kinesthetic Learners
 - The Role of Dialogue in Workplace Learning
 - Advancing Gen Z's Research and Practice: A Systematic Literature Review

10:45-11:00am

Break

11:00-12:00pm

Keynote Speaker

12:00-12:30pm

Closing

12:30-1:30pm

SIG Meetings

TOWN HALL FORUM

Narratives of Workplace Transformation

April 19 at 10am ET | Panel of Practitioners

This year's conference Town Hall Forum will focus on the lived experiences of practitioners during a time of transformational change. They will share their insights and knowledge on their particular industries as well share their stories of challenge during the COVID era. Many of the panelists businesses have had to pivot to the remote work environment, the increase of safety and security of their staff and clients and conversation about our workplace climate.

BRITTANY SAKATA, ESQ., General Counsel, American Staffing Association

Sakata is a former labor and employment attorney who advises ASA members on a broad range of legal matters, including EEO and wage and hour laws, immigration/I-9, OSHA, and paid leave issues. She is principal ASA liaison to the formal ASA/OSHA temporary worker safety alliance, Office of Disability Employment Policy (ODEP) alliance, and ASA's Employee Safety Committee. Sakata graduated from George Mason University and earned a J.D. from the Washington College of Law at American University.

KENNY K. CHEUNG, Chief of Procurement, The World Bank Group

Kenny heads the World Bank Group's procurement and vendor management effort globally across 140+ countries and has successfully modernized the function to improve its efficiency, governance, value generation and sustainability of its ~25,000 vendor base in his first term with the Group. His current and next agenda is to broaden procurement's value contribution in World Bank Group's strategic priorities, including Fragility, Conflict and Violence; Country Services; Disruptive Technologies; and Gender and Minority inclusion. Kenny has an Executive MBA from the Australian School of Management and Honors in Engineering from the University of Melbourne.

TIM TOBIN, EDD, VP, Franchisee Onboarding and Learning, Choice Hotels International

Tim is a leadership development professional committed to helping individuals and organizations reach their greatest potential. He is a frequent leadership speaker, consultant, coach, and the author of "Peak Leadership Fitness: Elevating Your Leadership Game" and "Your Leadership Story: Use Your Story to Energize, Inspire, and Motivate". He has been recognized with several industry awards for leadership program excellence, and he earned his Doctorate of Education in Human Resources Development from George Washington University.

KEYNOTE PRESENTATION

Rethinking The Meaning of Work

April 21 at 11am ET | Tonya Cornileus

For the past several years, scholars and practitioners have been discussing and preparing for the workforce and workplace of the future. The future is Now! The global pandemic, social unrest, and a heightened focus on diversity, equity, and inclusion have led individuals and organizations to rethink the meaning of work. In her keynote, Dr. Cornileus will share the role human resource developers have in helping to lead the transformation taking place in the world of work. Hear how she and her team are helping to create a culture of career, inclusion, and wellbeing at ESPN.



TONYA CORNILEUS

Vice President, Human Resources, ESPN

Tonya Cornileus is the vice president, development, inclusion and wellness at ESPN where she serves as an integral member of the Human Resources senior leadership team and regularly acts as an advisor to senior management at ESPN. Dr. Cornileus is responsible for learning and organization development, talent management, diversity & inclusion, and wellness. Dr. Cornileus joined ESPN in November of 2009.

Dr. Cornileus is a lifelong learner. She earned her Ph.D. and M.Ed. in Human Resources and Organizational Development from the University of Georgia and her bachelor's degree in Broadcast Journalism from the University of Florida. Dr. Cornileus received the Senior Certified Professional designation by the Society for Human Resource Management (SHRM-SCP) and the Professional Coaching certification by the Institute for Professional Excellence in Coaching (iPEC CPC). She is passionate about helping individuals and teams realize their full potential and regularly spends her time speaking, writing and reading on topics of personal and professional development.

SESSION INFORMATION

R Refereed Sessions **NR** Non-Refereed Sessions **P** Posters

BREAKOUT SESSIONS A

Tuesday, April 19 | 12:30-1:30pm

R COLLABORATION, ETHICS AND SOCIAL CAPITAL

Emotion Grafting: The Importance of Organizations and Their Actors Communicating What They Really Mean!

Markease Doe, Florida International University
Thomas Reio, Florida International University

Ethics Training Interventions and their Outcomes: A Literature Review

Amir Hedayati Mehdiabadi, University of New Mexico
Oleksandr Tkachenko, University of New Mexico
Jasmine Desiderio, University of New Mexico

Social Capital in South Korea: A Systematic Literature Review

Jihye Oh, Azusa Pacific University
Jia Wang, Texas A&M University
Seung Won Yoon, Texas A&M University - Commerce

R HRD MODELS AND TRENDS

From an HRD utopia to HRDhood: What would Confucius say to HRD?

Jackie Liu, University of Minnesota

It's Trending: Key Topics, Issues, and Emerging Themes in HRD Practitioner Periodicals - A Thematic Analysis and Review

Ellen Scully-Russ, George Washington University
Sarah Ray, George Washington University
Henriette Lundren, Teachers College, Columbia University / Corning Incorporated

Assessing the Analytic Competency Gap for Human Resource Professionals and Advancing the Competency Modeling Process

Chandra Talerico, Florida Institute of Technology
Abram Walton, Florida Institute of Technology

R LEADERSHIP DEVELOPMENT

Rethinking the Role of Followership in the Leadership Process

Nana Arthur-Mensah, Northern Kentucky University
Jeffrey Zimmerman, Northern Kentucky University
Letitia deGraft-Johnson, Arkansas Department of Health

Humility in Leadership Development: A U.S. Army Perspective

Michael Kirchner, Purdue University Fort Wayne
Mesut Akdere, Purdue University

Testing the critical theory of leadership identity development

Cynthia Sims, Clemson University
Angela Carter, Clemson University
Rajashi Ghosh, Drexel University
Ague Mae Manongson, Drexel University
Karen High, Clemson University

R THE VIRTUAL WORKPLACE

Leveraging Social Networks and Dialogic Organizational Development Practices for Virtual Leadership

Bhagyashree Barhate, Texas A&M
Malar Hirudayaraj, Rochester Institute of Technology

Developing Cultural Intelligence through Virtual Reality Technology: Implications for HRD

Jestine Philip, University of New Haven
Yeling Jiang, Purdue University
Mesut Akdere, Purdue University

New Employees' Socialization and Learning in Virtual Environments: A Theoretical Review Integrating Virtual Socialization and Social Presence

Hermelia Tekle, George Washington University

NR NON-REFEREED FOCUS SESSION

Ethics in Human Resource Development

Darlene Russ-Eft, Purdue University
Amin Alizadeh, Texas A&M University
Marilyn Byrd, University of Oklahoma
Jamie Callahan, Durham University
K. Peter Kuchinke, University of Illinois at Urbana-Champaign
David McGuire, Glasgow Caledonian University

P POSTER SESSION 1-1

Using Explainable AI to Envision the Future of Work, Workers, and Workplace

Yu-Ling Chang, The Pennsylvania State University
Beomseok Seo, The Pennsylvania State University

Let's Talk About Groups! The Importance of Conducting Propensity Score Matching Before Measurement Invariance Testing

Julia Fulmore, University of Dallas
Bryn Hammack-Brown, Tarleton State University
Greggory Keiffer, Houston Baptist University
Kim Nimon, The University of Texas at Tyler

Reduce Missing Data! A Planned Missing Data Survey Design Experiment

Joanna Norman, The University of Texas at Tyler
Kim Nimon, The University of Texas at Tyler

What We Built on: An Integrative Analysis of Commonly Utilized Theories in International HRD

Xiao Xu, University of Illinois at Urbana and Champaign

P POSTER SESSION 1-2

Gendered Experiences in Professional Military Education: Implications for Diversity, Equity, and Inclusion

Stephanie K. Erwin, US Air Command and Staff College
Brandy Jenner, University of Southern California
Megan Hennessey, Air University
Brett Weigle, US Army War College

HRD Scholar and Practitioner Anti-Racist Identity

Julie Gedro, SUNY Empire State University

The Role of Emotional Intelligence in Developing Neurodiverse Leadership from a Social Cognitive Neuroscience Perspective

Yoshie Nakamura, George Washington University
June Lindsey, George Washington University

Caring HRD: Advancing Understanding of HRD as a Practice of Care

Ana Carolina Rodriguez, University of Minnesota
Diele Lobo, University of Minnesota
Silvia Casa Nova, University of São Paulo
Alexandre A. Ardichvili, University of Minnesota

BREAKOUT SESSIONS B

Tuesday, April 19 | 1:45-2:45pm

R EMPLOYEE ENGAGEMENT METHODS

Modeling corporate social responsibility, employee trust, and employee engagement

Amin Alizadeh, Texas A&M
Khalil Dirani, Texas A&M University

The Role of Motivation and Volition in Discretionary Effort... and why should we care?

Shawn Andrews, Western Michigan University

Influencing Employee Security and Compliance Behavior in Organizations

Joyce Y. Mui, Indiana State University
Barbara Eversole, Indiana State University

R STRATEGIC HRD

Win-Lose Partnerships with Key Stakeholders: A Qualitative Case Study of Uncovering (Mis)Alignment through SHRD

Meera Alagaraja, University of Louisiana

Using SWOT analysis to develop business strategies: Implications on Non-profit Human Resource

Behnam Bakhshandeh, CoachBehnam
Sadia Mazid, University of Illinois at Urbana-Champaign
Sohel Imroz, Embry-Riddle Aeronautical University

Training and Firm Performance: A Meta-Analytic Investigation of Mediating Mechanisms

Thomas Garavan, Cork, University College Cork
Alma McCarthy, NUI Galway
Yanqing Lai, MMU
Nicolas Clarke, Kent Business School
Anthony McDonnell, University College Cork
Ronan Carbery, University College Cork
Colette Darcy, National College of Ireland
Maura Sheehan, Napier University

R UNDERSTANDING AND FACILITATING CHANGE

Reframing Resistance to Change Readiness: Considering the Role of Embodied Cognition in Organizational Change

Wendy Anderson, University of Georgia
Patricia Carter, University of Georgia

Management Innovation: an Exploratory Study from Change and Discourse Perspectives

Loi Nguyen, Metropolitan State University

The Substrate-independence Theory: Advancing Constructor Theory to Promote the Flow of Information and Facilitate Change in Complex Environments

John Turner, University of North Texas
Dave Snowden, Cognitive Edge
Nigel Thurlow, The Flow Consortium

NR NON-REFEREED FOCUS SESSION

Integrating Critical Theory and Perspectives into HRD: AHRD Critical SIG Sponsored Focus Session

Stephanie K. Erwin, US Air Command and Staff College
Laura Bierema, University of Georgia
Jeremy Bohonos, Texas State University
Stephanie Sisco, University of Minnesota
Sarah Ray, George Washington University
Ajit Bhattarai, Idaho State University
Tomika Greer, University of Houston

The Interconnectedness of an Agile Organizational Culture and Survival in a VUCA World

Holly Jackson, Virginia Commonwealth University
Robin Hurst, Virginia Commonwealth University

P POSTER SESSION 2-1

Women in Leadership: An Exploration of the Need for Gender-Focused Leadership Development

Ashley Arthur, Western Carolina University
Heather Biswas, Western Carolina University
Karen Longest, Western Carolina University
Siham Lekchiri, Western Carolina University

Social Capital for Women on Their Journey to be Leaders

Rebecca Burns, George Washington University

Strategies to Overcome COVID-19 Pandemic Challenges on Jobs and Workforce

Sophie Henley, Indiana State University
Szufang Chuang, Indiana State University

How a Leadership Development Program Can Improve Employee Engagement Within Healthcare

Lesley Tomaszewski, Lipscomb University
Roemer Visser, TIAS School for Business and Society

P POSTER SESSION 2-2

Creating a Needs Assessment for Department Chair Human Resource Learning and Development

Leigh Dzwik, Oakland University

Transformative learning in the workplace: Integrative literature review and implications for human resource development

Sumi Lee, UGA
Shinhee Park, University of Georgia
Caleb S. Han, University of Georgia

Work-life balance among female faculty in higher education: A scoping review

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

Rites of Passage and Academic Tradition in Portugal: Individual, Organizational and societal consequences

Eduardo Tomé, Universidade Lusófona de Humanidades e Tecnologias e Universidade de Aveiro GOVCOPP
Catia Godinho, Universidade de Aveiro GOVCOPP

BREAKOUT SESSIONS C

Tuesday, April 19 | 3:00-4:00pm

R GENDER ISSUES IN THE WORKPLACE

Social Capital Implications for the Gender Gap in Organizational Leadership through a Lens of Intersectionality

Amy Castle-Rogers, Rogers Consulting LLC

Reviewing interventions to foster gender equality at leadership positions

Ana Carolina Rodriguez, University of Minnesota

Sehoon Kim, University of Minnesota

Relumining Perceived Gender Discrimination in the Workplace: Examining determinants through decision trees

Eunbi Sim, The University of Georgia

Caleb S. Han, The University of Georgia

R ORGANIZATION CULTURE AND SUPPORT

Job Crafting and Masteristic Achievement: A Mediating Effect of Perceived Organizational Support

Jung-A Lee, Yonsei University

Jieun You, Yonsei University

Soon-Pyo Kwon, Yonsei University

Bo-Ram Yu, Yonsei University

Wonsup Chang, Yonsei University

Developing Organizational Inclusion in the Gig Economy

Panpan Zhang, University of Minnesota-Twin Cities

Pimsiri Aroonsri, Chulalongkorn University

R WOMEN AND CAREER DEVELOPMENT

Womens' Career Transitions: What Type of Social Support is Needed and Who Provides It?

Tomika Greer, University of Houston

Autumn Kirk, University of Houston

How Do Company-Sponsored Women's Networks Affect Members' Career Advancement and the Success of their Organization?

Sarah Rand, St Catherine University

Joseph Wokkittel, Minnesota State University, Mankato

Learning goal orientation and voice behavior: The mediating role of thriving at work and the moderating role of perceived organizational career growth

SuJin Son, Chosun University

Tae Seok Yang, Western Illinois University

Junsu Park, SungKyunKwan University

NR NON-REFEREED FOCUS SESSION

Informal and Incidental Learning during Uncertain Times: Lessons Learned from Critical Incidents of Frontline Physicians Working During the COVID-19 Pandemic

Henriette Lundgren, Teachers College, Columbia University / Corning Incorporated

Dimitrios Papanagnou, Thomas Jefferson University

Grace Alcid, Teachers College, Columbia University

Urvashi Vaid, Thomas Jefferson University

Karen Watkins, University of Georgia

Victoria Marsick, Teachers College, Columbia University

The Color of Leadership: Research Discussion and Direction Setting Non-Refereed Focus Group Session

Cynthria Sims, Clemson University

Angela Carter, Clemson University

P POSTER SESSION 3-1

Work-life Balance among Faculty Couples from Diverse Backgrounds

shinhee Jeong, Louisiana State University
Sunyoung Park, Louisiana State University
Petra Robinson, Louisiana State University

Why Diversity Training Rarely Works: Understanding Identity's Influence on Training Outcomes

Christopher Jones, Management Practitioner
John Sherlock, Western Carolina University
Walter Cason, University of Maryland Global Campus

An Exploration of Systemic Racism in an HRD Undergraduate Program

Chang-kyu, Oakland University
William Solomonson, Oakland University

System Dynamics Modeling of Effective Social Sector and HRD Strategies for Social Change

Robert Yawson, Quinnipiac University
Emmanuel Osafo, Washington State University

P POSTER SESSION 3-2

A Meta-analysis of the Effect of Work Engagement on Turnover Intention in Korean Organizations

Wonseok Kang, KOREATECH
Hyunjeong Jo, KOREATECH
Woocheol Kim, KOREATECH

Registered Nurse Resource Coaches During COVID-19: Reducing Nightshift Burnout, Low Morale, and Nurse Turnover

Melissa Lomas, University of Southern Mississippi
Quincy Brown, University of Southern Mississippi

Lessons Learned During the COVID-19 Pandemic: Through the Lens of Crisis Management Theory

Ashlee Noblin, The University of Texas at Tyler
Joanna Norma, The University of Texas at Tyler
Amanda Legate, The University of Texas at Tyler
Shonda Sears, The University of Texas at Tyler
Nolan Sosa, The University of Texas at Tyler
Leah Aiken, The University of Texas at Tyler
Paul Roberts, The University of Texas at Tyler

Human Resource Development Programs and Police Officer Stress

Matthew Wright, Texas State University
Lei Xie, Texas State University

BREAKOUT SESSIONS D

Tuesday, April 19 | 4:15-5:15pm

R CAREER RESILIENCE AND SUCCESS

The Effect of Subjective Career Success on Personal Growth Initiative: Moderating Effect of Participative and Reciprocal Working Environment and Recognized Challenging Job Experience

Suhyung Lee, University of Minnesota

The Impact of Social Capital on Career Success and Knowledge Sharing: The Relationships with Career Adaptability, Psychological Ownership, and Perceived Supervisor Support

Jihye Oh, Azusa Pacific University
Jia Wang, Texas A&M University
Seung Won Yoon, Texas A&M University - Commerce

Two types of perceived marketability and career resilience: The mediating role of learning agility

Yonnhee Park, Ewha Womans University
Doo Hun Lim, University of Oklahoma
Jae Young Lee, Kookmin University

R EVALUATING HRD

The PLAUSIBLE Model for Strategy Evaluation

Veronica Dougherty-Denny, Indiana State University
Barbara Eversole, Indiana State University

Validation of Knowledge Hiding Measurement in South Korea

Jaehong Joo, Hanyang University
Yunsoo Lee, Hanyang University
Ji Hoon Song, Hanyang University

New Directions and Ideas in HRD Evaluation

Joshua Jordan, Western Michigan University
Darlene Russ-Eft, Purdue University
Ghassan Ibrahim, Texas A&M University

R INTERNATIONAL HRD POLICY

Human Resource Development in Four Sub-Saharan African Countries

Phenious Chuma, Texas State University
Jeremy Bohonos, Texas State University
Anne Lutomia, University of Michigan

Dynamic Capability and Innovation: Rethinking HRD/HRM in South Asia

Gertrude Hewapathirana, Gulf University for Science and Technology
Satish Panday, Pandit Deendayal Petroleum University (PDPU)

Re-examining the History of HRD Policy in China: From Local Indigenous Phenomena to Global HRD Knowledge

Greg Wang, University of Texas at Tyler
D Harold Doty, The University of Texas at Tyler

NR NON-REFEREED FOCUS SESSION

Linking Faculty to Organizational Development and Change. An International Overview

Monica Fedeli, University of Padua
Katherine Rosenbush, George Mason University

Preliminary Indicators of The Theory of Transformational Change in Education

Laura Hurtienne, Concordia University Wisconsin

P POSTER SESSION 4-1

Classification of Knowledge Sharing

Chungil Chae, Wenzhou-Kean University
Rou Xie, Wenzhou-Kean University
Wang Lan, Wenzhou-Kean University
Yanhong Xie, Wenzhou-Kean University
Meiyi Niu, Wenzhou-Kean University
Jiongchen Lu, Wenzhou-Kean University
Binhao Chen, Wenzhou-Kean University

Managerial Practices and the Bullies Among Us: Successful Workplace Anti-Bullying Policies

Ellen Kirchman, Metropolitan State University
Sanghamitra Chaudhuri, Metropolitan State University

What Happened? Organizational Change and My Sense of Belonging

Danielle Tope, George Washington University

A Proposal: Exploring Information Technology Application in Strategic Human Resource Development Practice

Jeong-Ha Yim, Al Akhawayn University

P POSTER SESSION 4-2

Career Aspirations of Generation Z Working in India's Information Technology Industry

Bhagyashree Barhate, Texas A&M

A Review of Career Exploration Trends among Hospitality Workers during the COVID -19 Pandemic - Insights for Future

Deepu Kurian, University of Houston
Amin Alizadeh, Texas A&M University
Jennifer Glickman, Northeastern University
Ajosh George, Rajagiri College of Management and Applied Sciences

The Impact of COVID-19 on Women and Work: Career Advancement Challenges

Susan Madsen, Utah State University
Marin Christensen, Utah State University

Understanding the Motives, Behaviors, and Experiences of Low Wage and Low Skill Individuals Who Have Experienced Job Loss, on Deciding Whether to Seek Career Services through the State of Illinois CareerOneStop in Champaign County

Phyllis Tate, University of Illinois at Urbana-Champaign
Ronald Jacobs, University of Illinois at Urbana-Champaign

P POSTER SESSION 4-3

Human Resource Development Specialist Utilizing Technology as a Transitional Tool for Veterans within the Workforce

Yvonne Hunter-Johnson, Southern Illinois University (Carbondale)
Dauran McNeil, Southern Illinois University

Employees' Learning Agility and Adaptive Performance: Exploring the Dual Mediating Effects of Multiple Commitment and Informal Learning Activities in the Workplace

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

Informal Learning during Crisis Situations

Shinhee Park, University of Georgia

BREAKOUT SESSIONS E

Wednesday, April 20 | 9:00-10:00am

R HRD RESEARCH METHODOLOGY

The Evolution of Qualitative Research in HRD

Karen Johnson, University of North Texas
Tania Kjerfve, University of Houston
Katherine Yeager, Abilene Christian University

Research Method Trends and Rigor in the Field of Human Resource Development: An Analysis of Empirical Research From 2016 to 2020

Jennifer Jihae Park, Indiana University
Heeyoung Han, Southern Illinois University School of Medicine
Yujin Kim, Sangji University

Examining Critical Participatory Inquiry in Theory and Praxis within Healthcare Settings

Cecilia Vaughn-Guy, University of Illinois at Urbana Champaign

R LEADERSHIP AND INCLUSION

To Step Forward We Must Step Back: Why Genuine Inclusion Hinges on our Ability to Expand Awareness and Integrate Opposites

William Brendel, Penn State University
Leila Farzam, The Advisory Services Practice at REI
Abdelfatah Arman, American University of Ras Al Khaimah

Navigating Tensions at the intersections of Race and Gender in Diversified Mentoring: Lived Experiences of Minoritized Women Leaders in Higher Education

Ague Mae Manongson, Drexel University
Rajashi Ghosh, Drexel University

Expanding our Voices? A Decade of Research on African American Women and Leadership: An Integrative Literature Review

Cynthia Sims, Clemson University

R SOCIAL JUSTICE, DIVERSITY, AND INCLUSION

Enslavement and the foundations of Human Resource Development

Jeremy Bohonos, Texas State University
ArCasia James-Gallaway, Texas A&M University

The Future of Niche Co-working Spaces?: Critical Human Resource Development, Feminism, and The Wing

Taylor Cavallo, University of Minnesota-Twin Cities
Joshua Collins, University of Minnesota-Twin Cities

An Integrative Review of Race and Racism in Organizations: Implications for Human Resource Development

Stephanie Sisco, University of Minnesota
Chelesea Lewellen, Southern Illinois University

NR NON-REFEREED FOCUS SESSION

For Us, By Us: Surviving the Doctoral Student Journey through a Virtual Writing Group

Schane Coker, Florida International University
Cory Wicker, The University of Southern Mississippi
Tammy Rutland, University of Southern Mississippi
Myrian Herlle, Florida International University
Jason Styles, Regent University
Joseph Martinez, Regent University

Effective Qualitative Research Teaching for Non-traditional Doctoral Students

Laura Hurtienne, Concordia University Wisconsin
Matthew Hurtienne, Concordia University Wisconsin
Sunil Ramlall, Concordia University Wisconsin
Preston Cosgrove, Concordia University Wisconsin

P POSTER SESSION 5-1

Linking justice climate to employee engagement through social identity theory: A study of mediation model

Amin Alizadeh, Texas A&M
Deepu Kurian, University of Houston
Khalil Dirani, Texas A&M University

Alternative Possible Futures of HRD as a Field of Study

Woongbae Park, Al Akhawayn University in Ifrane

Work in Progress: Inclusion in U.S. Higher Education: The Voices of African American Women Faculty

Anna Marie Siegel, George Washington University
Maria Cseh, George Washington University

"It's More Important to My Generation": In Reality, Views on Managerial Competencies are Not That Different

Joseph Wokkittel, Minnesota State University, Mankato

P POSTER SESSION 5-2

Digital Ethics and Big Tech Companies: A Phenomenological Study With Data Science Professionals

Humberto de Faria Santos, Texas State University
Rosângela Ayres, Universidade Federal do Rio de Janeiro (UFRJ)
Joellen Coryell, Texas State University

Exploring International Students' Career Adjustment Experience During Times of Uncertainty

Tony Lee, Texas A&M University-Commerce

Professional Identity Development for Women in Engineering Fields

Mihee Park, Penn State University

Newcomer onboarding: what happens, what helps, what hinders, and their hopes

Angela Rogers, Penn State

BREAKOUT SESSIONS F

Wednesday, April 20 | 10:15-11:15am

R COPING AND WELL-BEING

Highly Educated, New Foreign Workers' Acculturation Stress and Coping Mechanism to a Large Korean Company

Dae Seok Chai, Colorado State University

Evaluating Worksite Wellness Programs: A Qualitative case study of Employer and Employee perspectives

Andrew McCart, University of Louisville
Meera Alagaraja, University of Louisville

Discovering Leaders' Well-Being: A Narrative Exploration through Qualitative Study

Heidi Scott, University of Idaho
Laura Holyoke, University of Idaho

R THE SELF AND CAREER

The Importance of Self: A Conceptual Model for Integrating Adult Development, Meaning of Work, and Career Development

Tabitha Coates, James Madison University

The Moderated Mediating Effect of Career Shocks on the Relationship Between Role Overload and Job Satisfaction via Career Crafting

Heesun Kim, Texas A&M University
Soo Jung Kim, Hanyang University
Yunsoo Lee, Hanyang University

Embracing the Family Business? Examining the Succession Intentions of Second-Generation Minority-Ethnic Family Business Members

David McGuire, Glasgow Caledonian University
Shariq Sheikh, Glasgow Caledonian University
James Cunningham, The Robert Gordon University

R NEUROSCIENCE AND THE WORKPLACE

The Art of Service: Understanding Customer Service Providers Through Neuroscientific Perspective

Doo Hun Lim, University of Oklahoma
Jonathan Blevins, University of Oklahoma

Neuroscience Methods in HRD: Examining the Role of Reflection in Developing Ethical Leaders using Electroencephalography (EEG)

Yoshie Nakamura, George Washington University
Hecheng Jin, Columbia University
Deyang Yu, George Washington University
Jessica Hinshaw, George Washington University
Yuan Gu, George Washington University
Rehan Reman, Columbia University

Human Resource Management Job Design Affecting Neurodiverse Talent Job Satisfaction

Jason Styles, Regent University
Lisa Knowles, St. Thomas University

NR NON-REFEREED FOCUS SESSION

Addressing Racial Incidents in Organizational Settings: Is Diversity Training Effective?

Marilyn Byrd, University of Oklahoma
Chelesea Lewellen, Southern Illinois University
Chaunda Scott, Oakland University

P POSTER SESSION 6-1

What Made Employees Hopeful during COVID-19? The Case of Registered Nurses in Oman

Issa Al Balushi, Penn State University
Hyung Joon Yoon, Penn State University
Tatum Risch, Penn State University

The Changing Landscape of Action Learning Research: A Redux Review

Yonjoo Cho, The University of Texas at Tyler
Toby Egan, University of Maryland

A Study of Teacher Professional Development Program on Transfer of Learning in Indonesia

Nuzulul Isna, STKIP Muhammadiyah Southwest Aceh
Fredrick Nafukho, Texas A&M University
Khalil Dirani, Texas A&M University

Socialization to Support Civilian Professional Identity Development among Veterans

Michael Kirchner, Purdue University Fort Wayne
Angela Minichiello, Utah State University

P POSTER SESSION 6-2

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

Farah Al Hina, George Washington University
Maria Cseh, George Washington University

Work in Progress: Developing Techno-leadership styles in the Manufacturing Industry

Bernadette Brighton, Pennsylvania State University
John Jongho Park, Pennsylvania State University

Preparing the Hospitality Workforce for the Future: An Investigation of Leaders Strategies' using the 4-R Crisis-Normalcy Model

Karen Johnson, University of North Texas
Pallvi Arora, University of Jammu

Intellectual Structure of Leadership Emergence: A Bibliometric Approach for identifying research thematic clusters

Yeujiu Zhang, Wenzhou-Kean University
Yeyiyi Xu, Wenzhou-Kean University
Yaqin Liu, Wenzhou-Kean University
Yuhan Guo, Wenzhou-Kean University
Chungil Chae, Wenzhou-Kean University

BREAKOUT SESSIONS G

Wednesday, April 20 | 11:30am-12:30pm

R LEADERSHIP AND MEANINGFUL WORK

Multi-Case Study: Developing Fire Service Leader Adaptive Capacity within Complex Situations

John deForest, United States Marine Corps, Training Command

Leadership Competencies for Effective Leadership Demonstration in the Engineering Field

Meredith Handley, Penn State University

Mihee Park, Penn State University

John Jongho Park, Penn State University

Teresa Lang, Penn State University

A Review of Meaningful Work Measures

Sunyoung Park, Louisiana State University

Eunjee Kim, Kyonggi University

R ORGANIZATIONAL LEARNING

Organizational Learning: The New Great Equalizer? The Potential of Workplace Learning for Organizations in Developing Economies

Yilekal Fisseha Beyene, Indiana State University

Cindy Crowder, Indiana State University

How do Leaders enable Organizational Learning? A Quantitative Study of Leader-Subordinate Dyads

Navjot Kaur, Southern Illinois University

Bridging the gap: connecting team learning and learning organization

Zachery Majzun, Texas A&M University

Mehrangiz Abadi, Texas A&M University

Rosemary Capuchino, Texas A&M University

Ghassan Ibrahim, Texas A&M University

R ENGAGEMENT AND TURNOVER

Work Engagement as Mediator in the Relationship Between Job Resources and Employees Turnover Intention Among Nursing Practitioners in Saudi Arabia

Meshal Almasadi, National Company for Mechanical System (NCMS)

Abdelfatah Arman, American University of Ras Al Khaimah

Fahad Almaeeni, Saif Bin Zayed Academy for Police & Security Science

Examining Structure Relationships among Perceived Organizational Support, Procedural Justice, Employee Engagement and Turnover Intention in the Lao Public Organizations

Thippavanh Arounleuth, KOREATECH

Woocheol Kim, KOREATECH

Employees' Intent to Stay: A Survey of an Organization in the Midwestern United States

Nicholas Healy, Indiana State University

Cindy Crowder, Indiana State University

Barbara Eversole, Indiana State University

NR NON-REFEREED FOCUS SESSION

Publishing Non-Empirical Research Articles in HRDR: Practical Tips

Yonjoo Cho, The University of Texas at Tyler

Meera Alagaraja, University of Louisville

Julie Davies, Manchester Metropolitan University

Hyung Joon Yoon, Penn State University

Beth Hadi, University of Texas at Tyler

Maryn Taylor, University of Texas at Tyler

Rethinking the Meaning of Essential Work: Informal and Incidental Learning About and In Essential Work OR Changing the Conditions of Essential Work: Informal and Incidental Learning About and In Essential Work

Ellen Scully-Russ, George Washington University

Maria Cseh, George Washington University

Henriette Lundren, Teachers College, Columbia University /

Corning Incorporated

Lily Hakimi, George Washington University

DJ Ralston, George Washington University

Jerry Philip, George Washington University

P POSTER SESSION 7-1

Construction and Initial Validation of an Adult Learning in Mentoring Scale: Rethinking the Mentor's Role

Rajashi Ghosh, Drexel University
Ague Mae Manongsong, Drexel University

Biometrics in HRD: An Innovative Method of Assessing Learners' Emotional Experiences in Virtual Reality Training Simulations

Yeling Jiang, Purdue University
Mesut Akdere, Purdue University

Exploring Success Factors in Emergent Online Learning at HBCUs

Jie Ke, Jackson State University

An Examination of Business Students and Business Professors Perspectives on Responsiveness, and Assignment Feedback Timeliness

Cody Musgrave, Indiana State University
Jon Musgrave, Morehead State University
Jill Musgrave, Union College
David Fowler, Lander University

P POSTER SESSION 7-2

The Factors that Enable Tacit Knowledge Flow for Innovation and their Effects: A Rapid Evidence Assessment

Anna Keller, Dublin City University
Claire Gubbins, Dublin City University

Role of Learning in Human Resource Development: A Keyword Network Analysis of Articles in AHRD Journals

Junghwan Kim, Texas A&M University
Jieun You, Yonsei University
Chang Sung Jang, University of Oklahoma

Student Outcomes of eService-Learning During the Covid-19 Pandemic

Mandi Laurie, The University of Texas at Tyler
Rochell McWhorter, The University of Texas at Tyler

Professional Identity Development for Faculty in Higher Education: A Grounded Theory Study in Vietnam

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

BREAKOUT SESSIONS H

Wednesday, April 20 | 12:45-1:45pm

R ONLINE TEACHING AND PROFESSIONAL DEVELOPMENT

An Evaluation of Online Coaching for Professional Development: An Exploratory Study

Valerie Anderson, University of Portsmouth, UK
Rachel Arts, Talentstorm
Yi-Ling Lai, Birkbeck, University of London, UK

Competency Model Development for Online Instructors

Jen Hartley, University of Southern Mississippi
Quincy Brown, University of Southern Mississippi

Online Teaching Practices: A Comparison of Asynchronous vs. Synchronous Instruction

Regina Presley, University of Louisville
Denise Cumberland, University of Louisville
Kevin Rose, Indiana University

R ORGANIZATION DEVELOPMENT

The Impact of Positive Organizational Practices on Employee Engagement and Performance

Matthew Hurtienne, Concordia University Wisconsin
Sunil Ramlall, Concordia University Wisconsin

Organizational Agilience: Managing Duality of Agility and Resilience in this Uncertain and Dynamic Business Environment

Baek-Kyoo Joo, Slippery Rock University of Pennsylvania

Decision-making in extreme uncertainty: A new decision-making typology

John Turner, University of North Texas
Nigel Thurlow, The Flow Consortium
Charlie Protzman, Business Improvement Group

R LEARNING AND MACHINES IN THE WORKPLACE

Building Human-Machine Collaborative Workforce Based on Comparative Advantage

Yu-Ling Chang, The Pennsylvania State University
Hyung Joon Yoon, Penn State University

The Implication of Confucian Humanity in the Age of Robots for Continuous Development in Workplace

Szufang Chuang, Indiana State University

Living, Experiencing, and Transferring: Using Machine Learning to Predict Repatriates' Knowledge Transfer Success

Ki Bum Noh, University of Minnesota

NR NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP

Engaging with the Media as Academics

Susan Madsen, Utah State University

P POSTER SESSION 8-1

The Bore-Out Syndrome: When Boredom at Work Makes Productivity Sink

Marie-Line Germain, Western Carolina University
Siham Lekchiri, Western Carolina University

Measures of Climate for Inclusion and Diversity: Review and Summary

Sunyoung Park, Louisiana State University
Jessica Shryack, Clarity Collaborations
Sohee Park, Inje University

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

Danielle Tope, The George Washington University

P POSTER SESSION 8-2

Preparing Computer Science Students for the Workforce: A Case Study

Myrian Herlle, Florida International University

Combating the Imposter Syndrome of Veterans Transition into the Civilian Workplace during COVID 19 through Workplace Learning, Training, and Career Development HRD Interventions

Yvonne Hunter-Johnson, Southern Illinois University (Carbondale)

An Investigation into the Association among Individuals' Entrepreneurial Intention, Risk-Taking Propensity and Entrepreneurial Identity

John Jongho Park, The Pennsylvania State University
Nathan Choe, George Washington University
Mihee Park, Penn State University

BREAKOUT SESSIONS I

Wednesday, April 20 | 2:00-3:00pm

R HIGHER EDUCATION PROGRAM IMPROVEMENT

Clickstream Analytics to Improve Teaching and Learning

John Bogan, Texas A&M University

The Digital Badging Landscape: A Scoping Review of Higher Education and Workplace Empirical Studies

Tyra Deckard, University of Louisville
Denise Cumberland, University of Louisville
Lisa Kahle-Piasecki, Heidelberg University
Sharon Kerrick, University of Louisville

Developing The "Purple Elephant": Building a New Undergraduate Degree Program

Kristin Frady, Clemson University
Dana Taylor, Clemson University
Michelle Cook, Clemson University
George Petersen, Clemson University

R WORK-LIFE BALANCE IN COVID-19

A Case Study on the Work and Learning of Work-from-Home employees in Silicon Valley during the COVID-19 Pandemic

Hyewon Park, Yonsei University
Jiyoung Kim, Gyeonggido Job Foundation
Jieun You, Yonsei University

A Moderating Effect of Digital Literacy Between Work-Life Balance and Emotional Distress during the COVID-19 Pandemic: Focusing on Educational Welfare Specialists in South Korea

Minji Park, Hanyang University
Sojung Hong, Hanyang University
Minyoung Kim, Hanyang University
Yunsoo Lee, Hanyang University
Soo Jung Kim, Hanyang University

What Have Work-Life Balance Scholars Learned from the COVID-19 Pandemic? A Systematic Literature Review

Melika Shirmohammadi, University of Houston
Wee Chan Au, Monash University
Mina Beigi, University of Southampton

R WORKPLACE INCLUSION

Diversity, equity, and inclusion: Implications for HRD from a single case study

Xinyi Bian, Texas A&M University
Rhonda Fowler, Texas A&M University
Kenita Rogers, Texas A&M University
Nance Algert, Texas A&M University
Maria Macik, Texas A&M University
Xinyuan Wu, Texas A&M University

Inclusion in the Workplace: An Empirical Scoping Review

Rebecca Evan, Metropolitan State University
Loi Nguyen, Metropolitan State University
Sanghamitra Chaudhuri, Metropolitan State University
Denise Williams, Metropolitan State University
Marcia Hagen, Metropolitan State University

Disability in Organizations: Characterizing Access and Inclusivity Through an Ableism Lens

Chang-kyu Kwon, Oakland University
Matthew Archer, Oakland University

NR NON-REFEREED FOCUS SESSION

Disrupting Misaligned Values and Actions in HRD: A Focus Session

Laura Bierema, University of Georgia
Aliko Nicolaides, University of Georgia
Jamie Callahan, Durham University
Carole Elliott, University of Sheffield

P POSTER SESSION 9-1

A bibliometric analysis of 20 years of research and theory on E-mentoring

Amin Alizadeh, Texas A&M University
Shaoping Qiu, Texas A&M University
Trupti Palkar, Texas A&M University

The Role of Smartphones Manifested in the Job Crafting Behaviors of Millennial Generation Professionals in the Public Sector

Debbie Hrubec, University of Illinois at Urbana-Champaign
Jessica Li, University of Illinois at Urbana-Champaign

Employee Engagement Influence on the Relationship Between Self-Directed Learning and Technology Acceptance

Tammy Rutland, University of Southern Mississippi
HeatherAnnulis, University of Southern Mississippi

Assessing What Engaged Students in Virtual Learning during Covid-19: A Systematic Review

Huyen Thi Minh Van, Foreign Trade University
Yen Thi Hong Pham, Foreign Trade University
Daniel Xiao, Texas A&M University

P POSTER SESSION 9-2

Diversity in High-Performance Organizations

Abdullah Clark, George Washington University

The Shortage of the Construction Workforce in the U.S.: Challenges and Opportunities

Siham Lekchiri, Western Carolina University

Marie-Line Germain, Western Carolina University

Ahmed Al-Bayati, Lawrence Technological University

An Interpretative Phenomenological Analysis of Diversity, Equity, and Inclusion SMEs: Implications for Human Resource Development and Race-conscious Research

Stephanie Sisco, University of Minnesota

Rebecca Evan, Metropolitan State University

Stacey Robbins, Saint Mary's College of California

Crystal Fashant, Metropolitan State University

Work-from-Home Experiences of Married Women in the Era of COVID-19

Jieun Yi, Texas A&M University

BREAKOUT SESSIONS J

Wednesday, April 20 | 3:15-4:15pm

R LEARNING IN THE WORKPLACE AND BEYOND

Going Beyond Thinking: Enhancing the Velocity of Learning Through Metacognition

Lloyd Heflin, Boise State University

Carrissa Schaffer, Boise State University

Jeannine Thill, Boise State University

Kambria Dumesnil, Boise State University

Jessica Laurence, Boise State University

Vicki Stieha, Boise State University

From Stool to Chair: Recognizing TD as a Fourth Subfield of HRD

Sami Jabarkhail, Texas A&M University

Kim E. Dooley, Texas A&M University

Larry M. Dooley, Texas A&M University

The Role of Agency in Workplace Learning

Douglas Swanson, USDA - Food and Nutrition Service

Ellen Scully-Russ, George Washington University

R TURNOVER AND ENGAGEMENT

Identifying determinants in the first turnover of new graduate employees in Korea: Applying a discrete-time survival analysis

Yunsoo Lee, Hanyang University

Junyeong Yang, Ohio State University

Jae Young Lee, Kookmin University

A Multilevel Analysis in Influence of Intrapreneurship on Turnover Intention and Team Creativity: The Moderating Role of Team Commitment

Myungjung Shim, University of Minnesota

Ji Hoo Song, Hanyang University

Generation Y Engagement at Work: An Integrative Review of the Literature

Rakhi Singh, Department of Management Studies (DMS) MNIT Jaipur

Priyanka Sihag, Department of Management Studies (DMS) MNIT Jaipur

Jaipur

Sanghamitra Chaudhur, College of Management, Metropolitan State University

R WORK AND THE INTERNATIONAL CONTEXT

Challenges to the Workforce Localization in Private Sector in Gulf Countries: Content Analysis.

Ahmed Al-Asfour, Southern Illinois University

Aynur Charkasova, University of Arkansas

Interstate Migrant Workers in India: A Critical NHRD (CNHRD) perspective

Malar Hirudayaraj, Rochester Institute of Technology

Bhagyashree Barhate, Texas A&M

Gary McLean, McLean Consulting

Connecting and Relating in Brazil: Implications of Remote Work

Consuelo Waight, University of Houston

Tania Kjerfve, University of Houston

Brittany Smith, University of Houston

Amanda Kite, University of Houston

NR NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP

A Participatory Case Study Approach: Fostering HRD Graduate Student Success

Eunbyul Park, University of Illinois at Urbana- Champaign
Jeanne Koehler, State Farm Insurance

P POSTER SESSION 10-1

The Role of Training in Regional Integration in the Association of Southeast Asian Nations

Oliver Crocco, Louisiana State University
Omama Hajjami, Louisiana State University

Learning of Jang-in (Master) and its Relationship to Meaningful work and Innovative Work Behavior

Kyoungjin Jang, University of Wisconsin-Madison
Meanseok Ko, Yonsei University
Jiye Choi, Yonsei University
Hojin Lee, Yonsei University
Wonsup Chang, Yonsei University

Servant Leadership Impacts Customer-Oriented Organizational Citizenship Behavior: The Moderating Role of Perceived Interactional Justice

Shaoping Qiu, Texas A&M University
Amin Alizadeh, Texas A&M University
Trupti Palkar, Texas A&M University

Faculty Development in Medicine: A Bibliographic Review and Future Directions

Boyung Suh, Southern Illinois University School of Medicine
Chungil Chae, Wenzhou-Kean University
Bei He, Wenzhou-Kean University

P POSTER SESSION 10-2

Mental and Behavioral Health of International Students in U.S. Higher Education: Mediation Effects of Cultural Adjustment and Engagement

Dae Seok, Colorado State University
Madelin Risch, Colorado State University

Enhancing Global Mindfulness through Community Engaged Participatory Practice and Scholarship

Maria Cseh, George Washington University
Jessica Hinshaw, George Washington University

Stay or Go? Understand LGBT International Students' Perceptions of U.S. Workforce

Tony Lee, Texas A&M University-Commerce

Examining the Role of Employee Engagement Mediating the Relationships between Organizational Learning, Perceived Organizational Support and Employee Performance in Vietnamese SMEs

Huyen Thi Minh Van, Foreign Trade University
Fredrick Nafukho, Texas A&M University

BREAKOUT SESSIONS K

Thursday, April 21 | 8:30-9:30am

R JOB SATISFACTION, TURNOVER, AND TRAINING TRANSFER

Turnover and Job Satisfaction in a Modular Home Facility

Charlene Baillieul, Indiana State University
Barbara Eversole, Indiana State University
Cindy Crowder, Indiana State University

The Mechanism of Organizational Career Support Affecting Employee Job Satisfaction and Turnover Intentions: A Serial Mediation Model

Hyung Joon Yoon, Penn State University
Yu-Ling Chang, The Pennsylvania State University
Hubert Van Hoof, The Pennsylvania State University
Ruth Ann Bast, The Pennsylvania State University

R TRAINING AND SKILL DEVELOPMENT

Exploring Manufacturing Industry Leaders' Perspectives of Workforce Skills Gap

Ahmed Al-Asfour, Southern Illinois University
Navjot Kaur, Southern Illinois University

Training for New Student Affairs Professionals: A Literature Review

Paige Hellman Millar, Texas A&M University
Jia Wang, Texas A&M University

Firm-specific Skills in South Korea: An Empirical Study

Junhee Kim, Korea University
Kibum Kwon, Texas A&M University-Commerce
Jeehyun Choi, Korea University

R WOMEN IN CAREERS

Performance-oriented HR Practice and Career Development of Women Managers: The Mediation Effect of Self-leadership and the Moderated Mediation Effect of CEO's and Supervisor's Gender Equality Perception

Jaehong Joo, Hanyang University
Heesun Kim, Texas A&M University
Sae Gyoung Song, Hanyang University
Yun Jeong Ro, Hanyang University
Ji Hoon Song, Hanyang University

The Complex Future of Work: A Literature Review of Immigrant Entrepreneurs in Different Economic Contexts

Sarah Ray, George Washington University
Jill Zarestky, Colorado State University
Min Soo Khang, George Washington University

How Highly Educated Women in South Korea Respond to Career Chance Events

Jieun You, Yonsei University
Yonjoo Cho, The University of Texas at Tyler
Yuyeon Choi, Yonsei University
Jiyoung Ha, Yonsei University
Jinsook Kim, Pusan National University
Yoon Hee Kim, Ministry of Personnel Management, Korea
Sang Hee Kang, KC University
Seunghee Lee, Seoul National University College of Medicine
Romee Lee, Korea National Open University
Terri Kim, St Antony's College, Oxford

NR NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP

Using Reflective Structured Dialogue (RSD) to Discuss Racism: A Professional Development Workshop

Laura Bierema, University of Georgia

P POSTER SESSION 11-1

Facilitating Knowledge Sharing in Saudi Organizations: Building Trust Between Genders at Work

Lama Binmasoud, George Washington University
Maria Cseh, George Washington University

Learning to Have a Voice and Confidence

Mieko Kobayashi, Tokyo Woman's Christian University

Action Learning in China

Victoria Marsick, Teachers College, Columbia University
Yunong Li, Teachers College, Columbia University

The Relationships among Learning Agility, Unlearning, and Learning Flow of Engineering University Students: Conditional Direct and Indirect Effects by Gender

Youngeun Wee, Korea Polytechnics
Woocheol Kim, KOREATECH
Jiyoung Lee, Korea University

P POSTER SESSION 11-2

The Role of Compassion Satisfaction on the Relationship Between Compassion Fatigue and Mental Illness Among a Population of Veterinary Nurses

Carrie Johnson, Hood College Graduate School
Nisha Manikoth, Hood College Graduate School
Laura Moore, Hood College Graduate School
Megan Shaine, Hood College Graduate School
David Gurzick, Hood College Graduate School

Enhancing Work Engagement through HR Practices: A Mixed-method Case Study

Ke Ma, University of Georgia

Engaging New Hires in Different Generations in Remote Work Environments

Sunyoung Park, Louisiana State University
Sanghamitra Chaudhuri, Metropolitan State University
Karen Johnson, University of North Texas

Behind the Scenes: How Narrative Leadership Can Create Generational Mentorship

Omar Saulter, Gallagher Global
Mandolen Mull, Rockford University

P POSTER SESSION 11-3

Subjective Time and Temporal Leadership: A Scoping Literature Review to Inspire Reflection and Learning in Organizations

Rebecca Burns, The George Washington University
Jessica Hinshaw, The George Washington University

Demystifying AI's Threats in Talent Acquisition: Tools for HRD Professionals

Marie-Line Germain, Western Carolina University
Siham Lekchiri, Western Carolina University

Employee Perceptions and Reciprocations of Organizational Support within the Multigenerational Healthcare Workforce

Natasha Johnson, Lipscomb University

Organizational Culture and Post-Acquisition Performance: Role of Change Agents in Post-Merger Integration

Suhyung Lee, University of Minnesota
Jaekyo Seo, Augustana University

BREAKOUT SESSIONS L

Thursday, April 21 | 9:45-10:45am

R COVID 19 - EMPLOYEE ENGAGEMENT AND SUPPORT

Mentoring Early Career Teachers Under Covid-19 Pandemic in The State of Texas: A Phenomenological Case Study

Sonya Haidusek-Niazy, University of Texas at Tyler

Employee Engagement in Times of Covid-19: Factors and Strategies

Omaima Hajjami, Louisiana State University
Oliver Crocco, Louisiana State University

Work Transition among K-12 Teachers during COVID-19 Crisis

Yuanlu Niu, University of Arkansas
Yi-Jung Lee, University of Arkansas
Claretha Hughes, University of Arkansas
Xu Xu, Henderson State University

R EMPLOYEE WELL-BEING

Employees' Well-Being Process: Longitudinal Effects of Domain Satisfaction and Happiness

Sehoon Kim, University of Minnesota

Conceptual Structure of Ethics of care: A systematic review using bibliometric analysis

Ahream Lim, University of Georgia
Aliko Nicolaides, University of Georgia

Exploring Burnout Recovery as Posttraumatic Growth

Nekeisha Randall, University of Georgia
Wendy Ruona, University of Georgia

R WORKPLACE SKILLS

What Is Our Work: Performance Improvement or Skills Development?

Saul Carliner, Concordia University
Margaret Driscoll
Yvonne Thayer, VESTED Education Development

Skills Based Job Matching Through A Passport for Work

Ronald Lievens, Tilburg University

Core Workplace Skills Scale for the USA: A New Perspective from PIAAC

Xiao Xu, University of Illinois at Urbana and Champaign

NR NON-REFEREED FOCUS SESSION

The Effect of Immigration Status on Earnings of the Skilled Immigrants in STEM Occupations

Aynur Charkasova, University of Arkansas

P POSTER SESSION 12-1

Training Informally and Habits: Does Email Informally Train Habits in Knowledge Workers?

Jason Bickle, University of North Texas
Rose Baker, University of North Texas

Application of Cultural Historical Activity Theory in Human Resource Development and Adult Education: A Keyword Network Analysis

Junghwan Kim, Texas A&M University
Chang Sung Jang, University of Oklahoma
Jieun You, Yonsei University

Veteran Experts: A Theory and Model to Guide Transition

Sarah Minnis, Western Carolina University

Career Development Experiences of Instructional Designers

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

P POSTER SESSION 12-2

Applying Person-Organization Fit to Improve Veteran Employee Onboarding and Retention

Melisa Figueroa, Touro University Worldwide
Joshua Jordan, Western Michigan University
Michael Kirchner, Purdue University Fort Wayne

HRM and HRD Strategy Changes in Hospital Organizations during COVID-19

Mary Lunn, University of Richmond
John Clarke, Tulane University, Freeman School of Business
Rizwan Aslam, Tulane School of Medicine
Adrian Baudy, Tulane School of Medicine

Accepted Workplace Deviance Isn't Acceptable: A Family-Owned Business Study (In-Progress)

Crystal Roberson, University of Texas at Tyler

The COVID-19 Crisis Management in a Medical Device Manufacturing Company

Mohammad Saim, The Pennsylvania State University
John Jongho Park, The Pennsylvania State University

P POSTER SESSION 12-3

Groundhog Day: Distorted Experience of Time in the Pandemic and HRD Implications

Beixi Li, West Virginia University

Motivational Techniques for Non-Traditional Kinesthetic Learners

Mandolen Mull, Rockford University
Jon Musgrave, Morehead State University

The Role of Dialogue in Workplace Learning

Hermella Tekle, George Washington University

Advancing Gen Z's Research and Practice: A Systematic Literature Review

Wei Wang, Nanjing Tech University, Texas A&M University
Jia Wang, Nanjing Tech University, Texas A&M University

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