
SHINHEE JEONG, Ph. D.

Associate Professor
Adult, Professional, and Community Education Program
Counseling, Leadership, Adult Education, and School Psychology Department
Texas State University
601 University Drive, San Marcos, TX 78666
Phone: (979) 224-1614
E-mail: ojz12@txstate.edu

EDUCATION

- Ph.D.** Human Resource Development Spring 2018
Texas A&M University, College Station, TX
Ph. D. Dissertation: *“A multilevel analysis of the influences of employee expertise and quality of interpersonal relationships on organizational knowledge creation: The moderating role of transformational leadership” (2019 Association for Talent Development Dissertation Award Winner)*
- Certified in Educational and Social Sciences Advanced Quantitative Research Methods
- M.A.** Lifelong Education (Area of concentration: Adult Education) 2006
Soongsil University, Seoul, South Korea
Master’s Thesis: *“The Effects of Personal, Job, and Organizational Factors on Professionalism of Adult Educators”*
- B.A.** Lifelong Education 2004
Soongsil University, Seoul, South Korea

PROFESSIONAL EXPERIENCE

- Associate Professor** September 2023 - Present
Texas State University, San Marcos, TX, USA
Adult, Professional, and Community Education Program
- Associate Professor** August 2023
Louisiana State University, Baton Rouge, LA, USA
The School of Leadership and Human Resource Development
- Assistant Professor** August 2018 – May 2023
Louisiana State University, Baton Rouge, LA, USA
The School of Leadership and Human Resource Development

Associate Editor

The Journal of Mentoring & Tutoring: Partnership in Learning

2017 – Present

Program Manager/Consultant

The Korea Employment and Labor Training Institute, Gwangju, South Korea

2007 – 2011

Assistant Researcher

Korea Research Institute of Vocational Education and Training, Seoul, South Korea
Dept. of Human Resource Development Policy

2006 – 2007

RESEARCH GRANTS

- 2023 ADVANCE-Institutional Transformation: Justice, Equity, Diversity, and Inclusion (JEDI) Systemic Change in the Advancement of Gender Equity at Louisiana State University. *National Science Foundation*, Role: Co-PI, Preliminary Proposal, **Encouraged**
- 2023 FW-HTF-RM: Immersive, Interactive, and Intelligent (3I) Training of the Future Extraterrestrial Construction Workforce in Human-Robot Collaboration (2024-2027), *National Science Foundation* \$999,978, Role: Co-PI, Submitted
- 2022 Center of Human-Robot Collaboration Workforce Development: Future-ready Workforce for Extraterrestrial Construction via an Intelligent-Immersive Training Environment, \$75,000, *LSU Big Idea Research Planning Grant*, Role: Co-PI, Not-funded
- 2022 LSU FIRST - Embracing a "Scholarship First" Agenda to Advance Research and Equity in Biomedical Sciences, *National Institutes of Health*, \$15,130,824. Role: Co-I, Submitted
- 2022 CAREER: Longitudinal, Intersectional Analyses of Work-Family Balance Trajectories among STEM Faculty: With a Person-centered Approach (2023-2028). *National Science Foundation*, \$497,250. Role: Principal Investigator, Not-funded
- 2022 FW-HTF-P: Fostering Transferable Skills for Future-Ready Extraterrestrial Construction Workforce via an Intelligent-Immersive Training Environment (2022-2023). *National Science Foundation*, \$149,987. Role: Co-PI, **Funded**
- 2021 CAREER: A Longitudinal Investigation of Work-family Balance among Women Faculty and Women Faculty of Color in STEM: Living in the Era of COVID-19 (2022-2027). *National Science Foundation*, \$635,000. Role: Principal Investigator, Not-funded
- 2020 ADVANCE-Catalyst: Catalyzing Gender Equity at a Research Institution in the Deep South (2020-2022). *National Science Foundation*, \$300,000. Role: Senior Personnel, **Funded**

- 2019 Work-life Balance among Tenured/tenure-track Faculty Couples from Diverse Backgrounds (2019-2020). Dean's Circle Grant, \$5,000. Role: Principal Investigator, **Funded**
- 2019 Assessing Adult and Continuing Education Need in South Korea metropolitan areas (2019). Korean Dept of Lifelong Education, \$50,000. Role: Co-PI, **Funded**
- 2018 Building Out Opportunities in STEM for Teachers: Impacting Instructional Capacity for Diverse Learners in High-Needs Schools (2018-2023). U.S. Dept of Education, \$4,000,000., Role: Co-PI, Not-funded

PUBLICATIONS

Journal Articles

- Sim, E., & **Jeong, S.** (Accepted). Mapping the future of intersectional research in human resource development: An integrated literature review. *Human Resource Development Review*. (**SSCI-Indexed Journal**)
- Jeong, S.**, & Lee, Y. (2023). Is turnover intention static or dynamic? The impacts of inter-role conflicts and psychological workplace strain on turnover intention trajectories. *Human Resource Development Quarterly*. 34(3), 289-308 (**SSCI-Indexed Journal**)
- Oh, J., **Jeong, S.**, Yoon, S., & Cho, D. (2023). The link between HRD professionals' social capital and career adaptability: A moderated mediation analysis of social network. *European Journal of Training and Development*, 47(5/6), 456-472.
- Climek, M., Henry, R., & **Jeong, S.** (2022). Integrative literature review on employee turnover antecedents across different generations: Commonalities and uniqueness. *European Journal of Training and Development*. 47(8),
- Oh, J., Shirmohammadi, M., **Jeong, S.**, & Wang, J. (2021). Transition from military careers to civilian careers: Experiences of short- and mid-term South Korean veterans. *Career Development International*, 26(3), 415-434. (**SSCI-Indexed Journal**)
- Svenson, P., **Jeong S.**, Shuck, B., & Otto, M. (2021). Antecedents and outcomes of nonprofit employee engagement: A national study of sport-based youth development Employees. *Sports Management Review*, 24(4), 673-696. (**SSCI-Indexed Journal**)
- Yoo, S., **Jeong, S.**, & Song, J. H. (2021). Transformational leadership and knowledge creation practices in Korean and US schools. *Knowledge Management Research & Practice*, 19(2), 263-275.

(SSCI-Indexed Journal)

- Jeong, S.** (2021). A Cross-level analysis of organizational knowledge creation: how do transformational leaders interact with their subordinates' expertise and interpersonal relationships? *Human Resource Development Quarterly*, 32(2), 111-130. **(SSCI-Indexed Journal; Solo-authored Paper)**
- Park, S., **Jeong, S.**, & Chai, D. (2021). Remote e-workers' psychological well-being and career development in the era of COVID-19: Challenges, success factors, and the roles of HRD Professionals. *Advances in Developing Human Resources*, 23(3), 222-236.
- Lee, Y., **Jeong, S.**, & Cho, D. (2021) Assessing adult and continuing education needs in South Korea metropolitan areas using Borich's needs assessment Model. *European Journal of Training and Development*.
- Park, S., **Jeong, S.**, & Ju, B. (2021). MOOCs in the workplace: An intervention for strategic human resource development. *Human Resource Development International*, 24, 329-340.
- Jeong, S.**, Bailey, J., Lee, J., & McLean, G. (2020). It's not about me, it's about us: A narrative inquiry on living life as a social entrepreneur. *Social Enterprise Journal*, 16, 263-280.
- Chai, D., **Jeong, S.**, & Joo, B. (2020). The multi-level effects of developmental opportunities, pay equity, and paternalistic leadership on organizational commitment. *European Journal of Training and Development*, 44, 405-424.
- Turner, J. R., Brown, H. Q., Passmore, D. L., Nimon, K., Baker, R., **Jeong, S.**, & Flatt, C. (2019). Metascience: Guidelines for the Practitioner. *Advances in Developing Human Resources*, 21, 503-512.
- Jeong, S.** & Lee, Y. (2019). Consequences of not conducting measurement invariance tests in cross-group cultural studies: A review of current research practices and recommendations. *Advances in Developing Human Resources*, 21, 466-483.
- VanBuskirk, S., Lim, D., & **Jeong, S.** (2019). Liminal leadership: Leading betwixt and between. *European Journal of Training and Development*, 43, 643-660.
- Jeong, S.**, Song, J. H., & Hsiao, Y. (2018). Testing multi-group measurement invariance of data from the knowledge creation practice inventory. *Human Resource Development Quarterly*, 29, 243-262. **(SSCI-Indexed Journal)**

Park, S., **Jeong, S.**, & Ju, B. (2018). Employee learning and development in virtual HRD: Focusing on MOOCs in the workplace. *Industrial and Commercial Training*, 50(5), 261-271.

Jeong, S., Han, S., Lee, J., Sulananai, S., & Yoon, S. (2018). Integrative literature review on workplace informal learning: Antecedents, conceptualization, and future directions. *Human Resource Development Review*, 17, 128-152. **(SSCI-Indexed Journal)**

Lim, D., **Jeong, S.**, Yoo, S., & Yoo, M. (2018). Older workers' education and earnings among OECD countries, *European Journal of Training and Development*, 42, 170-190.

Jeong, S., McLean, G. N., & Park, S. (2018). Understanding informal learning in small and medium-sized enterprises in South Korea. *Journal of Workplace Learning*, 30, 89-107.

Park, S., **Jeong, S.**, Jang, S., Yoon, S., & Lim, D. (2018). Critical review of global leadership literature: Toward an integrative global leadership framework. *Human Resource Development Review*, 17, 95-120. **(SSCI-Indexed Journal)**

Jeong, S., McLean, G. N., McLean, D. N., Yoo, S., & Bartlett, K. (2017). The moderating role of non-controlling supervision and organizational learning culture on employee creativity: The influences of domain expertise and creative personality. *European Journal of Training and Development*, 41, 647-666. **(2018 Outstanding & highly commended Papers Award; 2018 Emerald Literati Award)**

Jeong, S., Hsiao, Y., Song, J. H., Kim, J., & Bae, S. H. (2016). The moderating role of transformational leadership on work engagement: The influences of professionalism and change readiness. *Human Resource Development Quarterly*, 27, 489-516. **(SSCI-Indexed Journal)**

Chai, D. S., **Jeong, S.**, Kim, J., Kim, S., & Hamlin, R. G. (2016). Perceived managerial leadership effectiveness in a Korean context: A qualitative study on indigenous managerial leadership. *Asia Pacific Journal of Management*, 33, 789-820. **(SSCI-Indexed Journal)**

Hamlin, R. G., Kim, S., Chai, D. S., Kim, J., & **Jeong, S.** (2016). Perceived managerial and leadership effectiveness within South Korean and British private sector companies: A derived ethic comparative study. *Human Resource Development Quarterly*, 27, 237-269. **(SSCI-Indexed Journal)**

Jeong, S. (2006). The effects of personal, job, and organizational factors on professionalism of adult educators. *Lifelong Education and Human Resource Development Research*, 2(1), 77-107. (In Korean)

Editorials

Templeton, N., **Jeong, S.**, & Villarreal, E. (2022). Editorial overview: Supporting opportunities for

learning in practice, 30(2), 159-163.

Templeton, N., **Jeong, S.**, & Villarreal, E. (2022). Editorial overview: Contextualized mentoring models: From theory to practice, 30(1), 1-5.

Templeton, N., **Jeong, S.**, Pugliese, E., & Villarreal, E. (2021). Editorial overview: Becoming a good, effective mentor in academia, 29(5), 495-499.

Templeton, N., **Jeong, S.**, & Pugliese, E. (2021). Editorial overview: Mentoring for targeted growth in professional practice, 29(4), 349-352.

Templeton, N., **Jeong, S.**, & Villarreal, E. (2021). Editorial overview: Mentoring for individualized growth in schools and universities, 29(3), 257-260.

Templeton, N., **Jeong, S.**, & Pugliese, E. (2021). Editorial overview: Mentoring for professional development. *Mentoring & Tutoring: Partnership in Learning*, 29, 163-166.

Templeton, N., **Jeong, S.**, & Pugliese, E. (2021). Mentoring for continuous improvement in teaching and learning. *Mentoring & Tutoring: Partnership in Learning*, 29, 1-5.

Irby, B., **Jeong, S.**, Boswell, J., Hewitt K. K., & Pugliese, E. (2020). Accomplishments since 2010 for mentoring and tutoring: Partnership in learning journal—a decade of the Irby team editorship. *Mentoring & Tutoring: Partnership in Learning*, 28, 517-521.

Irby, B., **Jeong, S.**, Boswell, J., Hewitt K. K., & Pugliese, E. (2019). Editor's Overview: Mentoring Educators in the University Setting. *Mentoring & Tutoring: Partnership in Learning*, 27, 365-369.

Irby, B., Boswell, J., **Jeong, S.**, Hewitt K. K., & Pugliese, E. (2019). Mentoring programs for K-12 preservice and novice educators. *Mentoring & Tutoring: Partnership in Learning*, 27, 231-234.

Irby, B., Boswell, J., Hewitt K. K., **Jeong, S.**, & Pugliese, E. (2019). Mentoring relationships in higher education. *Mentoring & Tutoring: Partnership in Learning*, 27, 127-130.

Irby, B., Boswell, J., Hewitt K. K., **Jeong, S.**, Pugliese, E. (2019). Editor's overview. *Mentoring & Tutoring: Partnership in Learning*, 27, 1-4.

Jeong, S., Irby, B., & Boswell, J., & Pugliese, E. (2018). Exploring mentoring relationships of various populations. *Mentoring & Tutoring: Partnership in Learning*, 26, 477-481.

Jeong, S., Irby, B., & Boswell, J., & Pugliese, E. (2018). Outcomes and benefits of Mentoring. *Mentoring & Tutoring: Partnership in Learning*, 26, 355-357.

- Irby, B., Boswell, J., & **Jeong, S.**, & Pugliese, E. (2018). Tutoring and coaching. *Mentoring & Tutoring: Partnership in Learning*, 26, 245-248.
- Irby, B., Boswell, J., & **Jeong, S.** (2018). Mentoring in underrepresented populations and diverse groups. *Mentoring & Tutoring: Partnership in Learning*, 26, 1-3.
- Irby, B., Boswell, J., & **Jeong, S.** (2017). Mentoring in underrepresented populations of color. *Mentoring & Tutoring: Partnership in Learning*, 25, 505-508.
- Irby, B., Boswell, J., Hewitt, K., Abdelrahman, N., & **Jeong, S.** (2017). Leaders as mentors. *Mentoring & Tutoring: Partnership in Learning*, 25, 391-394.
- Boswell, J., Irby, B., Abdelrahman, N., Hewitt, K., & **Jeong, S.** (2017) Developing virtual mentoring relationship. *Mentoring & Tutoring: Partnership in Learning*, 25, 247-249.
- Irby, B., Boswell, J., Hewitt, K., Lynch, J., Abdelrahman, N., & **Jeong, S.** (2017). The mentoring relationship. *Mentoring & Tutoring: Partnership in Learning*, 25, 119-122.

Book Chapters

- Park, S., Ju, B., & **Jeong, S.** (In print). Adopting Massive Open Online Courses (MOOCs) in Adult Learning Contexts. In J. Coryell, L. Baumgartner., & J. Bohonos (Eds.) *Methods for facilitating adult learning: Strategies for enhancing instruction and instructor effectiveness*, Stylus Publishing.
- Park, S., & **Jeong, S.**, & Kim, E. (2020). Government support for human resource development and internationalization of small- and medium-sized enterprises in South Korea. In S. Yoon, D. Lim, & D. Cho (Eds.), *Human resource development in Korea: Theory and cases* (pp. 57-82). Springer.
- Park, S., & **Jeong, S.** (2020). Exploring antecedents of mature workers' turnover intention: Review of the role of organizational culture. In C. Hughes (Ed.), *Handbook of Research on attracting, maintaining, and balancing a mature workforce* (pp. 112-131). Hershey, PA: IGI Global.
- Jeong, S.**, & Park, S. (2020). Mentoring in human resource development. In B. J. Irby, J. Boswells, L. Searby, F. Kochan, & R. Garza (Eds.), *International handbook of mentoring: Paradigms, practices, programs, and possibilities* (pp. 45-64). Hoboken, NJ: The Wiley-Blackwell.
- Chai, D. S., **Jeong, S.**, Kim, S., & Hamlin, R. G. (2019). A case of critical incident technique: Perceived managerial and leadership effectiveness in a Korean context. *SAGE Research Methods Cases*, London, UK: SAGE Publications Ltd.
- Jeong S.**, Lim, D. H, & Park, S. (2017). Leadership convergence and divergence in the era of

globalization. In P. O. Pablos, & R. D. Tennyson (Eds.), *Handbook of research on human resources strategies for the new millennial workforce* (pp. 285-308). Hershey, PA: IGI Global.

Song, J. H., **Jeong, S.**, & Kolb, J. (2017). Team leadership. In C. Jurkiewicz & A. Farazmand (Eds.), *Global encyclopedia of public administration, public policy, and governance*. New York, NY: Springer.

Han, S., **Jeong, S.**, & Beyerlein, M. (2017). Virtual team leader development. In K. M. Dirani, F. Nafukho, & B. Irby (Eds.), *Global issues and talent development*. Charlotte, NC: Information Age Publications.

Beyerlein, M., Collins, R., **Jeong, S.**, Phillips, C., Sulananai, S., & Xie, L. (2017). Knowledge sharing and human resource development in innovative organizations. In I. Simcic (Ed.), *Knowledge management*. Rijeka, Croatia: InTech Press.

Other Publications

Jeong, S. (2021). Global HRD: How do we succeed at e-remote work in the era of COVID-19? *Monthly Human Resource Development*, 365(1), 136-139. (Magazine, in Korean)

Jeong, S. Finch, M., Hajjami, O., Martin, K., Townsend, T., & Rizzuto, T. (2021). Creation of a Faculty Leadership Dictionary. (White paper).

Jeong, S. (2021). Smart education using artificial intelligence-based educational technology, The Korean Educational Development Institute, South Korea. (Technical report, In Korean)

Cho, D., Lee, Y., & **Jeong, S.** (2021). Needs analysis for adult and continuing education: With a focus on Seoul, Gyeonggi, and Incheon provinces, The Ministry of Education in South Korea. (Technical report, in Korean)

Conference Proceedings

Jeong, S., Svensson, P., & Sim, E. (Accepted). The effect of Creative Self-efficacy on Employee Engagement in non-profit Organizations *Proceedings of the 2024 Academy of Human Resource Development International Research Conference in Americas*, Arlington, Virginia, USA.

Jeong, S., Sim, E., Wilson-Kennedy, Z., & Peterson, S. (Accepted). A Qualitative, Systematic Comparison of the Faculty Experience by Gender and Race in a Research-intensive University: An Inter-categorical Intersectionality Study. *Proceedings of the 2024 Academy of Human Resource Development International Research Conference in Americas*, Arlington, Virginia, USA.

Sim, E., & **Jeong, S.** (2023). An Integrated Framework for Intersectionality Research: Decentering and Diversifying Intersectionality Research in HRD. *Proceedings of the 2023 Academy of Human Resource Development International Research Conference in Americas*, Minneapolis, Minnesota, USA.

Kim, K., & **Jeong, S.** (2023). University Faculty Couples and their Work-life Balance: How Does Gender Influence? *Proceedings of the 2023 Academy of Human Resource Development International Research Conference in Americas*, Minneapolis, Minnesota, USA.

Kannan, S., & **Jeong, S.** (2023). Exploring Challenges and Strategies of Women of Color Faculty in U.S. Universities: An Integrative Literature Review. *Proceedings of the 2023 Academy of Human Resource Development International Research Conference in Americas*, Minneapolis, Minnesota, USA.

Jeong, S., Wilson-Kennedy, Z., & Weng, J. (2022). The pipeline left behind: The experiences of STEM women faculty of color in comparison with other racial and gender groups. *The ADVANCE Resource and Coordination Network's 2022 Equity in STEM Community Convening*, Washington, D.C., USA.

Jeong, S., Park, S., & Robinson, P. (2022). Work-life balance among faculty couples from diverse backgrounds. *Proceeding of the 2022 Academy of Human Resource Development Annual Virtual Meeting*.

Svensson, P., **Jeong, S.**, & Shuck, B (2022). Unpacking the antecedents of employee engagement in sport for development. *The World Association for Sport Management Conference*, Doha, Qatar.

Svensson, P., **Jeong, S.**, Clemons, M., & Shuck, B (2022). Mindfulness, employee engagement, and innovation in sport for development. *The North American Society for Sport Management Conference*, Atlanta, GA, USA.

Jeong, S., Lee, Y. (2021) Is turnover static or dynamic? *Proceeding of the 2021 Academy of Management Annual Virtual Meeting*.

Oh, J., **Jeong, S.**, Yoon, S., & Cho, D. (2020). The link between HRD professionals' social capital and career adaptability: A moderated mediation analysis of social network. *Proceedings of the 2020 Academy of Human Resource Development International Research Conference in Americas*, Atlanta, GA, USA. **(KAHRDA Global HRD Research Paper Award)**

Climek, M., Henry, R., & **Jeong, S.** (2020). Integrative literature review on employee turnover antecedents across different generations: Commonalities and uniqueness. *Proceedings of the 2020 Academy of Human Resource Development International Research Conference in Americas*, Atlanta, GA, USA. **(Co-authored with LSU Graduate Students)**

Park, S. & **Jeong, S.** (2020). What makes older employees stay? Exploring antecedents of their turnover intention. *Proceedings of the 2020 Academy of Human Resource Development International Research Conference in Americas*, Atlanta, GA, USA.

- Lee, Y., **Jeong, S.**, & Cho, D. (2020). Assessing Adult and Continuing Education Needs in South Korea Metropolitan areas using a Borich's Needs Assessment Model: A Focus on Degree Programs at Universities. *Proceedings of the 2020 Academy of Human Resource Development International Research Conference in Americas*, Atlanta, GA, USA.
- Svenson, P., **Jeong S.**, Shuck, B., & Otto, M. (2019). Antecedents and outcomes of nonprofit employee engagement: A national study of sport-based youth development Employees. *Proceedings of the 2019 Sports Management Association of Australia and New Zealand*, Christchurch, New Zealand. **(SMAAZ Best Paper Award)**
- Chai, D., **Jeong, S.**, & Joo, B. (2019). The multi-level effects of HR practices and paternalistic leadership on organizational commitment. *Proceedings of the 2019 Academy of Human Resource Development International Research Conference in Americas*, Louisville, KY, USA. **(AHRD Cutting-Edge Award Paper)**
- Kwon, K., Han, S., **Jeong, S.**, & Oh, J (2019). Social capital and organizational knowledge: An integrative literature review. *Proceedings of the 2019 Academy of Human Resource Development International Research Conference in Americas*, Louisville, KY, USA.
- Oh, J., Shirmohammadi, M., & **Jeong, S.** (2019). Transition from military careers to civilian careers: Experiences of short- and mid-term South Korean veterans. *Proceedings of the 2019 Academy of Human Resource Development International Research Conference in Americas*, Louisville, KY, USA.
- Kwon, K., **Jeong, S.**, Park, J., Yoon, S. (2019). The reciprocal relationship between workplace learning and employee engagement: An integrative literature review. *Proceedings of the 2019 Academy of Human Resource Development International Research Conference in Americas*, Louisville, KY, USA.
- Jeong, S.**, Han, S., Lee, J., Sulananai, S., & Yoon, S. (2018). Integrative literature review on the antecedents of informal learning. *Proceedings of the 2018 Academy of Human Resource Development International Research Conference in the Americas*, Richmond, VA, USA.
- Park S., **Jeong, S.**, & Joo, B. (2018). Employee Learning and Development in Virtual HRD: Focusing on MOOCs in the Workplace. *Proceedings of the 2018 Academy of Human Resource Development International Research Conference in the Americas*, Richmond, VA, USA.
- Yoo, S., **Jeong, S.**, & Song, J. H. (2018). Knowledge creation practice of teachers in South Korea and the United States: A multi-group Structural equation modeling analysis. *Proceedings of the 2018 Academy of Human Resource Development International Research Conference in the Americas*, Richmond, VA, USA. **(AHRD Cutting Edge Award Paper)**

- Park, S., **Jeong, S.**, Jang, S., Yoon, S., Lim, D. (2017). Critical review of global leadership literature: Toward an integrative global leadership framework. *Proceedings of the 2017 Academy of Human Resource Development International Research Conference in the Americas*. San Antonio, TX., USA.
- Lim, D., **Jeong, S.**, Yoo, S., & Yoo, M. (2017). The effect of education, social capital, and skills use on older generations' income: a cross-level analysis among OECD countries. *Proceedings of the 2017 Academy of Human Resource Development International Research Conference in the Americas*. San Antonio, TX., USA.
- Jeong, S.**, McLean, G. N., McLean, D. N., Yoo, S., & Bartlett, K. (2016). Influences of domain expertise, creative personality, non-controlling supervision, and organizational learning culture on employee creativity: A multi-level analysis. *Proceedings of the 2016 AHRD International Research Conference in Asia and MENA*, Ifrane, Morocco.
- McLean, D. N., **Jeong, S.**, & McLean, G. N. (2016). Understanding organizational creativity: relationships among cross-level variables and creativity in research and development organizations. *Proceedings of the 2016 Annual South Florida Education Research conference*, Miami, FL., USA. (**Barnes & Noble Award for Best Faculty-Student Paper**)
- Song, J. H., **Jeong, S.**, & Bae, S. H. (2016). Knowledge creation practice of teachers in South Korea and the United States: A multi-group Structural equation modeling analysis. *Proceedings of the 2016 International Conference of Educational Technology*, Seoul, South Korea.
- Chai, D. S., **Jeong, S.**, Kim, J., Kim, S., & Hamlin, R. G. (2016). Perceived managerial leadership effectiveness in a Korean context: A qualitative study on indigenous managerial leadership. *Proceeding of the 2016 Academy of Management Annual Meeting*, Anaheim, CA, USA.
- Jeong, S.**, McLean, G. N., & Park, S. (2016). Understanding informal learning in small and medium-sized enterprises in South Korea. *Proceedings of the 2015 Academy of Human Resource Development International Research Conference in the Americas*. Jacksonville, FL., USA.
- Jeong, S.**, & Song, J. H. (2016). Testing Multi-group Measurement Invariance of the Knowledge Creation Practice Inventory: A study of the public sector, private sector, and schools in South Korea. *Proceedings of the 2015 Academy of Human Resource Development International Research Conference in the Americas*. Jacksonville, FL., USA.
- Jeong, S.**, & Park, S. (2015). Antecedents of informal learning: An integrative literature review. *Proceedings of the 2015 Academy of Human Resource Development International Research Conference in the Americas*. St. Louis, MO., USA.
- Jeong, S.**, Hsiao, Y., Kim, J., Song, J. H., & Bae, S. H. (2015). The moderating role of

transformational leadership on work engagement: The influences of professionalism and change readiness. *Proceedings of the 2015 Academy of Human Resource Development International Research Conference in the Americas*. St. Louis, MO., USA.

Hamlin, R. G., Kim, S., Chai, D. S., Kim, J., & **Jeong, S.** (2015). Perceived managerial and leadership effectiveness within South Korean and British private sector companies: A derived etic comparative study. *Proceedings of the 2015 Academy of Human Resource Development International Research Conference in the Americas*. St. Louis, MO., USA.

Chai, D. S., **Jeong, S.**, Kim, J., Kim, S., & Hamlin, R. G. (2015). Perceived managerial leadership effectiveness in a Korean context: A qualitative study on indigenous managerial leadership. *Proceedings of the 2015 Academy of Human Resource Development International Research Conference in the Americas*. St. Louis, MO., USA.

Jeong, S. (2012). Understanding training transfer with systems theory: A new conceptual framework. *Proceedings of the 2012 Academy of Human Resource Development International Joint Conference*, Istanbul, Turkey.

TEACHING EXPERIENCE

Undergraduate & Graduate Course Instructor

2023 Fall – Current	Leadership & Organizational Change (Graduate), Texas State University, San Marcos
2020 Fall – 2023 Spring	Diversity and Inclusion in the Global Learning Environments (Undergraduate), Louisiana State University, Baton Rouge
2019 Spring – 2023 Spring	Leading learning in Human Resource Development (Undergraduate), Louisiana State University, Baton Rouge
2019 Summer – 2023 Spring	Introduction to Leadership Development (Graduate), Louisiana State University, Baton Rouge.
2018 Fall - 2023 Spring	Perspectives in Leadership and Human Resource Development (Graduate), Louisiana State University, Baton Rouge.
2014 Spring - 2017 Spring	Organization Development and Performance (Graduate), Co-Instructor, Texas A&M University, College Station
2013 Fall – 2017 Spring	Quantitative Research: Statistics I, Statistics II, Statistics III

- (Graduate), Teaching assistant, Texas A&M University, College Station
- 2017 Spring Quantitative Research: Statistics III (Graduate), Co-instructor, Texas A&M University, College Station
- 2015 Spring Quantitative Research: Statistics III (Graduate), Co-instructor, Texas A&M University, College Station

Program Manager & Team-building Instructor

- Three-day training program on Public Service Labor Relations (Face-to-face, three times a month, on average), 2008-2011
- Three/four-day training program on Labor-Management Relations Act of Civil Servants (Face-to-face, two times a month, on average), 2008-2011
- Three/four-day training program on Collective Bargaining of Public Service Labor Relations (Face-to-face, once a month, on average), 2008-2011
- Three/four-day training program on Enhancement of Labor-Management Partnership on Public Service (Face-to-face, once a month, on average), 2008-2011

ACADEMIC HONORS AND AWARDS

Research Awards

- 2023 Cutting-Edge Award, the Academy of Human Resource Development International Research Conference in the Americas
- 2023 Early Career Award, College of Human Science and Education, Louisiana State University
- 2021 The *LSU Alumni Association Rising Faculty Research Award*, Louisiana State University
- 2020 *Global HRD Research Paper Award*, Korean Academy of Human Resource Development in the Americas
- 2019 *Best Paper Award*, Sports Management Association of Australia and New Zealand
- 2019 *Dissertation Award*, the Association for Talent Development
- 2019 *Cutting-Edge Award*, the Academy of Human Resource Development International Research Conference in the Americas
- 2018 *Emerald Outstanding & Highly Commended Award*, European Journal of Training & Development, Emerald Group Publishing
- 2018 Recipient of *Distinguished Honor Graduate*, the College of Education and Human Development, Texas A&M University
- 2018 Recipient of *Human Resource Development Graduate Student Achievement Award*, the Department of Educational Administration and Human Resource Development, Texas A&M University
- 2018 *Cutting-Edge Award*, the Academy of Human Resource Development International

- 2017 Research Conference in the Americas
Nominated to *Graduate Student Achievement Award*, the Department of Educational Administration and Human Resource Development, Texas A&M University
- 2016 *Barnes & Noble Award for Best Faculty-Student Paper*, Annual South Florida Education Research Conference
- 2016 First place winner for Graduate Representative Advisory Broad Symposium, Texas A&M University
- 2016 Finalist for *KAHRD Research Award*, Korean Academy of HRD in America
- 2015 Finalist for *KAHRD Research Award*, Korean Academy of HRD in America
- 2014 *Emerging Scholar Award*, College of Education and Human Development, Texas A&M University

STUDENT ADVISING

Doctoral Committee Chair

- 2022 Priscilla Aroboi (Ongoing)
- 2022 Supritha Kannan (Ongoing)
- 2021 Monica Guient (Ongoing)
- 2021 Haley Niki Norton (Ongoing)
- 2020 Rachel Henry (Ongoing)
- 2020 Micah Whitmore (Ongoing)
- 2019 Michael Climek (Ongoing)

Doctoral Committee Member

- 2022 Corai Jackson (Ongoing)
- 2022 Nathan Hayes (Ongoing)
- 2021 Jennifer Pulling (Graduated)
- 2021 Jenifer Godfrey (Ongoing)
- 2020 Yangzhi Nicole Jiang (Graduated)
- 2019 Carly Penn (Ongoing)
- 2019 Dorothy R Kemp (Graduated)

Mentoring

- 2022 Eunbi Sim (University of Georgia)
- 2022 Kyungnam Kim (Texas A&M University)

EDITORIAL / REFEREED REVIEW WORK

Associate Editor, *Journal of Mentoring & Tutoring: Partnership in Learning*
 Editorial Board Member, *Human Resource Development Quarterly*
 Editorial Board Member, *The Chronicle of Mentoring and Coaching*

Editorial Review Member, *Leadership & Organization Development Journal*
Reviewer, *International Journal of Human Resource Management*
Reviewer, *Human Resource Development Review*
Reviewer, *Journal of Workplace Learning*
Reviewer, *Korean Educational Development Institute Journal of Educational Policy*
Reviewer, *Personnel Review*

PROFESSIONAL SERVICE AND LEADERSHIP

University-level Service

2020– present Member, Core Committee, The Office of Academic Affairs, Louisiana State University
2020– present Member, ADVANCE Committee, The Office of Academic Affairs, Louisiana State University
2020– present Member, The University State University Council on Gender Equity
2019 Invited Panel, Closing the Gap Discussion Forum, “Closing the Gaps: More than Salary”, The Louisiana State University Council on Gender Equity

College-level Service

2019-Present Member, Diversity Committee, College of Human Sciences and Education, Louisiana State University
2018-Present Member, Awards & Recognition Committee, College of Human Sciences and Education, Louisiana State University
2018-2019 Member, College Student Scholarship Committee, College of Human Sciences and Education, Louisiana State University

Professional-level Service

2019 – present Treasury, The Korean Academy of Human Resource Development in the Americas
2020– present Editorial Board Member, Human Resource Development Quarterly
2020– present Associate Track Chair, The Academy of Human Resource Development
2020 – present Member of Board of Directors, The Korean American Academy of Lifelong Education
2019 – present Member of Board of Directors, The Korean Academy of Human Resource Development in the Americas
2019 Session Host, The Academy of Human Resource Development
2018– present Editorial Review Member, Leadership & Organization Development Journal
2016 – present Quantitative Research Methods (QRM) SIG Steering Committee, Academy of Human Resource Development
2015 Invited Panel on the workshop for “Mock interview and resume forum,” Korean-American Scientists and Engineers Association

- 2015 Featured in EAHR Connect Magazine – Spotlight on Students section (Oct. 2015)
- 2015 Student representative of Korea Academy of Human Resource Development in the Americas
- 2015 Student Research Week Committee (Judge), Texas A&M University
- 2013 – present Mentoring Service for Statistics

PROFESSIONAL CONSULTING PROJECTS

- 2021 Prepared a technical paper “Smart Education Using Artificial Intelligence-based Educational Technology, an internal project of Korean Educational Development Institute, South Korea
- 2018 Conducted needs analysis for adult and continuing education Seoul, Gyeonggi, and Incheon provinces in South Korea, an internal project of Ministry of Education, South Korea
- 2013 Facilitated an online training course “Cultural Diversity Management” as a tutor, in cooperation with Korean Ministry of Labor, an internal project of Mega-Next, Seoul, South Korea
- 2011 Managed a grants program for improving industrial relations and provided a consulting service for the Korean public transportation industry, an internal project of the Employment and Labor Training Institute, Gwangju, South Korea
- 2010-2011 Provided educational consulting services and designed, developed, and implemented training programs for more than 20 local/provincial governments, an internal project of the Employment and Labor Training Institute, Gwangju, South Korea
- 2009-2010 Evaluated the training effectiveness and transfer of training for the training programs implemented for the public service sector, an internal project of the Employment and Labor Training Institute, Gwangju, South Korea
- 2008 Prepared attendees for the International Labor Organization 2008 National Workshop held in Vietnam, in cooperation with Korean Ministry of Labor, an internal project of the International Labor Organization
- 2008 Prepared attendees for the Indonesian Governmental National Workshop “Improving Recruitment and Preparation of Migrant Workers for Korea in Indonesia,” in cooperation with Korean Ministry of Labor, an internal project of the Human Resource Development Service of Korea, Seoul, South Korea
- 2006 Developed Korea Human Resource indices for the private sector, an internal project of the Korea Research Institute of Vocational Education and Training, Seoul, South Korea
- 2005 Analyzed performance of the credit banking system of South Korea, an internal project of the Korea Research Institute for Lifelong Education and HRD, Seoul, South Korea

PROFESSIONAL DEVELOPMENT

LINKS Center Summer Workshop on Social Network Analysis <i>University of Kentucky, Lexington, KY</i>	June 2014
Professional Internship <i>Center for Teaching Excellence, Texas A&M University</i>	Spring 2014
Graduate Teaching Certificate Program <i>Graduate Teaching Academy, Texas A&M University</i>	2013
Virtual Instructor Certificate Program <i>College of Education and Human Development</i>	2013
Teaching Assistant Training Program <i>Center for Teaching Excellence, Texas A&M University</i>	2013

PROFESSIONAL CERTIFICATIONS

- Certificate in Training and Development Professional, College of Education & Human Development, Texas A&M University
- Graduate Certificate in Educational and Social Sciences Advanced Research Methods (ARM), College of Education & Human Development, Texas A&M University
- Certificate in College Teaching, Certified by the College of Education, Texas A&M University
- Certificates of Microsoft Office Specialist on Excel, Word, and PowerPoint, Microsoft, South Korea
- Certificate of the second-level Adult Educator, Ministry of Education, South Korea
- Certificate of Teaching English to Speakers of Other Languages, South Korea

PROFESSIONAL AFFILIATIONS

2016 – present Academy of Management
2013 – present American Association for Adult and Continuing Education
2011 – present Academy of Human Resource Development