



academy of human resource development

2023 AHRD INTERNATIONAL RESEARCH CONFERENCE IN THE AMERICAS

March 1-4, 2023 | Minneapolis, MN

HRD IN SOCIETAL AND
DIGITAL TRANSFORMATION:

RELATING **RECONNECTING** **& ADVOCATING**

Conference Program Book

www.ahrd.org

Table of Contents

Download the Conference Mobile App	2
Welcome from the Conference Chair.....	3
Conference Program Committee	5
Track Chair Editors	5
Sponsors and Exhibitors.....	6
Conference Proceedings	7
Schedule-at-a-Glance	8
Keynote Session	17
Town Hall Forum.....	18
Breakout Sessions.....	22
Board of Directors	70
Floor Plan Map	71

Download the Conference Mobile App!



<https://eventmobi.com/ahrd2023conference>

Scan the above or visit the link above to have full access to conference information and updates. Add app to home screen by swiping up and clicking “Add to Home Screen”

Thank You to Our Mobile App Sponsors!



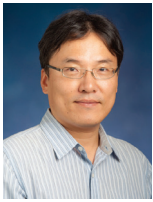
**Human Resource
Development**

UNIVERSITY OF MINNESOTA
Driven to Discover®



UTTyler™
THE UNIVERSITY OF TEXAS AT TYLER

Welcome from the Conference Chair



Welcome to a long-awaited conference in Minneapolis! My name is Seung Won Yoon, President-Elect and Conference Chair for this year. On behalf of the conference team, DaeSeok Chai, Lei Xie, Bhagyashree Barhate, and Kristin Scott, we want to thank each one of you, our volunteers, track chairs, the Future Scholars and Leaders Colloquium team, reviewers, presenters, conference Ambassadors, AHRD Board members, our president and past-president,

conference sponsors and exhibitors, and our managing partner Ewald Consulting for making this conference possible. This list shows that our annual conference is a mighty effort from dedicated community members.

The Covid-19 pandemic really hit the workplace and the entire universe. During these challenging times, the AHRD community responded proactively by continuing its annual AHRD conference in America virtually and publishing much needed scholarly guidance through AHRD-sponsored journal articles and editorials. Our community also continued offering online writing workshops, Master podcast series, and mentoring programs to a global audience. In all of these, we learned together about the challenges and needs of our members and found the true mission and values of our work.

This year's conference theme is "HRD in Societal and Digital Transformation: Relating, Reconnecting, and Advocating". What a fitting theme to revisit and redefine our work! There are many sessions that have been specifically designed to advance this theme. The Town Hall Forum will help us reconsider our work and profession with the topic of "HRD Research in an Era of Transformation: Status and Future Directions". The panel represents leadership from multiple continents, four AHRD journals, seasoned and emerging scholars, and issues of equity and inclusion. Also, our keynote speaker is a world-leading scholar whose network science and computational social science research are excellent examples of improving humanity and the workplace.

Finally, when our dear president Khalil Dirani shared his desire to revive and elevate the Graduate Student Research Colloquium, so many colleagues responded. We have a new name, the Future Scholars and Leaders Colloquium (FSLC). The future of the Academy is truly those who are attending and will attend the colloquium. I am deeply thankful for the FSLC faculty team. We will continue our work to build up the FSLC as one of our signature conference programs.

I invite you to attend many of the educational presentations, engage with town hall forum panelists, join us for the keynote on Friday morning, check out the AHRD Mentoring Program, some Special Interest Group (SIG) meetings, Professional Development Workshops (PDWs), and refresh at the offsite reception and the Banquet. I hope this year's conference will be a turning point and milestone in your journey as a scholar and scholar practitioner. Let's share warm greetings with FSLC attendants, newcomers, and longtime colleagues and also find research ideas and collaborators through sessions and hallway chats. It is our hope that you meet new friends, forge new collaborations, and more than anything, enjoy this long-awaited face-to-face conference!

Connect using the conference hotel Wi-Fi:
Network: **Marriott Conference**
Password: **Marriottvip**



The Human Resources and Workforce Development (HRWD) program at the University of Arkansas prepares scholar/practitioners to be educators, managers and consultants in academic, public and private settings. This program focuses on human resource and workforce development (HRD) theory and best practices.

Degrees Offered

- B.S.E. in Human Resource and Workforce Development Education
- M.Ed. in Human Resource and Workforce Development Education
- Ed.D. in Human Resource and Workforce Development Education

Overview

Offering small class sizes, a diverse student body and low student-faculty ratios, Human Resource and Workforce Development Education programs offer a tightly knit, high-energy learning in a student-centered environment. U.S. News and World Report ranked the online baccalaureate degree programs of the College of Education and Health Professions — including the Bachelor of Science in Human Resource and Workforce Development — No. 21 among 337 ranked programs for 2021.

Visit www.hrwd.uark.edu

Conference Program Committee

Conference Chair



Dae Seok Chai
Colorado State University

Proceedings Editor



Lei Xie
Texas State University

Platform Administrator



Kristin Scott
McNeese State University

Associate Proceedings Editor



Bhagyashree Barhate
Texas A&M University

Track Chair Editors

Assessment, Evaluation, Analytics, and Research Methodology

Katsiaryna Matusevich, *Barry University*

Critical, Social Justice, and Diversity Perspectives in HRD

Stephanie Sisco, *University of Minnesota*

International, Global, and Cross Cultural Issues

K. Peter Kuchinke, *University of Illinois at Urbana-Champaign*

Leadership, Strategy, and Engagement

Pallvi Arora, *University of Jammu*

Oliver S. Crocco, *Louisiana State University*

Non-Refereed

Katherine Yeager, *Abilene Christian University*

Organization Development, Performance, and Change

Abdullah H. Clark, *George Washington University*

Michael Kirchner, *Purdue University-Fort Wayne*

Technology, E-Learning, and Virtual HRD

Xinyi Bian, *Nankai University*

Workplace Learning, Training, and Career Development

Kristin Frady, *Clemson University*

Hermella G. Tekle, *George Washington University*

Thank You, Sponsors!

President's Reception Sponsor



Future Scholars & Leaders Academy Sponsor



Opening Reception Sponsor



Mobile App Sponsors



Friday Break Sponsor

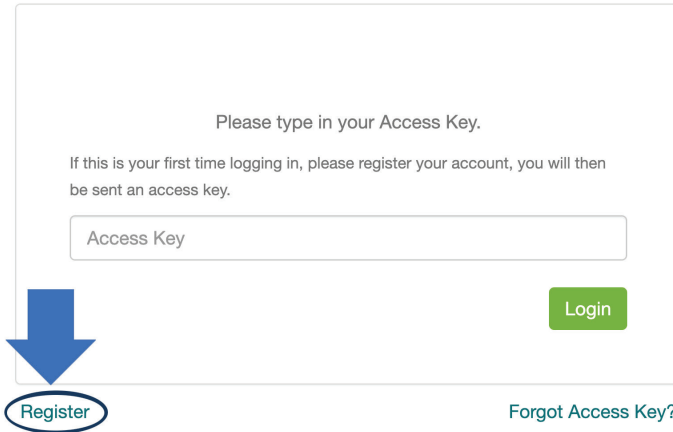


Thank You, Exhibitors!

- Jackson State University
- The University of Southern Mississippi
- Springer
- The University of Texas at Tyler Soules College of Business
- Educational Human Resource Development, Texas A&M University
- University of Georgia
- Palgrave Macmillan
- Interpretive Simulations
- The University of Minnesota, Department of Organizational Leadership, Policy and Development
- University of Illinois at Urbana-Champaign
- The University of Arkansas

Conference Proceedings

1. Please visit the Conference Proceedings page at:
<https://ahrdconference2023.eventscribe.net>
We recommend using Chrome as your browser.
2. You will need to “Register” first in order to receive an email with your access key.



Please type in your Access Key.

If this is your first time logging in, please register your account, you will then be sent an access key.

Access Key

Login

Register

[Forgot Access Key?](#)

3. To create your account, use your First (Given) Name, Last (surname) name, Email, and then Event Code: AHRD2023. This is NOT the Access Key.
4. Check your email for your Access Key (this is what allows you to access the system). Note: Access Key will be sent from “DoNotReply@eventscribe.com”
5. Once you gain access to the system, you can click on the Full Schedule button. This takes you to the full schedule grouped by symposia sessions in chronological order.
6. You may also search by Author or Keyword by hovering your mouse over the Table of Contents on the navigation bar in the upper left-hand corner, under the black bar.

Schedule-at-a-Glance Overview

ICON KEY

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

M Full Manuscript Sessions. 2-3 individually submitted full papers will be grouped together to share a 90-minute session.

P Poster Sessions. Up to 17 individually submitted posters will be grouped together to share a 90-minute session.

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

F FOCUS Sessions. The sessions offer (the remaining sentences are the same)

PD Professional Development Workshop (PD). The workshop provides (the remaining sentences are the same)

Schedule-at-a-Glance

Tuesday, February 28

4:00pm-7:00pm

AHRD Board of Directors Meeting — *Lake Nokomis*

Wednesday, March 1

8:00am-5:00pm

Registration Desk Open — *Atrium*

12:00pm-5:00pm

Program Excellence Network Meeting — *Wayzata Bay*

3:00pm-7:00pm

2023 Future Scholars and Leaders Colloquium (FSLC) -
Doctoral — *Spring Park Bay*

2023 Future Scholars and Leaders Colloquium (FSLC) - MS —
Lake Calhoun

Future Scholars and Leaders Colloquium is sponsored by:



TEXAS A&M UNIVERSITY

Human Resource
Development

Thursday, March 2

7:00am-5:00pm

Registration Desk Open — *Atrium*

8:00am-11:30am

2023 Future Scholars and Leaders Colloquium (FSLC) -
Doctoral — *Spring Park Bay*

2023 Future Scholars and Leaders Colloquium (FSLC) - MS —
Lake Calhoun

11:30am-12:30pm

SIG Chair Meeting — *Grays Bay*

12:30pm-1:00pm

Conference Ambassador Training Meeting — *Wayzata Bay*

Schedule-at-a-Glance

1:00pm-1:30pm

Conference First Time Attendee & Orientation Meeting —
Wayzata Bay

1:30pm-1:45pm

Networking and Exhibits Break — *Atrium*

1:45pm-3:30pm

Welcome, Networking and Town Hall Forum 2023 — *Grand Portage Ballroom 1 & 2*

3:30pm-3:45pm

Networking and Exhibits Break — *Atrium*

3:45pm-5:15pm

Breakout Sessions

P Poster Sessions A — *Pine, Cedar, Birch & Maple Lake*

- M**
- Critical, Social Justice, and Diversity Perspectives in HRD — *Grand Portage Ballroom 3*
 - Knowledge Management — *Grand Portage Ballroom 4*
 - Critical, Social Justice, and Diversity Perspectives in HRD — *Spring Park Bay*
 - Higher Education — *Lake Nokomis*
 - Higher Education — *Lake Calhoun*

- F**
- Indigenous Research in HRD: A Panel Presentation — *Elk Lake*
 - Towards Agentic HRD: Facilitating a Dialogue for Research Collaboration — *Wayzata Bay*

- PD**
- Open Source Inclusion: An Invitation to Harvest and Share Novel Learning Solutions — *Deer Lake*
 - Using NVivo Qualitative Data Analysis Software for Your Literature Review — *Grays Bay*

5:30pm-6:30pm

Awards Presentation — *Grand Portage Ballroom 1 & 2*

Schedule-at-a-Glance

7:00pm-9:00pm

Off-Site Reception — *Weisman Art Museum*
(Transportation Provided)

Off-Site Reception is sponsored by:



**UNIVERSITY OF
GEORGIA**

Friday, March 3

All Friday Breaks are sponsored by:



K/HRDA
Korean Academy of Human Resource Development in Americas

7:00am-5:00pm

Registration Desk Open — *Atrium*

7:00am-8:30am

HRDQ Editorial Board Breakfast Meeting — *Lake Nokomis*

7:00am-8:30am

ADHR Editorial Board Breakfast Meeting— *Grays Bay*

7:00am-8:30am

AHRD Mentoring Program — *Lake Calhoun*

8:00am-9:00am

SIG Meetings

- China SIG — *Grand Portage Ballroom 3*
- HRD Theory SIG — *Grand Portage Ballroom 4*
- Faculty Learning & Development SIG — *Deer Lake*
- Korea SIG — *Elk Lake*
- Quantitative SIG — *Spring Park Bay*
- Leadership SIG — *Wayzata Bay*

9:00am-9:15am

Networking and Exhibits Break — *Atrium*

Schedule-at-a-Glance

9:15am-10:45am

Breakout Sessions

P

Poster Sessions B — *Pine, Cedar, Birch & Maple Lake*

M

- Leadership and Leadership Development — *Grand Ballroom 4*
- Newcomer Onboarding — *Spring Park Bay*
- Organization Development — *Grand Portage Ballroom 3*
- Higher Education — *Lake Nokomis*
- Career Development — *Lake Calhoun*

F

- Advancing Anti-racism Education and Inclusive Learning Pedagogy in the Human Resource Development Curriculum — *Deer Lake*
- Teaching and Learning Qualitative Research Methods: Challenges and Opportunities — *Elk Lake*

PD

- Online Teaching for the Whole Student: An Interactive Workshop — *Wayzata Bay*

10:45am-11:00am

Networking and Exhibits Break — *Atrium*

11:00am-12:30pm

Keynote Presentation — *Grand Portage Ballroom 1 & 2*

12:30pm-2:00pm

Lunch (on your own)

12:30pm-2:00pm

HRDI Editorial Board Lunch Meeting — *Elk Lake*

2:00pm-2:15pm

Networking and Exhibits Break — *Atrium*

2:15pm-3:45pm

Breakout Sessions C

P

Poster Sessions C — *Pine, Cedar, Birch & Maple Lake*

M

- Newcomer Onboarding — *Grand Portage Ballroom 3*
- Strategic HRD — *Grand Portage Ballroom 4*
- Strategic HRD — *Spring Park Bay*
- Organization Development — *Lake Nokomis*
- Organization Development — *Lake Calhoun*

Schedule-at-a-Glance

F

- Ethics and Human Resource Development — *Deer Lake*
- HRD Phenomena in Non-mainstream Contexts: Implications for HRD Theory Building Research — *Elk Lake*
- HRD within Healthcare: Employee Engagement and the Quadruple Aim — *Wayzata Bay*
- What Can the HRD Practitioner Do to Help the Organization Survive in a VUCA World? — *Grays Bay*

3:45pm-4:00pm

Networking and Exhibits Break — *Atrium*

4:00pm-5:30pm

Breakout Sessions D

P

Poster Sessions D — *Pine, Cedar, Birch & Maple Lake*

M

- Engagement — *Grand Portage Ballroom 3*
- Organization Development — *Grand Portage Ballroom 4*
- Technology and HRD — *Spring Park Bay*
- Critical, Social Justice, and Diversity Perspectives in HRD — *Lake Nokomis*
- Technology and HRD — *Lake Calhoun*

F

- Mitigating Urban Informal Sector Vulnerability in Developing economies: Role of HRD in Building Better after the Pandemic — *Elk Lake*
- STEM as a Career Choice for University Students — *Wayzata Bay*

PD

- Uncovering hidden meanings in the workplace: Presenting two reflective practice models for deeper learning — *Deer Lake*
- Facilitation of Problem-Based Learning: A Train-the-Trainer Model — *Grays Bay*

4:30pm-5:30pm

UGA Reception — *Atrium (Look for UGA Reserved Tables)*

Schedule-at-a-Glance

5:30pm-6:30pm

President's Reception — *Atrium*

President's Reception is sponsored by:



6:30pm-8:00pm

President's Banquet — *Grand Portage Ballroom 1 & 2*

8:00pm-10:00pm

KAHRDA Annual Meeting — *Spring Park Bay*

Saturday, March 4

7:00am-8:30am

HRDR Editorial Board Breakfast Meeting — *Lake Nokomis*

8:00am-12:00pm

Registration Desk Open — *Atrium*

8:00am-9:00am

SIG Meetings

- Scholar-Practitioner SIG — *Grand Portage Ballroom 3*
- Virtual SIG — *Grand Portage Ballroom 4*
- Qualitative SIG — *Deer Lake*
- Health Processions Education (HPE) SIG — *Elk Lake*
- India SIG — *Spring Park Bay*
- Critical HRD SIG — *Wayzata Bay*

9:00am-9:15am

Networking and Exhibits Break — *Atrium*

Schedule-at-a-Glance

9:15am-10:45am

Breakout Sessions

- P** Poster Sessions E — *Pine, Cedar, Birch & Maple Lake*
- M**
 - Critical, Social Justice, and Diversity Perspectives in HRD — *Grays Bay*
 - Technology and HRD — *Grand Portage Ballroom 3*
 - Training Effectiveness — *Grand Portage Ballroom 4*
 - Culture and HRD — *Spring Park Bay*
 - Leadership and Leadership Development — *Lake Nokomis*
 - Adult Learning and Training — *Lake Calhoun*
- PD**
 - Leaky Student Pipelines: Reverse Mentoring as a Tool to Retain Students of Color — *Deer Lake*
 - Artificial Intelligence in Survey Platform Systems: An Aid to Robust Survey Design and Data Analyses — *Elk Lake*
 - Thinking Critically and Creatively about Research Methods in Gender and HRD — *Wayzata Bay*

10:45am-11:00am

Networking and Exhibits Break — *Atrium*

11:00am-12:30pm

Breakout Sessions

- P** Poster Sessions F — *Pine, Cedar, Birch & Maple Lake*
- M**
 - Adult Learning and Training — *Grand Portage Ballroom 3*
 - Organization Development in Healthcare — *Grand Portage Ballroom 4*
 - Critical, Social Justice, and Diversity Perspectives in HRD — *Spring Park Bay*
 - Career Development — *Lake Nokomis*
- F**
 - Bridging the Two Fields: Expanding HRD Research Interests to Health Professions Education — *Grays Bay*
- PD**
 - Worldbuilding in the Workplace: Applying New Methods for Imagining the Future — *Elk Lake*
 - Writing and Publishing Non-Empirical Research Articles in Human Resource Development Review: Practical Tips — *Wayzata Bay*

12:30pm

Conference Concludes



HUMAN RESOURCE MANAGEMENT SIMULATION

In HRManagement, students will be acting as the newly-appointed Human Resource Director of a medium sized organization, making decisions about staffing, compensation, training, and employee relations for their firm, within the constraints of an annual budget.

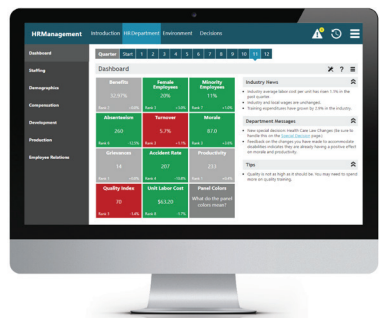
STOP BY OUR BOOTH AT AHRD
OR VISIT US ONLINE
WWW.INTERPRETIVE.COM

HRMANAGEMENT



INTEGRATING A SIMULATION INTO YOUR CLASS COULDN'T BE EASIER!

Our team will take care of all the logistics of setting up and running the simulation, and our interface is remarkably intuitive. We also provide prompt support for all the technical questions students may have.



LEARN BY DOING

Our HRManagement simulation will add a rewarding, hands-on experience to your course at an affordable price of \$44.95 USD per user.

People Analytics: Using Digital Exhaust from the Web to Leverage Network Insights in the Algorithmically Infused Workplace

Friday, March 3 | 11:00am-12:30pm
Grand Portage Ballroom 1 & 2

To bring the performance of people analytics in the algorithmically infused workplace up — and in line with the hype — organizations need to do more than analyze data on demographic attributes. We need to focus not only on who people are but also on who they know. The potential for social network analysis to identify “high potentials,” who has good ideas, who is influential, and what teams will get work done efficiently and effectively is well established based on decades of research. The challenge has been collecting network data via time-consuming surveys, which elicit low response rates, and have high obsolescence. This talk presents empirical examples ranging from corporate enterprises to simulated long-duration space exploration to demonstrate how we can leverage people analytics – and in particular relational analytics – to mine “digital exhaust”— data created by individuals every day in their digital transactions, such as emails, chats, “likes,” “follows,” @mentions, and file collaboration— to address challenges they face with issues such as team assembly and team conflict.



Noshir Contractor is the Jane S. & William J. White Professor of Behavioral Sciences in the McCormick School of Engineering, the School of Communication and the Kellogg School of Management at Northwestern University. He investigates how social and knowledge networks form and perform.

He is the President-Elect of the International Communication Association. He is also a Distinguished Scholar of the National Communication Association and a Fellow of the American Association for the Advancement of Science, the Association for Computing Machinery and the International Communication Association. He received the Lifetime Service Award from the Organizational Communication & Information Systems Division of the Academy of Management. He received the Distinguished Alumnus Award from the Indian Institute of Technology, Madras where he received a Bachelor's degree in Electrical Engineering. He has a Ph.D. from the Annenberg School of Communication at the University of Southern California.

HRD Research in an Era of Transformation: Status and Future Directions

**Thursday, March 2 | 1:45pm-3:30pm
Grand Portage Ballroom 1 & 2**

As scholars, teachers, and members of the premier professional association in HRD, we serve as custodians for the body of knowledge in our field and carry the responsibility for its accuracy, relevance, and continued development through academic publications, conference presentations, and university curricula. Reviews of the status of HRD research and scholarship are essential at any time and particularly so in an era of radical change and transformation. This panel discussion at the opening event of the 2023 AHRD Conference will bring together a range of scholars who care deeply about the health of our field and have thought deeply and written widely on the topic. We invite everyone to join us in dialogue and reflection on the status and future direction of HRD research and scholarship.

Facilitator:

K. Peter Kuchinke, Emeritus, University of Illinois at Urbana-Champaign

Panelists



Valerie Anderson, University of Portsmouth

Dr Valerie Anderson (Valerie.anderson@port.ac.uk) is Professor of Human Resource Development and Education at the University of Portsmouth in the UK. She is Chair of the European University Forum for HRD (UFHRD) and has Technical Committee leadership roles in the British Standards Institution (BSI) and the International Organization for

Standardization (ISO) responsible for developing HRM standards and, specifically the first International Standard for Learning and Development in Organizations. Her research interests include HRD and sustainability, HRD standards, doctoral education, and technology and HRD. Prior to her academic life she worked in operational and consultancy roles and is committed to the integration of research, scholarship and practice. She received an AHRD Outstanding Scholar Award in 2022.



Marilyn Byrd, University of Oklahoma

Marilyn Y. Byrd, Ph.D, is an associate professor of human relations at the University of Oklahoma, Norman, OK, where she teaches diversity and social justice in organizations, organizational behavior, leadership in organizations, and human resources development.

Dr. Byrd is a faculty sponsor for the Student Society of Human Relations, a departmental student organization that advocates for social justice. In 2019, she was awarded the Laura Bierema Critical HRD Award. In addition to social justice, Dr. Byrd's research focuses on theorizing Black women's leadership, organizational ethics, and spirituality in the workforce.



Yonjoo Cho, University of Texas at Tyler

Dr. Yonjoo Cho is a professor of Human Resource Development at University of Texas at Tyler and Editor-in-Chief of Human Resource Development Review. Previously, she was an associate professor of Instructional Systems Technology at Indiana University (2008-2020). Before joining academia, she worked in profit,

non-profit, and academic sectors in South Korea. Her latest position was MBA Director/Visiting Professor at the KAIST Business School. Dr. Cho's research interests include action learning in organizations, international HRD, and women in leadership. She has published three books and serves with the Korea Action Learning Association and Korean Association for Educational Technology.



Henriette Lundgren, Corning inc., George Washington University

Henriette Lundgren is an international scholar-practitioner in the field of human resource development (HRD). As talent manager at Corning Incorporated, Henriette helps individuals and teams to learn, develop, and create more inclusive work environments. Educated in the

Netherlands, Italy, and Germany, she holds a degree in International Business from Maastricht University, a master's in Organizational Psychology from the Open University, and a Ph.D. in Human Resource Studies from Tilburg University.



Gary McLean, National Institute for Development Administration

Gary N. McLean (EdD, PhD hon) is professor, PhD in HROD program, National Institute in Development Administration (NIDA), Bangkok; and professor emeritus, HRD, University of Minnesota. He is past editor of several refereed journals and served as President of AHRD and IMDA.

He was President, McLean Global Consulting, a family OD business. His research focus is international and national HRD, Gender, and OD. He authored an award-winning OD book and co-edited an award-winning book on HRD in Vietnam. He is co-editor of a seven-book series on Asian Women in Leadership and has published over 300 peer-reviewed articles.



Rob Poell, Tilburg University

Rob F. Poell is Professor of Human Resource Development (HRD) in the Department of Human Resource Studies at Tilburg University, Netherlands. He received his MSc and PhD in HRD from the University of Nijmegen (The Netherlands).

His interests include: workplace learning, employee development, team/organizational learning, continuing professional development, learning organizations, and knowledge hiding. Besides 80 book chapters, he has published over 150 articles in high-ranking HRD, HRM, management, and organization journals. He is a long-standing member of the editorial boards of five HRD journals.



Chaunda Scott, Oakland University

Dr. Chaunda L. Scott is a Professor of Human Resource Development, and Graduate Coordinator of the Human Diversity Inclusion and Social Justice Graduate Certificate Program in the Department of Organizational Leadership at Oakland University in Rochester, Michigan. She is also a recognized

workforce diversity and diversity education expert. Her scholarly research and teaching interests are in human resource development, workforce diversity policies and practices, adult diversity education, eradicating societal racism, antiracism education and social justice practices.



Discover The Case Centre: your one-stop resource for cases

The Case Centre is the independent home of the case method, dedicated to sharing knowledge, wisdom and experience to inspire and transform business education across the globe.

The case collection

Did you know that we hold the world's largest and most diverse collection of business and management cases?

We offer 71,200+ cases from leading business schools and independent authors, including 7,600+ cases on Human Resource Management / Organisational Behaviour.

Supporting case teachers and writers

We also provide an array of services, resources and activities to support the case community. Find out about our case awards, competitions, scholarships, webinars and workshops on our website.

www.thecasecentre.org



Breakout Sessions A

Thursday, March 2 | 3:45pm-5:15pm

P

REFEREED POSTER | *Pine, Cedar, Birch & Maple Lake*

Poster Sessions A

A Bumpy Road to Engineering Professions: Exploring the Impact of an HRD intervention on Professional Identity Development of Minority Engineering students

Session ID: 1338588

Ague Mae Manongsong, Drexel University

Alene O'Malley, Drexel University

Rajashi Ghosh, Drexel University

Holly Hutchins, University of North Texas

Developing A Methodological Framework of Mixing Computational Text Mining with Qualitative Inquiry: For a Multiparadigm inquiry in the HRD scholarship

Session ID: 1340332

Ahream Lim, University of Georgia

Seung Won Yoon, Texas A&M University

Workplace Onboarding of Immigrants in Gateway and Non-Gateway Locations: An Integrative Literature Review

Session ID: 1339215

Alicia Anna Piechowiak, Concordia University

Saul Carliner, Concordia University

The Party School Phenomenon in China and North Korea and the Mainstream HRD View: Implications for HRD Theory Development Research

Session ID: 1338035

Anne Lutomia, Purdue University

Anastasia Kulichyova, Manchester Metropolitan University

Jackie Liu, University of Minnesota

Sang won Byun, Towson University

Greg G. Wang, The University of Texas at Tyler

A Comparison of Critical Incident Technique and Diffractive Analysis in the Study of Informal and Incidental Learning
Session ID: 1337136

Beixi Li, Western Michigan University

Utilizing Innovation Management Tools for Developing the Creative Capabilities of the Workforce in Sub-Saharan Africa. An HRD Function
Session ID: 1338756

Bernice Asiamah, Ghana Communication Technology University

Robert Yawson, Quinnipiac University of Business

Emmanuel Osafo, Washington State University

Culture Ambassador Competency Model
Session ID: 1340190

Cherri Wells, River Parishes Community College

Melba Kennedy, River Parishes Community College

Ariel Triggs, River Parishes Community College

Shalither Cushenberry, River Parishes Community College

Hamett Brown, University of Southern Mississippi

A case study of the challenges and strategies used to recruit and retain teachers in a rural school district
Session ID: 1339421

Jodi Wakefield Bear, University of Illinois at Urbana-Champaign

Refresh, Restart, Renew: The Power behind PhD Writing Retreats
Session ID: 1336831

Katie Stone, The University of Texas at Tyler

Joanna Norman, The University of Texas at Tyler

Kim Nimon, The University of Texas at Tyler

Testing the Factor Structure of The Compassionate Coaching by Leader Index (CCLI)
Session ID: 1337667

Crystal Roberson, The University of Texas at Tyler

Brad Shuck, University of Louisville

Rajashi Ghosh, Drexel University

Kim Nimon, The University of Texas at Tyler

Using AI in Recruitment: Insights for HRD

Session ID: 1334994

Ivry S. Cheeks, Western Carolina University
Kelsey Cheeks, Western Carolina University
Erin Lightsey, Western Carolina University
Michiko Wong, Western Carolina University
Marie-Line Germain, Western Carolina University (Univ. of North Carolina)

Examining Employer Knowledge of Military Training and Service Member Skill Sets

Session ID: 1339713

Madison Talamantes, Purdue University Fort Wayne
Abdullah Clark, George Washington University
Michael Kirchner, Purdue University Fort Wayne

Black Mothers Addressing Workplace Oppression Through Contemplative and Anti-Oppressive Practices

Session ID: 1337792

Walker Christina, Lenoir-Rhyne University
Nicole Dillard, University of Minnesota, Twin Cities

Application of Professional Skills in Engineering Organizations for New Hires

Session ID: 1337955

Malar Hirudayaraj, Rochester Institute of Technology
Francie Baker, Stafford County Public Schools

Help Us Help You: Reverse Mentoring as an Intervention for Employees with Autism Spectrum Disorder

Session ID: 1339650

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

Thursday, March 2 | 3:45pm-5:15pm

M

REFEREED FULL MANUSCRIPT | *Spring Park Bay*

Critical, Social Justice, and Diversity Perspectives in HRD

**History of Human Resource Development: Foregrounding
Race and Connections to Adult Education
Session ID: 1329595**

Jeremy Bohonos, Texas State University

Juanita Johnson-Bailey, University of Georgia

**Critical Perspectives in Career Development: LGBTQ
Addiction and Recovery
Session ID: 1339585**

Julie Gedro, SUNY Empire State

**Social Justice in Corporate Training and Development: The
Role of Sex/Gender
Session ID: 1334097**

Ingeborg Kroese, Open University, UK

Thursday, March 2 | 3:45pm-5:15pm

M

REFEREED FULL MANUSCRIPT | *Grand Ballroom 4*

Knowledge Management

Organizational Memory: An Integrative Literature Review Session ID: 1339603

Daniel Lee, Colorado State University
Dae Seok Chai, Colorado State University

The Influence of Social Capital on Knowledge Sharing: The Moderated Mediator of Perceived Supervisor Support and Psychological Ownership Session ID: 1339603

Jihye Oh, Azusa Pacific University
Caleb Seung-hyun Han, University of Georgia
Seung Won Yoon, Texas A&M University

The relationship between psychological safety and knowledge sharing in organizations: A review of the empirical research Session ID: 1337771

Shinhee Park, University of Georgia

Thursday, March 2 | 3:45pm-5:15pm

M

REFEREED FULL MANUSCRIPT | *Lake Nokomis*

Higher Education

Boosting Self-Efficacy and Retention Among First-Generation College Students via Formal and Informal Strategies Session ID: 1337037

Elizabeth Borgen, Lakeland University
Aditya Simha, University of Wisconsin-Whitewater
Jon Werner, University of Wisconsin-Whitewater

Learner Engagement with Instructor-Generated Video **Session ID: 1337371**

Valerie Anderson, University of Portsmouth
Karen McBride, University of Portsmouth
Christina Philippou, University of Portsmouth
Hannah Porter, University of Portsmouth
Geraldine Stilwell, University of Portsmouth
Andrew Taggart, University of Portsmouth
Aron Truss, University of Portsmouth

Thursday, March 2 | 3:45pm-5:15pm

M

REFEREED FULL MANUSCRIPT | *Lake Calhoun*

Higher Education

Assess the gap of professional competence between learning outcomes of bachelor programs in Business & Management and employers' recruitment requirements

Session ID: 1337577

Bac Dao, 1FPT School of Business & Technology, FPT University
Quan Nguyen, 2Academy of Policy and Development, Ministry of Planning and Investment

A Study on Training Needs and Priorities by Job Levels of Staff Development in Higher Education

Session ID: 1337327

Chan Lee, Seoul National University, South Korea
Jin Gyu Han, Seoul National University, South Korea
Woo Sup Lim, Seoul National University, South Korea

How Does Faculty Perception Influence Teaching Efficacy?: The Dual Mediating Effects of Facilitating and Satisfaction

Session ID: 1338871

Youjin Jang, Hanyang University
Kyomin Nam, Hanyang University
Eunsil Park, Hanyang University
Ji Hoon Song, Hanyang University

Thursday, March 2 | 3:45pm-5:15pm

F NON-REFEREED FOCUS SESSION | *Elk Lake*

Indigenous Research in HRD: A Panel Presentation
Session ID: 1334394

K. Peter Kuchinke, University of Illinois at Urbana-Champaign
Yonjoo Cho, The University of Texas at Tyler
Oliver Crocco, Louisiana State University
Maria Cseh, George Washington University
Heeyoung Han, Southern Illinois University School of Medicine
Gary McLean, National Institute Development Administration (NIDA), Thailand

Thursday, March 2 | 3:45pm-5:15pm

F NON-REFEREED FOCUS SESSION | *Wayzata Bay*

Towards Agentic HRD: Facilitating a Dialogue for Research Collaboration
Session ID: 1339482

Jennifer Park, University of North Carolina
Yu-Ling Chang, Penn State University
Hyung Joon Yoon, Penn State University
Issa Al Balushi, Penn State University
Angela Rogers, Penn State University
Manar Salamah, Penn State University
Hosung You, Penn State University

Breakout Sessions A

Thursday, March 2 | 3:45pm-5:15pm

PD NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Deer Lake*

**Open Source Inclusion: An Invitation to Harvest and Share
Novel Learning Solutions**

Session ID: 1338183

Bill Brendel, Pennsylvania State University

Tatum Risch, Pennsylvania State University

Farhan Sadique, Penn State University

Israa Samarin, Pennsylvania State University

Thursday, March 2 | 3:45pm-5:15pm

PD NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Grays Bay*

**Using NVivo Qualitative Data Analysis Software for Your
Literature Review**

Session ID: 1333673

Angela Rogers, Penn State University

Friday, March 3 | 9:15am-10:45am

P

REFEREED POSTER | *Pine, Cedar, Birch & Maple Lake*

Poster Sessions B

A Feminist Discourse Analysis on Gender Parity in the Promotion of Women STEM Faculty: An NSF ADVANCE Study

Session ID: 1338578

Ague Mae Manongsong, Drexel University

Alene O'Malley, Drexel University

Kristy Kelly, Drexel University

Blue economies, resilience, and faith-based communities: Examining the impact of collectivism and emotional intelligence on workplace resilience

Session ID: 1338486

Casey Maugh Funderburk, The University of Southern Mississippi

Bradley Winton, The University of Southern Mississippi

Who Are We Graduating? Examining HRD Program Degree Completions

Session ID: 1340413

Kevin Rose, IUPUI

Defining 'Successful Career Transition' for Military Veterans

Session ID: 1339651

Rohan Crawley, Purdue University

Michael Kirchner, Purdue University Fort Wayne

Identifying gender differences in leadership competencies in the engineering field

Session ID: 1331956

Mihee Park, Penn State University

Meredith Handley, Penn State University

John Park, Penn State University

Teresa Lang, Penn State University

Escaping the Social Stigma at Work: The Single-Mother Hierarchy

Session ID: 1337788

Nicole Dillard, University of Minnesota, Twin Cities

Taylor Cavallo, University of Minnesota, Twin Cities

Psychological Safety: A Potential Connection Between Learning Organization Research and Diversity and Inclusion Research?

Session ID: 1336181

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

Rebecca Evan, Metro State University

African American men in Corporate America: A strengths-based analysis

Session ID: 1337384

Ronald Collins, University of Southern Mississippi

Workforce Development for Sustainability Development: Investigating Differences in Competencies for Sustainability among Africa, Asia, and North America

Session ID: 1340433

Jongho Park, Penn State University

Yewon Kim, Ewha Woman's University

Seunghye Kan, Ewha Woman's University

Mihee Park, Penn State University

A Study to Describe the Issues That Emerge Among Professional Employees When Transitioning from a Technical Role to a Managerial Role in Their Organizations

Session ID: 1320840

Shoptorshi Rahman, University of Illinois at Urbana-Champaign

Ronald L. Jacobs, University of Illinois at Urbana-Champaign

Exploring the Challenges and Strategies of Women of Color Faculty in United States Universities

Session ID: 1340470

Supritha Kannan, Louisiana State University

Shinhee Jeong, Louisiana State University

Sexist Comments Experienced by Women: Stereotypes
Session ID: 1336438

Susan Madsen, Utah State University
Robbyn Scribner, Utah State University
April Townsend, Utah State University

**Factors in Decision-Making among Black Women
Administrators in Higher Education during COVID-19**
Session ID: 1339634

Tomika Greer, University of Houston
April Peters, University of Houston

**Identifying the Relationship between Drivers of Current
Societal Changes and Sustainable Career Objectives: A
Mixed Methods Study**
Session ID: 1339876

Viktoria Loidl, University of Illinois Urbana-Champaign

**A Literature Review on the Relationship Between Positive
Psychological Capital and Work Engagement in the Korean
Scholarly Articles**
Session ID: 1339023

Hyeji Jeon, KOREATECH
Hyunjeong Jo, KOREATECH
Woocheol Kim, KOREATECH

**Beyond Black and White: A Critical Race Analysis of
Fortune 100 Companies' Diversity, Equity, and Inclusion
(DEI) Policies**
Session ID: 1337914

Yu-Ling Chang, Penn State University

**An Integrative Literature Review of Knowledge Sharing
and Organizational Sustainability**
Session ID: 1339283

Sumi Lee, University of Georgia
Caleb Seung-hyun Han, University of Georgia
Eunjung Grace Oh, College of Education at University of
Illinois Urbana Champaign
Sung "Pil" Kang, The University of New Mexico
Jihye Oh, Azusa Pacific University

Friday, March 3 | 9:15am-10:45am

M

REFEREED FULL MANUSCRIPT | *Grays Bay*

Engagement

Community Engagement as a Human Resource Development Function

Session ID: 1339730

Emmanuel Osafo, Washington State University
Michael Wallace, Washington State University
Robert Yawson, Quinnipiac University
Nancy Deringer, Washington State University

The Effect of Virtuality on Work Engagement through Social Presence: Moderated Mediation Effect of Team Members' Perception of Identity entrepreneurship

Session ID: 1338264

Hee Je Yun Hanyang, University, Republic of Korea
Sun Min Ha, Hanyang University, Republic of Korea
Hyeonji Park, Hanyang University, Republic of Korea
Ji Hoon Song, Hanyang University

Workplace Fun for Employee Engagement: A FUNCTION of Organizational Culture?

Session ID: 1339049

Lacey Logan, Valparaiso University

Friday, March 3 | 9:15am-10:45am

M

REFEREED FULL MANUSCRIPT | *Grand Ballroom 3*

Organization Development

Validation of the Psychological Entitlement Measurement in South Korea

Session ID: 1338881

Jaehong Joo, Hanyang University
Minji Park, Hanyang University
Se Min Yim, Hanyang University
Ji Hoon Song, Hanyang University

Training in the Gig Work Context: From a Perspective of Organizational Learning

Session ID: 1337399

Panpan Zhang, University of Minnesota

Participatory Arts-based Interventions in Organization Transformation Processes

Session ID: 1338067

Sung-Eun Yang, University of Georgia

Shannon Perry, University of Georgia

Friday, March 3 | 9:15am-10:45am

M

REFEREED FULL MANUSCRIPT | *Grand Ballroom 4*

Leadership and Leadership Development

Connecting Brand Identity Models to Leader Identity: Towards the Creation of a Practical Leader Identity Model

Session ID: 1340221

Clayton Duffy, Rockford University

Jeff Karlberg, Puri School of Business at Rockford University

Mandolen Mull, Puri School of Business at Rockford University

Toward a model of servant leader development

Session ID: 1340422

Seth Martinez, Boise State University

From General Damager to General Manager: What Can HRD Do?

Session ID: 1339587

Shyamal Pandya, Texas A&M University

Jia Wang, Texas A&M University

Friday, March 3 | 9:15am-10:45am

M

REFEREED FULL MANUSCRIPT | *Spring Park Bay*

Newcomer Onboarding

Relationships among supervisors' socialization behaviors, newcomers' socialization outcomes, organizational commitment, and work outcomes

Session ID: 1331969

Andrew Lee, Southern Illinois University School of Medicine

Ronald Jacobs, University of Illinois

Newcomer Onboarding: What happens, what helps, what hinders, and their hopes

Session ID: 1333703

Angela Rogers, Penn State University

Diann Jones, The University of Georgia

Friday, March 3 | 9:15am-10:45am

M

REFEREED FULL MANUSCRIPT | *Lake Nokomis*

Higher Education

An Exploration of Faculty Motivation and Turnover Intention in the Sudanese Public Higher Education Organizations by Using the Self-Determination Theory

Session ID: 1334775

Abdelfatah Arman, American University of Ras Al Khaimah

Vazeerjan Begum, American University of Ras Al Khaimah

Tahseen Arshi, American University of Ras Al Khaimah

Fahad Almaeeni, American University of Ras Al Khaimah

University Faculty Couples and Their Work-life Balance: How Does Gender Influence?

Session ID: 1340447

Kyung Nam Kim, Texas A&M University

Shinhee Jeong, Louisiana State University

Work/nonwork boundary: A phenomenological investigation of the u.s pre-tenured academic faculty during the covid-19 pandemic

Session ID: 1338745

Mehrangiz Abadi, Cleveland State University
Khalil Dirani, Texas A&M University

Friday, March 3 | 9:15am-10:45am

M

REFEREED FULL MANUSCRIPT | *Lake Calhoun*

Career Development

Personal Resources and Career Decision Self-Efficacy of Postsecondary International Students: The Moderating Role of Cultural Adjustment

Session ID: 1339786

Dae Seok Chai, Colorado State University
Sunyoung Park, Louisiana State University

A Comparative Study of Career Determination Levels and Career Preparation Behaviors of Female College Students in Cooperative Education

Session ID: 1335998

Minjeong seo, University of Minnesota
Sehoon Kim, University of Minnesota
Youngmin Lee, Sookmyung Women's University

Career Behaviors, Meaningful Work, and Career Satisfaction

Session ID: 1330911

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

Breakout Sessions B

Friday, March 3 | 9:15am-10:45am

F

NON-REFEREED FOCUS SESSION | *Deer Lake*

Advancing Anti-racism Education and Inclusive Learning Pedagogy in the Human Resource Development Curriculum

Session ID: 1337445

Marilyn Byrd, University of Oklahoma
Chaunda Scott, Oakland University

Friday, March 3 | 9:15am-10:45am

F

NON-REFEREED FOCUS SESSION | *Elk Lake*

Teaching and Learning Qualitative Research Methods: Challenges and Opportunities

Session ID: 1334942

Yonjoo Cho, University of Texas at Tyler
Meera Alagaraja, University of Louisville
Valerie Anderson, University of Portsmouth

Friday, March 3 | 9:15am-10:45am

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP | *Wayzata Bay*

Online Teaching for the Whole Student: An Interactive Workshop

Session ID: 1338451

Katie Rosenbusch, George Mason University

Friday, March 3 | 2:15pm-3:45pm

P

REFEREED POSTER | *Pine, Cedar, Birch & Maple Lake*

Poster Sessions C

Fostering Decent Work – Supporting Low-Income Youth School-to-Work Transition

Session ID: 1339428

Ana Carolina Rodriguez, University of Minnesota
Quinn Oteman, University of Minnesota

College to Career Evolution: Leveling the Playing Field

Session ID: 1337446

AnnaMaria Bliven, University of Wisconsin-Whitewater
Jon Werner, University of Wisconsin-Whitewater
Scott Dell, Francis Marion University

Human Resource Undergraduates as Mobile Learners

Session ID: 1340109

Arina Gruia Anghel, Universidad a Distancia de Madrid
Aitana González Ortiz de Zárate, Universidad a Distancia de Madrid
Luis Manuel Fernández Martínez, Universidad a Distancia de Madrid
Bhagyashree Barhate, University of Southern Mississippi

Loss in All of Its Totality: The Exploration of the Lived Experiences of Widows through Content Analysis

Session ID: 1339300

Bethany Hager, Louisiana State University

Defining Agile Teams

Session ID: 1340415

Christina Grant, Colorado State University
Daeseok Chai, Colorado State University

Effect of Employees' Personal Development as Lifelong Learning on Practical Development in Work and Career
Session ID: 1339113

Hyewon Park, The Institute for Education Research at
Yonsei University
Jieun You, Valdosta State University

Mediating Effect of Masteristic Work in the Relationship between Protean Career Attitude and Work Engagement among Generation Y in South Korea
Session ID: 1338162

Jeongsan Hwang, Yonsei University
Wonsup, Chang, Yonsei University

How to Settle on a Career Path for International Students: The Application of Social Cognitive Career Theory
Session ID: 1338991

Jihye Oh, Azusa Pacific University

Challenging White Supremacy Culture in Mentoring Practices: A New Framework for Critical Human Resource Development
Session ID: 1337782

Nicole Dillard, University of Minnesota, Twin Cities
Panpan Zhang, University of Minnesota

Cross-Cultural Career Development: East Asian Immigrant Professionals in the U.S.
Session ID: 1328057

Ning Zulauf, University of Illinois Urbana Champaign
Eunjung Grace Oh, College of Education at University of Illinois Urbana Champaign

Analysing the Role of Leadership in the Future of Work
Session ID: 1340486

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

Student-to-Student Mentoring in PhD Programs

Session ID: 1340139

Ryan Riojas, University of Texas at Tyler
Maryn Taylor, University of Texas at Tyler
Jackie Haire, University of Texas at Tyler

Management Development: A Review of the Definitions, Nature of the Programs, and Research

Session ID: 1329215

Shoptorshi Rahman, University of Illinois at Urbana-Champaign
Ronald L. Jacobs, University of Illinois at Urbana-Champaign

Squid Game: Lessons Learned and Takeaways for HRD Leaders

Session ID: 1339605

Marie-Line Germain, Western Carolina University (Univ. of North Carolina)
Siham Lekchiri, Western Carolina University (University of North Carolina)

Examining the Career Path of Certified Public Accountants in Auditing and Tax Services: Perceptions of Accounting Graduates' Competencies

Session ID: 1338966

Steven Mulhollen, University of Southern Mississippi; Mississippi College

A Thematic HRD Analysis of the TV Show 'Severance'

Session ID: 1339764

Taylor Cavallo, University of Minnesota, Twin Cities

Career Aspirations: Current Status and Agenda for Future Research and Practice

Session ID: 1339315

Wei Wang, Texas A&M University

Friday, March 3 | 2:15pm-3:45pm

M

REFEREED FULL MANUSCRIPT | *Grand Ballroom 3*

Newcomer Onboarding

Virtual Onboarding: Learning from Newcomers' Information Seeking

Session ID: 1339531

Loi Nguyen, Metropolitan State University

Rebecca Evan, Metro State University

Needs Assessment of Police Pre-deployment Training for Dispatch Experts in International Development Cooperation of Policing

Session ID: 1338169

Junseon Jeong, Hanyang University

Minji Park, Hanyang University

Hyeonah Jo, Hanyang University

Chunju Kim, Hanyang University

Ji Hoon Song, Hanyang University

Engaging New Hires in Remote Work Environments: Exploring the Challenges and Opportunities in Different Generations

Session ID: 1340395

Sunyoung Park, Louisiana State University

Sanghamitra Chaudhuri, Metropolitan State University

Karen Johnson, University of North Texas

Friday, March 3 | 2:15pm-3:45pm

M

REFEREED FULL MANUSCRIPT | *Grand Ballroom 4*

Strategic HRD

Mind the Gap – A Comparative Analysis of (In-) Congruences in HRD Role Perception

Session ID: 1338936

Henriette Lundgren, The George Washington University

Sally Kah, Birmingham City Business School

Jenni Jones, University of Wolverhampton Business
School

Rob F. Poell, Tilburg University

Jim Stewart, Liverpool Business School

Robert (Bob) G. Hamlin, University of Wolverhampton

Ellen Scully-Russ, The George Washington University

The Changing Wisdom from the Book of Changes: From Seeing Crisis as Opportunity to Seeing Crisis Become Disaster or Transforming Crisis into Opportunity?

Session ID: 1339859

Jackie LIU, University of Minnesota

The Factors That Lead to Entrepreneurial Opportunity Recognition and the Role of Education and Training: A Systematic Literature Review

Session ID: 1340298

Fredrick Nafukho, Texas A&M University

Walid El Mansour, Texas A&M University

Friday, March 3 | 2:15pm-3:45pm

M

REFEREED FULL MANUSCRIPT | *Spring Park Bay*

Strategic HRD

**Nationalism, Economic Populism and a Global Pandemic -
Impending Changes for Human Resources Practice**

Session ID: 1312428

Deepu Kurian, University of Houston

Amin Alizadeh, University of Delaware

**Communicating a Vision for Human Resource Development
in Southeast Asia: A Thematic Analysis of the Speeches of
ASEAN Secretaries-General (2008-2022)**

Session ID: 1339280

Oliver Crocco, Louisiana State University

Pimsiri Aroonsri, Chulalongkorn University

Nuzulul Isna, STKIP Muhammadiyah Southwest Aceh

Friday, March 3 | 2:15pm-3:45pm

M

REFEREED FULL MANUSCRIPT | *Lake Nokomis*

Organization Development

**Differential perceptions of psychological entitlement
and the mediating role of counterproductive workplace
behavior: A team manager's emotional exhaustion, abusive
supervision, and team cohesion**

Session ID: 1338878

Jaehong Joo, Hanyang University

Ji Hoon Song, Hanyang University

The Structural Relationships of Human Agency, Openness to Change and Innovative Work Behavior During the Time of Change: A Study of Five Korean Conglomerates
Session ID: 1340302

Jennifer Park, University of North Carolina Wilmington

Developing a Conceptual Model of Positive Employee Experience through Sentiment Analysis
Session ID: 1339075

Jinju Lee, Hanyang University
JaeHyun Bae, Hanyang University
Ji Hoon Song, Hanyang University

Friday, March 3 | 2:15pm-3:45pm

M

REFEREED FULL MANUSCRIPT | *Lake Calhoun*

Organization Development

Employee Intuition: Understanding Decision-Making through Use of Somatic Practices
Session ID: 1340014

Sarah Minnis, Western Carolina University
Robin Grenier, University of Connecticut

The Responses of COVID-19 Black Swan Event in Taiwan: Implications for Leadership and HRD Practice
Session ID: 1340485

Szufang Chuang, Indiana State University

Discovering research topics in intrapreneurship using latent Dirichlet allocation
Session ID: 1338062

Yohan Koo, Hanyang University
Myungjung Shim, University of Minnesota
Ji Hoon Song, Hanyang University

Friday, March 3 | 2:15pm-3:45pm

F

NON-REFEREED FOCUS SESSION | *Deer Lake*

Ethics and Human Resource Development

Session ID: 1337414

Darlene Russ-Eft, Purdue University
Amin Alizadeh, University of Delaware
Alexandre Ardichvili, University of Minnesota
Yonjoo Cho, University of Texas at Tyler
Jon Werner, University of Wisconsin-Whitewater
Claretha Hughes, University of Arkansas

Friday, March 3 | 2:15pm-3:45pm

F

NON-REFEREED FOCUS SESSION | *Elk Lake*

HRD Phenomena in Non-mainstream Contexts: Implications for HRD Theory Building Research

Session ID: 1337825

Greg G. Wang, The University of Texas at Tyler
Jackie LIU, University of Minnesota
Anne Lutomia, Purdue University
Anastasia Kulichyova, Manchester Metropolitan University
Sang won Byun, Twoson University

Friday, March 3 | 2:15pm-3:45pm

F

NON-REFEREED FOCUS SESSION | *Wayzata Bay*

HRD within Healthcare: Employee Engagement and the Quadruple Aim

Session ID: 1337156

Lesley Tomaszewski, Lipscomb University
Allison Duke, Lipscomb University

Friday, March 3 | 2:15pm-3:45pm

F

NON-REFEREED FOCUS SESSION | *Grays Bay*

What Can the HRD Practitioner Do to Help the Organization Survive in a VUCA World?

Session ID: 1338449

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

Friday, March 3 | 4:00pm-5:30pm

P

REFEREED POSTER | *Pine, Cedar, Birch & Maple Lake*

Poster Sessions D

Virtual Volunteer Experience in a Nonprofit Organization: A Grounded Theory Study

Session ID: 1338721

Bruce Brown, Texas A&M University

Jia Wang, Texas A&M University

Khalil Dirani, Texas A&M University

Laura Stough, Texas A&M University

William Brown, Texas A&M University

Analysis of “Dark Patterns” Social Media Articles Appearing in Duck Duck Go Search Engine Results

Session ID: 1340016

Elisabeth Bennett, Concordia University Wisconsin

Ann Arbor

Elisabeth Bennet, Concordia University Wisconsin

Ann Arbor

Ethical Concerns of Utilizing AI in Training and Development

Session ID: 1339017

Hanwen Li, University of Minnesota

Ying Feng, University of Minnesota

Jie Ke, Jackson State University

Online Community of Practice for High School Teachers in China

Session ID: 1337435

Haoshen Liang, George Washington University

Yoshie Nakamura, George Washington University

Virtual Reality as a Tool for HRD in Tourism and Hospitality Industry: A Review of Literature

Session ID: 1340290

Judy Waight, Texas A&M University

Junghwan Kim, Texas A&M University

More than motivation: How individual leadership attributes impact the intention to apply for leadership roles

Session ID: 1337795

Mandolen Mull, Puri School of Business at Rockford University

Jeff Karlberg, Puri School of Business at Rockford University

An Analysis of ROTC Students' Perception of Leadership Based on Yukl's Hierarchical Taxonomy of Leadership Behavior

Session ID: 1338713

Leslie Blanchard, Louisiana State University

Margaret Duplantier, Louisiana State University

Omaima Hajjami, Louisiana State University

Bao Anh (Amber) Pham, Louisiana State University

Benefits of Utilizing Gamification in HRD

Session ID: 1335013

Brittaney Brown, Western Carolina University

Lois (Alaine) Hunnicutt, Western Carolina University

Joy Wilson, Western Carolina University

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

Socialization through Virtual Onboarding: A New Frontier for HRD

Session ID: 1335072

Michael Kirchner, Purdue University Fort Wayne

Alexandra Dunn, University of Mary Washington

Trend Analysis of Digital Divide Research Based on Topic Modeling

Session ID: 1339004

Myunghyun Yoo, Hanyang University

Yohan Koo, Hanyang University

Ji Hoon Song, Hanyang University

Exploring Intelligent Learning Systems, Artificial Intelligence, and Implications for Organizational Culture

Session ID: 1340239

Sanket Patole, The University of Texas at Tyler

Dr. Rochell McWhorter, The University of Texas at Tyler

Dr. Robert Carpenter, The University of Texas at Tyler

Studies on E-learning in the workplace from 2013-2020: A bibliometric review

Session ID: 1340238

Shaoping Qiu, Texas A&M University
Lei Xie, Texas State University
Francis Quek, Texas A&M University
Malini Natarajarathinam, Texas A&M University
Osazuwa Okundaye, Texas A&M University

Data Skills In Demand for Human Resource/People Analysts in 2023: Implications for Job Seekers and Training Professionals

Session ID: 1338034

Suzette Jung, The University of Southern Mississippi

Exploring the Career Aspirations of China's Generation Z (Gen Z): A Basic Qualitative Study

Session ID: 1339335

Wei Wang, Texas A&M University

A Case Study on the HRD for Women through Public Technical and Vocational Education and Training in the Korea Polytechnics

Session ID: 1339100

Youngeun Wee, Korea Polytechnics
Yongah Kang, Korea Polytechnics
Woocheol Kim, KOREATECH
Hyunjeong Jo, KOREATECH

Using mixed reality technology to enhance the collaborative learning experience of diverse engineering teams

Session ID: 1339292

Yeling Jiang, Purdue University
Mesut Akdere, Purdue University
Minsoo Choi, Purdue University
Israa Azzam, Purdue University
Farid Breidi, Purdue University
Christos Mousas, Purdue University

Introducing Socially Responsible Artificial Intelligence (SRAI) to HRD: Towards Corporate Social Responsibility (CSR) and Sustainability

Session ID: 1334102

Yu-Ling Chang, Penn State University

Jie Ke, Jackson State University

Work-life Balance of Vietnamese Female Faculty in Higher Education Institutions: A Phenomenological Study

Session ID: 1339591

Huyen Nguyen, Texas A&M University

Jia Wang, Texas A&M University

Friday, March 3 | 4:00pm-5:30pm

M

REFEREED FULL MANUSCRIPT | *Grand Ballroom 3*

Engagement

The moderating effect of the supportive learning environment on the relationship between organizational justice and work engagement: Differences between public service workers and general workers in South Korea

Session ID: 1336672

Hyerim Cho, University of Minnesota

Alexandre Ardichvili, University of Minnesota

Daeyeon Cho, Korea Univesity

Employee Engagement in East Asia: A Systematic Review and Call for Future Research

Session ID: 1338986

Jihye Oh, Azusa Pacific University

Frances Wu, Azusa Pacific University

A Systematic Literature Review Examining Engagement and Human Capital Development Connections Between Human Resource Development and Two-Year Colleges

Session ID: 1340467

Kristin Frady, Clemson University

Friday, March 3 | 4:00pm-5:30pm

M

REFEREED FULL MANUSCRIPT | *Grand Ballroom 4*

Organization Development

Silence in the Workplace: A Systematic Literature Review Session ID: 1340360

Heesun Kim, Texas A&M University

Jia Wang, Texas A&M University

Reverse Mentoring for Sustainable Employability Session ID: 1338039

Neha Garg, Jindal Global Business School, O.P. Jindal
Global University, India

Rajashi Ghosh, Drexel University

Sanghamitra Chaudhuri, Metropolitan State University,
USA.

Improving the feedback environment: Towards a performance review model that promotes employee development

Session ID: 1338886

Tomika Greer, University of Houston

Lila Carden, University of Houston

The Relationship between Industry Types and Employee Culture Satisfaction: Mining Employee Reviews on indeed. com

Session ID: 738123

Abram Walton, Florida Tech

James Gallo, University of Central Florida

Shellie Halstead, HR Florida State Council

Natalie Shah, Florida Tech

Friday, March 3 | 4:00pm-5:30pm

M

REFEREED FULL MANUSCRIPT | *Spring Park Bay*

Technology and HRD

Redefining Talent for Industry 4.0: A Future Research Agenda

Session ID: 1337274

Kiran Marlapudi, Indian Institute of Technology Roorkee

Usha Lenka, Indian Institute of Technology Roorkee

The Impact of Utilizing Gamification in Training on Employee Performance; A Conceptual Paper

Session ID: 1325096

Sami El Ahmadie, Texas A&M University

The Influence of Mobile Learning Applications for Learning Computer Programming on College Students' Online Learning Readiness

Session ID: 1337033

Shang Li, University of Illinois at Urbana-Champaign

Wenhao Huang, University of Illinois at Urbana-Champaign

Friday, March 3 | 4:00pm-5:30pm

M

REFEREED FULL MANUSCRIPT | *Lake Nokomis*

Critical, Social Justic, and Diversity Perspectives in HRD

Decentering and Diversifying Intersectionality Research in HRD: An Integrated Framework for Intersectionality Research

Session ID: 1338632

Eunbi Sim, University of Georgia

Shinhee Jeong, Louisiana State University

A Framework for Employee Engagement of LGBTQ Employees: An Examination of Workplace Supports to Overcome Stigma and Shame

Session ID: 1340212

Meagan Prophet, Hood College

Nisha Manikoth, Hood College Graduate School

Women's Career's in Construction: A Review of Literature

Session ID: 1340497

Stacy Kolegraff, Cal Poly State University, San Luis Obispo

Barbara W. Eversole, Indiana State University

Cindy Crowder, Indiana State University

Friday, March 3 | 4:00pm-5:30pm

M

REFEREED FULL MANUSCRIPT | *Lake Calhoun*

Technology and HRD

The Metaverse in the Workplace: Possibilities and Implications for HRD

Session ID: 1337357

Doo Hun Lim, University of Oklahoma

Jae Young Lee, Kookmin University

Sunyoung Park, Louisiana State University

Using the Metaverse in Training: Lessons from Real Cases

Session ID: 1339992

Omama Hajjami, Louisiana State University

Sunyoung Park, Louisiana State University

Friday, March 3 | 4:00pm-5:30pm

F

NON-REFEREED FOCUS SESSION | *Elk Lake*

Mitigating Urban Informal Sector Vulnerability in Developing economies: Role of HRD in Building Better after the Pandemic

Session ID: 1339351

Malar Hirudayaraj, Rochester Institute of Technology

Bhagyashree Barhate, University of Southern Mississippi

Rose Baker, University of North Texas

Breakout Sessions D

Friday, March 3 | 4:00pm-5:30pm

F

NON-REFEREED FOCUS SESSION | *Wayzata Bay*

STEM as a Career Choice for University Students

Session ID: 1340252

Ahmed Al-Asfour, Southern Illinois University

Aynur Cherksova, University of Arkansas

Friday, March 3 | 4:00pm-5:30pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Grays Bay*

Facilitation of Problem-Based Learning: A Train-the-Trainer Model

Session ID: 1340118

Boyung Suh, Southern Illinois University School of Medicine

Andrew Lee, Southern Illinois University School of Medicine

Heeyoung Han, Southern Illinois University School of
Medicine

Friday, March 3 | 4:00pm-5:30pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Deer Lake*

Uncovering hidden meanings in the workplace: Presenting two reflective practice models for deeper learning

Session ID: 1340111

Pierre Faller, Teachers College Columbia University

Magali Balayn, Universite de Tours, France

Saturday, March 4 | 9:15am-10:45am

P

REFEREED POSTER | *Pine, Cedar, Birch & Maple Lake*

Poster Sessions E

Political Activist Leaders' Narratives

Session ID: 1338856

Adelaide Madiesse Nguela, Hood College
Nisha Manikoth, Hood College Graduate School

Bridging the gap between research and practice of engagement: Towards a collaborative HRD

Session ID: 1335757

Bo Fang, University of Minnesota

Business Communication Education's Importance in Manufacturing

Session ID: 1338997

Elizabeth Rakes, Purdue University

Privileging the Intersectional Inclusivity over Postfeminist Exclusivity in Women's Leadership Development from A Critical, Feminist Perspective

Session ID: 1338640

Eunbi Sim, University of Georgia
Weixin He, University of Georgia
Laura Bierema, University of Georgia

The Current Status of Political Ideology Education in Higher Education and its Impacts on HRD in China and North Korea

Session ID: 1337157

Sang won Byun, Twoson University
Jackie LIU, University of Minnesota
Anne Lutomia, Purdue University
Anastasia Kulichyova, Manchester Metropolitan University
Greg G. Wang, The University of Texas at Tyler

Staying Power: The Effect of Inclusive Leadership, Psychological Safety, and Job Embeddedness on the Intent to Search and the Intent to Turnover

Session ID: 1337102

Jan Sims, University of Southern Mississippi School of Leadership

Heather Annulis, University of Southern Mississippi School of Leadership

Skill Mismatch in Korea: Evidence from PIAAC

Session ID: 1338695

Jihee Hwang, Texas A&M University

Junghwan Kim, Texas A&M University

Using Latent Semantic Analysis to inform HRD Program Design: Comparing Professional Competency Models for Potential Alignment

Session ID: 1338650

Kevin Rose, IUPUI

Kim Nimon, The University of Texas at Tyler

Work Cognitions and Work Intentions: A Two-Wave Cross-Lagged Panel Study

Session ID: 1337053

Kim Nimon, The University of Texas at Tyler

Drea Zigarmi, The Ken Blanchard Companies

Quiet Quitting: Navigating Blind Spots and Gaps in Leadership and Management

Session ID: 1340389

Nicole Dillard, University of Minnesota, Twin Cities

Kobena Osam, Northern Kentucky University

Workplace Fun: A Grounded Theory Approach

Session ID: 1339016

Lacey Logan, Valparaiso University

Judy Sun, The University of Texas at Tyler

Equity Leadership: Supporting Employees' Individual Needs

Session ID: 1340274

Laura Hurtienne, Concordia University Wisconsin

Matthew Hurtienne, Concordia University Wisconsin

**Tell Me Your Story: The Effects of Storytelling on Perceptions of Support for Mental Illness in the Workplace
Session ID: 1334748**

Leah Terry, The George Washington University

Investigating Lookism Within the Moroccan Hospitality Industry

Session ID: 1337443

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

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

**Navigating Tokenism through In-group Social Learning and Networking: Experiences among BIPOC Women Faculty
Session ID: 1340400**

Stephanie Sisco, University of Minnesota

Angela Carter, Clemson University

**The Relationships among Job Crafting, Knowledge Sharing Intention, and Job Performance: Focusing on the Conditional Direct Effect of Employee Engagement
Session ID: 1337599**

Hyunjeong Jo, KOREATECH

Haeun Kim, Hanyang University

Woocheol Kim, KOREATECH

Wonseok Kang, KOREATECH

Youngeun Wee, Korea Polytechnics

Heajung Woo, KOREATECH

Hyeji Jeon, KOREATECH

Saturday, March 4 | 9:15am-10:45am

M

REFEREED FULL MANUSCRIPT | *Grays Bay*

Critical, Social Justice, and Diversity Perspectives in HRD

Dominance, Power, Resistance, and Context: How Critical HRD is Conceptualized and Engaged

Session ID: 1342132

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

Matthew Archer, Oakland University

Leveraging Performance Improvement Practices to Advance Diversity, Equity and Inclusion in Higher Education: The Case of Student Success and Mental Wellness

Session ID: 1327381

Kobena Osam, Northern Kentucky University

Nicole Dillard, University of Minnesota, Twin Cities

The Relationship between Discriminatory Culture against Women, Hierarchical Culture, Sexual Harassment, and Work-Family Conflict

Session ID: 1339177

Sunyoung Park, Louisiana State University

Chan Kyun Park, ChungAng Univeristy, South Korea

Sung Jun Jo, Gachon University, South Korea

Saturday, March 4 | 9:15am-10:45am

M

REFEREED FULL MANUSCRIPT | *Grand Ballroom 3*

Technology and HRD

The utilization of Artificial Intelligence in Training and Development

Session ID: 1338925

Hanwen Li, University of Minnesota

The relationship between work autonomy and job performance within remote work experience: The joint moderation of goal clarity and job competence

Session ID: 1340110

Myungjung Shim, University of Minnesota

Sehoon Kim, University of Minnesota

The Impact of Working From Home During Covid 19 on Employee Mental Health and the Role of HRD Professionals in Supporting The Employees Finalized Version

Session ID: 1325119

Sami El Ahmadie, Texas A&M University

Saturday, March 4 | 9:15am-10:45am

M

REFEREED FULL MANUSCRIPT | *Grand Ballroom 4*

Training Effectiveness

Examining how training satisfaction affects training transfer: Test of moderation and mediation processes

Session ID: 1339248

Kamran Iqbal, University of Lahore

Does Training Matter with Excessive Employees? The Moderating Effect of Human Resource Slack on Training-Performance Relationships

Session ID: 1333597

Sehoon Kim, University of Minnesota

The Relationship Between the HRD-Index and Skill Improvement using a Propensity Score Analysis

Session ID: 1334320

Simon Sang Hoon Shin, Seoul National University, South Korea

Chan Lee, Seoul National University, South Korea

Saturday, March 4 | 9:15am-10:45am

M

REFEREED FULL MANUSCRIPT | *Spring Park Bay*

Culture and HRD

Translation and Validation of the Value Survey Model 2013 (VSM-2013) in Pashto: Cross Cultural Research

Session ID: 1334470

Sami Jabarkhail, Texas A&M University

Khalil Dirani, Texas A&M University

Motives and Expectations of Brazilian Expatriates' Spouses in Supporting International Assignments

Session ID: 1340169

Tania Nery-Kjerfve, University of Houston

Daiane Polesello, University of Houston

Exploring Educational Leadership Support during the COVID-19 Pandemic in United States and China

Session ID: 1337712

Yuanlu Niu, University of Arkansas

Yi-Jung Lee, University of Arkansas

Clairetha Hughes, University of Arkansas

Xu Xu Henderson, State University

Yidan Zhu, Texas State University

Saturday, March 4 | 9:15am-10:45am

M

REFEREED FULL MANUSCRIPT | *Lake Nokomis*

Leadership and Leadership Development

Self-leadership: A Value-added Strategy for HRD

Session ID: 1338864

Kyung Nam Kim, Texas A&M University

Jia Wang, Texas A&M University

Distinguishing Servant Leadership from Transactional and Transformational Leadership: Why its Important and Why You Should Care

Session ID: 1340434

Seth Martinez, Boise State University

Nahari Leija, Boise State university

Saturday, March 4 | 9:15am-10:45am

M

REFEREED FULL MANUSCRIPT | *Lake Calhoun*

Adult Learning and Training

Formal learning and organizational competitiveness: the mediating role of transfer of learning and the moderating role of job autonomy and HR department support

Session ID: 1340416

Heesun Kim, Texas A&M University

Xiaoyan Xu, Texas A&M University

Creating an Index of the Roughness of Learning

Session ID: 1340037

Jill Jinks, The University of Georgia

Karen Watkins, The University of Georgia

Exploring Transformative Learning among K-12 Teachers during the COVID-19 Pandemic

Session ID: 1339507

Yidan Zhu, Texas State University

Yuanlu Niu, University of Arkansas

Amy Maffei, University of Arkansas

Yi-Jung Lee, University of Arkansas

Saturday, March 4 | 9:15am-10:45am

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Deer Lake*

Leaky Student Pipelines: Reverse Mentoring as a Tool to Retain Students of Color

Session ID: 1339615

Rajashi Ghosh, Drexel University
Denise E. Williams, Metropolitan State University
Sanghamitra Chaudhuri, Metropolitan State University,
Marcia Hagen, Metropolitan State University
Rebecca Evan, Metro State University
Loi Nguyen, Metropolitan State University

Saturday, March 4 | 9:15am-10:45am

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Elk Lake*

Artificial Intelligence in Survey Platform Systems: An Aid to Robust Survey Design and Data Analyses

Session ID: 1336868

Katie Stone, The University of Texas at Tyler
Kim Nimon, The University of Texas at Tyler

Saturday, March 4 | 9:15am-10:45am

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Wayzata Bay*

Thinking Critically and Creatively about Research Methods in Gender and HRD

Session ID: 1330022

Carole Elliott, University of Sheffield
Jamie Callahan, Durham University
Joshua Collins, University of Minnesota-Twin Cities
Rita Gardiner, Western University
Juanita Johnson-Bailey, UGA
Chelesea Lewellen, Southern Illinois University
Mark Gatto, Northumbria University

Saturday, March 4 | 11:00am-12:30pm

P

REFEREED POSTER | *Pine, Cedar, Birch & Maple Lake*

Poster Sessions F

Exploring the relationship between Servant leadership behaviors and the type of higher education institutions in the USA using a structural equation model

Session ID: 1340271

Ahmed Al-Asfour, Southern Illinois University

Efrem Kentiba, Arba Minch College of Teachers Education

Managing the COVID-19 Crisis in the Hotel Industry: An Asian Perspective

Session ID: 1339579

Anastasia Kulichyova, Manchester Metropolitan University

Pallvi Arora, University of Jammu

Ekta Sharma, Ahmedabad University

Sol Park, University of Illinois at Chicago

Perceived Employability of India's Management Students during the COVID-19 Pandemic

Session ID: 1340142

Baghyashree Barhate, University of Southern Mississippi

Malar, Hirudayaraj, Rochester Institute of Technology

Ruchi Rai Sao, Nirma University

Ghassan Ibrahim, Texas A&M

Does Guanxi Culture affect Entrepreneurial Orientations? The Mediating Role of Organizational Justice

Session ID: 1338992

Bo Fang, University of Minnesota

Relational Mentoring as a Tool for Identity Development: Collaborative Autoethnography of International Asian Women HRD Scholars

Session ID: 1338615

Eunbi Sim, University of Georgia

Sanghamitra Chaudhuri, Metropolitan State University,

Yuanlu Niu, University of Arkansas

An Overview of Definitions and Applications in the Brazilian Context

Session ID: 1339630

Gislene Ferreira dos Reis, Texas A&M University
Khalil M. Dirani, Texas A&M University

Developing a Shared and Ethical Leadership Intervention for Between-Subject Experimental Designs

Session ID: 1340147

Jason Kiker, Kienel Leadership Institute - Cal Baptist University

Spirituality in the Workplace: Review of Empirical Studies and Proposing Research Agendas

Session ID: 1340048

Jieun You, Valdosta State University
Hyewon Park, The Institute for Education Research at Yonsei University

Mental Models and Transformative Learning: The Role of Inclusive Leadership and Psychological Safety

Session ID: 1340466

Katsiaryna Matusevich, Barry University
Jubal Raffety, Barry University

The Domino Effect: Proposing a Training Intervention to Prepare Upward Bound Peer Mentors

Session ID: 1340076

Jon Madrigal, IUPUI
Kevin Rose, IUPUI

A Qualitative Approach to Explore Team Leadership in Different Environments

Session ID: 1338967

Brittany Garcia, Texas A&M University
Bin Mai, Texas A&M University
Jinsil Seo, Texas A&M University
Lei Xie, Texas State University

Using HR Predictive Analytics in Talent Retention

Session ID: 1334976

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

Shanaky Bennett-Jackson, Western Carolina University

Elizabeth Gray, Western Carolina University

Haley Salmons, Western Carolina University

Factors Affecting the Use and Acceptance of Information and Communication Technologies by University Teachers: A Case of Mano River Union States.

Session ID: 1340459

Michael Gray, The University of Southern Mississippi

Bhagyashree Barhate, Texas A&M

Using Massive Open Online Courses (MOOCs) for Adult Learning

Session ID: 1334038

Sunyoung Park, Louisiana State University

Boreum Ju, California State University-Bakersfield

Shinhee Jeong, Louisiana State University

Internal Communication as a Driver of Change

Session ID: 1337733

Tatum Risch, Pennsylvania State University

HRD's Role in Preparing Graduates for Life and Work During the Bioeconomy

Session ID: 1340262

Walid El Mansour, Texas A&M University

Fredrick Nafukho, Texas A&M University

Huyen Van, Foreign Trade University

The Differential Roles of Social Support on Expatriates' Cross-cultural Intelligence and Adjustment: A Conceptual Framework

Session ID: 1338595

Yvonne Barnieh, University of Ghana Business School

Saturday, March 4 | 11:00am-12:30pm

M

REFEREED FULL MANUSCRIPT | *Grand Ballroom 3*

Adult Learning and Training

Voices from Thai Novice Lecturers of The English Language Toward Professional Development Activities Session ID: 1336027

Chatchawan Chaiyasat, Graduate School of Human Resource Development, National Institute of Development Administration

The Effects of Life-long Vocational Education Session ID: 1330955

Jhong Yun (Joy) Kim, BK21 FOUR R&E Center for Education KOREA UNIVERSITY
EunBee Kim, HyupSung University
Doo Hun Lim, University of Oklahoma

Training Complex Skills by Stimulating Task-Specific Behavioral Exploration Session ID: 1340059

Joseph Westlin, Minnesota State University- Mankato

Saturday, March 4 | 11:00am-12:30pm

M

REFEREED FULL MANUSCRIPT | *Grand Ballroom 4*

Organization Development in Healthcare

The Impact of Compassion Fatigue on Anxiety and Depression Among Veterinary Nurses: A Study of the Moderating Effect of Compassion Satisfaction Session ID: 1337294

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

Employee Engagement with Corporate Based Health and Wellness Programs: A Multisite, Multivariate Regression Analysis

Session ID: 1340127

Clayton Duffy, Rockford University
J'aime Jennings, University of Louisville
Brad Shuck, University of Louisville
Jason Immekus, University of Louisville

Saturday, March 4 | 11:00am-12:30pm

M

REFEREED FULL MANUSCRIPT | *Spring Park Bay*

Critical, Social Justice, and Diversity Perspectives in HRD

HRD Ethics and Morality in Different Societal Contexts with Identical Culture Tradition: The Cases of China and Taiwan

Session ID: 1337755

Greg G. Wang, The University of Texas at Tyler
Szufang Chuang, Indiana State University

Trailblazers in Hospitality: Career Advancement Experiences of Women of Color Executives

Session ID: 1337903

Neenia Barlatt-Higgins, The George Washington University
Maria Cseh, George Washington University

To Be A Female Firefighter: Investigating Talent Acquisition and Retention Issues in US Fire Services

Session ID: 1334427

Siham Lekchiri, Western Carolina University (University of North Carolina)
Jason Moats, Texas A&M Engineering Extension Service (TEEX)

Saturday, March 4 | 11:00am-12:30pm

M

REFEREED FULL MANUSCRIPT | *Lake Nokomis*

Career Development

The Effects of Subjective Career Success and Perceived Shared Leadership on Personal Growth Initiative: Moderating Effects of Challenging Job Experience
Session ID: 1338306

Suhyung Lee, Stephen F. Austin State University

Using the Kaleidoscope Career Model to Explain The Great Resignation

Session ID: 1339505

Victoria Rodriguez, University of Houston
Tomika Greer, University of Houston

Saturday, March 4 | 11:00am-12:30pm

F

NON-REFEREED FOCUS SESSION | *Grays Bay*

Bridging the Two Fields: Expanding HRD Research Interests to Health Professions Education
Session ID: 1337407

Heeyoung Han, Southern Illinois University School of Medicine

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

Boyung Suh, Southern Illinois University School of Medicine

Dea Robinson, Metropolitan State University in Denver

Jennifer Park, University of North Carolina

Saturday, March 4 | 11:00am-12:30pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Elk Lake*

**Worldbuilding in the Workplace: Applying New Methods for
Imagining the Future**

Session ID: 1338709

Trisha Barefield, University of Georgia

Neal Herr, University of Georgia

Ahreum Lim, University of Georgia

Aliki Nicolaides, University of Georgia

Saturday, March 4 | 11:00am-12:30pm

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Wayzata Bay*

**Writing and Publishing Non-Empirical Research Articles in
Human Resource Development Review: Practical Tips**

Session ID: 1334975

Yonjoo Cho, University of Texas at Tyler

Meera Alagaraja, University of Louisville

Hyung Joon Yoon, Penn State University

Julie Davies, University College London

Beth Hyatt, University of Texas at Tyler

Ryan Riojas, University of Texas at Tyler

Board of Directors

President

Khalil Dirani
Texas A&M University

President-Elect

Seung Won Yoon
Texas A&M University

Past President

Laura Bierema
University of Georgia

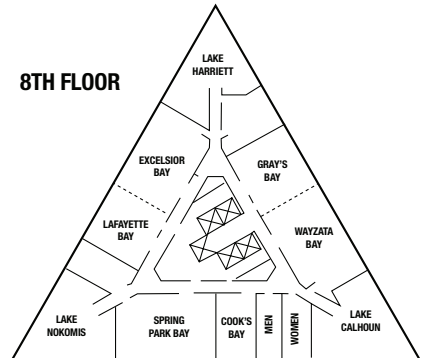
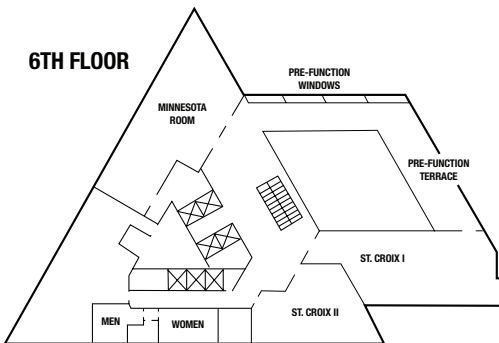
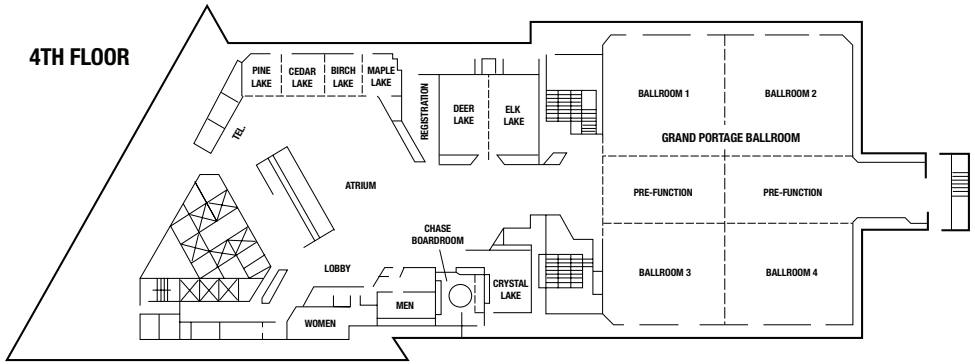
Board Members

Dae Seok Chai, Colorado State University
Joshua Collins, University of Minnesota
Oliver “Ozzie” Crocco, Louisiana State University
Thomas Garavan, University College Cork
Eunjung Grace Oh, University of Illinois at Urbana-Champaign
Tomika Greer, University of Houston
Caleb Han, University of Georgia
Terry Maltbia, Teachers College, Columbia
Ciarán McFadden, University of Stirling
Sunyoung Park, Louisiana State University
Kevin Rose, IUPUI
Cynthia Sims, Clemson University
Cory J. Wicker, University of Southern Mississippi

Staff

Sarah Ewald, Executive Director
Liz Anderson, Assistant Executive Director
Jill Tichy, Meeting Planner
Chrissa Bennett, Meeting Planner
Alexis Cartamil, Event Coordinator
Nicki Brunner, Art Director
Summer Weber, Communication Specialist

Conference Map



Connect using the conference hotel Wi-Fi:
Network: **Marriott Conference**
Password: **Marriottvip**

SAVE THE DATES!

Upcoming AHRD Conferences include:

2024 in Arlington, Virginia

February 20-24, 2024

Crystal Gateway Marriott



Mark your Calendar!

A wide-angle photograph of the Arlington skyline across the Potomac River. Several prominent skyscrapers are visible, including the Crystal Gateway Marriott. The river is in the foreground, and a bridge is partially visible on the right. The sky is clear and blue.

2025 in Arlington, Virginia

February 18-22, 2025

Crystal Gateway Marriott

