

## YONJOO CHO

Professor  
Human Resource Development  
Soules College of Business  
The University of Texas at Tyler  
3900 University Blvd.  
Tyler, TX 75799  
Tel: 909-566-7260; Email: [ycho@uttyler.edu](mailto:ycho@uttyler.edu)

### AREAS OF EXPERTISE

Action Learning in Organizations  
Women in Leadership  
International Human Resource Development  
Qualitative Research  
Literature Review  
HRD Education

### EDUCATION

1995 Ph.D. in Instructional Technology, College of Education, The University of Texas at Austin  
1986 M.A. in Sociology, College of Liberal Arts, Yonsei University, Seoul, South Korea  
1983 B.A. in Education, College of Liberal Arts, Yonsei University, Seoul, South Korea

### PROFESSIONAL EXPERIENCE

2022 – current Professor, Department of Human Resource Development, Soules College of Business, The University of Texas at Tyler, Texas  
2020 – 2022 Associate Professor, Department of Human Resource Development, Soules College of Business, The University of Texas at Tyler, Texas  
2014 – 2020 Associate Professor, Department of Instructional Systems Technology, Indiana University, Bloomington, Indiana  
2008 – 2014 Assistant Professor, Department of Instructional Systems Technology, Indiana University, Bloomington, Indiana  
2007 – 2008 Visiting Scholar/Post-Doctoral Fellow, Human Resource Development, Texas A&M University, College Station (Faculty Mentor: Dr. Gary N. McLean), Texas  
2006 – 2007 Visiting Scholar/Post-Doctoral Fellow, Human Resource Education, University of Minnesota, Twin Cities (Faculty Mentor: Dr. Gary N. McLean), Minnesota  
2002 – 2006 MBA Director/Visiting Professor, KAIST (Korea Advanced Institute of Science and Technology) Business School, Seoul, South Korea  
2002 – 2003 Action Learning Facilitator, CJ Group HRD Center, Seoul, South Korea  
1999 – 2002 Secretary General, Young Astronauts Korea (an international non-profit organization for school children's extra-curricular activities for math and science), Seoul, South Korea  
1995 – 1999 Senior Researcher, HRD Division in the R&D Group, Korea Telecom, Seoul  
1995 – 2001 Lecturer (part-time), Graduate School of Education, Yonsei University, Seoul  
1990 – 1995 Assistant Instructor, College of Education, University of Texas at Austin, TX  
1991 – 1992 Instructional Designer (Intern), City of Austin Employee Learning Program, TX  
1990 – 1991 Research Assistant, Texas Center for Educational Technology, University of Texas at Austin, Austin, TX  
1985 – 1989 Lecturer (full-time), Korean Language Institute, Yonsei University, Seoul, Korea.

## AWARDS & HONORS

18. Awarded the 2<sup>nd</sup> place of the Alan Moon Memorial Prize at the 2025 UFHRD, Belfast, Northern Ireland.  
Article Title: "What are we learning about the research-practice gap from HRD scholars and HRD scholars-practitioners?" (Moore & Cho, 2025)
17. Selected as [a critical diversity study](#) in *Elgar Encyclopedia of critical management studies* (2025) edited by McCann et al. (Publisher: EE).  
Article Title: "How South Korean women leaders respond to their token status: Assimilation and resistance" (Cho et al., 2021)
- 2025 *Action Learning: Research and Practice*'s Top 3 Cited Article (published online in the past 2 years).  
Publishing Report (p. 25), Taylor & Francis, March 2025.  
Article Title: "Action learning for community development from the lens of the UN SDGs: A systematic literature review" (Park, Cho, & Bong, 2023)
16. Appreciation for enhancing the quality of HRD research through dedicated leadership and service as Editor of *Human Resource Development Review* 2020-2023. 2025 AHRD Conference, Arlington, Virginia, February 22, 2025.
- 2024 *Action Learning: Research and Practice*'s Top 10 Cited Articles.  
Publishing Report (p. 23), Taylor & Francis, October 2024.  
Article Title: "Action learning for community development from the lens of the UN SDGs: A systematic literature review" (Park, Cho, & Bong, 2023)
15. Women Alumni Award [자랑스런 여동문상], Yonsei University Women Alumni Association, Seoul, South Korea, May 25, 2024.
14. Outstanding HRD Scholar Award, 2024 Academy of Human Resource Development Conference, Chicago, IL, February 22, 2024.  
Media: [Gilmer Mirror](#)
13. The 2<sup>nd</sup> Runner-Up of the Monica M. Lee Research Excellence Award in *Human Resource Development International*, 2024 Academy of Human Resource Development Conference, Chicago, IL, February 22, 2024.  
Article Title: "The changing landscape of action learning research and practice" (Cho & Egam, 2023).
- 2023 *HRDR*'s Most Downloaded Article and Top Cited Article.  
*Publisher's report: Human Resource Development Review* (p. 11), SAGE, January 2024.  
Total Downloads: 56,064  
Article Title: "Learning to do qualitative data analysis: A starting point" (Lester, Cho, & Lochmiller, 2020).
- 2022 *HRDR*'s Most Downloaded Article, Top Cited Article (3<sup>rd</sup>), and Most Popular eTOC Article (4<sup>th</sup>).  
*Publisher's report: Human Resource Development Review* (pp. 11, 19 & 26), SAGE, February 2023.  
Total Downloads: 75,614  
Article Title: "Learning to do qualitative data analysis: A starting point" (Lester, Cho, & Lochmiller, 2020).
- 2021 *HRDR*'s Most Downloaded Article.  
*Publisher's report: Human Resource Development Review* (p. 12), SAGE, February 2022.  
Total Downloads: 34,730  
Article Title: "Learning to do qualitative data analysis: A starting point" (Lester, Cho, & Lochmiller, 2020).
12. [2021 Marquardt Research Award](#), World Institute for Action Learning.  
Article Title: "Action learning for community development in a Korean context" published in *Action Learning: Research and Practice* (Park, Cho, & Bong, 2020).  
Published in the 2021 R. Wayne Pace HRD Book of the Year, 2021 AHRD Conference.  
Book Title: *Human resource development in South Korea: Theory and cases* (edited by D. H. Lim, S. W. Yoon, & D. Cho)

Chapter 10: "Korean women leaders' resistance to their token status in the organization" (Park, You, & **Cho**, 2021)

Chapter 12: "The changing landscape of action learning practice in South Korea" (Bong & **Cho**, 2021)

Appointed as Editor-in-Chief, *Human Resource Development Review* (2022 SSCI impact factor: 6.4).  
 Appointment Term: July 1, 2020 – June 30, 2023.

Nominated for the 2020 Outstanding Partnership and Collaboration Award, School of Education, Indiana University, Bloomington, Indiana, February 2020.

11. 2018 Academy of Management Best Conference Papers, Gender and Diversity in Organizations (GDO) Division, Chicago, Illinois.  
 Paper Title: "Assimilation and resistance: The token status of women leaders in South Korea" (**Cho**, Kim, You, Han, Kim, & Yoon, 2018).

10. 2018 Highly Commended Paper, Emerald Literati, Emerald Publishing.  
 Article Title: "How do South Korean female executives' definitions of career success differ from those of male executives?" *European Journal of Training and Development* (**Cho**, Park, Han, Ju, You, Ju, Park, & Park, 2017).

Nominated as a finalist for the 2016 Richard A. Swanson Research Excellence Award at the 2017 AHRD Conference.  
 Article Title: "Women leaders' work-life imbalance in South Korean companies: A collaborative qualitative study," *Human Resource Development Quarterly* (**Cho**, Park, Ju, Han, Moon, Park, Ju, & Park, 2016).

Appointed as Associate Editor, *Human Resource Development Review* (2019 SSCI impact factor: 2.765).  
 Appointment Term: July 1, 2017 – July 31, 2020.

AHRD Board of Directors (elected), 2015-2018.

Published in the Book with the AHRD Forward Award, 2015 AHRD Conference.  
 Book Title: *The Routledge companion to human resource development* (edited by R. F. Poell, T. S. Rocco, & G. L. Roth)  
 Chapter 51: "Cross-cultural training and its implications for HRD" (Nam, **Cho**, & Lee, 2015)

9. 2014 Best International Paper Award, 2014 University Forum for Human Resource Development (UFHRD) Conference, Edinburgh, Scotland.  
 Article Title: "HRD educators' views on teaching and learning in HRD: An international perspective" (**Cho** & Zachmeier, 2014)

8. 2014 Alan Moon Memorial Prize (3<sup>rd</sup> Place), given to the best paper for practice, 2014 UFHRD Conference, Scotland.  
 Article Title: same as above

7. 2014 Outstanding Reviewer Award, *Journal of European Industrial Training*, Emerald Literati Network, Emerald Publishing.

6. 2013 Richard A. Swanson Research Excellence Award, 2014 AHRD Conference, Houston.  
 Article Title: "Organizational support for action learning in South Korean organizations," *Human Resource Development Quarterly* (**Cho** & Egan, 2013)

5. 2011 Action Learning Achievement Award, Korea Action Learning Association, Seoul, Korea.  
 This award was given to the promotion of action learning research on South Korean practice.

4. 2011 AHRD Conference's Cutting-Edge Award (given to the best proceedings papers).  
 Article Title: "The current state of human performance technology: A citation network analysis of *Performance Improvement Quarterly*, 1988-2010" (**Cho**, Jo, Park, Kang, & Chen, 2011)

Published in the 2010 *Advances in Developing Human Resources* Outstanding Issue Award, 2011 AHRD Conference.  
 Journal Issue Topic: Theory to practice: Action learning (*ADHR*, Vol. 12, No. 2),  
 Article Title: "The state of the art of action learning research" (**Cho** & Egan, 2010)

3. 2011 Outstanding Reviewer Award, *Journal of European Industrial Training*, Emerald Literati Network Awards for Excellence.  
 Book Review Title: "Disaster proof your career" (**Cho**, 2010)

2. 2010 Outstanding Research Award, World Institute for Action Learning, Washington, DC.  
 Article Title: "The state of the art of action learning research," *Advances in Developing Human Resources* (**Cho** & Egan, 2010)

1. 1998 Outstanding Paper Award, Academy of Knowledge Management/Maeil Business Newspaper, Seoul, South Korea.  
Article Title: "Organizational culture innovation for knowledge-creating companies: The Korea Telecom case" (Cho, 1998) (in Korean)
- 1997 Employees of the Year Award, R&D Group, Korea Telecom, Seoul, South Korea.
- 1990-1991 Virginia C. Patterson Endowed Graduate Scholarship, The University of Texas at Austin, Austin, Texas.
- 1980-1982 Corporate-Sponsored Scholarship (titled *Yangyonghoe*), Yonsei University, Seoul, Korea.

## GRANTS

### Funded - Internal

2023 *HRDR* Editor Support Fund, SAGE via Academy of Human Resource Development.  
Funding awarded: \$5,000

2022 *HRDR* Editor Support Fund, SAGE via Academy of Human Resource Development.  
Funding awarded: \$10,000

2021 *HRDR* Editor Support Fund, SAGE via Academy of Human Resource Development.  
Funding awarded: \$10,000

2020 *HRDR* Editor Support Fund, SAGE via Academy of Human Resource Development.  
Funding awarded: \$5,000

2020 Collaborative Research Award for Associate Professors, Institute for Advanced Study, Indiana University  
Proposal: "Women doctors in education from an elite university in South Korea from the lens of career chance theory"  
Funding awarded: \$5,000

2019 Overseas Conference Grant. Office of the Vice President for International Affairs, Indiana University  
Proposal: "My leadership role in the 2019 Asian AHRD Conference"  
Funding awarded: \$1,200

2018 (Fall) Individual Research Award for Associate Professors, Institute for Advanced Study, Indiana University  
Proposal: "A case study on South Korean women entrepreneurs' challenges and opportunities in business development and work-life balance"  
Funding awarded: \$3,000

2018 (Summer) A Short Faculty Exchange Program between Yonsei University (Korea) and Indiana University, Office of the Vice President for International Affairs, Indiana University  
Funding awarded: \$4,000 (\$2,500 from Yonsei University and \$1,500 from IU)

2018 (Spring) Individual Research Award for Associate Professors, Institute for Advanced Study, Indiana University  
Proposal: "Women entrepreneurs in Asia: A comparative study"  
Funding awarded: \$2,750

2017 Tilaar Faculty Support Fund, School of Education, Indiana University  
Proposal: "Disseminating research on Asian women in leadership"  
Funding awarded: \$2,000

2016 Individual Research Award for Associate Professors, Institute for Advanced Study, Indiana University  
Proposal: "What leads to career success of female CEOs in Korean multinational corporations?"  
Funding awarded: \$3,000

2015 (Spring) Tilaar Faculty Support Fund, School of Education, Indiana University  
Proposal: "Women in leadership roles in Asia and HRD implications"  
Funding awarded: \$2,000

2015 Start-Over Fund for Associate Professors, School of Education, Indiana University  
Funding awarded: \$4,000

2015 (Summer)	A Short Faculty Exchange Program between Yonsei University (Korea) and Indiana University, Office of the Vice President for International Affairs, Indiana University Funding awarded: \$4,000 (\$2,500 from Yonsei University and \$1,500 from IU)
2015 (Fall)	Individual Research Award for Associate Professors, Institute for Advanced Study, Indiana University Proposal: "Current perspectives on Asian women in leadership" Funding awarded: \$2,850
2014	Tilaar Faculty Support Fund, School of Education, Indiana University Proposal: "Exploring Women in Leadership in Asia-Pacific Countries: Challenges and Possibilities" Funding awarded: \$2,000
2012	The School of Education's Research Proposal Incentive Fund for Assistant Professors, Indiana University Proposal: "Evaluating project-based learning for teacher professional development: A pilot study" Funding awarded: \$8,000
2011	The School of Education's Creative Paths to Peace Fund, Indiana University Proposal: "West Meets East: Action learning practices in South Korea" Funding awarded: \$5,000
2009	The School of Education's New Idea Development & Implementation Project Grant, Indiana University Proposal: "Workplace learning and performance improvement: M.S. & Certificate programs via blended learning" Project Co-Directors: Drs. Jim Pershing, Yonjoo Cho and Ray Haynes in Instructional Systems Technology Funding awarded: \$75,000

#### **Funded - External**

2016	Korea Foundation Fellowship for Field Research, Korea Foundation, Seoul, South Korea Proposal: "Women in leadership in Korea: Research and practice" Visiting Period: March 1 to July 31 (five months), 2016 Funding granted: \$16,000 Additional funds (\$7,000) awarded for three articles (Cho et al., 2016; Cho et al., 2017; Han et al., 2018) and two books (Cho et al., 2017; Cho & McLean, 2018) as outcomes.
2013	EcO <sub>15</sub> (Economic Opportunities through Education by 2015), a workforce development group in Southeast Indiana, State of Indiana Proposal: "A needs assessment of the Project-Based Learning Academy" Funding supported: \$5,000 for expenses
2010	Edited translation of two action learning books (Boshyk & Dilworth, 2010; Dilworth & Boshyk, 2010), Korea Action Learning Association, Seoul, Korea Proposal: "The history, theory, and applications of action learning" Funding awarded: \$4,000
2008	Academy of Management's Organization Development and Change Endowment Fund Proposal: "Action learning as an organization development intervention: An exploration of South Korean practices" Funding awarded: \$1,000

#### **Not Funded - External**

2018	The Laboratory Program for Korean Studies, Academy of Korean Studies, Ministry of Education, Seoul, South Korea Grant Proposal: "Challenges facing Korea in the era of globalization" My book proposal: "Towards gender equality in South Korea" My role: Co-PI (PI: Dr. U. Heo, University of Wisconsin-Milwaukee) Funding requested: USD 1,249,313 for five years
------	---

2016	U.S. Fulbright Scholar Awards 2016-2017, the United States Department of State Bureau of Educational and Cultural Affairs, USA Proposal: "Korean women leaders' career development and work-family balance" Funding requested: Expenses for five months and lodging in Korea
2015	The Laboratory Program for Korean Studies, Academy of Korean Studies, Ministry of Education, Seoul Proposal: "South Korean women leaders' work-family balance and career development" My role: PI (Co-PI: Drs. N. Kim, M. Lee, H. Han, and S. Kim) Funding requested: \$1,315,881 for five years
2007	Society for Human Resource Management (SHRM) Foundation Research Grant Proposal: "A comparative study of HR practices of the IT industry in South Korea and India and its implications for the United States" My role: Co-PI (PI: Dr. Gary N. McLean at Texas A&M University) Funding Requested: US\$144,350

## PUBLICATIONS

[56 refereed articles, 33 non-refereed journal articles, 3 non-refereed online journal articles (invited), 5 non-refereed online articles, 4 books (3 edited books), 19 book chapters, 2 translated books, and 9 manuscripts in progress]

### Refereed Journal Articles

56. Moore, K., **Cho, Y.**, & Kroese, I. Behind the scenes: A qualitative look at HR practitioners' daily work. *Journal of Organizational Effectiveness: People and performance*. (accepted)
55. **Cho, Y.**, Park, S., & Kim, J. Using project-based learning in teaching the UN SDGs in business schools: An instructor's experience. *International Journal of Sustainability in Higher Education*. (accepted)
54. Park, S.-H., & **Cho, Y.** Examining diversification of action learning practice in Korea. *Action Learning: Research and Practice*. <https://doi.org/10.1080/14767333.2025.2594005> (in press)
53. **Cho, Y.**, Park, J., Lee, S., You, J., & Yoon, S. (2025). Developing a typology of Korean women leaders' resistance to their token status in the workplace. *Human Resource Development Quarterly*. <https://doi.org/10.1002/hrdq.70000> (In press)
52. Robles, A., & **Cho, Y.** (2025). Exploring internationally educated nurses' experiences from the lens of psychological capital: Challenges and coping strategies [Special issue on HRD and health professions education (HPE): Context, research, and practice]. *European Journal of Training and Development*. 49(3/4), 378-400. <https://doi.org/10.1108/EJTD-03-2024-0041>
51. Kwon, C.-k., Han, H, & **Cho, Y.** (2024). The emperor has no clothes: Toward more impactful HRD research [Special issue on transformation of HRD : Change is coming]. *Human Resource Development International*, 27(5), 702-716. <https://doi.org/10.1080/13678868.2024.2399491>
50. Moore, K., & **Cho, Y.** (2024). How can we bridge the research-practice gap? Let's hear from HR practitioners! [Special issue on transformation of HRD: Change is coming]. *Human Resource Development International*, 27(5), 717-740. <https://doi.org/10.1080/13678868.2024.2396782>
49. **Cho, Y.**, You, J., Choi, Y., Ha, J., Kim, J., Kim, Y. H., Kang, S. H., Lee, S., Lee, R., & Kim, T. (2023). Career chance events of highly educated women with doctoral degrees in South Korea. *European Journal of Training and Development*, 47(9), 921-945. <https://doi.org/10.1108/EJTD-04-2022-0049>
48. Park, S.-H., **Cho, Y.**, & Bong, H.-C. (2023). Action learning for community development from the lens of the UN's SDGs: A systematic review. *Action Learning: Research and Practice*, 20(3), 252-281. <https://doi.org/10.1080/14767333.2023.2262410>
47. **Cho, Y.**, & Egan, T. (2023). The changing landscape of action learning research and practice. *Human Resource Development International*, 26(4), 378-404. <https://doi.org/10.1080/13678868.2022.2124584> [2024 Monica M. Lee Research Excellence Award – 2<sup>nd</sup> Runner-Up]

46. Grenier, R., Williams, Pe., & **Cho**, Y. (2022). Moving the needle on qualitative approaches to studying HRD. *European Journal of Training and Development*, 46(7/8), 754-764. <https://doi.org/10.1108/EJTD-02-2022-0019>

45. **Cho**, Y., Kim, S., You, J., Han, H., Kim, M., & Yoon, S. (2021). How South Korean women leaders respond to their token status: Assimilation and resistance. *Human Resource Development International*, 24(4), 377-400. <https://doi.org/10.1080/13678868.2021.1885207> [Selected as a critical diversity study in *Elgar encyclopedia of critical management studies* (McCann et al., 2025)].

44. **Cho**, Y., Kim, S., You, J., Moon, H., & Sung, H. (2021). Application of ESG measures for gender diversity and equality at the organizational level. *European Journal of Training and Development*, 45(4/5), 346-365. <https://doi.org/10.1108/EJTD-05-2020-0090>

43. **Cho**, Y., Park, J., Han, S. J., Sung, M., & Park, C. (2021). Women entrepreneurs in South Korea: Motivations, challenges, and career success. *European Journal of Training and Development*, 45(2/3), 97-119. <https://doi.org/10.1108/EJTD-03-2020-0039>

42. Sankaranarayanan, R., Kwon, K., & **Cho**, Y. (2021). Exploring the differences between individuals and groups during the problem-solving process: The collective working-memory effect and the role of collaborative interactions. *Journal of Interactive Learning Research*, 32(1), 43-66. <https://www.learntechlib.org/primary/p/217515/>

41. Park, S.-H., **Cho**, Y., & Bong, H.-C. (2020). Action learning for community development in a Korean context. *Action Learning: Research and Practice*, 7(3), 273-291. <https://doi.org/10.1080/14767333.2020.1813086> [2021 WIAL Marquardt Research Award]

40. **Cho**, Y., Li, J., & Chaudhuri, S. (2020). Women entrepreneurs in Asia - Eight country-specific studies [Special issue]. *Advances in Developing Human Resources*, 22(2), 115-123. <https://doi.org/10.1177/1523422320907042>

39. **Cho**, Y., Han, S. J., Park, J., & Kang, H. (2020). Business startups and development of South Korean women entrepreneurs in the IT industry [Special issue]. *Advances in Developing Human Resources*, 22(2), 176-188. <https://doi.org/10.1177/1523422320907047>

38. Li, J., **Cho**, Y., & Chaudhuri, S. (2020). Conclusion: Learning from eight country studies on women entrepreneurs in Asia [Special issue]. *Advances in Developing Human Resources*, 22(2), 227-235. <https://doi.org/10.1177/1523422320907051>

37. **Cho**, Y., Park, J., Han, S. J., & Ho, Y. (2019). "A woman CEO? You'd better think twice!": Exploring career challenges of women CEOs at multinational corporations in South Korea. *Career Development International*, 24(1), 91-108. <https://doi.org/10.1108/CDI-03-2018-0078>

36. **Cho**, Y., Bong, H.-C., & Kim, H.-S. (2019). Examining the development of action learning practice in South Korea. *Action Learning: Research and Practice*, 16(1), 5-22. <https://doi.org/10.1080/14767333.2018.1533448>

35. Han, H., Kim, Y., Kim, S., **Cho**, Y., & Chae, C. (2018). Looking into the labyrinth of gender inequality: Women physicians in academic medicine. *Medical Education*, 52(10), 1083-1095. <https://doi.org/10.1111/medu.13682>

34. **Cho**, Y., Park, J., Han, S., Ju, B., You, J., Ju, A., Park, C., & Park, H. Y. (2017). How do South Korean female executives' definitions of career success differ from those of male executives? *European Journal of Training and Development*, 41(6), 490-507. <https://doi.org/10.1108/EJTD-12-2016-0093> [2018 Highly Commended Paper Award]

33. Bong, H.-C., & **Cho**, Y. (2017). Defining success in action learning: An international comparison. *European Journal of Training and Development*, 41(2), 160-176. <https://doi.org/10.1108/EJTD-04-2016-0023>

32. **Cho**, Y. (2017). Identifying interdisciplinary research collaboration in instructional technology [Special issue]. *TechTrends*, 61, 46-52. <https://doi.org/10.1007/s11528-016-0124-6>

31. **Cho**, Y., Park, J., Ju, B., Han, S., Moon, H., Park, S., Ju, A., & Park, E. (2016). Women leaders' work-life imbalance in South Korean companies: A collaborative qualitative study. *Human Resource Development Quarterly*, 27(4), 461-487. <https://doi.org/10.1002/hrdq.21262> [2017 Richard A. Swanson Research Excellence Award – Finalist]

30. **Cho**, Y., D. H. Lim, & C. Park. (2015). The evolution of Korean corporate HRD: Launching, growing pains, and transforming [Special issue]. *Human Resource Development International*, 18(5), 464-480. <https://doi.org/10.1080/13678868.2015.1079293>

29. Cho, Y., Kim, N., Lee, M., Lim, J. H., Han, H., & Park, H. Y. (2015). South Korean women leaders' struggles for a work and family balance [Special issue]. *Human Resource Development International*, 18(5), 521-537. <https://doi.org/10.1080/13678868.2015.1076562>

28. Cho, Y., & Zachmeier, A. (2015). HRD educators' views on teaching and learning: An international perspective [Special issue]. *Advances in Developing Human Resources*, 17(2), 145-161. <https://doi.org/10.1177/1523422315572618>

27. Bong, H.-C., Cho, Y., & Kim, H.-S. (2014). Developing an action learning design model. *Action Learning: Research and Practice*, 11(3), 278-295. <https://doi.org/10.1080/14767333.2014.944087>

26. Zachmeier, A., Cho, Y., Kim, M. (2014). The same but different: HRD master's programs in the U.S. *Human Resource Development International*, 17(3), 318-338. <https://doi.org/10.1080/13678868.2014.896129>

25. Zachmeier, A., & Cho, Y. (2014). Taking stock of the literature on HRD education. *European Journal of Training and Development*, 38(4), 347-363. <https://doi.org/10.1108/ejtd-07-2013-0080>

24. Nam, K.-A., Cho, Y., & Lee, M. (2014). West meets East? Identifying the gap in current cross-cultural training research. *Human Resource Development Review*, 13(1), 36-57. <https://doi.org/10.1177/1534484313500143>

23. Park, S., Cho, Y., Yoon, S. W., & Han, H. (2013). Comparing three learning approaches through the lens of Activity Theory. *European Journal of Training and Development*, 37(9), 788-810. <https://doi.org/10.1108/EJTD-04-2013-0048>

22. Cho, Y., & Brown, C. (2013). Project-based learning in education: Integrating business needs and student learning. *European Journal of Training and Development*, 37(8), 744-765. <https://doi.org/10.1108/EJTD-01-2013-0006>

21. Cho, Y., Park, S., Jo, S. J., & Suh, S. (2013). The landscape of educational technology viewed from the ETR&D journal. *British Journal of Educational Technology*, 44(5), 677-694. <https://doi.org/10.1111/j.1467-8535.2012.01338.x>

20. Cho, Y., & Egan, T. M. (2013). Organizational support for action learning in South Korean organizations. *Human Resource Development Quarterly*, 24(2), 185-213. <https://doi.org/10.1002/hrdq.21154> [2014 Richard A. Swanson Research Excellence Award]

19. Park, S., Kang, I., Valencic, T., & Cho, Y. (2013). Why are we using action learning and in what contexts? *Action Learning: Research and Practice*, 10(1), 4-24. <https://doi.org/10.1080/14767333.2012.744299>

18. Cho, Y., Bong, H.-C., & Jang, K.-S. (2012). Action learning for developing nurses in South Korea. *International Journal of Human Resources Development and Management*, 12(4), 274-291. <https://doi.org/10.1504/IJHRDM.2012.049785>

17. Yoon, H. J., Cho, Y., & Bong, H.-C. (2012). The impact of a dual-project action learning program: A case of a large IT manufacturing company in South Korea. *Action Learning: Research and Practice*, 9(3), 225-246. <https://doi.org/10.1080/14767333.2012.711237>

16. Cho, Y., & Park, S. (2012). Content analysis of the 20 most influential articles in *Performance Improvement Quarterly*. *Performance Improvement Quarterly*, 25(3), 7-22. <https://doi.org/10.1002/piq.21126>

15. Cho, Y., Jo, S. J., Park, S., Kang, I., & Chen, Z. (2011). The current state of human performance technology: A citation network analysis of *Performance Improvement Quarterly*, 1988-2010. *Performance Improvement Quarterly*, 24(1), 69-95. <https://doi.org/10.1002/piq.20103>

14. Cho, Y., & Bong, H.-C. (2010). Identifying balanced action learning: Cases of South Korean practices [Special issue]. *Action Learning: Research and Practice*, 7(2), 137-150. <https://doi.org/10.1080/14767333.2010.488325>

13. Cho, Y., & Egan, T. M. (2010). The state of the art of action learning research [Special issue]. *Advances in Developing Human Resources*, 12(2), 163-180. <https://doi.org/10.1177/1523422310367881> [2010 WIAL Outstanding Research Award & In the 2010 ADHR Outstanding Issue]

12. Cho, Y., & Yoon, S. W. (2010). Theory development and convergence of human resource fields: Implications for human performance technology. *Performance Improvement Quarterly*, 23(3), 39-56. <https://doi.org/10.1002/piq.20089>

11. Cho, Y., & Egan, T. M. (2009). Action learning research: A systematic review and conceptual framework. *Human Resource Development Review*, 8(4), 431-462. <https://doi.org/10.1177/1534484309345656>

10. Cho, Y., & McLean, G. N. (2009b). Leading Asian countries' HRD practices in the IT industry: A comparative study of South Korea and India. *Human Resource Development International*, 12(3), 313-331. <https://doi.org/10.1080/13678860902982108>
9. Cho, Y., & McLean, G. N. (2009a). Successful IT startups' HRD practices: Four cases in South Korea. *Journal of European Industrial Training*, 33(2), 125-141. <https://doi.org/10.1108/03090590910939030>
8. Cho, Y., Cho, E., & McLean, G. N. (2009). HRD's role in knowledge management [Special issue]. *Advances in Developing Human Resources*, 11(3), 263-272. <https://doi.org/10.1177/1523422309337719>
7. Cho, Y. (2008). The balancing act of action and learning: A systematic review of the action learning literature. *Educational Technology International*, 9(1), 1-23.
6. Cho, Y. (2006). HR practices of Information Technology-based companies in Korea. *Educational Technology International*, 7(2), 69-89.
5. Cho, Y. (2005). New trends of MBA programs in Korea. *Human Resource Management*, 190, 18-21. (in Korean)
4. Cho, Y. (2003). Innovation management and HRD strategies of technology-based companies. *Journal of Training and Development*, 9, 19-33. (In Korean)
3. Cho, Y. (1999). Success factors of knowledge-creating companies. *Interdisciplinary Journal of Adult & Continuing Education*, 2(1), 123-149.
2. Cho, Y. (1996). The role of educational technology in an information society. *Journal of Educational Technology*, 12(1), 275-289. (in Korean)
1. Cho, Y. (1995). A study of learner control and cognitive processes in hypertext learning environments. *Journal of Educational Technology*, 11(2), 103-121. (in Korean)

### Non-Refereed Journal Articles

33. Werner, J., Park, S., Cho, Y., Russ-Eft, D., Crocco, O., Ballenger, M., & Ghosh, R. (2025). Publishing books and book chapters in HRD: Some initial evidence of impact [Instructor's corner]. *Human Resource Development Review*. <https://doi.org/10.1177/15344843251351504>
32. Cho, Y. (2025). The Elgar companion to managing people across the Asia-Pacific: An organizational psychology approach [Book review]. *Action Learning: Research and Practice*, 22(3), 388-391. <https://doi.org/10.1080/14767333.2025.2565113>
31. Han, H., Papanagnou, D., Cho, Y., & Kuchinke, K. P. (2025). Guest editorial: HRD and Health Professions Education (HPE): Context, research, and practice [Special issue]. *European Journal of Training and Development*, 49(3/4), 283-286. <https://doi.org/10.1108/EJTD-03-2025-0046>
30. Poell, R., Anderson, V., Carbery, R., Cho, Y., Kuchinke, K. P., Kwon, C.-K., Lundgren, H., & McLean, G. N. (2024). Transformation of HRD: Change is coming! [Special issue guest editorial]. *Human Resource Development International*, 27(5), 641-648. <https://doi.org/10.1080/13678868.2024.2414143>
29. Han, H., Papanagnou, D., & Cho, Y. (2024). Editorial: Bridging human resource development and health professions education through action learning. *Human Resource Development Review*, 23(2), 151-163. <https://doi.org/10.1177/15344843231188248>
28. Cho, Y., & Hyatt, B. (2023). Editorial: Reflection on the past three years (2020-2023). *Human Resource Development Review*, 22(3), 311-320. <https://doi.org/10.1177/15344843231188220>
27. Cho, Y. (2023). Reflecting on the 2023 AHRD Conference. *Human Resource Development Review*, 22(2), 151-153. <https://doi.org/10.1177/15344843221146358>
26. Lochmiller, C. R., Cho, Y., & Lester, J. N. (2023). A new design framework for innovative qualitative research in HRD. *Human Resource Development Review*, 22(2), 275-290. <https://doi.org/10.1177/15344843231170414>
25. Cho, Y. (2023). Editorial: Special issue on qualitative methods for theory building in HRD: Why now? *Human Resource Development Review*, 22(1), 3-6. <https://doi.org/10.1177/15344843221146358>
24. Cho, Y. (2022). Editor's note. *Human Resource Development Review*, 21(4), 371-373. <https://doi.org/10.1177/15344843221131713>
23. Kuchinke, K. P., Cho, Y., Crocco, O. S., Cseh, M., Han, H., & McLean, G. N. (2022). Editorial: Indigenous research in HRD: Perspectives and a call for contributions. *Human Resource Development Review*, 21(4), 374-390. <https://doi.org/10.1177/15344843221125837>

22. Cho, Y., & Ghosh, R. (2022). Reflections on the reviewer development workshop. *Human Resource Development Review*, 21(3), 263-266. <https://doi.org/10.1177/15344843221111425>

21. Cho, Y., Grenier, R., & Williams, P. (2022). Introduction: Innovation in qualitative research in HRD. *European Journal of Training and Development*, 46(7/8), 685-692. <https://doi.org/10.1108/EJTD-05-2022-0058>

20. Cho, Y. (2022). Comparing integrative and systematic literature reviews. *Human Resource Development Review*, 21(2), 147-151. <https://doi.org/10.1177/15344843221089053>

19. Cho, Y., Reio, T. G., Jr., Callahan, J., Storberg-Walker, J., & Wang, J. (2022). Editorial: Celebrating *Human Resource Development Review*'s 20 years of growth. *Human Resource Development Review*, 21(1), 3-14. <https://doi.org/10.1177/15344843211070745>

18. Cho, Y. (2022, January). Global HRD: Distinctive features of five HRD journals. *HRD Magazine*, 130-133. (in Korean)

17. Cho, Y. (2021c). Editorial: What is Instructor's Corner in *Human Resource Development Review*? *Human Resource Development Review*, 20(4), 396-398. <https://doi.org/10.1177/15344843211045882>

16. Cho, Y. (2021b). Editorial: Why do we desk-reject? *Human Resource Development Review*, 20(3), 279-281. <https://doi.org/10.1177/15344843211020522>

15. Cho, Y. (2021a). Editorial: History matters in theorizing HRD. *Human Resource Development Review*, 20(2), 131-135. <https://doi.org/10.1177/15344843211002124>

14. Cho, Y. (2020). Editorial: Starting the line. *Human Resource Development Review*, 19(4), 335-338. <https://doi.org/10.1177/1534484320954599>

13. Wang, J., Cho, Y., Beigi, M., Alagaraja, M., & Makarem, Y. (2020). Editorial: A journey of learning, development, and collaboration: Passing the torch. *Human Resource Development Review*, 19(2), 111-116. <https://doi.org/10.1177/1534484320923182>

12. Cho, Y. (2020). The Post: A token woman leader's transformation (Media review). *Human Resource Development Quarterly*, 33, E8-E12. <http://dx.doi.org/10.1002/hrdq.21391>

11. Lester, J., Cho, Y., & Lochmiller, C. (2020). Learning to do qualitative data analysis: A starting point. *Human Resource Development Review*, 19(1), 94-106. <https://doi.org/10.1177/1534484320903890>

10. Cho, Y., Boling, E., Kwon, K. (2017). Improving human learning and performance at Indiana University [Special issue]. *Performance Improvement*, 56(3), 34-44. (invited) <https://doi.org/10.1002/pfi.21695>

9. Cho, Y. (2016). Book review: *My life on the road*. *Asian Women*, 32(1), 129-132. <https://doi.org/10.14431/aw.2016.03.32.1.129>

8. Cho, Y., McLean, G. N., Amornpipat, I., Chang, W.-W., Hewapathirana, G. I., Horimoto, M., Lee, M. M., Li, J., Manikoth, N. N., Othman, J., & Hamzah, S. R. (2015). Asian women in top management: Eight country cases. *Human Resource Development International*, 18(4), 407-428. <https://doi.org/10.1080/13678868.2015.1020717>

7. Cho, Y. (2013). What is action learning? Components, types, processes, issues, and research agendas. *Learning and Performance Quarterly*, 1(4), 1-11. (invited) <https://techknowtools.com/2013/02/25/published-learning-and-performance-quarterly-1-4/>

6. Cho, Y., & Park, S. (2012). Using citation network analysis in educational technology. *Educational Technology*, 52(3), 38-42. <https://www.jstor.org/stable/44430040>

5. Cho, Y. (2011). Book review: Action learning. *Human Resource Development International*, 14(1), 115-121. <https://doi.org/10.1080/13678868.2011.542903>

4. Cho, Y. (2010). Book review: Disaster proof your career. *Journal of European Industrial Training*, 34(7), 694-696. <https://doi.org/10.1108/03090591011070798> [2011 Outstanding Reviewer Award]

3. Cho, Y., & McLean, G. N. (2008). IT companies' HR practices in South Korea. *Asia-Pacific Collaborative Education Journal*, 4(1), 49-64.

2. Cho, Y., & Park, H., & Wagner, S. (1999). Training in a changing Korea. *Training & Development*, 53(5), 98-99. <https://go.gale.com/ps/i.do?p=AONE&u=anon~62de805b&id=GALE|A54738556&v=2.1&it=r&sid=googleScholar&asid=883f4ef0>

1. Cho, Y. (1998). Organizational culture change strategies for knowledge management. *Korea Telecom Management and Technology*, September/October, 40-45. (in Korean)

### Non-Refereed Online Journal Articles (invited)

3. **Cho, Y.** (2018, July 6). Women leaders in South Korea: Challenges and opportunities. *Eve Webmagazine*. <https://www.eveprogramme.com/en/36448/women-leaders-in-south-korea-challenges-and-opportunities/>
2. **Cho, Y.**, & McLean, G. N. (2017, December). From darkness into light: Hope for leadership for Asian women. *Interface - The Newsletter of the International Leadership Association*. <https://intersections.ilamembers.org/member-benefit-access/interface/field-reports/from-darkness-into-light>
1. **Cho, Y.** (2014). My journey to action learning research. *IFAL-UK*. <http://ifal.org.uk/wp/wp-content/uploads/2014/09/My-Journey-to-Action-Learning-Research-Y-Cho-rev1.pdf>

### Non-Refereed Online Articles

5. **Cho, Y.** (2021, January). HRDR tip of the month: What do we desk-reject? *AHRD Digest* (Monthly Newsletter). <https://www.ahrd.org/mpage/2021-Digest-Jan#HRDR>
4. **Cho, Y.** (2018, November). From the board. *AHRD Digest*. [https://www.ahrd.org/mpage/2018Digest\\_Nov#board](https://www.ahrd.org/mpage/2018Digest_Nov#board)
3. **Cho, Y.** (2018, April). HRDR tip of the month: A literature review process. *AHRD Digest*. [https://www.ahrd.org/mpage/2018Digest\\_April](https://www.ahrd.org/mpage/2018Digest_April)
2. **Cho, Y.** (2017, November). From the board. *AHRD Digest*. [https://www.ahrd.org/mpage/2017Digest\\_November#board](https://www.ahrd.org/mpage/2017Digest_November#board)
1. **Cho, Y.** (2016, November). From the board. *AHRD Digest*. [https://www.ahrd.org/mpage/digest2016\\_november#board](https://www.ahrd.org/mpage/digest2016_november#board)

### Books

Russ-Eft, D., Werner, J., **Cho, Y.**, Hughes, C. (Eds.) (2026). *Case studies in ethics and human resource development: Addressing ethical dilemmas in diverse contexts*. Palgrave MacMillan. (in press)

**Cho, Y.**, & McLean, G. N. (Eds.) (2018). *Korean women in leadership* (<https://libro.eb20.net/Reader/rdr.aspx?b=95919406>). Palgrave Macmillan.

**Cho, Y.**, Ghosh, R., Sun, J., & McLean, G. N. (Eds.) (2017). *Current perspectives on Asian women in leadership: A cross-cultural analysis* (<https://www.springer.com/us/book/9783319549958>). Palgrave Macmillan.

**Cho, Y.**, & Bong, H.-C. (2013). *Trends and issues in action learning practice: Lessons from South Korea*. Routledge. **Reviewed by:**

MacKenzie, B. (2014). Book review: Learning at work in a tiger economy. *Action Learning: Research and Practice*, 11(3), 380-385.

Heywood, J. (2014). Book review: *Trends and issues in action learning practice: Lessons from South Korea*. *IFAL-UK*. <http://ifal.org.uk/wp/wp-content/uploads/2014/09/Book-Review-of-Trends-and-Issues-in-Action-Learning-Practice-Yonjoo-Cho.pdf>

### Book Chapters

19. **Cho, Y.**, & Egan, T. (2024). Action learning research and practice: An informed outlook. In R. Poell, T. S. Rocco, & M. L. Morris (Eds.), *Handbook of human resource development* (2<sup>nd</sup> ed.) (pp. 175-185). SAGE.
18. **Cho, Y.**, & Werner, J. (2024). Publication ethics in HRD. In D. Russ-Eft & A. Alizadeh. (Eds.), *Ethics and human resource development - Societal and organizational contexts* (pp. 411-428). Palgrave Macmillan.
17. Park, J., You, J., & **Cho, Y.** (2023). A study on Korean women leaders' career success, challenges, and coping strategies. In S. Oh (Ed.), *Human resource development in South Korea: Work, life, and learning in the Covid-19 pandemic* (pp. 230-259). Bakyoung-story.

16. Park, J., You, J., & **Cho, Y.** (2020). Korean women leaders' resistance to their token status in the organization. In D. H. Lim, S. W. Yoon, & D. Cho (Eds.), *Human resource development in South Korea: Theory and cases* (pp. 181-195). Palgrave Macmillan. **[In the 2021 AHRD Book of the Year]**

15. Bong, H.-C., & **Cho, Y.** (2020). The changing landscape of action learning practice in Korea. In D. H. Lim, S. W. Yoon, & D. Cho (Eds.), *Human resource development in South Korea: Theory and cases* (pp. 219-234). Palgrave Macmillan. **[In the 2021 AHRD Book of the Year]**

14. **Cho, Y.**, Zhu, M., Techawiththayachinda, R., & Qian, L. (2020). A needs assessment of online core courses for student learning in higher education. In D. F. Russ-Eft & C. M. Sleezer (Eds.), *Case studies in needs assessment* (pp. 48-60). SAGE.

13. **Cho, Y.**, Park, J., & Park, H. Y. (2018). Women leaders in the corporate sector. In Y. **Cho**, & G. N. McLean (Eds.), *Korean women in leadership* (pp. 121-139). Palgrave Macmillan.

12. Kim, Y., & **Cho, Y.** (2018). The status of women leaders in Korea: Challenges and opportunities. In Y. **Cho**, & G. N. McLean (Eds.), *Korean women in leadership* (pp. 3-21). Palgrave Macmillan.

11. **Cho, Y.**, Kang, H. J., & Park, J. (2017). Korean women in leadership: Challenges and opportunities. In Y. **Cho**, Y., R. Ghosh, R., J. Sun, & G. N. McLean (Eds.), *Current perspectives on Asian women in leadership: A cross-cultural analysis* (pp. 87-106). Palgrave Macmillan.

10. **Cho, Y.**, Ghosh, R., Sun, J., & McLean, G. N. (2017). Asian women in leadership: An introduction. In Y. **Cho**, Y., R. Ghosh, R., J. Sun, & G. N. McLean (Eds.), *Current perspectives on Asian women in leadership: A cross-cultural analysis* (pp. 3-16). Palgrave Macmillan.

9. Nam, K.-A., **Cho, Y.**, & Lee, M. (2015b). Cross-cultural training and its implications for HRD. In R. F. Poell, T. S. Rocco, & G. L. Roth (Eds.), *The Routledge companion to human resource development* (pp. 582-591). Routledge. **[In the Book with the 2015 AHRD Forward Award]**

8. Nam, K.-A., **Cho, Y.**, & Lee, M. (2015a). West meets East? Identifying the gap in current cross-cultural training research. In G. J. Boyle, J. G. O'Gorman, & G. J. Fogarty (Eds.), *Work and organizational psychology: Volume five: Emerging trends: Innovation/globalization/technology* (Chapter 71). SAGE. (Reprinted of the journal article with permission)

7. **Cho, Y.**, & Bong, H.-C. (2013). Action learning. In E. H. Kessler (Ed.), *Encyclopedia of management theory* (pp. 11-14). SAGE.

6. Haynes, R. K., & **Cho, Y.** (2013). Improving learning and performance in diverse contexts: The role and importance of theoretical diversity. In M. Orey, S. A. Jones, & R. M. Branch (Eds.), *Educational media and technology yearbook: Volume 37* (pp. 27-43). Springer.

5. **Cho, Y.**, & Bong, H.-C. (2011). Action learning for organization development in South Korea. In M. Pedler (Ed.), *Action learning in practice* (4<sup>th</sup> ed.) (pp. 249-260). Gower.

4. **Cho, Y.**, Park, S., Jo, S. J., Jeung, C.-W., & Lim, D. H. (2009). Developing an integrated evaluation framework for e-learning. In V. C. X. Wang (Ed.), *Handbook of research on e-learning applications for career and technical education: Technologies for vocational training* (pp. 707-722). IGI Global.

3. **Cho, Y.** (1998). Paradigm changes in corporate training and role changes of HRD. In S. Park, M. Kang, & D. Kim (Eds.), *Theory, application, and discussions of educational technology* (pp. 493-511). Education Science. (in Korean)

2. **Cho, Y.** (1998). Organizational culture innovation for knowledge-creating companies: The Korea Telecom case. In *The article collection of knowledge management* (pp. 107-121). Academy of Knowledge Management and Maeil Business Newspaper. (in Korean) **[1998 Outstanding Paper Award]**

1. **Cho, Y.** (1997). Philosophical foundations of educational technology. In the Korean Association for Educational Philosophy (Ed.), *Innovation and philosophy of education in Korea* (pp. 187-205). Mooneum-sa. (in Korean)

## Reports

**Cho, Y.** (2020). Research and journals: *Human Resource Development Review (HRDR)*. 2020 AHRD president's report to the membership. **(invited)**

**Cho, Y.** (2019). Special interest groups. *AHRD president's report to the membership*, 2019.

Wong, J. (2017). Program description: B.S.Ed. in Applied Educational Studies to be offered by Indiana University at Bloomington. Special T/F Team, School of Education, Indiana University –

contributed to the Instructional Systems Technology's Training and Development Track for the new undergraduate degree. (**invited**)

**Cho, Y.**, Hogaboam, P., Li, Y., & Baer, L. J. (2013). *Final report: A needs assessment of the PBL Academy*. Unpublished manuscript, Department of Instructional Systems Technology, School of Education, Indiana University.

**Cho, Y.**, Pershing, J., & Haynes, R. (2010). *Final report: School of Education's new idea development and implementation project for the workplace learning and performance improvement track*. (Unpublished manuscript), Department of Instructional Systems Technology, School of Education, Indiana University.

Pershing, J., **Cho, Y.**, & Haynes, R. (2009). *School of Education's new idea development and implementation project grant proposal for the workplace learning and performance improvement track*. (Unpublished manuscript), Department of Instructional Systems Technology, School of Education, Indiana University.

**Cho, Y.** (2002). A needs assessment of KAIST MBA and areas for improvement. *The Self-Evaluation Report to the AACSB Business Accreditation* (pp. 69-83). KAIST Business School.

#### Translated in Korean

Kim, H., **Cho, Y.**, & Lee, S. (Trans.) (2019). *액션러닝의 역사와 진화* [History and evolution of action learning]. Hakgisa. (in Korean)  
(Original book: Boshyk, Y., & Dilworth, R. L. (Eds.) (2010), *Action learning: History and evolution*. Palgrave Macmillan.)

**Cho, Y.**, Cho, M., & Kwon, H. (Trans.) (1997). *구성주의와 교육*. Hakji-sa. (in Korean)  
(Original book: Steffe, L. P., & Gale, J. (Eds.) (1995). *Constructivism in education*. Erlbaum.)

#### Book Endorsement

**Cho, Y.** (2021). A book endorsement. In H. T. Tran, T. T. Phuong, H. T. M. Van, G. N. McLean, & M. A. Ashwill (2021), *Human resource development in Vietnam: Research and practice* (p. x). Palgrave Macmillan.

#### Book Foreword in Korean

**Cho, Y.** (2011). Foreword. In K. M. Kim et al. (Eds.), *Career development through MBA* (pp. 7-10). Seoul: Maekyoung. (in Korean) (**invited**)

#### Research in Progress

Moore, K., & **Cho, Y.** What are we learning about the research-practice gap from HRD scholars and HRD scholar-practitioners? *Human Resource Development Quarterly*. (under review)

**Cho, Y.**, Park, J., You, J., & Doo, M. Gender differences in entrepreneurship in a South Korean context. *International Journal of Gender and Entrepreneurship*. (under review)

Hyatt, B., Sun, J., & **Cho, Y.** The triality of working professionals' work, life, and study during Covid-19. *Human Resource Development Quarterly*. (under review)

Kroese, I., **Cho, Y.**, & Moore, K. (2026). Reimagining the research and practice connection. In V. Anderson (Ed.), *Reimagining HRD*. Ethics Press. (under review)

Lochmiller, C. R., **Cho, Y.**, & Lester, J. N. Conducting trustworthy qualitative HRD research: Methodological considerations [Instructor's Corner]. *Human Resource Development Review*. (submitted)

**Cho, Y.**, Moser, K. S., Andreeva, T., Andresen, M., Barzantny, C., Beauregard, T. A., Boncori, I., Christou, A., Reissner, S., Ryazanova, O., & Wilmot, N. V. Academic women leaders: Motivation, challenges, and reflections. *Journal of Management Inquiry*. (submitted)

**Cho, Y.**, Yim, S., Lee, S., & Park, M. North Korean defectors' migration to South Korea: An integrative review.

**Cho, Y., & Moser, K.** Academic women leaders: A curated conversation about motivations, decision making, challenges, and opportunities. *Journal of Management Inquiry*.

**Cho, Y., Chae, C., & You, J..** A computational analysis of qualitative data on women leaders in South Korea using topic modeling.

## PRESENTATIONS

[128 International conference presentations, 10 national conference presentations, 19 local conference presentations, 15 workshops, 99 invited talks]

### Conference Presentations – International

128. **Cho, Y., Park, J., & You, J.** *How does women's entrepreneurship differ from men's in a Korean context?* [Full paper] 2026 AHRD Conference, Dallas, Texas. (accepted)
127. Hyatt, B., Sun, J., & **Cho, Y.** *How working professionals navigate work-life balance when pursuing a doctoral degree in HRD* [Full paper]. 2026 AHRD Conference, Dallas, Texas. (accepted)
126. Lee, S., Yim, S., Park, M., & **Cho, Y.** *North Korean defectors' migration to South Korea: An integrative literature review* [Poster]. 2026 AHRD Conference, Dallas, Texas. (accepted)
125. Moore, K., **Cho, Y., & Kroese, I.** *HR practitioners' daily work: A qualitative study* [Full paper]. 2026 AHRD Conference, Dallas, Texas. (accepted)
124. Russ-Eft, D., Werner, J., **Cho, Y., & Hughes, C.** (2026, February). *The value and use of case studies in ethics and HRD* [Focus session]. 2026 AHRD Conference, Dallas, Texas. (accepted)
123. **Cho, Y., Park, S., & R. C. Kim.** (2025, July). *Teaching the UN SDGs using project-based learning to address global challenges in business schools* [Full paper]. 2025 Academy of Management Conference, Copenhagen, Denmark.
122. Anderson, V., Poell, R., Carbery, R., McLean, G., Lundgren, H., & **Cho, Y.** (2025, June). *Workshop: Remaining peer review*. UFHRD Conference, Belfast, Northern Ireland.
121. Moore, K., & **Cho, Y.** (2025, June). *What do we learn about the research-practice gap from non-HRD practitioners?: A qualitative study* [Full paper]. 2025 UFHRD Conference, Belfast, Northern Ireland. **[Awarded the 2<sup>nd</sup> place of the Alan Moon Memorial Prize at the 2025 UFHRD]**
120. Park, S. H., & **Cho, Y.** (2025, April). *Evolution of action learning in South Korea from the lens of diversification* [Full paper]. 2025 International Action Learning Conference, Manchester, UK.
119. Robles, A., & **Cho, Y.** (2025, February). *Exploring internationally educated nurses' experiences from the lens of psychological capital* [Full paper]. 2025 AHRD Conference, Arlington, Virginia.
118. Ballenger, M., **Cho, Y., Crocco, O., Ghosh, R., Russ-Eft, D., & Werner, J.** (2025, February). *From proposal to publication: Practical tips to writing (or editing) a successful book* [Focus session]. presented at the 2025 AHRD Conference, Arlington, Virginia.
117. **Cho, Y., Park, J., Lee, S., You, J., & Yoon, S.** (2025, February). *Women leaders' resistance to their token status in the workplace: A typology development* [Full paper]. 2015 AHRD Conference, Arlington, Virginia.
116. **Cho, Y., Park, J., Lee, S., You, J., & Yoon, S.** (2024, June). *Developing a typology of women leaders' resistance in the workplace* [Full paper]. Working Paper presented at the 2024 UFHRD Conference, Lisbon, Portugal.
115. **Cho, Y., Park, S., & Kim, R. C.** (2024, June). *Adopting action learning to teach the United Nations' Sustainable Development Goals in higher education*. Working Paper presented at the 2024 UFHRD Conference, Lisbon, Portugal.
114. Moore, K., & **Cho, Y.** (2024, June). *Examining the research-practice gap from the perspective of HR practitioners: A qualitative study*. Paper presented at the 2024 UFHRD Conference, Lisbon, Portugal.
113. You, J., Chae, C., Lee, S., & **Cho, Y.** (2024, February). *A computational analysis of Korean women leaders' narratives using topic modeling*. Poster presented at the 2024 AHRD Conference, Arlington, Virginia.
112. Lundgren, H., Anderson, V., Carbery, R., **Cho, Y., Kuchinke, K. P., Kwon, C., McLean, G. N., & Poell, R. F.**, & (2024, February). *Inquiry into theories, research, education, and practice:*

*Continuing the conversation on transforming HRD.* Focus session presented at the 2024 AHRD Conference, Arlington, Virginia.

111. Moore, K., & **Cho, Y.** (2024, February). *What can we learn about the research-practice gap from practitioners?* Poster presented at the 2024 AHRD Conference, Arlington, Virginia.

110. Park, S.-H., **Cho, Y.**, & Bong, H.-C. (2024, February). *Action learning for community development from the lens of the UN's SDGs: A systematic literature review.* Full paper presented at the 2024 AHRD Conference, Arlington, Virginia.

109. Lee, S., You, J., Park, J., Yoon, S., & **Cho, Y.** (2024, February). *South Korean women leaders' resistance to their token status in the workplace: A typology development.* Poster presented at the 2024 AHRD Conference, Arlington, Virginia.

108. Russ-Eft, D., **Cho, Y.**, & Werner, J. (2024, February). *Exploring case studies in ethical issues in human resource development.* Focus session presented at the 2024 AHRD Conference, Arlington, Virginia.

107. Garavan, T. (2023, June). *Meet the Editors* [Workshop]. University Forum for Human Resource Development Conference, National College of Ireland, Dublin, Ireland. (**invited as Editor**)

106. Lundgren, H., Anderson, V., Carbery, R., **Cho, Y.**, McLean, G., & Poell, R. (2023, June). *Are we really serious about transformation? The role of HRD in a changing global context* [Symposium]. University Forum for Human Resource Development Conference, National College of Ireland, Dublin, Ireland.

105. Park, S.-H., **Cho, Y.**, & Bong, H.-C. (2023, June). What can we learn about action learning for community development from the lens of the UN's Sustainable Development Goals? In the *Book of abstracts of the 23rd International Conference on Human Resource Development Research and Practice across Europe, "Workplace change – disruption, continuity and reinvention. The role of HRD in a changing Global Context"* (p. 371-372), Dublin, Ireland, June 7-9, 2023.

104. Kuchinke, P., Anderson, V., Byrd, M., Cho, Y., Lundgren, H., McLean, G., Poell, R., & Scott, C. (2023, March). Town Hall: The status and future of HRD research. Panel presented at the 2023 AHRD Conference, Minneapolis, MN. (**invited as a panelist**)

103. Russ-Eft, D., & Alizadeh, A. (2023, March). *Ethics and human resource development.* Focus session presented at the 2023 AHRD Conference, Minneapolis, MN. (**invited as a panelist**)

102. Kuchinke, K. P., **Cho, Y.**, Crocco, O., Cseh, M., Han, H., & McLean, G. N. (2023, March). *Indigenous research in HRD: A panel discussion.* Focus session presented at the 2023 AHRD Conference, Minneapolis, MN. (**invited as a panelist**)

101. **Cho, Y.**, Alagaraja, M., & Anderson, V. (2023, March). *Teaching qualitative research methods: Challenges and opportunities.* Focus session presented at the 2023 AHRD Conference, Minneapolis, MN.

100. **Cho, Y.**, Alagaraja, M., Yoon, H. J., Davies, J., Hyatt, B., & Riojas, R. (2023, March). *Writing and publishing non-empirical research articles in human resource development review: Practical tips.* Professional development workshop presented at the 2023 AHRD Conference, Minneapolis, MN.

99. Nachmias, S., & **Cho, Y.** (2022, June). *Meet the editors.* Panel presented at the 2022 UFHRD Conference, Sheffield, UK, June 10, 2022. (**invited**)

98. **Cho, Y.**, & Egan, T. (2022, June). *The changing landscape of action learning research and practice.* Paper presented at the 2022 UFHRD Conference, Sheffield, UK, June 9, 2022. (online)

97. **Cho, Y.**, Alagaraja, M., Davies, J., & Yoon, H. J. (2022, April). *Publishing non-empirical research articles in HRDR: Practical tips.* Workshop presented at the 2022 AHRD Conference. (online)

96. You, J., **Cho, Y.**, Choi, Y., Ha, J., Kim, J., Kim, Y., Kang, S., Lee, S., Lee, R., & Kim, T. (2022, April). *How highly educated women in South Korea respond to career chance events.* Paper presented at the 2022 AHRD Conference. (online)

95. **Cho, Y.**, & Egan, T. (2022, April). *The changing landscape of action learning research and practice.* Poster presented at the 2022 AHRD Conference. (online)

94. Jacobs, R., Byrd, M., **Cho, Y.**, Ghosh, R., & Kim, S. (2021, November). *Meeting with editors.* Panel presented at the 2021 Asian AHRD Conference, Malaysia (online), November 18, 2021. (**invited**)

93. **Cho, Y.**, Alagaraja, M., Davies, J., & Yoon, H. J. (2021, February). *Publishing non-empirical research articles in HRDR: Practical tips for success.* Workshop presented at the 2021 AHRD Conference. (online)

92. Yawson, R., Reio, T., **Cho**, Y., Li, J., & Bird, M. (2021, February). *Meet the editors: Outstanding qualities of accepted articles*. Panel discussion presented at the 2021 AHRD Conference. (online) (**invited**)

91. Korean Academy of Human Resource Development in the Americas (KAHRDA) (2021, February). [New challenges in HRD in post-COVID pandemic](#). Symposium presented at 2021 AHRD Conference (online), February 19, 2021. (**invited**)

90. You, J., **Cho**, Y., Choi, Y., Kim, J., Lee, S., Kang, S. H., Kim, Y. H., Ha, J., Lee, R., & Kim, T. (2021, February). *Exploring career challenges of female doctorate holders in education from an elite university in South Korea through the lens of career chance theory*. Poster presented at the 2021 AHRD Conference. (online)

89. You, J., **Cho**, Y., Park, J., & Doo, M. Y. (2021, February). *Entrepreneurship in South Korea from the gender difference perspective*. Paper presented at the 2021 AHRD Conference. (online).

88. **Cho**, Y., Doo, M., You, J., & Park, J. (2020, February). *Gender differences in entrepreneurship in South Korea*. Poster presented at the 2020 AHRD Conference, Atlanta, Georgia.

87. **Cho**, Y., Han, S. J., Park, J., & Kang, H. (2020, February). *What makes South Korean women entrepreneurs in the IT industry start and sustain the development of their businesses?* Paper presented at the 2020 AHRD Conference, Atlanta, Georgia.

86. **Cho**, Y., Kim, S., You, J., Moon, H., & Sung, H. (2020, February). *Examining the application of ESG measures for gender diversity and equality at the organizational level in the form of women funds*. Paper presented at the 2020 AHRD Conference, Atlanta, Georgia.

85. **Cho**, Y., Wang, J., Beige, M., & Alagaraja, M. (2020, February). *Publishing non-empirical research successfully*. Workshop presented at the 2020 AHRD Conference, Atlanta, Georgia.

84. Greer, T. (2020, February). *Graduate Student Research Colloquium: My scholarly journey in HRD*. Panel discussion presented at the 2020 AHRD Conference, Atlanta, Georgia. (**invited**)

83. Hirudayaraj, M., & Arghode, V. (2020, February). *Contribution of researchers from Asia to the discipline of HRD: Current status and future priorities*. Panel discussion presented at the 2020 AHRD Conference, Atlanta, Georgia. (**invited**)

82. **Cho**, Y., Chaudhuri, S., Nguyen, H. A., Park, J., Rasdi, R. M., Riantoputra, C. D., & Sun, J. Y. (2019, November). *Asian women entrepreneurs' business startups and development: Eight country cases*. Panel discussion presented at the 2019 Asian AHRD Conference, Hanoi, Vietnam.

81. Ghosh, R., Wang, J., **Cho**, Y., & Akdere, M. (2019, November). *Journal editors' panel on academic publishing: HRDQ, HRDR, HRDI, and ADHR*. Panel discussion presented at the 2019 Asian AHRD Conference, Hanoi, Vietnam. (**invited**)

80. Kim, S., **Cho**, Y., Chai, D. S., Moon, H., & Park, Y. (2019, November). *Contemporary cases of HRD in South Korea: Challenges and opportunities*. Focus Session presented at the 2019 Asian AHRD Conference, Hanoi, Vietnam. (**invited**)

79. **Cho**, Y., Park, J., Han, S., Sung, M., & Park, C. (2019, February). *Women entrepreneurs in South Korea: Motivations, challenges, and success*. Paper presented by the 2019 AHRD Conference, Louisville, KY.

78. Cumberland, D. (2019, February). *The Qualitative Inquiry SIG's tips for publishing qualitative research*. Panel discussion presented at the 2019 AHRD Conference, Louisville, Kentucky. (**invited**)

77. Torraco, R., Wang, J., **Cho**, Y., & Beige, M. (2019, February). *HRDR Reviewer training*. Workshop presented at the 2019 AHRD Conference. Louisville, KY.

76. Wang, J., **Cho**, Y., & Beige, M. (2019, February). *Writing for success: How to publish non-empirical research*. Workshop presented at the 2019 AHRD Conference, Louisville, KY.

75. You, J., **Cho**, Y., Kim, S., Park, J., & Moon, H. (2019, February). *Measuring gender diversity and equality at the organizational level: Implications for a South Korean context*. Poster presented at the 2019 AHRD Conference, Louisville, KY.

74. **Cho**, Y. (2018, November). *Women entrepreneurs in Asia: Seven country cases*. Focus session presented at the 2018 Asian AHRD Conference, Bangkok, Thailand.

73. Russ-Eft, D., **Cho**, Y., Dirani, K., McLean, G. N., Osman-Gani, A., Jacobs, R. (2018, November). *AHRD standards on ethics and integrity: Exploring case studies in ethical issues*. Focus session presented at the 2018 Asian AHRD, Bangkok, Thailand.

72. Wang, J., **Cho**, Y., & Beigi, M. (2018, November). *Publishing non-empirical research: Strategies for success*. Workshop presented at the 2018 Asian Conference of AHRD, Bangkok, Thailand.

71. Cho, Y., You, J., Kim, S., Han, H., Kim, M., & Yoon, S. (2018, August). *Assimilation and resistance: The token status of women leaders in South Korea* (<https://doi.org/10.5465/AMBPP.2018.12>). Paper presented at the 2018 Academy of Management Conference, Chicago, Illinois. **[2018 AOM Best Conference Paper Award]**

70. Cho, Y., Bong, H.-C., & Kim, H.-S. (2018, April). *An historical analysis of action learning in South Korea*. Paper presented at the 2018 International Action Learning Conference, Liverpool, U.K.

69. Cho, Y., Park, J., Han, S. J., & Ho, Y. (2018, February). "A woman CEO? You'd better think twice!": *Exploring how women CEOs of multinational corporations in South Korea have overcome career challenges*. Paper presented at the 2018 AHRD Conference, Richmond, Virginia.

68. McLean, G. N., Cho, Y., Ghosh, R., & Sun, J. (2018, February). *Current perspectives on Asian women in leadership: Co-sponsored by China, India, and Korea SIGs*. Focus session presented at the 2018 AHRD Conference, Richmond, Virginia.

67. Russ-Eft, D., Brown, H. Q., Cho, Y., Dirani, K., Logan, D., McLean, G. N., Osman-Gani, A., & Stewart, J. (2018, February). *AHRD standards on ethics and integrity: Exploring case studies in ethical issues*. Focus session presented at the 2018 AHRD Conference, Richmond, Virginia.

66. You, J., Cho, Y., Kim, S., Han, H., Kim, M., & Yoon, S. (2018, February). *Assimilate but resist: The token status of South Korean women leaders*. Poster presented at the 2018 AHRD Conference, Richmond, Virginia.

65. Wang, J., Cho, Y., Beige, M. (2018, February). *Publishing non-empirical research: Tips for success*. Workshop presented at the 2018 AHRD Conference, Richmond, Virginia.

64. Kim, S., & Cho, Y. (2017, November). *Tokenism theory and women leaders: An East Asian perspective*. Paper presented at the 2017 Asian AHRD Conference, Ahmedabad, India.

63. Narendran, R. (2017, November). *Global perspectives on sustainable development of human capital* ([http://www.ahrdindia.org/Panel-keynote\\_Conference.html](http://www.ahrdindia.org/Panel-keynote_Conference.html)). **Keynote panel** presented at the 2017 Asian AHRD Conference, Ahmedabad, India. **(invited)**

62. Cho, Y., Lee, S.-H., Riantoputra, C., Nakamura, Y. T., & Park, J. (2017, October). *Current perspectives on Asian women in leadership*. Symposium presented at the 2017 Annual ILA Global Conference, Brussels, Belgium.

61. Han, H., Kim, Y., Cho, Y., Chae, C., & Kim, S. (2017, August). *Career development of female physicians in South Korean academic medicine*. Paper presented at the 2017 Academy of Management Conference, Atlanta, GA.

60. Cho, Y., Kang, H., & Park, J. (2017, March). *Women in leadership in Korea: An overview*. Paper presented at the 2017 AHRD Conference, San Antonio, TX.

59. Cho, Y., Park, J., Han, S., Ju, B., You, J., Ju, A., Park, C., & Park, H. Y. (2017, March). *How do South Korean female executives' definitions of career success differ from those of male executives?* Paper presented at the 2017 AHRD Conference, San Antonio, TX.

58. Han, H., Kim, Y., Cho, Y., Chae, C., & Kim, S. (2017, March). *Korean women doctors' career development*. Poster presented at the 2017 AHRD Conference, San Antonio, TX.

57. Stewart, J.-A., & Cho, Y. (2016, November). *Action learning to develop inclusive leadership capability: Lessons from South Korean and the U.K.* Symposium presented at the 2016 Annual ILA Global Conference on The Dynamics of Inclusive Leadership, Atlanta, Georgia.

56. Cho, Y. (2016, June). *Results of a study on international action learning experts' definitions of success with action learning*. Presented at the 21<sup>st</sup> Annual Global Forum on Action Learning, Leadership & Transformational Change, Stockholm, Sweden. **(invited)**

55. Cho, Y., & Bong, H.-C. (2016, June). *Defining success in action learning: An international comparison*. Paper presented at the 2016 UFHRD Conference, Manchester, U.K.

54. Cho, Y. (2016, April). *Promoting interdisciplinary research collaboration in instructional technology*. Paper presented at the 2016 International Conference of Educational Technology (ICET), Korea University. **(invited)**

53. Cho, Y., & Han, H. (2016, February). *The Korea HRD SIG's Research on HRD in Korea*. Focus session presented at the 2016 AHRD Conference, Jacksonville, FL.

52. Cho, Y., Kim, S., Park, S., Jo, S. J., Park, C., & Kim, N. (2016, February). *Korean women leaders' challenges and opportunities: Reviewing the literature*. Paper presented at the 2016 AHRD Conference, Jacksonville, FL.

51. Cho, Y., Park, J., Ju, B., Moon, H., Park, S., Joo, A., Han, S. J., & Park, E. (2016, February). *Korean corporate women leaders' work-life imbalance: A collaborative qualitative study*. Paper presented at the 2016 AHRD Conference, Jacksonville, FL.

50. Ghosh, R., Cho, Y., Sun, J., & McLean, G. N. (2016, February). *Current perspectives on Asian women in leadership and HRD implications*. China, India and Korea HRD SIGs' Joint Food'n'Thought (FNT) presented at the 2016 AHRD Conference, Jacksonville, FL.

49. Park, J., Ju, B., & Cho, Y. (2016, February). *A collaborative qualitative study on women leaders in a Korean context: Lessons learned*. Food'n'Thought (FNT) presented at the 2016 AHRD Conference, Jacksonville, FL.

48. Cho, Y. (2015, March). *Thomas Jo's encounter with Reg Revans*. Presented at the 2015 Global Forum on Leadership, Organizational Development & Business Driven Action Learning, Cambridge, United Kingdom. (**invited**)

47. Cho, Y., Ghoshi, R., & Sun, J. (2015, February). *Women in leadership roles in Asia and HRD implications*. China, India and Korea HRD SIGs' Joint Focus Session presented at the 2015 AHRD Conference, St. Louis, MO.

46. Cho, Y., Kim, N., Lee, M., Lim, J. H., Han, H., & Park, H. Y. (2015, February). *South Korean women leaders' work and family balance and leadership development*. Paper presented at the 2015 AHRD Conference, St. Louis, MO.

45. Zachmeier, A., & Cho, Y. (2015, February). *HRD as an academic subject: A comparison of U.S. and U.K. course syllabi*. Paper presented at the 2015 AHRD Conference, St. Louis, MO.

44. Wang, J. (2015, February). *Professional development workshop: Graduate student research colloquium*. Panel presented at the 2015 AHRD Conference, St. Louis, MO. (**invited**)

43. Cho, Y., & McLean, G. N. (2014, November). *Asian Women in top management*. Innovative session presented at the 2014 Asian AHRD Conference, Seoul, Korea.

42. Cho, Y. (2014, June). *Teaching and learning in HRD courses*. Innovative session presented at the 2014 University Forum for HRD Conference, Edinburgh, Scotland.

41. Cho, Y., & Zachmeier, A. (2014, June). *HRD educators' views on teaching and learning in HRD: An international perspective*. Paper presented at the 2014 UFHRD Conference, Edinburgh, Scotland. **[2014 UFHRD Best International Paper Award & Alan Moon Memorial Prize (Third Place)]**

40. Bong, H.-C., Cho, Y., & Kim, H.-S. (2014, April). *Developing a model of action learning program design*. 2014 International Action Learning Conference. Paper presented at the Ashridge Business School, Ashridge, UK.

39. Cho, Y. (2014, April). *Project-based learning in education and its implications for action learning*. Paper presented at the 2014 International Action Learning Conference, Ashridge Business School, Ashridge, UK.

38. Cho, Y. (2014, February). *Action learning research and practice in South Korea*. Presented for the Korea SIG's innovative session on current and emerging themes of HRD research in Korea at the 2014 AHRD Conference, Houston, TX.

37. Cho, Y., & Kuchinke, K. P. (2014, February). *Promoting the scholarship of teaching and learning in HRD: An international perspective*. Innovative session presented at the 2014 AHRD Conference, Houston, TX.

36. Zachmeier, A., Cho, Y., Kim, M., Jung, E., Choi, M., & Wu, Y. (2014, February). *We've got nothing in common: Institutional and curricular characteristics of HRD master's programs in the U.S.* Paper presented at the 2014 AHRD Conference, Houston, TX.

35. Cho, Y., & Zachmeier, A. (2013, November). *Promoting the scholarship of teaching in HRD: An international perspective*. Paper presented at the 2013 Asian AHRD Conference, Taipei, Taiwan.

34. Kuchinke, K. P., & Cho, Y. (2013, November). *Learning to become an HRD professional: Promoting the scholarship of teaching and learning about HRD and related subject matter in university programs*. Innovative session presented at the 2013 Asian AHRD Conference, Taipei, Taiwan.

33. Zachmeier, A., & Cho, Y. (2013, June). *Taking stock of the literature on HRD education*. Paper presented at the 2013 UFHRD Conference, Brighton Business School, Brighton, U.K.

32. Cho, Y., & Brown, C. (2013, February). *Project-based learning in education: Integrating business needs and student learning*. Paper presented at the 2013 AHRD Conference, Washington, DC.

31. Nam, K.-A., Cho, Y., & Lee, M. (2013, February). *West Meets East? Identifying the gap in the current cross-cultural training research from an Asian perspective*. Paper presented at the 2013 AHRD Conference, Washington, DC.

30. Park, S., **Cho**, Y., Yoon, S., W. & Han, H. (2013, February). *Comparing three learning approaches through the lens of Activity Theory*. Paper presented at the 2013 AHRD Conference, Washington, DC.

29. Zachmeier, A., & **Cho**, Y. (2013, February). *Evidence-based curriculum and course design in HRD*. Paper presented at the 2013 AHRD Conference, Washington, DC.

28. **Cho**, Y., & Park, S. (2012, November). *Why are we using action learning and in what contexts?* Paper presented at the 2012 Asian AHRD Conference, Istanbul, Turkey.

27. **Cho**, Y., & Park, S. (2012, November). *Trends and issues of the educational technology's scholarly community*. Paper presented at the 2012 AECT, Louisville, Kentucky.

26. Park, S., **Cho**, Y., & Yoon, S. W. (2012, October). *Comparing team learning approaches to developing organizational members*. Paper presented at the 2012 AECT, Louisville, Kentucky.

25. **Cho**, Y., & Park, S. (2012, October). *Citation network analysis: Applying social network analysis to evaluate scholarly communities*. Paper presented at the 2013 American Evaluation Association, Minneapolis, Minnesota.

24. **Cho**, Y., Bong, H.-C., & Jang, K.-S. (2012, April). *A case study of action learning for Nurses' leadership development in South Korea*. Paper presented at the 2012 International Action Learning Conference, Ashridge Business School, Berkhamsted, UK.

23. Yoon, H. J., **Cho**, Y., & Bong, H.-C. (2012, April). *The impact of a dual-project action learning program for team leader successors in an IT manufacturing company in South Korea*. Paper presented at the 2012 International Action Learning Conference, Ashridge Business School, Berkhamsted, UK.

22. **Cho**, Y., & Bong, H.-C. (2012, March). *A case study of action learning for organization development in South Korea*. Paper presented at the 2012 AHRD Conference, Colorado, Denver.

21. **Cho**, Y., Park, S., Jo, S. J., & Suh, S. (2012, March). *Citation network analysis of ETR&D and implications for HRD*. Paper presented at the 2012 AHRD Conference, Colorado, Denver.

20. **Cho**, Y., & Kang, I. (2011, November). *Whose scholarly work is the most cited in human performance technology?* Paper presented at the 2011 AECT, Jacksonville, Florida.

19. **Cho**, Y., & Yoon, S. W. (2011, November). *A new perspective of human performance technology: Workplace learning and performance*. Paper presented at the 2011 AECT, Jacksonville, Florida.

18. **Cho**, Y. (2011, May). *Case studies of action learning for organization development in South Korea*. Paper presented at the 2011 International Congress of Qualitative Inquiry, University of Illinois at Urbana-Champaign, IL.

17. **Cho**, Y., Jo, S. J., Park, S., Kang, I., & Chen, Z. (2011, February). *The current state of human performance technology: A citation network analysis of Performance Improvement Quarterly, 1988-2010*. Paper presented at the 2011 AHRD Conference, Chicago, IL. **[2011 AHRD Conference Cutting Edge Award]**

16. Yoon, S. W., Song, J. H., **Cho**, Y., & Kang, I. (2011, February). *Aligning macro-, micro-, and mid-level learning theories from HRD perspectives*. Paper presented at the 2011 AHRD Conference, Chicago, IL.

15. Graduate Student Research Colloquium. (2011, February). *A journey to the professoriate: A dialogue between HRD professors and graduate students*. Food'n'Thought presented at the 2011 AHRD Conference, Chicago, Illinois. **(invited)**

14. **Cho**, Y., & Egan, T. M. (2010, August). *Organizational support for action learning and its impact on employee learning and performance*. Paper presented at the 2010 Academy of Management Conference, Montreal, Canada.

13. **Cho**, Y., & Bong, H. (2010, March). *Identifying balanced action learning: Cases of South Korean practices*. Paper presented at the 2010 International Action Learning Conference, Henry Business School, UK.

12. **Cho**, Y., & Egan, T. M. (2010, February). *Managerial support for action learning, employee motivation to transfer and performance in South Korean organizations*. Paper presented at the 2010 AHRD Conference, Knoxville, TN.

11. **Cho**, Y., & Yoon, S. W. (2010, February). *Theory development and convergence of HR fields: Implications for HPT*. Paper presented at the 2010 AHRD Conference, Knoxville, TN.

10. Yoon, S. W., & **Cho**, Y. (2009, October). *Exploring convergence and crisscross between instructional technology and human resource fields*. Paper presented at the 2009 AECT Conference, Louisville, Kentucky.

9. Cho, Y., & Egan, T. M. (2009, August). *Action learning research*. Paper presented at the 2009 Academy of Management Conference, Chicago, IL.
8. Cho, Y. (2009, May). *The convergence of HR fields: Implications for HPT*. Paper presented at the 2009 International Conference of Korea Society for Educational Technology, Seoul National University, Seoul, South Korea.
7. Cho, Y., & Egan, T. M. (2009, February). *Action learning literature: A systematic review*. Paper presented at the 2009 AHRD Conference, Arlington, VA.
6. Cho, Y. (2008, November). *The balancing act of action and learning*. Paper presented at the 2008 AECT Conference, Orlando, FL.
5. Cho, Y. (2008, November). *Action learning for organization development in South Korean companies*. Paper presented at the 2008 AECT Conference, Orlando, FL.
4. Cho, Y., & Bong, H. (2008, June). *Identifying balanced action learning: Cases of South Korean practices*. Paper presented at the 2008 Global Forum on Executive Development and Business Driven Action Learning, Seoul, Korea. (invited)
3. Cho, Y., & McLean, G. N. (2008, February). *A comparative study of IT firms' HR practices in South Korea and India*. Paper presented at the 2008 AHRD Conference, Panama City, FL.
2. Cho, Y., & McLean, G. N. (2007, June). *HR practices of IT-based companies in South Korea*. Paper presented at the 2007 UFHRD Conference, Oxford, UK.
1. Cho, Y. (1995, June). *Learner control, cognitive processes, and hypertext learning environments* (<https://files.eric.ed.gov/fulltext/ED392439.pdf>). Paper presented at the 1995 National Educational Computing Conference (NECC), Baltimore, MD.

#### Conference Presentations – National (Invited)

10. Park, S.-H., Cho, Y., & Bong, H.-C. (2023, August). *Action learning for community development from the lens of the UN's SDGs*. Presented at the 2023 Korean Action Learning Conference, August 25, 2023.
9. Cho, Y., Park, J., You, J., & Yoon, S. (2023, March). *South Korean women leaders' resistance to their token status in the workplace*. Women in Leadership Forum 2023, California State University East Bay, March 17, 2023. (hybrid)
8. Kim, H.-S. (2021, June). *Future directions of action learning with digital transformation*. Panel discussion presented at the 2021 Korean Action Learning Conference, June 25, 2021.
7. Cho, Y., Bong, H.-C. (2020, August). *Keynote speech: An interview with Dr. Mike Pedler* (University of Reading Henry Business School in the U.K.). Interview conducted at the 2020 Action Learning Conference in Korea, August 20, 2020.
6. Cho, Y. (2019, June). *Women's career and leadership development*. Roundtable discussion presented at the 2019 Korean Society for Human Resource Development Conference, June 12, Seoul, Korea.
5. Cho, Y. (2019, May). *The role of HRD for an inclusive society*. Panel discussion presented at the 2019 Korean Association of Human Resource Development Conference, May 18, Seoul, Korea.
4. Cho, Y. (2019, May). *Why has Korea's remarkable economic success failed to translate into women's corresponding status? Lessons learned from research on women leaders in Korea*. Paper presented at the 2019 Korean Association of Human Resource Development Conference, May 18, Seoul, Korea.
3. Cho, Y. (2018, December). *Women entrepreneurs in Korea: Motivations, challenges, and career success*. Keynote speech presented at the 2018 Innovation Academy of Women Entrepreneurs, Korea Venture Women's Venture Business Association, December 13, Yong-in, Korea.
2. Cho, Y., & Bong, H.-C. (2018, June). *Envisioning action learning 4.0: Celebrating Korean action learning's 25th anniversary*. Keynote speech presented at the 2018 Korean Action Learning Conference, June 29, Yang-pyong, Korea.
1. Cho, Y. (2014, June). *Organizational support for action learning*. Presented at the 2014 Korean Action Learning Conference, June 27, Seoul, Korea.

#### Conference Presentations – Local

18. Cho, Y., Boling, E., & Glazewski, K. (2020, March). *Editors' panel: How to publish peer-reviewed journal articles in international journals*. Panel discussion presented at the 2020 IST (Instructional Systems Technology) Conference, Indiana University, Bloomington, Indiana, March 6, 2020. (chaired)
17. Lachheb, A. (2020, March). *IST faculty panel: Helping graduate students conduct research*. Panel presented at the 2020 IST Conference, Indiana University, March 6, 2020. (invited)
16. Cho, Y., & Lachheb, A. (2019, March). *How to write a literature review?* Workshop presented at the 2019 IST Conference, Indiana University, March 1, 2019.
15. Lachheb, A. (2019, March). *IST faculty panel: Research activities*. Panel presented at the 2019 IST Conference, Indiana University, March 1, 2019. (invited)
14. Cho, Y., & Lachheb, A. (2018, March). *How to write a literature review?* Workshop presented at the 2018 IST Conference, Indiana University, March 2, 2018.
13. Lachheb, A. (2018, March). *IST faculty panel: Research activities*. Panel presented at the 2018 IST Conference, Indiana University, March 2, 2018. (invited)
12. Park, J., & Cho, Y. (2018, March). *Informal learning in the workplace*. Roundtable discussion presented at the 2018 IST Conference, Indiana University, March 2, 2018.
11. Cho, Y. (2015, March). *Instructional Technology's interdisciplinary nature*. Presented at the 2015 IST Conference, Indiana University, March 6, 2015.
10. Cho, Y., & Zachmeier, A. (2014, April). *The HRD education research group: Group activities and current research project*. Presented at the 2014 IST Conference, Indiana University, April 11, 2014.
9. Cho, Y. Hogaboam, P., Li, Y., & Baer, L. J. (2013, March). *Assessing the needs of STEM teacher professional development in project-based learning*. Final report presented at the 2013 IST Conference, Indiana University, March 1, 2013.
8. Cho, Y., & Zachmeier, A. (2013, March). *Academic programs in HRD*. Research project presented at the 2013 IST Conference, March 1, 2013.
7. Cho, Y. (2013, March). *Portfolio development for master's students*. Panel discussion moderated at the 2013 IST, Indiana University, March 1, 2013.
6. Cho, Y. (2013, March). *How to write a literature review*. Workshop presentation at the 2013 IST Conference, Indiana University, March 1, 2013.
5. Cho, Y. (2012, May). *Research trends in HPI*. Presented at the Human Performance Improvement Retreat, Boise State University, Boise, Idaho, May 21, 2012.
4. Cho, Y. (2012, March). *What is action learning?* Presented at the 2012 IST Conference, Indiana University.
3. Cho, Y. (2009, February). *Practical Tips for doctoral students' job search in academic settings*. Presented at the 2009 IST Conference, Indiana University,
2. Cho, Y. (2009, February). *The convergence of HR fields and its implications for HPT*. Presented at the 2009 IST Conference, Indiana University.
1. Cho, Y. (2009, February). *Writing a literature review*. Workshop presented at the IST Conference, Indiana University.

## Workshops

15. Workshop: "How to teach using action learning/project-based learning in higher education" – presented for faculty at Changwon University, South Korea, June 22, 2022. (invited)
14. Workshop: "HRDR and HRD's reviewer workshop for international authors" – co-presented for the development of international authors' review skills, June 1, 2022 (Co-presenter: Dr. Rajashi Ghosh, HRD's Editor-in-Chief). (co-organized)
13. Journal Editors Workshop: "How to publish articles in international HRD journals (HRDR & HRDQ)" – co-presented for Korean authors at the Korean Association of Human Resource Development (online), May 12 (May 13 in Korea Time), 2022. (Co-presenter: Dr. Seung Won Yoon, HRDQ's former Associate Editor) (invited)
12. Pre-Conference Workshop: "Publishing non-empirical research articles in HRDR" – presented at the 2021 Asian AHRD Conference, Malaysia (online), November 15, 2021. (invited)

11. Workshop: "[Writing for publication](#)" – co-presented for the development of international authors' academic writing skills and co-organized by *HRDR* and *HRDI*, August 5, 2021. (Co-presenter: Dr. Rajashi Ghosh, *HRDI*'s Associate Editor) (**co-organized**)
10. Developmental Workshop: "[How to write historical articles](#)" with five panelists – organized a panel for interested authors' understanding of historical articles on theorizing HRD, March 19, 2021. (**organized**)
9. Workshop: "Project-based learning as innovative teaching approach in higher education" – presented to faculty, Teaching and Learning Center, Korea University of Technology & Education, Cheonan, Korea, December 19, 2019. (**invited**)
8. Professional Development Workshop: "Action learning for women's leadership development" – presented to senior women leaders who have participated in women's leadership development programs of the Korean Institute for Gender Equality Promotion and Education, Ministry of Gender Equality and Family, Seoul, Korea, July 2, 2019. (**invited**)
7. Professional Development Workshop: "What is action learning?" – presented to action learning practitioners at the Korea Action Learning Association, Seoul, Korea, May 23, May 30, and June 15, 2019. (**invited**)
6. Workshop: "The use of action learning and project-based learning for innovative teaching in higher education" – presented to faculty, Teaching and Learning Center, Korea Maritime and Ocean University, Busan, Korea, May 29, 2019. (**invited**)
5. Workshop: "The use of action learning and project-based learning for innovative teaching in higher education" – presented to faculty, Teaching and Learning Center, Kyungsung University, Busan, Korea, May 29, 2019. (**invited**)
4. Workshop: "How to conduct a literature review?" – presented to graduate students and faculty, Research Institute for HRD Policy, Korea University, Seoul, Korea, May 15, 2019. (**invited**)
3. Workshop: "Conducting a successful literature review" - presented to the GIST (Graduates in IST), Department of IST, Indiana University, December 10, 2015. (**invited**)
2. Professional Development Workshop: "The current state of action learning research" – presented to action learning practitioners, Korea Action Learning Association, Seoul, June 11, 2011. (**invited**)
1. Workshop: "Current research trends in instructional technology" – presented to Korean scholars and students (titled KAERA), 2010 AERA Conference, May 3, 2010. (**invited**)

## Invited Talks

99. "Research on Korean women leaders 2015-2025" – presented at the Academy of Science and Technology [한국과학기술한림원], Seoul, Korea, November 10, 2025. (in Korean)
98. "Literature review: Basics" – presented for doctoral students of HRD 6350 (Disciplined Inquiry in HRD) in Higher Education Leadership Track of HRD, UT Tyler, September, 11, 2025.
97. "South Korea's democracy" – presented for the members of St. Francis Episcopal Church in its monthly program titled "Conversations for cultural differences," Tyler, Texas, July 13, 2025.
96. "IFAL Talk: Action learning practice in South Korea" – presented for the international foundation for action learning (IFAL), along with Dr. HC Bong (Jeonbuk National University) and Dr. Sang Rak Kim (CEO of POSWEL and Chairman of KALA), February 26, 2025.
95. "Foundations of HRD" – interviewed for a master's course titled "Foundations of HRD" in the Department of Technology Leadership & Innovation by Dr. Kevin Rose at Purdue University, December 12, 2024.
94. "[The interdisciplinary nature of IT, HPT, and HRD](#)" - presented for a graduate course titled "R511: Foundations of Instructional Technology" in the Department of Instructional Systems Technology at Indiana University, November 11, 2024. (online)
93. "Basics of qualitative research" – presented for a research course for doctoral students at Metropolitan State University, November 2, 2024. (online)
92. "Career development of highly educated women with doctoral degrees in South Korea" – presented at the YEF's (Yonsei Education Females') meeting, Yonsei University, June 8, 2024.
91. "The benefits of HRD program collaborations with professional associations" – presented as a panelist at the facilitated panel discussion of the Program Excellence Network (PEN) at the AHRD Conference, February 21, 2024.

90. "[Aligning HRD curriculum to professional competencies models](#)" – co-presented for the keynote speech at the 2023 China Talent Strategy Summit (Co-presenters: Dr. Kim Nimon (UT Tyler) and Dr. Kevin Rose (IUPUI), November 19, 2023. (online)

89. "Publication process in HRD" – presented at the Lunch and Learn for doctoral students in the Department of HRD at UT Tyler, November 4, 2023. (hybrid)

88. "Visions of the future of action learning research and practice" – co-presented with Dr. Toby Egan (University of Maryland) for authors, readers, reviewers, and editors of *Action Learning: Research and Practice*, January 24, 2023.

87. "Action learning in healthcare" – presented at the Show & Tell for the AHRD HPE (Healthcare Professional Educators) SIG members, January 17, 2023.

86. "TSW #7: [Research-practice gap in HRD](#)" – panel (Drs. Yonjoo Cho, Seung Won Yoon, Heeyoung Han, and Sunyoung Park) presented for HRD scholars, students, and practitioners in Korea, Korean AHRD in Americas (KAHRDA), December 16, 2022.

85. "[Literature review: Basics](#)" – presented for Ph.D. students in R711 (Readings in Instructional Systems Technology), Department of Instructional Systems Technology, Indiana University, November 9, 2022.

84. "Qualitative data analysis" – presented for Ph.D. students in HRD 6353: Advanced qualitative research methods in HRD, Department of HRD at UT Tyler, November 5, 2022.

83. "My journey as an HRD scholar and publications ethics in HRD" – interviewed by Dr. Darlene Russ-Eft at a doctoral course titled "HRD-OD Ethics," a graduate course in HRD at the National Institute of Development Administration (NIDA), Bangkok, Thailand, July 16, 2022. (online)

82. "Women in leadership in Korea and implications for career development for undergraduate students" - presented at an undergraduate course titled "Career development," Department of Educational Technology, Ewha Womans University, Seoul, Korea, May 25, 2022. (online)

81. "The trends of global HRD" – presented for HRD managers in South Korea at the HRD Forum organized by Korean HRD Association, January 25, 2022.

80. "Qualitative data analysis" – presented for Ph.D. students in HRD 6353: Advanced qualitative research methods in HRD, Department of HRD at UT Tyler, November 6, 2021.

79. "[The study findings of highly educated women in Korea and implications for HRD](#)" – presented at the 10<sup>th</sup> anniversary of the YEF which is an informal network of women Ph.D. holders in education at Yonsei University, Seoul, Korea, September 25, 2021. (online)

78. "[2021 Marquardt Research Award: Implications of research on action learning for community development in a Korean context](#)" - presented at the 2021 World Institute for Action Learning (WIAL) Conference ([www.wial.org/conference2021](http://www.wial.org/conference2021)), September 22, 2021. (online)

77. "Token women leaders in Korea and implications for HRD" – presented at the KAHRDA's First Talk, Share, & Write program for HRD scholars and practitioners in Korea and the U.S., July 17, 2021. (online)

76. "Publishing non-empirical research articles in *HRDR*" – presented at the Dr. Tonette Rocco's (Florida International University) Writing and Publishing Group, June 28, 2021. (online)

75. "[The changing landscape of action learning research](#)" – presented at the Korea Action Learning Association, June 26, 2021. (online)

74. "[Women in leadership in Korea and implications for career development for undergraduate students](#)" - presented at an undergraduate course titled "Career development," Department of Educational Technology, Ewha Womans University, Seoul, Korea, May 26, 2021. (hybrid)

73. AHRD's HRD Masterclass Podcast Series: Diversity, Equity, and Inclusion – [Group Discussion](#), May 28, 2021.

72. AHRD's HRD Masterclass Podcast Series: Diversity, Equity, and Inclusion – [One-on-One Interview](#), May 4, 2021.

71. "[Trends and issues in IT: Interdisciplinary nature](#)" - presented for a graduate course titled "R511: Foundations of Instructional Technology" in the Department of Instructional Systems Technology at Indiana University, March 20, 2021. (online)

70. "Publishing non-empirical research articles in *HRDR*" – presented at the Lunch and Learn for doctoral students in the Department of HRD at UT Tyler, March 6, 2021. (hybrid)

69. "How to conduct a literature review" – presented for a thesis seminar course for doctoral students at the University of Illinois at Urbana-Champaign, October 14, 2020. (online)

68. "[Assimilation and resistance: The token status of women leaders in South Korea](#)" - presented at the Institute for Korean Studies, Indiana University, September 18, 2020. (online)

67. "Use (role) of theory in research" – presented for a research course for doctoral students at Metropolitan State University, St. Paul, Minnesota, September 12, 2020. (online)

66. "Her words have power - spotlighting the School of Education scholarship for women's history month" – interviewed by the School of Education Library, Indiana University, March 12, 2020.

65. "Research on women entrepreneurs in South Korea" – presented to graduate students at the KDI School in Sejong, South Korea, December 23, 2019.

64. "Research on women in leadership in Korea and lessons learned" – presented to graduate students in the Department of Office Administration at Ewha Womans University, Seoul, December 20, 2019.

63. "Action learning research and practice" – presented at the Korean HRD Strategy Center, JoongAng University, July 20, 2019.

62. "Research on women's career success and implications for practice" – presented at a graduate course titled Career Development, Korea University of Technology & Education, Cheonan, Korea, May 25, 2019.

61. "Career development strategies at a global era" – presented at the Department of Economics, Sungshin Women's University, Seoul, Korea, May 16, 2019.

60. "My scholarly journey in the U.S.: Challenges and opportunities" – presented at the YEF, an informal network for female alumni of education with Ph.D. degrees from Yonsei University, Seoul, Korea, December 22, 2018.

59. "Understanding minorities' challenges from the lens of tokenism theory" – presented at Departments of Instructional Systems Technology and Counseling and Educational Psychology, School of Education, Indiana University, November 28, 2018.

58. "Assimilation and resistance: Korean women leaders' two coping strategies" – presented at the Korean Women's Development Institute, Seoul, Korea, July 23, 2018.

57. "Research on token women leaders in Korea" – presented at the department of public administration at Yonsei University, Seoul, Korea, June 28, 2018.

56. "Research on women leaders in Korea and implications" – presented to international graduate students at the KDI School of Public Policy and Management, Sejong, Korea, June 15, 2018.

55. "The token status of women leaders in Korea" – presented to undergraduate students in the department of OB and HRM at Yonsei University at Wonju, Korea, May 17, 2018.

54. "[Teaching a literature review for beginning graduate students](#)" – presented for a graduate student team's workshop development in R541, Instructional Systems Technology, Indiana University, April 2, 2018.

53. "[How to conduct a literature review for dissertation](#)" – interviewed as an expert in literature review by Dr. Faridah Pawan for her research course for EdD students, Literacy, Culture & Language Education, School of Education, Indiana University, March 22, 2018.

52. "Career success of women CEOs in South Korean multinational corporations" – presented at the Women Corporate Directors Korea, Seoul, South Korea, December 27, 2017.

51. "Instructional Technology: Trends and career development" – presented to graduate students in R511 (Foundations of Instructional Technology), IST, Indiana University, November 30, 2017.

50. "Interdisciplinary research collaboration: A case of Instructional Technology" – presented at the Institute of Future Convergence, Yonsei University, Seoul, South Korea, July 19, 2017.

49. "Global trends of action learning research" – presented to executive members of the Korea Action Learning Association, Seoul, South Korea, July 15, 2017.

48. "Introduction to literature review" – presented to doctoral students in R695 (Research Seminar in IST), IST, Indiana University, February 3, 2017.

47. "Research on women in leadership in Korea" – presented at the Korean Women CEOs in Multinational Corporations, Seoul, Korea, December 19, 2016.

46. "Research on women leaders in Korea and implications" – presented to international graduate students at the KDI School, Sejong, Korea, December 15, 2016.

45. "[Research on women leaders' work-life imbalance in South Korean companies](#)" podcast-interviewed by Dr. Jon Werner, an *HRDQ* editor, November 21, 2016.

44. "The origin and current state of Korean women leaders" – presented to the Women's Forum at Hanil Jangsin Theology College, Jeonju, Korea, June 24, 2016.

43. "Promoting interdisciplinary and international research collaboration" – presented to the Brain Korea (BK) Research Team, Department of Education, Busan University, Busan, Korea, June 23, 2016.
42. "The current state of women leaders in Korea" – presented at an undergraduate course titled "History of Korean women," Sangmyung University, Seoul, June 1, 2016.
41. "Promoting interdisciplinary collaboration in Instructional Technology" – presented at the Barun ICT Research Center, Yonsei University, Seoul, June 2, 2016.
40. "Instructional Technology: Trends and core competencies" – presented for the celebration of the 20<sup>th</sup> anniversary of the Department of Educational Technology, Andong National University, Andong, South Korea, May 27, 2016.
39. "Who are women leaders in Korea?" – presented at the yHRD<sup>2</sup> Seminar, Yonsei University, Seoul, May 21, 2016.
38. "Research on women leaders in Korea" – presented at the Life-Long Learning Center, Korea Research Institute for Vocational Education & Training, Sejong, South Korea, May 16, 2016.
37. "How to expand the scope of instructional technology research: Promoting interdisciplinary collaboration" – presented at the Department of Educational Technology, Ewha Womans University, Seoul, May 13, 2016.
36. "Trends of research on women in leadership" – presented for the Seminar on Female Managers Panel Data at the Korean Women's Development Institute, Seoul, Korea, April 18, 2016.
35. "Research collaboration on women leaders in Korea" – presented at the school of business's graduate course titled "Women's Career Development," Ewha Womans University, Seoul, Korea, April 9, 2016.
34. "The evolution of Korean corporate HRD" – presented at the Institute for State Governance Studies, Yonsei University, Seoul, Korea, July 28, 2015.
33. "Becoming a scholar: A personal journey" – presented to graduate students, Department of Education at Yonsei University, Seoul, Korea, July 27, 2015.
32. "Introducing a project-based learning school in collaboration with its community in the U.S." – presented to parents and teachers in the Eiwoo Middle and High School (an alternative school) Learning Community, Bundang, Gyeonggi-do, Korea, July 23, 2015.
31. "The evolution of Korean corporate HRD" – presented in a graduate course titled "Education, Culture, and Media" at Ewha Womans University, Seoul, Korea, June 16, 2015.
30. "How to write a literature review" – presented at a doctoral research seminar course (R695), IST at Indiana University, March 13, 2015.
29. "Tips for writing a literature review" – presented at a research seminar course (R695), IST at Indiana University, December 12, 2014.
28. "My view of the IT field" – presented at a foundation course in IT (R511), IST at Indiana University, November 20, 2014.
27. "HRD education in the world" – presented at a graduate course in HRD at Yonsei University, Seoul, Korea, November 10, 2014.
26. "Evaluation, training transfer, and organizational support" – presented at a graduate course in Educational Technology at Ewha Womans University, Seoul, Korea, October 30, 2014.
25. "Organizational support impacting training transfer of action learning" – presented at CJ Corporation HRD Center, Seoul, Korea, September 25, 2014.
24. "Interviews with HRD educators in the world" – presented at Hyosung Corporation HRD Center, Anyang, Korea, August 21, 2014.
23. "Where are you from? South Korea!" – presented for high school students at the Columbus Signature Academy, Columbus, Indiana, May 1, 2014.
22. "How to write a literature review" – presented at a doctoral seminar course (R695), Instructional Systems Technology, Indiana University, March 7, 2014.
21. "Action learning research" – presented at a graduate course titled "HRD," College of Education, Korea University, Seoul, South Korea, May 11, 2013.
20. "Action learning" – presented at a graduate course titled "HRD Theory and Practice," Department of Educational Technology, Ewha Womans University, Seoul, South Korea, May 8, 2013.
19. "Whose scholarly work is the most cited in HPT?" – presented at a graduate course titled "Training and Development," Yonsei University, Seoul, South Korea, May 8, 2013.
18. "Instructional Technology's scholarly community" – presented at an undergraduate course titled "Instructional Design Principles and Practice," Yonsei University, Seoul, Korea, May 8, 2013.

17. "Action learning and project-based learning" – presented at a graduate course titled "R685: Scaffolding disciplined inquiry in problem-based learning," IST, Indiana University, October 15, 2012.
16. "South Korea: The miracle on the Han River" presented for middle school students at Decatur Middle School, Indianapolis, Indiana, August 14, 2012.
15. "Research trends in HPT" – presented at the Human Performance Improvement Retreat, Boise State University, Boise, Idaho, May 21, 2012.
14. "Trends in action learning research" – presented at the Korea Action Learning Association, Seoul, May 11, 2012.
13. "HPT: Trends and issues" – presented at a doctoral course titled "R711: Readings in Instructional Systems Technology," IST, Indiana University, November 16, 2011.
12. "Review of action learning books: Boshyk and Dilworth (2010) and Dilworth and Boshyk (2010)" – presented at the Korea Action Learning Association, Seoul, June 14, 2011.
11. "Practical tips for presenting at international conferences" – presented at the Department of Educational Technology, Ewha Womans University, Seoul, June 10, 2011.
10. "Convergence of HR fields and implications for HPT" - presented at a doctoral seminar course (R695), IST, Indiana University, November 5, 2010.
9. "Dos and don'ts for international doctoral students' dossier reviews" – presented to international doctoral students, IST, Indiana University, September 24, 2010.
8. "Research trends in IT and HPT" – presented at the Department of Educational Technology, Ewha Womans University, Seoul, July 1, 2010.
7. "Milestones in the history of action learning" – presented at the Korea Action Learning Association, Seoul, July 3, 2010.
6. "Balanced action learning research" - presented at the World Institute for Action Learning, Washington, D.C., June 25, 2010. (Presenters: Toby Egan and Yonjoo Cho)
5. "Case studies of successful IT startups' HRD practices in South Korea" – presented at a doctoral seminar course (R695), IST, Indiana University, November 6, 2009.
4. "Review of action learning research" - presented at the Korea Action Learning Association, Seoul, May 16, 2009.
3. "Trends and issues of HRD in Korea" – presented at a graduate HRD course titled "International HRD," Texas A&M University, College Station, April 2008.
2. "Action learning as an organization development intervention" – presented at a graduate HRD course titled "Advanced Organization Development," University of Minnesota, Twin Cities, April 2007.
1. "Current HRD practices in Korea" – presented at the Global Network, University of Minnesota, Twin Cities, March 2007.

## TEACHING

### Curriculum Development

2020	HRD MS Degree Program Review, Department of HRD, Soules College of Business, UT Tyler
2019 – 2020	Online Master's Degree Program Review (Chair), Department of Instructional Systems Technology, Indiana University, Bloomington, Indiana
2016 – 2017	Consulting for Training and Development Track, B.S.Ed. in Applied Educational Studies that will be offered by the School of Education, Indiana University, Bloomington, Indiana (invited)
2009 – 2010	Development of Workplace Learning and Performance Improvement Track (Co-PI), Department of Instructional Systems Technology, Indiana University, Bloomington, Indiana

### Course Development – UT Tyler (2020 – current)

- HRD 6353: Advanced Qualitative Research Methods in HRD (Fall 2023)
- HRD 6360: Dissertation Proposal Development (Summer 2023)

- HRD 6312: Contemporary Issues in the HRD Literature (Spring 2022)
- HRD 5317: Training Design (Fall 2021)
- HRD 5328: Needs Assessment in HRD (Spring 2021)
- HRD 5343: Foundations of HRD (Fall 2020)
- HRD 6350: Disciplined Inquiry in HRD (Fall 2020)

#### **Graduate Courses Taught – UT Tyler (2020 - current)**

- HRD 6353: Advanced Qualitative Research Methods in HRD (hybrid)
- HRD 6360: Dissertation Proposal Development (bybrid)
- HRD 6312: Contemporary Issues in the HRD Literature (hybrid)
- HRD 6399: Independent Study in HRD (hybrid)
- HRD 6350: Disciplined Inquiry in HRD (hybrid)
- HRD 5370: Internship in HRD (online)
- HRD 5308: Needs Assessment (online)
- HRD 5317: Training Design (online)
- HRD 5343: Foundations of HRD (online)
- HRD 5328: Special Topics in HRD: Needs Assessment (online)

#### **Course Development – Indiana University (2008 – 2020)**

- R563: HRD Research and Practice (Spring 2015)
- R551: Learning in Organizations (Spring 2014)
- R665: Training and Development in Workplaces (Fall, 2013) – not added

#### **Graduate Courses Taught – Indiana University (2008 – 2020)**

- R690: Application of Research Methods to IST Issues (face-to-face)
- R621: Needs Analysis and Assessment (face-to-face and online)
- R563: Human Resource Development Research and Practice (face-to-face and online)
- R561: Evaluation in the Instructional Development Process (face-to-face)
- R551: Learning in Organizations (face-to-face and online)
- R511: Instructional Technology Foundations (face-to-face and online)

#### **Courses Taught at Universities in South Korea (1995 – 2006)**

- Strategic HRD (graduate)
- Corporate Training and Development (graduate)
- HRD (undergraduate)
- Instructional Technology (undergraduate)

#### **Course Taught at the University of Texas at Austin (1990 – 1995)**

- Computer Literacy

#### **Graduate Student Advising**

##### **Doctoral Committee Chaired – UT Tyler**

2025 Jacqueline Haire (Ph.D.), HRD, Soules College of Business, The University of Texas at Tyler, June 2025.  
 Dissertation: *Exploring the lived experiences of Black women leaders in U.S. higher education institutions: Challenges and opportunities.*

2024	Ashlea Wilson (Ph.D.), HRD, Soules College of Business, The University of Texas at Tyler, July 2024 Dissertation: <i>Examining the digital literacy competencies and practices of Generation Z employees in higher education.</i>
2023	Cheryl DePonte (Ph.D.), HRD, Soules College of Business, The University of Texas at Tyler, June 2023. Dissertation: <i>Human resource development professionals' competencies and career success in the service industry: A qualitative study.</i>

#### **Doctoral Committee Chairing – UT Tyler**

- Katie Huff, HRD, Soules College of Business, The University of Texas at Tyler, 2025 – present.
- Bisola Adepoju, Soules College of Business, The University of Texas at Tyler, 2025 – present.
- Kelly Moore, HRD, Soules College of Business, The University of Texas at Tyler, 2024 – present.
- Salim Elfahim, HRD, Soules College of Business, The University of Texas at Tyler, 2024 – present.
- Alma Robles, HRD, Soules College of Business, The University of Texas at Tyler, 2023 – present.
- Shanese Williams, HRD, Soules College of Business, The University of Texas at Tyler, 2023 – present.
- Ignacio Godinez Puebla, HRD, Soules College of Business, The University of Texas at Tyler, 2024 – 2025.
- Ralph Ryan Riojas, HRD, Soules College of Business, The University of Texas at Tyler, 2022 – 2023.

#### **Doctoral Committees Serving – UT Tyler**

- Andy Alvarado Mora, HRD, Soules College of Business, The University of Texas at Tyler, 2025 – present.
- Wesley Wilson, HRD, Soules College of Business, The University of Texas at Tyler, 2024 – present.
- Maryn Taylor, HRD, Soules College of Business, The University of Texas at Tyler, 2022 - present
- Beth Hyatt, HRD, Soules College of Business, The University of Texas at Tyler, 2022 – 2025 (completed).
- Susan Glover, HRD, Soules College of Business, The University of Texas at Tyler, 2020 – 2023.

#### **Doctoral Committee Serving – External**

- Nichelle Bennett, Organizational Leadership, College of Business and Leadership, Eastern University, 2021 - present
- Yonong Li, Adult Learning and Leadership, Columbia University Teachers College, 2023 – 2025.

#### **Doctoral Committees Chaired – Indiana University**

2021	Joi Lafaye Howard (Ed.D.), Instructional Systems Technology, Indiana University Dissertation: <i>An evaluation of a new hire training program for mental health staff in a nonprofit organization.</i>
2020	Lona Lee Robertson (Ed.D.), Instructional Systems Technology, Indiana University

2019      Dissertation: *From theory to action: A case study of training transfer in Bangladesh.*  
 Darcy Ann Janzen (Ed.D.), Instructional Systems Technology, Indiana University  
 Dissertation: *An evaluation of undergraduate advisors' experience using learning analytics to support first-year students.*

#### **Doctoral Committees Served – Indiana University**

2016      Mathew Nathaniel Bumbalough (Ph.D.), Literacy, Culture, and Language Education, Indiana University  
 Dissertation: *The impact of social media on identity formation: A netnographic study of Korean graduate students' virtual communities of practice.*

#### **Master's Students Advised – Indiana University (from recent)**

Kaitlin Marie Ward (2019); Ratrapree Techawitthayachinda (2017); Kamakshi Bhalla (2016); Chris Klinger (2015); Yuhan Li (2015); Amanda Butcher (2014); Braden Cundiff (2014); Minae Choi (2014); Kelvin Chew (2012); Jia-Sheng Lin (2012); Mengyuan Zhao (2012); Olgun Sadik (2011)

#### **Doctoral Committee Chairing – Indiana University (until 2020)**

Ty Barth (Ed.D.); Amy Benson (Ed.D.); Andrew R. Campbell (Ed.D.); Shannon L Cooper (Ed.D.); Amaury de Siqueira (Ph.D.); Justin Driesse (Ed.D.); Sara Finnigan (Ed.D.); Sam Frank (Ed.D.); DeAngelo Galang (Ed.D.); Allan Kelm (Ed.D.); Yueh-Chin Ma (Ed.D.); Chérissie Mahabir-Cletus (Ed.D.); Randle, Leila Vondell (Ed.D.); Rajagopal Sankaranarayanan (Ph.D.); Ge Yan (Ed.D.); Aaron Zachmeier (Ph.D.); Mengyuan Zhao (Ed.D.)

#### **Doctoral Committees Served – Indiana University (until 2020)**

Jamilyn M. Bertsch (Ed.D.); John J. Falchi (Ed.D.); Karal Lynn Garcia (Ed.D.); Carrie Ann Hansel (Ed.D.); Yue Ma (Ed.D.); Muwafiq Manhil (Ed.D.); Lucimara Mello (Ed.D.); Sunmi Seol (Ed.D.); Joe Strickland (Ph.D.)

#### **Research Groups for Graduate Students (2009 – 2020)**

- Examining an IT core course's online and residential classes for student learning (Spring 2020)
- Informal learning in diverse contexts (2017-2018)
- A needs assessment of online master's core classes in IST (2016-2017)
- Online teaching and learning (Spring 2016)
- The interdisciplinary nature of instructional technology (Fall 2015)
- HRD education (2013-2014)
- The current state of HPT research from 1988 to present: Citation network analysis (2010-2011)
- Team learning: A mid-level to organizational learning (Spring 2011)
- Organizational learning and learning organizations (Fall 2010)
- The convergence of HR fields: Implications for HPT (Fall 2009)

#### **Post-Doctoral Research Fellow Advised**

Dr. Sunyoung Park (Ph.D., University of Minnesota), Department of Instructional Systems Technology, Indiana University, 2011 – 2012. – currently Jones S. Davis Endowed Professorship of Human Resource Development, School of Leadership & Human Resource Development, Louisiana State University

#### **Visiting Scholars Advised**

- Dr. Yeon Hee Kim (Associate Professor of Hoseo University, South Korea), Department of Instructional Systems Technology, Indiana University, 2019 – 2020.

- Dr. Sook Young Byun (Senior Researcher of Korea Research Institute for Vocational Education and Training, South Korea), Department of Instructional Systems Technology, Indiana University, 2016 – 2017.

### **HRD Scholars and Doctoral Students Mentored/Mentoring**

- Dr. Sumi Lee (Ph.D., University of Georgia), Clinical Assistant Professor of HRD, Texas A&M University, 2025-2026.
- Dr. Mihee Park (Ph.D., Pennsylvania State University), Assistant Professor of Adult Education, Auburn University, AL, 2025-2026.
- Hyeyoon Jeong (University of Illinois-Urbana Champaign), Doctoral Student of HRD, 2025-2026.
- Dr. Jenna Jeong-Ha Yim (Ph.D., University of Georgia), Assistant Professor of HRD, Al Akhawayn University in Ifrane, Morocco, 2020 – current.
- Yoon-Jeong Jane Won (University of Illinois-Urbana Champaign), Doctoral Student of HRD, 2024 – 2025
- Dr. Yuan Niu (University of Arkansas), Assistant Professor of HRD, 2023 - 2024.
- Hyerim Cho (University of Minnesota), Doctoral Student of HRD, 2023 – 2024.
- Sumi Lee (University of Georgia), Doctoral Student of HRD, 2022 – 2023.
- Seung-Hee Park (Seoul School of Integrated Sciences and Technologies, South Korea), Doctoral Student, 2019 – 2023.
- Dr. Jae Young Lee (Ph.D., Pennsylvania State University), Assistant Professor of General Education, Kookmin University, South Korea, 2019 – 2020.
- Dr. Torrence Sparkman (Ph.D., University of Illinois at Urbana-Champaign), Associate Professor of Management (tenured in 2019), Saunders College of Business, Rochester Institute of Technology, 2015-2016.

### **PROFESSIONAL MEMBERSHIP**

#### **International**

- [CYGNNA Women in Academia Network](#) (2022 – current)
  - CYGNNA Writes (2024 – current) – Wednesday Writing Group
- Academy of Human Resource Development (2006 – current)
- Academy of Management (2006 – current)
- Society for Human Resource Management (2024-2025)
- Association for Talent Development (2021 – 2023)
- International Leadership Association (2016 - 2018)
- American Educational Research Association (2008 - 2018)
- American Evaluation Association (2011 - 2013)
- Association for Educational Communications and Technology (2008 - 2013)

#### **National**

- Korea Action Learning Association (2008 - current)
- Korean Association of Human Resource Development (2019 – 2020)
- Korean Society for Educational Technology (1995 - 2020)
- University Council for Workforce and Human Resource Education (2013 – 2015)

### **PROFESSIONAL SERVICE (since 2020 after joining UT Tyler)**

#### **Department**

- Peer observation of Dr. Rochell McWhorter's teaching, Fall 2021 and 2025.
- Assistant Professor Dr. Sang-ok Yoo's Third-Year Review (Chair), February 2025.
- HRD MS Degree Program Coordinator, Summer 2023 – current.
  - The program change from 36 hours to 30 hours received THECB confirmation, May 20, 2025.
  - Presented HRD MS Program Update to HRD Advisory Council, March 4, 2025.
  - SHRM Alignment applied and approved until 2027 (November 2, 2023).
  - HRD MS virtual information sessions for marketing: 2023 – current.
  - UT Tyler HRD MS marketing at the 2023 HR Southwest Conference, Dallas, TX, October 16, 2023.
- HRD MS Degree Curriculum Committee (Member), 2020 – 2023.

## **College/School**

### **Committee**

- Tenure and Promotion Committee, 2024 – 2026
  - Revised the current COB T&P Policy document in Spring 2025
- Graduate Curriculum & Assessment Committee, 2021 – 2024.
- Strategic Planning Committee, 2021 – 2023.
- Student Awards Committee, 2020 - 2022.

### **Commencement**

- Doctoral Degree Hooder, 2023, 2024, 2025.

### **Faculty Marshal**

- Fall 2023 Commencement in Soules College of Business at UT Tyler, December 9, 2023.
- Spring 2021 Commencement in Soules College of Business at UT Tyler, May 1, 2021.

## **University/Campus**

**Ad-hoc Faculty Grievance Committee**, College of Business Representative, UT Tyler, 2025 – 2026.

**Faculty Affairs Committee**, College of Business Representative, UT Tyler, 2024 – 2025.

- Faculty Grievance Committee, May 2025
  - Co-wrote a final report for President Julie Philley

**Qualitative Book Club**, Research Design and Data Analysis Lab, ORSSP, UT Tyler

- Co-leader, January 2023 – present.  
(Co-leaders: Drs. Diane Smedley of Psychology and Counseling, Jennifer Watters of Educational Leadership and Curriculum & Instruction), and Beth Hyatt of HRD)

**Special Advisory Committee to consider Dr. Julie V. Philley for the position of President**, Office of Board of Regent, UT Tyler, 2024

**Faculty Senate at-large**, August 2022 – July 2024.

- Ad Hoc Committee on campus accessibility, March 2024 – May 2024

- Co-wrote a benchmarking report on campus accessibility to Dr. Julie Philley and Dr. Amir Mirmiran
- IT Research and Educational Technology Committee, May 2023 – May 2024
- Parking Citation Committee, October 2022 – May 2023.

### **Panel Moderator**

- Human Resource Management Panel 1, 2023 Career Success Conference, UT Tyler, October 19. 2023.
- The Criminal Justice Panel, 2022 Career Success Conference, UT Tyler, October 20, 2022.

### **Faculty Judge**

- 2021, 2022 & 2023 Annual Lyceum Student Research Showcase, The Honors Program and Center for Excellence in Teaching and Learning, UT Tyler, April 16, 2021, April 22, 2022, and April 14, 2023.

### **Work-Life Professional Learning Community**

- Co-leader, June – December 2022.  
Co-leaders: Sarah Sass (Educational Psychology) and Staci Zolkoski (Education)
- Member, August 2021 – May 2022.

### **Faculty Advisor**

- Asian Students Group, Office of International Programs, April 2021 – May 2022 (Decided not to form this new group as there are a few country-specific Asian groups already exist.)
- 2022 Lunar New Year Celebrating Events Committee, January 2022.

### **National**

#### **Editorial Advisory Board**

- *The Journal of Asian Women* (아시아여성연구), South Korea, 2016 – 2026.

#### **Korean Associations**

- Advisory Committee, Korea Action Learning Association, 2021 – current.
- Advisory Board Member, Korea Action Learning Association, 2009 – 2020.
- Advisory Board Member, Korean Society for Educational Technology, 1995 – present.

#### **Korean Journal Article Reviewer**

- *HRD Research*, 2014 – 2020.
- *Educational Technology*, 1996 – 2020.

#### **Conference Keynote Speech (invited)**

- “Women entrepreneurs in Korea: Motivations, challenges, and career success,” 2018 Innovation Academy of Women Entrepreneurs, Korea Women’s Venture Business Association, Yong-In, Korea, December 13, 2018.
- “Envisioning action learning 4.0: Celebrating Korean action learning’s 25<sup>th</sup> anniversary,” co-presented by Dr. Hyeyon-Cheol Bong, 2018 Korean Action Learning Conference, Yangpyeong, Korea, June 29, 2018.

### **Conference Panel (invited)**

- Closing panel: "Future directions of action learning with digital transformation," 2021 Korean Action Learning Conference (hybrid), June 25, 2021.
- Closing panel: "The role of HRD for an inclusive society," 2019 Korean Association of Human Resource Development Conference, May 18, 2019.

### **External Review – Thesis**

- Master's thesis by Zahra Benmeka (Advisor: Dr. Jenny Jeong-Ha Yim), Al Akhawayn University, Morocco, July 11, 2025.

### **External Review Letters**

- Letter for promotion: "Dr. Joshua Collins's promotion to full professor," Department of Organizational Leadership, Policy and Development, College of Education and Human Development at University of Minnesota, August 3, 2025.
- Letter for promotion: "Dr. Maria Cseh's promotion to full professor," Department of Human and Organizational Learning, Graduate School of Education and Human Development at the George Washington University, September 2, 2024.
- Letter for tenure: "Dr. Kevin Rose's associate professor with tenure," Department of Technology Leadership and Communication at Indiana University-Purdue University Indianapolis, September 13, 2023.
- Letter for promotion: "Dr. Seung Won Yoon's promotion to full professor," Department of Educational Administration and Human Resource Development at Texas A&M University, July 27, 2023.
- Letter for Tenure: "Dr. Seung Won Yoon's associate professor with tenure," Department of Educational Administration and Human Resource Development at Texas A&M University, October 4, 2022.
- Letter for Tenure: "Dr. Michael Kirchner's tenure and promotion to Associate Professor," Department of Organizational Leadership at Purdue University, May 7, 2022.
- Letter for Tenure: "Dr. Sanghamitra Chaudhuri's tenure and promotion to Associate Professor," College of Management, Metropolitan State University, January 3, 2022.
- HRD review: "A model of career competency mobility map for technical workforce at the national level," HRD Center, Korea University of Technology and Education, Chonan, South Korea, December 15, 2019.
- Letter for Tenure: "Dr. Junghwan Kim's (Assistant Professor) tenure and promotion to Associate Professor," Educational Leadership & Policy Studies at the University of Oklahoma, August 12, 2019.
- Letter for promotion: "Dr. Norma Scagnoli's (Senior Director of eLearning at the College of Business) promotion to the rank of Research Associate Professor," Education Policy, Organization and Leadership at the University of Illinois at Urbana-Champaign, October 10, 2018.

### **Support Letters**

- "Dr. Henriette Lundgren's nomination for the 2025 AHRD Early Career Scholar Award," Assistant Professor of Learning, Leadership and Organization Development at University of Georgia, November 2, 2025.
- "Dr. Seung Won Yoon's nomination for the 2025 AHRD Outstanding HRD Scholar Award," Professor of HRD at Texas A&M University, November 2, 2025.
- "Dr. Terri Kim's contribution to research on "Career chance events of highly educated women with doctoral degrees in South Korea" which was published in *European Journal of Training*

*and Development (Scopus) in 2023, Honorary Professor of Comparative Higher Education, University of East London (UEL) & Visiting Professor of Yonsei University, May 12, 2025.*

- “Dr. Jia Wang’s nomination for the 2024 AHRD Outstanding HRD Scholar Award,” Professor of HRD at Texas A&M University, October 30, 2024.
- “Dr. Chang-kyu Kwon’s nomination for the 2024 AHRD Early Career Scholar Award,” Department of Education Policy, Organization and Leadership at the University of Illinois at Urbana-Champaign, October 30, 2024. (Co-Nominator: Dr. Heeyoung Han at Southern Illinois University School of Medicine)
- “Dr. Ahmed Lachheb’s application for the position of the tenure-track professor of Instructional Technology,” Department of Instructional Design and Technology at the University of West Florida, February 5, 2024.
- “Dr. Alexandre (Sasha) Ardichvili’s nomination for the distinct honor of Regents Professor at the University of Minnesota,” Department of Organizational Leadership, Policy and Development, January 17, 2024.
- “Dr. Chang-kyu Kwon’s nomination for the 2023 AHRD Early Career Scholar Award,” Department of Education Policy, Organization and Leadership at the University of Illinois at Urbana-Champaign, November 9, 2023. (Co-Nominator: Dr. Heeyoung Han at Southern Illinois University School of Medicine)
- “Sarah Norrell’s promotion in the Robert R. Muntz Library at the University of Texas at Tyler,” September 30, 2023.
- “Dr. Victoria Abramenka-Lachheb’s National Interest Waiver application,” Center for Academic Innovation at the University of Michigan, September 9, 2023.
- “Dr. Namhee Kim’s application for the Harvard-Yenching Institute Visiting Scholar Program,” Department of Education at the Ewha Womans University, Seoul, South Korea, August 21, 2023.
- “Dr. Yoshie Nakamura’s associate professor with tenure,” Department of Human and Organizational Learning at the George Washington University, July 27, 2023.

### **Strategic Partnership**

- Representative of Korean AHRD in the Americas (KAHRDA): Memorandum of Understanding (MOU) between Korea Polytechnics and KAHRDA, Incheon, South Korea, July 21, 2021.

### **Consulting**

- Six-year research on Innovative Education for the Development of Regional Growth in Busan, Center for the Innovative Education for Regional Growth, Busan National University, Busan (the second largest city), South Korea, March 2022 – 2027. (Role: International Research Advisor)

### **International**

#### **CYGNA (Women in Academic Network) Writing Group**

- Member, Fall 2024 – Summer 2025
- Co-Leader (with Christa Satish), Fall 2025 -current.

#### **Academy of Human Resource Development (AHRD)**

- AHRD Ambassadors, 2019 and 2024 – 2025..
- AHRD Health Professions Education (HPE) SIG, February 2022 – 2024.
- AHRD Foundation (Member), February 2018 – 2023.
- AHRD HRD Masterclass (podcast series): Diversity, Inclusion, and Equity, August 3, 2021. (invited)
- AHRD Qualitative SIG (Co-Chair), 2019 – 2021 and (Member), 2021 – current.

- AHRD Dissertation of the Year Award, 2018 – 2019.
- AHRD Board Member (elect), 2016 – 2018.
  - 2017 Membership Survey Team Lead, 2017 – 2018.
  - Taskforce on Ethics and Integrity, 2016 – 2018.
  - Board liaison for Ethics Committee: the *AHRD Standards and Ethics (2<sup>nd</sup>)* (2018).
  - Board liaison for AHRD SIGs, 2017 – 2018.
  - Award Presentation Team, 2017 – 2018.
  - Korea SIG (Chair), 2014 – 2016.

#### **Journal - Editor-in-Chief**

- *Human Resource Development Review*, August 1, 2020 – June 30, 2023.
  - Held an annual EB meeting in February 2021 (online), March 2022 (online), and March 2023.
  - Developed a special issue on historical articles on theorizing HRD (Invited Guest Editor: Dr. Linda Perriton, University of Stirling, Scotland), March 2021.
  - Organized a workshop on writing historical research articles, March 19, 2021.
  - Organized an international developmental workshop for “Writing for Publication” (Co-organizer: Dr. Rajashi Ghosh, Associate Editor of *Human Resource Development International*), August 5, 2021.
  - Developed a special issue on qualitative methodologies/methods for theory building (Invited Guest Editor: Dr. Jessica Nina Lester, Indiana University), August 2021.
  - Developed a special issue on people analytics in HRD (Invited Guest Editor: Dr. Seung Won Yoon, Texas A&M University), May 2022.
  - Formed a subcommittee on indigenous research in HRD with interested EB members, May 2022.
  - Held a review workshop for international authors co-sponsored with *HRDI*, June 1, 2022.

#### **Journal - Associate Editor**

- *Human Resource Development Review*, July 1, 2017 – July 31, 2020.

#### **Journal - Editorial Advisory Board**

- *Human Resource Development Review* (SSCI), 2014 – 2017 and 2023 – current.
- *Asian Women* (SSCI), 2021 – present.
- *Human Resource Development International*, 2020 – present.
- *Action Learning: Research and Practice*, 2016 – present.
- *Human Resource Development Quarterly* (SSCI), 2015 – present.
- *European Journal of Training and Development* (formerly *Journal of European Industrial Training*), 2012 – present.

#### **Journal Reviewer Panel**

- *British Journal of Educational Technology* (SSCI), 2012 – 2016.

#### **Journal Issue Editor/Co-Editor**

- Facilitator, Korean Action Learning Association and Action Learning: Research and Practice, “Asian action learning practice including South Korea, China, Singapore, Japan, and Taiwan,” *Action Learning: Research and Practice*, March 2027.
- Co-Editor, “Transformation of HRD: Change is coming,” *Human Resource Development International*, 27(5), 2024. (Co-Editors: Drs. Rob Poell, Valerie Anderson, Ronan Carbery, Peter Kuchinke, Chang-kyu Kwon, Henriette Lundgren, and Gary N. McLean).

- Co-Editor, "HRD and Health professionals: Context, research and practice," *European Journal of Training and Development*, 49(1), 2025. (Co-Editors: Drs. Heeyoung Han, Dimitrios Papanagnou, and K. Peter Kuchinke).
- Lead Co-Editor, "Innovation in qualitative research," *European Journal of Training and Development*, 46(7/8), 2022. (Co-Editors: Drs. Robin Grenier and Peter Williams).
- Lead Co-Editor, "Women entrepreneurs in Asia: Eight country cases," *Advances in Developing Human Resources*, 22(2), 2020 (Co-Editors: Drs. Jessica Li, and Sanghamitra Chaudhuri).
- Lead Co-Editor, "Promoting the scholarship of teaching and learning in HRD: An international perspective," *Advances in Developing Human Resources*, 17(2), 2015 (Co-Editor: Dr. K. Peter Kuchinke).
- Co-Editor, "Knowledge management and HRD," *Advances in Developing Human Resources*, 11(3), 2009 (Lead Co-Editor: Dr. Gary N. McLean).

### **Journal Article Reviewer**

- *Educational Technology International*, 2000 – 2020.
- *TechTrends*, 2016 – 2020.
- *Journal of the Scholarship of Teaching and Learning*, 2012 – 2020.
- *Learning and Performance Quarterly*, 2013 – 2014.
- *Asia Pacific Education Review (SSCI)*, 2011 – 2013.

### **Book Editor**

- Co-Editor, *Cases in ethics and human resource development* (Russ-Eft, Werner, **Cho**, and Hughes, 2026). Palgrave Macmillan.
- Lead Co-Editor, *Korean women in leadership* (**Cho** & McLean, 2018). Palgrave Macmillan.
- Lead Co-Editor, *Current perspectives on Asian women in leadership – A cross-cultural analysis* (**Cho**, Ghosh, Sun, & McLean, 2017). Palgrave Macmillan.
- Lead Co-Editor, Book series on Asian women in leadership (**Cho**, Ghosh, Sun, & McLean, 2015). Palgrave Macmillan.

### **Conference Workshops**

- "Publishing non-empirical research articles: Practical tips for success," 2018-2023 AHRD Conference & 2018 Asian AHRD Conference.
- "HRDR Reviewer training," 2019 AHRD Conference. Louisville, KY.
- "Professional development workshop: Graduate student research colloquium," 2015 AHRD Conference, St. Louis, MO. (**invited**)

### **Conference Panel - Invited**

- "Challenges in HRD in post-COVID pandemic" (<https://bit.ly/39lubgb>). Korean Academy of Human Resource Development in the Americas (KAHRDA), 2021 AHRD Conference (online), February 19, 2021.
- "Meet the editors," 2021 AHRD Conference. (online)
- "My scholarly journey in HRD," Graduate Student Research Colloquium, 2020 AHRD Conference, Atlanta, Georgia. (**invited**)
- "Contribution of researchers from Asia to the discipline of HRD: Current status and future priorities," 2020 AHRD Conference, Atlanta, Georgia.
- "Journal editors' panel on academic publishing: HRDQ, HRDR, HRDI, and ADHR," 2019 Asian AHRD Conference, Hanoi, Vietnam.
- "Contemporary cases of HRD in South Korea: Challenges and opportunities," 2019 Asian AHRD Conference, Hanoi, Vietnam.

- “Tips for publishing qualitative research,” Qualitative Inquiry SIG, 2019 AHRD Conference, Louisville, Kentucky.
- **Keynote Panel:** “Global perspectives on sustainable development of human capital” ([http://www.ahrdindia.org/Panel-keynote\\_Conference.html](http://www.ahrdindia.org/Panel-keynote_Conference.html)), 2017 Asian AHRD Conference, Ahmedabad, India, November 8, 2017.
- “The journey to the professoriate: A dialogue between HRD professors and graduate students,” Graduate Student Research Colloquium, 2011 AHRD Conference, Chicago, Illinois. **(invited)**

#### **Conference Program Committee - Invited**

- Member, The Joint Virtual Conference of the AHRD International Research Conference in Asia and the 13th Conference of the Asian Regional Association for Career Development 2021 (AHRD-ARACD 2021 Virtual Conference), Malaysia, November 17–18, 2021.

#### **Conference Track Chair - Invited**

- Track Chair, Scholar-Practitioner, Asian AHRD Conference, November 8–10, 2018, Bangkok, Thailand.
- Track Chair, Innovative HRD Intervention, Asian AHRD Conference, November 8–10, 2017, Ahmedabad, India.
- Performance Issues in HRD Track Chair, 2014 UFHRD, Edinburgh Napier University, Scotland, 2013 – 2014.
- Workplace Learning Track Chair, 2013 & 2014 AHRD, 2012 – 2014.

#### **Conference Session Chair/Facilitator/Coordinator**

- Workshop facilitator: The write stuff: How to contribute to the scholarship of teaching & learning [MED writers workshop]. 2025 Academy of Management Conference, Copenhagen, Denmark.
- Session Chair: “Leadership development,” 2025 AOM Conference, Copenhagen, Denmark.
- Session Chair: “Asian women entrepreneurs’ business startups and development: Eight country cases,” 2019 Asian AHRD Conference, Hanoi, Vietnam.
- Session Chair: “Women entrepreneurs in Asia: Seven country cases,” 2018 Asian AHRD Conference, Bangkok, Thailand.
- Session Chair: “Current perspectives on Asian women in leadership,” 2017 Annual ILA Global Conference, Brussels, Belgium.
- Table Facilitator, Women and Leadership Networking Luncheon: “Asian and Korean women in leadership,” 2016 International Leadership Association Conference, Atlanta, Georgia, November 4, 2016.
- Session Co-Chair: “The Korea HRD SIG’s Research on HRD in Korea,” 2016 AHRD Conference, Jacksonville, FL.
- Session Chair, China, India and Korea HRD SIGs’ Joint Focus Session: “Women in leadership roles in Asia and HRD implications,” 2015 AHRD Conference, St. Louis, MO.
- Faculty Facilitator, Orientation for new members, 2015 AHRD Conference, St. Louis, MO, February 19, 2015.
- Session Chair: “Promoting the scholarship of teaching and learning in HRD: An international perspective,” 2014 AHRD Conference, Houston, TX.
- Session Chair, Innovative Session: “Asian Women in top management,” 2014 Asian AHRD Conference, Seoul, Korea.
- Session Chair, Innovative Session: “Teaching and learning in HRD courses,” 2014 University Forum for HRD Conference, Edinburgh, Scotland.
- Session Chair, Innovative Session: “Promoting the scholarship of teaching and learning in HRD: An international perspective,” 2014 AHRD Conference, Houston, TX.

- Session Co-Chair, Innovative Session: “Learning to become an HRD professional: Promoting the scholarship of teaching and learning about HRD and related subject matter in university programs,” 2013 Asian AHRD Conference, Taipei, Taiwan.
- Session Facilitator, 2012 & 2013 AHRD Conference.
- Faculty Coach, Student Case Study Competition, 2009 International Society for Performance Improvement.
- Session Facilitator, AECT Conference, 2008, 2011, & 2012.

#### **Conference Proceedings Paper Reviewer**

- AHRD Conference, 2007 – present.
- Asian AHRD Conference, 2013 – 2021.
- 2017 AHRD Pre-Conference Proposals, 2016.
- 2016 & 2025 UFHRD Conference.
- 2015 AHRD Non-Refereed Proposals, 2014.
- Academy of Management, 2008 – 2011.
- AHRD Conference Best Papers, 2007 – 2009.

#### **Judging Panel**

- International Research Grant Review Panel, Global Network Program, Korea Research Foundation, November 2008 & 2014.
- AECT-PacifiCorp Design & Development Competition, 2008 – 2009.

### **COMMUNITY AND PUBLIC SERVICE**

#### **Tyler, Texas (2020-present)**

- A special talk on “South Korea’s democracy” at St. Francis Episcopal Church, Tyler, TX, July 13, 2025.
- Host family for classical musicians, New Texas Sinfonia, Tyler, TX, 2020 – present.
- Korean sushi making workshop, Medical School, UT Tyler, May 14, 2024.
- Charter Member of UT Tyler Radio, December 2021 – 2024.
- Focus group interviews with 37 Generation Y managers and non-managers to provide qualitative data that supplement the survey results on employee engagement (online), John Soules Foods, Tyler, TX, June – July 2022.
- Mentoring: 3 high school students from Korea, Tyler, Texas, October 2020 – April 2022.

#### **State of Indiana (2008-2020)**

- Guest Speaker, Columbus Signature Academy, Columbus, Indiana, May 1, 2014.  
Title: “Where are you from? South Korea!”
- Guest Speaker, Decatur Middle School, Indianapolis, Indiana, August 14, 2012.  
Title: “South Korea: The miracle on the Han River”
- External Reviewer, Columbus Signature Academy High School, Columbus, Indiana, October 19, 2013.

#### **Korean Community in the U.S.**

#### **Faculty Associations**

- Board Member, Korean AHRD in Americas (KAHRDA), 2008 – present.
- President, KAHRDA, 2014 – 2016.

- Faculty Member, Association for Korean Management Scholars (AKMS), Academy of Management, 2008 – 2012.
- Faculty member, Korean American Educational Research Association (KAERA), 2010 – 2012.
- Nomination Committee, KAERA, 2011.
- Session Chair, Professional Development Workshop for KAERA members, AERA, May 3, 2010.

#### **Graduate Student Research Paper Review**

- Reviewer, KAHRDA, 2009 – present (Chair: 2012 – 2014).
- Reviewer, AKMS, Academy of Management, 2010.

#### **Public Service**

- Volunteer, Church Under a Bridge (CUB) for Homeless People, Tyler, Texas, May 2023 – current.
- Volunteer, Interfaith Winter Shelter for Homeless People, Bloomington, Indiana, 2009 – 2019.