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CURRENT POSITION AND STATUS

Professor, Human Resource Development, The University of Texas at Tyler

The full-time assignment includes full graduate research faculty engagement, teaching and advising doctoral students, and carrying out research programs on HRD theory development, assessment of HRD research and practices, international HRD, and indigenous HRD research.

EDUCATION

Institution	Degree	Field/Area
The Pennsylvania State University, University Park	Ph.D.	Human Resource Development; Dissertation: Private Sector Training in the United States: Empirical Evidence in Behaviors and Characteristics.
The Pennsylvania State University, University Park	M.A.	Economics, Smeal College of Business Administration, with the completion of all coursework required for PhD in Economics
The Graduate School of Chinese Academy of Agricultural Sciences (CAAS), Beijing, China	M.S.	Agricultural Economics. Concentration: Development Economics
Yan'an University, Shaanxi, China	B.A.	Education

PROFESSIONAL EXPERIENCE

Institution	Location	Position	Dates
The University of Texas at Tyler	Tyler, TX	Professor of Human Resource Development	2009—present
		Associate Professor of Human Resource Development	2007—2009
Old Dominion University	Norfolk, VA	Associate Professor, Business & Industrial Training	2006—2007
James Madison University	Harrisonburg, VA	Associate Professor of Human Resource Development	2005—2006
		Assistant Professor of Human Resource Development	2002—2005
LearnQuest, Inc.	Bala Cynwyd, PA	Director of Strategy Principal Management Consultant	1999—2002
GE Learning Solutions, General Electric	Shelton, CT	Training Manager	1998—1999
Motorola University, Motorola, Inc.	Schaumburg, IL/ Beijing, China	Program Manager	1997—1998
Susquehanna Nuclear Training Center, Pennsylvania Power & Light Co.	Berwick, PA	Employee Testing Analyst	1995—1996
The Pennsylvania State University	University Park, PA	Graduate Research Assistant	1991—1995
Center for Agriculture Development Strategy, Ministry of Agriculture, China	Beijing, China	Research Associate	1988—1990
Institute of Agriculture Economics, Chinese Academy of Agricultural Sciences (CAAS)	Beijing, China	Graduate Research Assistant	1985—1988

EDITORIAL AND PROFESSIONAL LEADERSHIP POSITIONS

- Editor, *Journal of Chinese Human Resource Management (JCHRM)*, 2010—2015).
- *Human Resource Development Quarterly (HRDQ)*
 - Assistant Editor, February 2010—November 2010,
 - Quantitative Methods Editor, May 2009—March 2010
 - Editorial Board Member, 2008—2011
- Board of Director, Academy of Human Resource Development (AHRD), 2008-2011.
 - Board Liaison, Academy Awards Program (2010)
 - Chair, Cutting Edge Award Committee (2010-2012)
- Editorial Board, *Advances in Developing Human Resources (ADHR)*, 2006—2011.
- Editorial Board, *Commerce Journal International*, 2012—present.
- Editorial Board, *Education & Training Journal*, 2010—present.
- Editorial Board, *European Journal of Training and Development (EJTD)*, 2009—2025.
- Editorial Board, *Human Resource Development International (HRDI)*, 2009—present.
- Editorial Board, *Human Resource Development Review (HRDR)*, 2020—present.
- Editorial Board, *International Journal of Comparative Management (IJCM)*, 2015—present.
- Editorial Board, *Journal of Chang'An University: Social Sciences Edition*, (A peer-reviewed journal in Chinese Language) 2008-present.
- Founding Board Member and Acting President, Human Resource Development Accreditation Association (HRDAA), 2003-2018.
- Track Chair Editor, the 2009 International Research Conference, Academy of Human Resource Development. Performance Track.
- Founding Board Member, Chair of the Advisory Board, International Association for China Human Resource Development (IACHRD), 2006—2016.
- Steering Committee Member, China HRD Special Interest Group (SIG), Academy of Human Resource Development, 2007—2021.
- Steering Committee, Quantitative Method Special Interest Group (SIG), Academy of Human Resource Development, 2010—2020.

- Chair, International Committee, Academy of Human Resource Development, 2007—2008.
- Founding member, International Association of Chinese Management Research (IACMR).

RESEARCH IN PROGRESS

Yu, M. & **Wang, G. G.** (Under review). The effect of novelty and usefulness on creative idea adoption: An S-shaped relationship *Journal of Product Innovation Management*.

Doty, D. H., Logan, L. E. & **Wang, G. G.** (Working in process). In search of the magic common methods variance bullet: A simplified approach to evaluating measurement bias in monomethod survey research. *Organization Research Method*

Yu, M., Yang, J., Doty, D.H., **Wang, G. G.**, & Zheng, X. (Submitted Feb 2023). Role conflict and employee performance: Moderating effect of trust in S-shaped relationships. *International Journal of Conflict Management*.

Yu, M. & **Wang, G. G.** (Pending revision). The effect of novelty and usefulness on creative idea adoption: An S-shaped relationships. *Journal of Project Management*.

Wang, G. G. (In progress). Examining the Party School phenomenon in China: Implications for HRD Research and Practices.

REFEREED PUBLICATIONS

56. Chuang, S. & Wang, G. G. (Under review). Reshaping Organizational Human Resource Development in the Wave of Advanced Technology. *Journal of Organizational Effectiveness: People and Performance*.

55. Yu, M., Liu, X., **Wang, G. G.**, Lin, H., & Liu, Y. (Accepted). The effect of novelty and usefulness on creative idea adoption: An S-shaped relationship. *Journal of Creative Behavior*.

54. Chuang, S., Shahhosseini, M., Javaid, M., & **Wang, G. G.** (2024). Machine learning and AI technology-induced skill gaps and opportunities for continuous development of middle-skilled employees. *Journal of Work-Applied Management*. <https://doi.org/10.1108/JWAM-08-2024-0111>

53. Yu, M., Dai, Y., Xu, M., **Wang, G. G.**, & Wang, L. (2024). The effect of leaders' economic and stakeholder values on subordinates' discretionary behavior as antecedents of perceived ethical leadership: A multilevel investigation. *Current Psychology*, 43, 12882-12896. <https://doi.org/10.1007/s12144-023-05293-7>

52. **Wang, G. G.** & Doty, D. H. (2022). Theorizing human resource development practices in extended contexts. *Human Resource Development Review*. 21(4), 410—441.
<https://doi.org/10.1177/15344843221130918>
51. Yu, M., Jiao, Q, **Wang, G. G.**, Liu, Y. (2022). The threshold effect of commitment-oriented HRM practices on employee job performance: The role of employee age. *Employee Relations*, 44(6), 1372-1392 <https://doi.org/10.1108/ER-11-2020-0516>
50. **Wang, G. G.**, Doty, D. H. & Yang, S. (2022). Re-examining the History of HRD Policy in China: From Local Indigenous Phenomena to Global HRD Knowledge. *Advances in Developing Human Resources*, 24(1), 26-48. <https://doi.org/10.1177/15234223211054457>
49. Yu, M., Lin, H., **Wang, G. G.**, Liu, Y., Zheng, X. (2022). Is too much as bad as too little? The S-curved relationship between corporate philanthropy and employee performance. *Asia Pacific Journal of Management*, 39(4), 1511-1534. <https://doi.org/10.1007/s10490-021-09775-9>
48. Yu, M., **Wang, G. G.**, Zheng, X., & Shi, W. (2020). Entrepreneur narcissism and unethical pro-organizational behavior: An examination of mediated-moderation model. *Economic Research-Ekonomska Istraživanja*, 33(1), 501-520.
<https://doi.org/10.1080/1331677X.2020.1718525>
47. Liu, Y. & **Wang, G.G.** & Chen, Y. (2019). Why are corporations willing to take on public CSR? An organizational traits approach. *Sustainability*, 11(2), 1-16.
<https://doi.org/10.3390/su11020524>
46. Yu, M., Zheng, X., **Wang, G. G.**, Dai, Y. & Yan, B. (2018). When does Motivation to Learn reduce innovative behavior? An Examination of Mediated-Moderation Model. *Baltic Journal of Management*, 13(4), 564-581, <https://doi.org/10.1108/BJM-09-2017-0279>
45. Chuang, S. & **Wang, G. G.** (2018). Confucian philosophy and influence on perceived values and behavioural orientations by Taiwan's millennials. *Human Resource Development International*, 21(4), 362-381 <https://doi.org/10.1080/13678868.2018.1433393>
44. **Wang, G. G.**, Werner, M. J., Sun, J. Y., Gilley, W. J. & Gilley, A. (2017). Means versus ends: Theorizing a definition of human resource development. *Personnel Review*, 46(6), 1165-1181. <https://doi.org/10.1108/PR-11-2015-0306>
43. Liu, Y. & **Wang, G. G.** (2017). Organizational legitimacy from evaluator's perspective: Legitimacy judgment. *Foreign Economics and Management*, 39(5), 73-84 (In Chinese).
<https://doi.org/10.16538/j.cnki.fem.2017.05.006>
42. Gu, Q., Wang, J., and **Wang, G. G.** (2016). Effects of internal and external sources on innovation performance in Chinese high-tech SMEs: *A resource-based perspective*. *Journal*

- of Engineering and Technology Management*, 40(2), 76-86.
<https://doi.org/10.1016/j.jengtecman.2016.04.003>
41. Wan, J., Gu, Q. X. & **Wang, G. G.** (2015). To guide or to divide: The dual-side effects of transformational leadership on team innovation. *Journal of Business and Psychology*, 30(4), 677-691. <https://doi.org/10.1007/s10869-014-9395-0>
 40. **Wang, G. G.**, Lamond, D., & Worm, V. (2015). "It's the context all the way down!" An institutional theory perspective on Chinese Human Resource Management Research. *Journal of Chinese Human Resource Management*, 6(1), 2-13. <http://dx.doi.org/10.1108/JCHRM-03-2015-0010>
 39. **Wang, G.G.**, Lamond, D., Worm, V., Gao, W., and Yang, S. (2014). Understanding the indigenous concept of *suzhi* From an HRM perspective: A conceptual analysis. *Journal of Chinese Human Resource Management*, 5(2), 98-114. <https://doi.org/10.1108/JCHRM-08-2014-0027>
 38. **Wang, G.G.**, Lamond, D., Zhang, Y. and Ke, J. (2014). Moving forward: Exploring unique Chinese phenomena and advancing HRM Research. *Journal of Chinese Human Resource Management*, 5(1), 2-13. <https://doi.org/10.1108/JCHRM-02-2014-0011>
 37. Ke, J. and **Wang, G. G.** (2014). China's Ethical Dilemmas under Globalization and Uncertainty: Implications for HRD. *Advances in Developing Human Resources*. 16(1), 74-91. <https://doi.org/10.1177/1523422313509568>
 36. **Wang, G. G.**, Lamond, D., and Zhang, Y. (2013). Innovation and Chinese HRM research and practice: problems and promises. *Journal of Chinese Human Resource Management*, 4(2), 105-116. <https://doi.org/10.1108/JCHRM-06-2013-0025>
 35. Sun, Y. J. and **Wang, G. G.** (2013). How is HRD doing in research and publications? An assessment of journals by AHRD (2005—2011). *European Journal of Training and Development*, 37(8), 696-712. <https://doi.org/10.1108/EJTD-03-2013-0031>
 34. **Wang, G. G.**, Xiao, J., Zhang, Y. and Tang, T. (2013). Promoting research integrity and excellence in Chinese HRM studies. *Journal of Chinese Human Resource Management*, 4(1), 1-11. <https://doi.org/10.1108/JCHRM-01-2013-0005>
 33. Gu, Q., **Wang, G. G.** and Wang, L. (2013). Social capital and innovation in R&D teams: The mediating roles of psychological safety and learning from mistakes. *R&D Management*. 43(2), 89—102. <https://doi.org/10.1111/radm.12002>
 32. **Wang, G. G.** (2012). Indigenous Chinese HRM research: phenomena, methods, and challenges, *Journal of Chinese Human Resource Management*, 3(2), 88 – 99. <https://doi.org/10.1108/20408001211279265>

31. **Wang, G. G.**, Gilley, J. W. & Sun, Y. J. (2012). The “science of HRD:” Reshaping HRD research through Scientomatics. *Human Resource Development Review*, 11(4), 556-567. <https://doi.org/10.1177/1534484312452265>
30. **Wang, G. G.** and Sun, J. Y. (2012b). Toward a Framework of Comparative Strategy for Human Resource Development. *European Journal of Training and Development*, 36(8), 791-808. <https://doi.org/10.1108/03090591211263521>
29. **Wang, G. G.** & Sun, J. Y. (2012a). Theorizing Comparative Human Resource Development: A formal language approach. *Human Resource Development Review*, 11(3), 381 – 400. <https://doi.org/10.1177/1534484312445558>
28. Sun, Y. J. and **Wang, G. G.** (2011). Integrating Disparate Literatures on Voluntary Career Transition and Voluntary Turnover: Implications for Research in the Chinese Context. *Journal of Chinese Human Resource Management*, 2(1), 23-42. <https://doi.org/10.1108/20408001111148711>
27. **Wang, G. G.** (2011). The human resource development scholar as a disciplined rebel. *Human Resource Development Quarterly*, 22(1), 1-5. <https://doi.org/10.1002/hrdq.20060>
26. **Wang, G. G.** (2010). Theorizing e-learning participation: An empirical study of HRD online communities in the United States. *European Journal of Industrial Training*, 34(4), 344-364. <https://doi.org/10.1108/03090591011039081>
25. **Wang, G. G.**, Sun, Y. J., & Yang, S. (2010). Who are we developing in the field of HRD? *China Human Resource Management* (In Chinese), 11(2), 82-86. DOI: CNKI:SUN:ORLZ.0.2010-02-034
24. **Wang, G. G.**, Li, J., Qiao, X., & Sun, J. Y. (2010). Understanding corporate university phenomenon from human capital theory. *International Journal of Human Resources Development and Management*, 10(2), 182-204. <https://doi.org/10.1504/IJHRDM.2010.031443>
23. **Wang, G. G.**, Rothwell, W. J. & Sun, J. Y. (2009). Management development in China: A policy analysis. *International Journal of Training and Development*, 13(4), 205-220. <https://doi.org/10.1111/j.1468-2419.2009.00328.x>
22. Sun, J. Y. & **Wang, G. G.** (2009). Career transition in the Chinese context: A case study. *Human Resource Development International*, 12(5), 511-528. <https://doi.org/10.1080/13678860903274521>
21. **Wang, G. G.** & Sun, J. Y. (2009). Clarifying the boundaries of human resource development. *Human Resource Development International*, 12(1), 93-103. <https://doi.org/10.1080/13678860802638875>

20. **Wang, G. G.** Korte, R. & Sun, J. Y. (2008). Development economics: A foundation for HRD policy studies in developing countries. *Advances in Developing Human Resources*, 10(6), 848-862. <https://doi.org/10.1177/1523422308324666>
19. **Wang, G. G.** & Dobbs, R. (2008). Institutional economics and human resource development. *Advances in Developing Human Resources*, 10(6), 770-787. <https://doi.org/10.1177/1523422308324622>
18. **Wang, G. G.** & Swanson, R. A. (2008b). Economics and human resource development. *Human Resource Development Review*, 7(3), 358-362. <https://doi.org/10.1177/1534484308320200>
17. **Wang, G. G.** (2008). National HRD: A new paradigm or the reinvention of the wheel? *Journal of European Industrial Training*, 32(4), 303-316. <https://doi.org/10.1108/03090590810871397>
16. **Wang, G. G.** & Swanson, R. A. (2008a). The idea of national HRD: An analysis based on economics and theory development research. *Human Resource Development Review*. 7(1), 79-106 <https://doi.org/10.1177/1534484307311415>
15. Wang, J. & **Wang, G. G.** (2006b). Participation of management training in a transitioning context: A case of China. *Human Resource Development Quarterly*, 17(4), 443-473. <https://doi.org/10.1002/hrdq.1185>
14. Wang, J., & **Wang, G. G.** (2006). Exploring national human resource development: A case of China management development in a transitioning society. *Human Resource Development Review*, 5(2), 176-201. <https://doi.org/10.1177/1534484306287273>
13. **Wang, G. G.** & Wilcox, D. (2006). Evaluation of Systematic Training: Knowing more than is practiced. In *Instructional System Design Revisited* [Special Issue]. *Advances in Developing Human Resources*, 8(3), 528-539. <https://doi.org/10.1177/1523422306293007>
12. Wang, J., **Wang, G. G.**, Ruona, W. A., and Rojewski, J. W. (2005). Confucian values and the implications for international human resource development. *Human Resource Development International*, 8(3), 311-326. <https://doi.org/10.1080/13678860500143285>
11. **Wang, G. G.** and Spitzer, D. R. (2005). HRD Measurement & evaluation: Looking back and moving forward. *Advances in Developing Human Resources*, 7(1), 6-15. <https://doi.org/10.1177/1523422304272077>
10. **Wang, G. G.** and Wang, J. (2005). HRD evaluation: emerging market, barriers, and theory building. *Advances in Developing Human Resources*, 7(1), 22-36. <https://doi.org/10.1177/1523422304272079>

9. **Wang, G. G.** and Holton, E., (2005). Neoclassical and Institutional Economics as foundations for HRD theory. *Human Resource Development Review*, 4(1), 86-108.
<https://doi.org/10.1177/1534484304273733>
8. **Wang, G. G.** and Wang, J. (2004). Toward a theory of human resource development learning participation. *Human Resource Development Review*, 3(4), 326-353.
<https://doi.org/10.1177/1534484304271152>
7. **Wang, G. G.** Vonderlinn, R., Foucar-Szocki, D., Griffin, O., and Sceiford, E. (2003), Measuring the business impact for e-learning: An empirical study. *Performance Improvement Quarterly*, 16(3), 17-30. <https://doi.org/10.1111/j.1937-8327.2003.tb00285.x>
6. **Wang, G. G.** & Li, J. (2003). HRD evaluation and measurement: Dilemma, challenges, and solutions. *Performance Improvement Journal*. 42(10), 17-23.
<https://doi.org/10.1002/pfi.4930421006>
5. **Wang, G. G.** (2003). On the two-way customer service model in HRD practice. *Human Resource Development Review*. 2(3) 453-458. <https://doi.org/10.1177/1534484303258040>
4. **Wang, G. G.** (2002). Control groups for human performance technology (HPT) evaluation and measurement. *Performance Improvement Quarterly*, 15(2), 34-48. <https://doi-org.ezproxy.utt Tyler.edu/10.1111/j.1937-8327.2002.tb00248.x>
3. **Wang, G. G.** Dou, Z., & Li, N. (2002). A systems approach to measuring return on investment for HRD programs. *Human Resource Development Quarterly*, 13(2), 203-224.
<https://doi.org/10.1002/hrdq.1024>
2. Passmore, D. L., Pellock, C. and **Wang, G. G.** (1996). Ballpark estimates: Impact of the 1994 baseball strike on the Pennsylvania economy. *Journal of Sports and Social Issues*, 20(2), 161-172. <https://doi.org/10.1177/019372396020002004>
1. Herrmann, R., Rauniyar, G., Hanson, G., and **Wang, G.** (1994). Identifying frequent seafood consumers in the Northeastern U.S. *Agricultural and Resource Economic Review*. 23(2), 226-235. <https://doi.org/10.1017/S1068280500002343>

PEER-REVIEWED BOOK CHAPTERS

12. **Wang, G. G.** & Chuang, S. (2024). Culture and ethics in HRD research and practice: The case of China and Taiwan. In Russ-Eft, D. & Alizadeh, A. (Eds). *Ethics and Human Resource Development* (pp. 357-379). Palgrave Macmillan.
11. Sun, J. Y. and **Wang, G. G.** (2016). Human resource development in China and North Korea. In T. N. Garavan, A. McCarthy & M. Morley (eds). *Global Human Resource Development* (pp. 86—103). London: Routledge.

10. Sun, J. Y. and **Wang G. G.** (2015). Human Capital and Screening Theory: Relevance to HRD research and practice. In R. Poell, T. Rocco, and Roth, G. (eds). *The Routledge Companion to Human Resource Development* (pp. 158-167). Routledge.
9. Sun, J. Y. & **Wang, G. G.** (2012). Career Development. In R. K. Prescott (ed). *Encyclopedia of Human Resource Management, Volume 1: Key topics and issues* (pp. 98-102). <https://doi.org/10.1002/9781118364741.ch16>
8. **Wang, G. G.** & Sun, J. Y. (2012). Change Management. In R. K. Prescott (ed). *Encyclopedia of Human Resource Management, Volume 1: Key topics and issues* (pp. 103-106). Pfeiffer. <https://doi.org/10.1002/9781118364741.ch17>.
7. **Wang, G. G.** (2010). Forward: Chinese Translation of Swanson, R. A. *Analysis for improving performance* (p. i-iv) Beijing: Renmin University of China Press (English version publisher: Berrett-Koehler).
6. **Wang, G. G.** (2009). Human resource development policy and planning. In R. A. Swanson & E. F. Holton, *Foundations of Human Resource Development* (2nd ed., pp. 405-413). San Francisco: Berrett-Koehler.
5. **Wang, G. G.**, Li, J., Qiao, X. & Sun, J. Y. (2008). Theorizing the Corporate University Phenomenon. In M. Z. Xiao (ed). *Global human resource development research and practice* (pp. 89-110). Beijing: China Higher Education Press.
4. Sun, Y. J. & **Wang, G. G.** (2008). Career development for MBA participants in China: Constraints, challenges, and solutions. In M. Z. Xiao (ed). *Global human resource development research and practice* (pp. 185-198). Beijing: China Higher Education Press.
3. **Wang, G. G.** & Dobbs, R. (Guest Editors; 2008). *Economics of human resource development: Foundations and Applications. Advances in Developing Human Resources*. Thousand Oaks, CA: Sage.
2. **Wang, G. G.** and Spitzer, D. R. (Guest Editors; 2005). *Advances in HRD Measurement and Evaluation: Theory and Practice. Advances in Developing Human Resources*. Thousand Oaks, CA: Sage.
1. **Wang, G. G.** (2002). People development strategies in the new economy. In J. Cordata and J. Woods (eds.), *The 2002 American Society for Training & Development Training and Performance Yearbook* (pp. 92-103). McGraw-Hill.

NON-REFEREED PUBLICATIONS

4. Wang, G. G., & Doty, D. H. (2022). Response to invited reaction articles 1 and 2: Theorizing human resource development practices in extended contexts. *Human Resource Development Review*, 21(4), 454—464. <https://doi.org/10.1177/15344843221131115>

3. **Wang, G. G.** (2010). Editorial: A showcase for advancing Chinese HRM Research. *Journal of Chinese Human Resource Management*, 1(2), 52-54.
2. Rothwell, W. J. & **Wang, G. G.** (2008). Accreditation advantage. *Training*, 45(5), 16-17.
1. **Wang, G. G.** (2003). Valuing learning: The measurement journey, *Educational Technology*, 43(1), 32-37.

REFEREED CONFERENCE PROCEEDINGS

71. Madova, L. C. & **Wang, G. G.** (2026). Validating the general theory of HRD: A meta analysis. Submitted to the 2026 AHRD International Conference.
70. Pasina, R. & **Wang, G. G.** (2026). Teacher Mentoring as a National Imperative: A Phenomenological Case Study. Submitted for the 2026 AHRD International Conference.
69. Huang, C., Lin, C., Chen, H., & **Wang, G. G.** (2025). What makes workers happier? Investigating the sequential impact of perceived organizational support, felt obligation, and commitment. Proceedings 2025 AHRD International Conference.
68. Mandava, L. C. & **Wang, G. G.** (2025). Beyond mainstream HRD: exploring the development of employee innovative behavior (EIB) in closed governance of host institutional system (HIS). Proceedings 2025 AHRD International Conference.
67. **Wang, G. G.**, Doty, D. H., Lin, C., Huang, C., & Tung, H. (2025). Causal directionality among culture, HRD, and the HIS. Proceedings 2025 AHRD International Conference.
66. Tung, A., **Wang, G. G.**, Liu, Z. & Chang, Q. (May 3, 2024). The impact of authentic leadership on psychological empowerment: The moderating effect of role clarity. Proceedings of the 15th Conference on Management Research and Industrial Trend, National United University, Miaoli City, Taiwan.
65. Doty, D. H., Logan, E. L. & Wang, G. G. (2023). Guilty Until Proven Innocent: A Defense Against Reviewer Allegations of Common Methods Bias in Monomethod Survey Research. Proceedings of the 2023 Annual Meeting of the Southern Management Association (SMA). St. Pete Beach, FL.
64. **Wang, G. G.** & Doty, D. H. (2023). Applying the Full Range of Chinese Indigenous Contexts in Management Research: The Sources and Causes of “Globalization in Flux?” The 2023 conference of International Association of Chinese Management Research. Hong Kong.
63. **Wang, G. G.** & Chuang, S-F. (2023). HRD Ethics and Morality in Different Societal Contexts with Identical Culture Tradition: The Cases of China and Taiwan. In X. Lei & B. Barhate (eds.). *The Proceedings of the 2023 Academy of HRD International Research Conference*.

62. **Wang, G. G.**, Liu, J., Lotomia, A. N., Kulichyova, A., & Byun, S. (2023). HRD Phenomena in Non-mainstream Contexts: Implications for HRD Theory Building Research. In X. Lei & B. Barhate (eds.). *The Proceedings of the 2023 Academy of HRD International Research Conference*.
61. Liu, J., Lotomia, A. N., Kulichyova, A., & Byun, S., & **Wang, G. G.** (2023). The Current Status of Political Ideology Education in Higher Education and its Impacts on HRD in China and North Korea. In X. Lei & B. Barhate (eds.). *The Proceedings of the 2023 Academy of HRD International Research Conference*
60. Lotomia, A. N., Kulichyova, A., & Liu, J., Byun, S., & **Wang, G. G.** (2023). The Party School Phenomenon in China and North Korea and the Mainstream HRD View: Implications for HRD Theory Development Research. In X. Lei & B. Barhate (eds.). *The Proceedings of the 2023 Academy of HRD International Research Conference*.
59. **Wang, G. G.** & Doty, D. H (2022). Do accreditation/rankings in global business schools make sense? The case of China. Proposal submitted to the 2022 Academy of Management annual meeting, Seattle, WA, August, 2022.
58. **Wang, G. G.**, Doty, D. H., & Yang, S. (2022). Replicating Four NHRD Cases on the History of HRD Policy in China: Challenges and Implications for HRD Research. Proceedings for the 2022 AHRD International Conference in Americas, Alexandria, VA.
57. **Wang, G. G.**, Doty, D. H. & Yang, S. (2021). From an HRD Definition to a Core Theory of Human Resource Development. Proceedings for the 2021 AHRD International Conference in Americas, A virtual conference.
56. **Wang, G. G.**, Doty, H. & Yang, S. (2020). Falsifying the idea of NHRD: Evidence from China 1949-2019. In K. Johnson, & K. Yeager (Eds.). *Proceedings of the 2020 Academy of HRD International Conference in Americas*, Atlanta, GA: AHRD.
- 55.. Yu, M. & **Wang, G. G.** (2019). Role Conflict and Employee Performance: Moderating Effect of Trust with S-shaped Relationship. Academy of Management 2019 Annual Meeting.
54. **Wang, G. G.** (2019). Shaping and Skilling: Theorizing the Cornerstone of Human Resource Development. Proceedings of the 2019 Academy of Human Resource Development International Conference. Louisville, KY.
53. **Wang, G. G.** (2019). From Cornerstone of HRD to New Theory of HRD. A FOCUS session at the 2019 Academy of Human Resource Development International Conference. Louisville, KY.
52. **Wang, G. G.** & Werner, M. Jon (2018). Advancing HRD theory building through definitional research. Submitted to the 2018 Academy of Human Resource Development Conference in America. Richmond, VA.

51. Tang, C., Yi, L., & **Wang, G. G.** (2017). External Knowledge Search and Knowledge Workers' Creativity: The Moderating Effect of Employees' Expertise Identity. Paper submitted to the *2017 International Research Conference in America*, AHRD, Houston, TX.
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10. **Wang, G. G.** and Foucar-Szocki, D. (April 2003). E-learning: How to leverage university resources for workforce development programs. International Society for Performance Improvement 2003 International Conference. Boston, MA.
9. **Wang, G. G.** and Foucar-Szocki, D. (March 2003). E-learning and Workforce Development Initiatives. VAACE Annual Conference, Alexandria, VA.
8. **Wang, G.** Vonderlinn, R., Foucar-Szocki, D., Griffin, O., and Sceiford, E. (February 2003), Measuring the ROI of e-learning: A case study of General Electric. 2003 International Research Conference, Academy of Human Resource Development. Minneapolis, MN.
7. **Wang, G. G.** (October 2001). Evaluating e-learning using control groups. *TechKnowledge 2001* Conference, American Society for Training & Development. Charlotte, NC.
6. **Wang, G. G.** (June 2001). Getting started with ROI measurement. ASTD Greater Philadelphia Chapter Special Program, Philadelphia, PA.
5. **Wang, G. G.** (April 2001). Developing Measurement Systems for Performance Improvement. 41st International Performance Improvement Conference, International Society for Performance Improvement (ISPI), San Francisco, CA.
4. **Wang, G. G.** (2000). Training Economics: An Alternative Approach to Measuring ROI for HRD Programs. American Society for Training and Development 2000 International Conference, Dallas, TX, May 24.
3. Hanson, G. and **Wang, G. G.** (August 1994). At-home and restaurant seafood purchases by the U.S. consumers. American Agricultural Economics Association Annual Conference, San Diego, CA.
2. Hanson, G. and **Wang, G. G.** (June 1993). Identifying key consumer groups for seafood and aquaculture products in the Northeast U.S. Annual Conference of the Northeastern Agricultural and Resource Economics Association, Mystic, CT.
1. **Wang, G.** (March 1992), Agricultural policy intervention: Nominal protection coefficient estimate of selected products in Indonesia, Thailand, and the Philippines. The 21st International Conference of Agricultural Economists. Tokyo, Japan.

KEYNOTES AND INVITED LECTURES/WORKSHOPS/SEMINARS

37. Wang, G. G. (2024). What consequence can culture cause? The cases of China, Hong Kong, and Taiwan. Seminar presented at the College of Business Administration, National Taipei University, New Taipei City, Taiwan, ROC.
37. Wang, G. G. (2023). A general theory of HRD: Ideation, method, and implications. A webinar presented for the Pennsylvania State University HRD program (<https://youtu.be/SlofPsA9M4A>).
36. Wang, G. G. (2018). Indigenous Chinese management research and theory building. School of Management, Xi'an Polytechnic University. June 25, 2018.
35. Wang, G. G. (2017). Research methods and considerations for publishing in western English journals. Workshop at the School of Management, Northwestern University, Xi'an, China. June, 2017.
34. **Wang, G.G.** (2014). Indigenous Management Research and Chinese Organizational Phenomena: Method, Challenges and Potentials. The Graduate School of Lanzhou University, June, 27, 2014.
33. **Wang, G. G.** (2013). Issues and trends in human resources studies. Invited speech at the Institute of Population and Labor Economics, Chinese Academy of Social Sciences, Beijing, August 8.
32. **Wang, G. G.** (2012). Research method for exploring Chinese indigenous phenomena. Invited speech at the School of Business and Management, the Northwest Polytechnical University, Xi'an, June 12.
31. **Wang, G. G.** (2011). Advances in international human resource development research. Invited speech at Center for Human Resource Development and Management Research, School of Government, Peking University, China, June 21.
30. **Wang, G. G.** (2011). Corporate training investment and returns. Invited speech at the Institute of International Finance, Bank of China, Beijing, June 20.
29. **Wang, G. G.** (2011). Research frontiers in human resource development. Invited lecture at College of Public Administration, East China Normal University, Shanghai, China, June 9.
28. **Wang, G. G.** (2011). How to publish in international journals in Human Resource management. Invited speech, Antai School of Management, Shanghai Jiaotong University, Shanghai, China, June 8.
27. **Wang, G. G.** (2011). Scholarly research as disciplined inquiry. Invited lecture at School of International Business, Shaanxi Normal University, China, May 22.
26. **Wang, G. G.** (2011). Scholarly research and academic publishing. Invited lecture at School of Management, Xi'an Jiaotong University, China, May 21.

25. **Wang, G. G.** (2010). Role of Education: Pathway to the advanced society. Invited Speech at the Global HR Forum by the Ministry of Education and Human Resource Development, Republic of Korea. Soul, Korea, October 2010.
24. **Wang, G. G.** (2008). The role of HRD in organizational performance improvement. Invited speech, Yan'an University of China, Dec. 16.
23. **Wang, G. G.** (2008). Human resource development research and practice. Invited speech for Yan'an University of China, Dec. 15.
22. **Wang, G. G.** (2008). HRD Evaluations in corporate settings. Workshop presented at Motorola University China 15th Anniversary Forum. Beijing, Nov. 15.
21. **Wang, G. G.** (2007). Career Development in Organizations: Research and Practice. Invited speech at the College of Human Resources and Labor Relations, Renmin University of China, Beijing, Nov. 21.
20. **Wang, G. G.** (2007). Career Development in Business and Industry: The Case of the U.S. Keynote speech to the *First China International Forum of Career Planning & Career Development Global Summit*, Beijing, China, Nov. 17, 2007.
19. **Wang, G. G.** & Judy Y. Sun. (2007). Career Development in Organizations: What, Why, and How. A one-day workshop at the *First China International Forum of Career Planning & Career Development Global Summit*, Beijing, China, Nov. 18.
18. **Wang, G. G.** (2007). Research frontiers in human resource development. Invited speech at the School of Business and Management, the Northwest Polytechnical University, Xi'an, China, Nov. 14.
17. **Wang, G. G.** (2007). Research methods and inquiry in human resource development. Workshop at the School of Management, Sichuan University, China. Nov. 8.
16. **Wang, G. G.** (2007). Research in human resource Development: Status and trends. Invited speech at the School of Management, Sichuan University, China, Nov. 9.
15. **Wang, G. G.** (2007). Human Resource Development and Theory Building in the Knowledge Economy. A keynote speech to International School of Business and College of Humanity and Social Sciences, Chang An University, Xi'an, China, July 5.
14. **Wang, G. G.** (2007). Human Resource Development and Theory Building in the Knowledge Economy. A keynote speech to International School of Business and College of Humanity and Social Sciences, Chang An University, Xi'an, China, July 4.
13. **Wang, G. G.** (2007). HRD evaluation and beyond. A research colloquium presented at the College of Business and Technology, The University of Texas at Tyler. February 27.

12. **Wang, G. G.** (2006). HRD Evaluation and Measurement: Methods and Practices. Invited keynote to Motorola (China) Electronics Ltd. July 5, 2006. Beijing, China.
11. **Wang, G. G.** (2006). American Higher Education: Dilemmas and Challenges. Invited Keynote to the faculty and staff at Chang An University, China. June 6. Xi'an, China
10. **Wang, G. G.** (2006). Human Resource Development in the International Context. Invited Keynote to the faculty at International School of Business, Chang An University, China, June 4-5. Xi'an, China.
9. **Wang, G. G.** (2005). Human Resource Development: Current Status and Future Trends. Presentation to the faculty and students at the International Business School of Shaanxi Normal University. July 24.
8. **Wang, G. G.** (2005). Human Resource Development and Internationalization. Speech to the School of Management, Shaanxi College of Machinery and Manufacturing. July 19.
7. **Wang, G. G.** (2004). Human Capital: Linking People, Performance, and Measurement. Invited two-day workshop for corporate executives in Russia. The Institute of Business, Management, and Law, Rostov-On-Don, Russia, March 11-12.
6. **Wang, G. G.** (2004). Career development and competencies. Address to the students at the Institute of Business, Management, and Law, Rostov-On-Don, Russia, March 10.
5. **Wang, G. G.** (2003). Meeting the challenges of measuring HR/HRD interventions. Keynote for Multinational Corporation HR/HRD Conference. Beijing, China, December 22.
4. **Wang, G. G.** (2003). ROI measurement for training and e-learning. Keynote speech at the first United Kingdom Training and HRD Measurement Conference. September 30. London, United Kingdom.
3. **Wang, G. G.** (2003). Can You Think and Measure Outside of the Four-Level Box? Invited Master Session at the HR Measurement Summit 2003. San Francisco, CA, January 28.
2. **Wang, G. G.** (2003). Human Capital Development and Measurement. Invited one-day workshop at China HR International Conference 2002, Shanghai, China, July 2, 2002.
1. **Wang, G. G.** (2002). Strategic Human Capital Management and Measurement. Invited two-day workshop at Human Capital Measurement India 2002. Bombay, India, June 12-13.

PUBLICATIONS IN CHINESE (1987-1990):

11. **Wang, G.** (1990). Agricultural inputs in China during the two Five-Year Plans period (1986-1995): Review and Assessment (Liang ge wu nian jihua de nongye touru: Huigu yu pinggu), *Journal of Rural Economy*, 23(1), 5-14.
10. **Wang, G.** (1989). Poverty alleviation and delivery system in Indonesia: Policies and implementation (Yindunixiya huanjie pinkun xiangmu yu chuandi xitong: Zhengce ji qi shi). *The Tribune of Economic Development*, 3(1), 1-7.
9. **Wang, G.** (1989). Internationalization of poverty alleviation in Asia and Pacific region (Yatai diqu pinkun kaifa de guoji hua). *The Tribune of Economic Development*, 3(11), 1-7.
8. **Wang, G.** (1989). Food, agriculture and economic development (Liangshi, nongye yu jingji fazhan). In Lu, Y. (Ed), *Contemporary Agricultural Development Strategies in China* (pp. 89-112). Beijing: China Academia Press.
7. **Wang, G. & Yang, Q.** (1989). Agriculture production in China: Crisis and reform (Nongye shengchan de wei ji yu gaige xin silu). In Lu, Y. (Ed), *Contemporary Development Strategy of Agriculture in China* (pp. 33-46). Beijing: China Academia Press.
6. **Wang, G.** (1989). Strategies for economic development in western China (Xi bu diqu jingji kaifa zhanlie silu). *Journal of Yan'an University* (Social Science Edition). 10(3), 8-12.
5. **Wang, G.** (1988). (Monograph). *Economic development strategies for poverty-stricken area in developing country: The cases of India, Brazil, and Thailand* (Fa zhan zhong guojia pinkun diqu jingji kai fa zhanlie yan jiu: Yindu, Baxi, Taiguo shili fenxi). *The Tribute of Economic Development*, 1(2), 1-83.
4. **Wang, G.** (1988). The problems and countermeasures of the state monopoly on agricultural production supplies (Nongye ziliao zhuan ying de wenti yu duice), *Journal of Agriculture and Development Strategy*, 3(11), 18-21.
3. **Wang, G.** (1988). The alternative strategies for developing poverty-stricken areas in developing countries (Fa zhan zhong guojia pinkun diqu jingji kaifa zhanlie xuanze). *Issues of Agricultural Economy*. 9(10), 8-13.
2. **Wang, G., Niu R.** (1988). On strategies of developing export-oriented agriculture in China (Zhongguo wai xiang xing nongye zhanlie). *Journal of State-Owned Farming Economy*, 13(11), 23-28.
1. **Wang, G.,** (1987). Exploring export-oriented agriculture in Taiwan (台湾省外向型农业初探), *Issues of Agricultural Economy*. 15(2), 14-17.

IN-SERVICE PRESENTATIONS

2. International Trends in Higher Education. A Chautauqua Seminar presented at The

University of Texas at Tyler, October 28, 2008.

1. Trends in Human Resource Development Research and Practice. A presentation to the ASTD Student Chapter of James Madison University, April 18, 2004.

RESEARCH GRANT PROPOSALS

14. (2022) From Local Phenomena to Global HRD Knowledge: The CCP Party School Phenomenon and its Implications for Korea HRD Research. AHRD and Korea SIG Team-up research grant. \$1000. Funded
13. (2010) Travel grant, The Ministry of Education, Republic of Korea. \$12,000.
12. (2009-2010) Co-curriculum Fund, The University of Texas at Tyler. \$3,200.
11. (2008-2009) Co-curriculum Fund, The University of Texas at Tyler. \$3,705.
10. (2008-2011) Alternative strategies for training and development for rural surplus labor transitioning to city areas in China, a Chinese government funded research project in the amount of RMB 20,000,000 (\$2,740,000, Co-Principal Investigator).
9. (2007-2008) Co-curriculum Fund, The University of Texas at Tyler. \$6,400.
8. (2007-2009) Research travel grant to China: coordinated international HRD scholars' research activities for a workforce development and HRD research conference in Sichuan University in China. \$25,500.
7. (2006) Research and travel grant by Chang'An University, Shaanxi, China on the following research:
 - Comparative analysis of higher education systems: China and the United States.
 - International workforce and human resource development.Amount: \$6,000. Funded
6. (2006) College of Education mini grant for international research, \$1,000. James Madison University. Funded
5. (2003-2005) Internet-based Learning in China, Russia, and the US: A Crossculture Comparison, awarded by the STARR Collaborative Research Grants Program, International Research Exchange Board (IREX). \$20,500. (Principal Investigator. Funded)
4. (2003-2004) Accountability Analysis of the Online InfoSec MBA Program at College of Business, JMU: A Comparative Study. Awarded by College of Business, James Madison University. \$14,000. (Principal Investigator. Funded)

2. (2003-2004) Departure, Abandonment, and Dropout of E-learning: Dilemma and Solutions, Industry E-learning Consortium, awarded by the Industry E-learning Consortium, The Masie Center. \$10,600 (Principal Investigator. Funded).
3. (2002-2003). National Reporting System (NRS) Data Analysis and Interpretations for Selected Virginia Adult Education Programs. Virginia Department of Education. \$2600 (Principal Investigator, Funded).
2. (2002/2003) Analyzing, interpreting, and comparing the National Reporting Systems data for Virginia adult education programs' accountability. Awarded by Virginia Department of Education: \$8,000. (Principal Investigator, Funded).
1. (1990-1991) Research on national agricultural policies in developing countries. Research grant received from the Winrock International and conducted at the Developing Economy Division, U.S. Department of Agriculture: \$5,000. (Principal Investigator, Funded).

PROPOSALS SUBMITTED BUT NOT FUNDED

9. (2023) Collaborative Research: FW-HTF-RM: Upskilling and Reskilling Middle-skilled Workers for Jobs Created by Artificial Intelligence, National Science Foundation; Not funded
8. (2022) Foreign Born Scientists and Engineers in the U.S. Workforce Viewed through the Human Resource Development Lens: Qualitative, Quantitative, and Big Data Solutions, National Science Foundation (\$1,202,032); Not funded.
7. Foreign Born Scientists and Engineers in the U.S. Workforce Viewed through the Human Resource Development Lens: Qualitative, Quantitative, and Big Data Solutions. Co-PI, National Science Foundation. Amount requested: \$1,202,032. Not funded.
6. Foreign-Born Sciences and Engineers in the U.S. Workforce Viewed through the HRD Lens: Qualitative, Quantitative, and Big Data Solutions. National Science Foundation and National Center for Science and Engineering Statistics (2022—2024). Amount requested: \$1,446,230.
5. “Human Resource Development National Policies and the Impact in China, Taiwan, and the United States: A Comparative Analysis.” submitted in 2008 and 2009 to Chiang Ching-Kuo Foundation for International Scholarly Exchanges. The proposed research was planned to collaborate with a scholar in Taiwan for two years (2009-2011). Proposed budget: \$76,545.
4. A proposal for hosting the operating office for Academy of Human Resource Development. The proposed period is for 3 years (2009-2012) with total budget of \$231,000
--This proposal was a team effort of HRD faculty members. It was chosen as one of the three finalists among many competitors. After three rounds of competition, Academy of HRD decided to select its current service provider.

3. Exploring adult learning process in online environment. A research proposal to KnowledgeXtension in 2005. Grant duration, one year. Amount requested: \$15,000.
2. Evaluation and Technical Assistance for Youth Offender Programs by the U.S. Department of Labor under RFP-DCS-01-04. Grant Duration: Two years. Amount requested: \$1,836,853.
1. Evaluating the H-1B Technical Training Grant by the U.S. Department of Labor under RFP-DCS-01-10. Grant duration: Three years. Amount requested: \$2,453,873.

WORKING PAPERS AND CONSULTING REPORTS

7. **Wang, G. G.** (2011). An Assessment Report on Training Evaluation for Management Training and Development in the Cross-Cultural Context for the State Administration for Foreign Experts Affair (SAFEA) of China.
6. **Wang, G. G.** (January 2010). Developing and Cultivating Talents of Innovation and Creativity: A Report on Research and Best Practices in the United States. A report for Sichuan University, China.
5. **Wang, G. G.** (August 2005). Internet-based Learning in China, Russia, and the U.S.: A cross-culture comparison." A research report submitted to the grant agency, the International Research and Exchange Board (IREX).
4. **Wang, G. G.** (July 2004) Educational accountability: An analysis of the online InfoSec MBA program at James Madison University. Research Report to the College of Business, James Madison University.
3. **Wang, G. G. & Van Tiem, D.** (April 2004) Accreditation Report: Site Review of HRD Program at Pittsburg State University of Kansas. Report to the Board of Human Resource Development Accreditation Association.
2. **Wang, G. G.** (October 2003). Departure, Abandonment, and Dropout of E-learning: Dilemma and Solutions. Final report submitted to grant agency, The Masie Center E-learning Consortium.
1. **Wang, G. G.** (1992), Agricultural policy intervention: Nominal protection coefficient estimate of selected products in Indonesia, Thailand, and the Philippines. Research report submitted to the grant agency the Winrock International.

TEACHING

Undergraduate Teaching

- Performance and Task Analysis in HRD (2002-2006; James Madison University)
- Principles of Management and Supervision (2006-2007; Old Dominion University)

- Education and Training of Adults (2006-2007; Old Dominion University)

Graduate Teaching

- Measurement and Evaluation in HRD. (2007-- 2025)
- Performance Consulting (2008, 2009, 2011, 2013; 2015-16)
- Change, Diversity and Conflict Resolution (2009, 2010)
- Foundations of Human Resource Development (2005-2009, 2015, 2017, 2018-2025)
- Economic Foundation of Human Resource Development (2009)
- Adult Learning Theory (2008)
- Foundations of Adult Education and Training (2006)
- Research Methods and Techniques in HRD (2006, 2008-2017)
- Performance Analysis in Organizations (2002-2006)
- Instructional Design for E-learning (2003)
- Learning in Adulthood (2002-2004)

Doctoral Teaching:

- Advanced Theoretical Foundations of HRD (2020—2023, 2025)
- Critical Thinking in HRD Research (2019, 2020, UT Tyler)
- Contemporary Literature in HRD Research (2012—2021, UT Tyler)
- Dissertation Proposal Development (2019, 2020, 2021, 2022, 2023, 2024, UT Tyler)
- Advanced Seminar in Human Resource Development (2012--2020, UT Tyler)
- Advanced Quantitative Research Methods in HRD (2013, UT Tyler)
- Disciplined Inquiry in HRD Research (2018, 2019, 2021, 2022, 2023, 2024, UT Tyler)
- Leadership: Theory and Practice (2020, UT Tyler)
- Foundations of Human Resource Development (2006, ODU)
- HRD Trends in Research and Practice (2007, ODU)
- Instructional Strategies and Innovations (2006, ODU)
- Research Methods in Human Resources Management (Summer 2017 & 2018; China)

Curriculum Design and Development

Doctoral Curricula (UT Tyler):

- HRD 6377 Leadership Theories and Practices
- HRD 6391 Critical Thinking in HRD Research
- HRD 6388 Organizational Intervention Approaches
- HRD 6312 Contemporary Literature in HRD Research: Literature review methods

Undergraduate Courses

- Program Evaluation in HRD (JMU)
- Workplace Diversity in HRD (JMU)

Master's Courses

- Advanced Quantitative Methods in HRD Research (UT Tyler)
- Foundations of HRD (2005-2016, 2018, 2019, 2020, 2023, 2024, UT Tyler)
- Performance Consulting (2011, 2013, 2015, 2018, 2025, UT Tyler)
- Economic Foundation of HRD (2009, UT Tyler)
- Organization Development (2022, 2024, UT Tyler)
- Performance Analysis and Needs Assessment (2002—2006, JMU)
- Program Evaluation and Measurement in HRD (2008—2019, 2021-2023, UT Tyler)
- Research Method and Inquiry in HRD (2023—2026, JMU)
- Program Evaluation and Measurement in HRD (2004—2006, JMU; 2007, ODU)
- Instructional Design for E-learning (2005, JMU)

Online Course Design and Development (JMU)

- WDC 500: Introduction to Online Learning and WDC
- WDC 501: Introduction to Workforce Development and Education
- WDC 502: Marketing Workforce Learning Programs
- WDC 503: Planning for Workforce Learning Programs
- WDC 504: Organizational Assessment and Needs Analysis
- WDC 505: Designing Learning Programs for Workforce Development
- WDC 506: Implementing Workforce Development Programs
- WDC 507: Program Evaluation for Workplace Learning and Development

International Programs

- 2017—2020, As an adjunct professor at the Northwestern Polytechnical University in China, advising doctoral students and conducting research seminars in the school of management.
- 2003-2005, Initiated Study Abroad Programs between James Madison University and several Chinese universities, including Tsinghua University and Sichuan University.
- 2003-2005, As the Director of James Madison University Summer Study Abroad Program in China, directed the 2004 and 2005 programs. Collaborated with China Tsinghua University and taught courses including Asian Studies, Chinese History and Arts, Chinese Language, China Political System, and Travel Studies.
- 2005, Placed and supervised six JMU students for internship with IBM China and Motorola China, James Madison University.

DOCTORAL AND GRADUATE STUDENT ADVISING

A. Doctoral Committees Chaired: Graduated

Year	Dissertation Topic	Degree
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2025	Nolan Sosa Succession planning in the U.S. municipal government agencies	PhD
2023	Susan Glover Leadership behaviors, practices, and styles in mergers and acquisitions in the U.S. technology-based organizations: A qualitative study	PhD
	Maria Garcia Evaluating healthcare student learning performance during the initial year of the COVID-19 pandemic: A case study	PhD
	Elizabeth Nesuda The Impact of the COVID-19 Pandemic on Employee Engagement and Performance in the Teleworking Context in the U.S. Public Sector: A Phenomenological Case Study	PhD
2022	Lacey Logan Workplace Fun for Employee Engagement: A FUNCTION of Organizational Culture?	PhD
2021	Regin Justin <i>The effect of training opportunity and job satisfaction on turnover intentions among generations X and Y.</i>	PhD
	Sonya Niazy Mentoring Early-career Teachers under the Impact of the COVID-19 Pandemic: A Phenomenological Case Study	PhD
2020	Krouse, Andrew <i>The Impact of Work Alienation in Higher Education: A Quantitative Study of the Relationship between Person Organization Fit and Organizational Citizenship Behavior.</i>	PhD
2019	Julie Lewis <i>Effects of the Dimensions of Quality of Work Life on Turnover Intention of Millennial Employees in the U.S.</i>	PhD
2018	Elva Resendez <i>Exploring Spirituality and Affective Commitment as Antecedents to Organizational Citizenship Behavior.</i>	PhD
2016	Adayehi Benjamin Peter The Impact of Authentic Leadership Behavior on Employee Engagement and Organizational Ethical Culture in Nigeria.	PhD
2011	Sun, Judy (Co-Chair)	PhD

Voluntary career transition in Chinese managers: A grounded theory study
[AHRD Esworthy Malcom S. Knowles Dissertation of the Year, 2012]

B. Doctoral Committee Chair: In process

- Shonda Sears: The Influence of Resources and Demands on Work Engagement: A Moderated Mediation Model
- Misty Brown: Exploring the Impact of Narcissistic Leadership within a Top Management Team.
- Krista Adams: Virtual Work and Women's Engagement: Striking the Balance
- Joey Oliveira: Leveraging AI in Talent Acquisition: A Meta-Analytic Inquiry into Organizational Impacts and Future HRD
- Tim Murphy: On the clinical faculty's integration of artificial intelligence in medical education
- Stephen Taylor: Work cognition and work Intention with work Passion as a mediator in the supply chain industry
- Lalith Mandova: Validating the general theory of HRD: A comparative meta-analytical approach
- Ramiro Pesina:

C. Doctoral Committee Member:

- Jeff Howlett (2022-)
- Leah Aiken (2021- 2025): The jingle jangle fallacy of organizational identification: an exploration of its meaning and measurement through cluster and meta-analytic methods.
- Ashlee Noblin (2021-): Reliability generalization of the learning transfer system Inventory
- Gayton Oscar (2018-): Elucidating the results of multiple linear regression: a Monte Carlo comparative simulation study of relative importance methodologies
- Conley, David: Organizational Cognitions as Intervened by Organizational Support and Engagement on Employees' Exhibition of Organizational Citizenship Behavior, Spring 2019
- Berrios, Julia (Fall 2018): Testing the Structural Invariance of Affective Commitment on Unethical Pro-Organizational Behavior across Clan and Hierarchy Organizational Cultural Types

- Myrian Garrett (2018-2024): The influence of leadership communication on employee engagement during transformational change: a case study of 123bank
- Mull, Medalen (Fall 2018): Testing an Adapted and Integrated Model of Motivation to Lead and Intention to Apply,
- Keiffer, Gregory (Fall 2017): Testing the Measurement Invariance of Data from the Utrecht Work Engagement Scale by Generational Cohort for Employees in the Leisure and Hospitality Industry,
- Glass, M. (2007). Adult learning theories and applications: A case study approach. Old Dominion University
- Kinsey, V. (2007). Performance-based training measurement of training in selected IT organizations, Old Dominion University
- Owens, K. (2005). Cyberspace versus face-to-face: The influence of learning strategies, self-regulation, and achievement goal orientation. James Madison University

D. International and External Examiner of Doctoral Dissertation Committees

- Ying Wei: The Effects of Corporate Social Responsibility and Ethical Leadership on Green Innovation, Employee Pro-environmental Behavior, and Employee Loyalty: A Multilevel Moderated-Mediation Study. School of Business Administration, National Taipei University, New Taipei City, Taiwan, April 11, 2024
- Cindy Wong: Factors in retaining generation Y Chinese graduate trainees in multinational corporations. Department of Human and Organization Systems, Fielding Graduate University, Santa Barbara, CA; Fall 2018.
- Renny Budijanto: Thinking Styles, Teamwork Quality and Performance by, August 2013.
- Tara Schalk: The Role of Emotional Intelligence on the Effectiveness of Natural Resource Management Committees, May 2012.
- Beng Khoo: Risk Managers as Sensemakers and Sensegivers: Reconceptualising Enterprise Risk Management (ERM) from a Sensemaking Perspective, University of Canbarra, Australia. Graduated in March 2012.

Renmin University of China

- Zhou, W. X. (2008). A study of career success value: Testing of structure, measurement, and differences. (School of Labor Relations and Human Resources. Co-chair: People's University of China, Beijing).

Xi'an Jiaotong University, China

- Zhao, W. (2006). An experiment of dual task analysis based on emotional arousal theory (School of Management, Xi'an Jiaotong University, China).

Served on other 8 dissertation committee including external committee member for Pennsylvania State University, Xi'an Jiaotong University, and Sichuan University, China.

- **Master's Student Advising**

Graduate Advisor, 2009, Department of Human Resource Development, The University of Texas at Tyler. Advised over 80 Master's students on degree plans.

Old Dominion University

- Zhu, Y. (2007). The influence of questionnaire format on the response rate of training evaluation, Old Dominion University.

James Madison University

- Johnson, S. (2006). WIA related workforce development programs and their impact in Shenandoah Valley workforce quality.
- Taylor, T. (2006). Adult learners' online learning perceptions: A case study of Workforce Development Campus. J
- Holm-Dahl, J. (2004). The effectiveness of a leadership development program: A case for the Leadership Development Center at a Florida public hospital system.
- Duan, C. (2005). Training evaluation for hospitality industry: A case of a five-star hotel in northeastern China.
- Lewis, J. (2005). Career development perceptions among JMU graduates.
- Stewart, M. (2005). U.S. Army strategic learning solutions: Challenge, reform, and solutions.
- Wei, H. (2005). Evaluating a professional development program at James Madison University.
- Sceiford, E. (2004). Why online learners drop out? An empirical study for HRD online communities
- O'Connor, C. (2004). A qualitative analysis of online learning completion: A case of the U.S.
- Jerome, S. (2004). Multicultural training for expatriates in corporations: History, current practice, and challenges.
- Goobic, J. (2003). A return-on-investment analysis of University Recreation Center at James Madison University.
- Deschamps, E. (2003). International human resource development programs and their impact on economic development.
- Kong, X. (2003). Online learning programs evaluation for a JMU initiative.

From 2002-2005

Lindsay Paradis Committee member
Jennifer Campfield: Committee member
Teresa Glassman: Committee member
Eric Pories: Committee member
Jessica Milloy: Committee member

Non-traditional Undergraduate Student: Bachelor of Individualized Studies (BIS), James Madison University

Sharon Roudabush (BIS Advisor, 2003-2006)

Jeremy Andrew (BIS Advisor, 2003-2006)

PROFESSIONAL SERVICE

Editor-in-Chief, *Journal of Chinese Human Resource Management (JCHRM)*. 2010—present

- A relatively new international HRM journal since 2010 focusing on China and worldwide Chinese communities published by Emerald. My effort has significantly increased JCHRM's visibility in terms of citations. It is now listed in Scopus, and in the final stage for SSCI review.

Assistant Editor, *Human Resource Development Quarterly (HRDQ)*. 2009-2010.

- Handled and drafted editorial decision letters for 80% of submitted quantitative manuscripts.
- Quantitative Methods Editor (2007-2008).

Board Member: Board of Directors, Academy of Human Resource Development, 2008-2011.
Chair, Academy Awards Programs, AHRD, 2011.

- Coordinated the Academy Awards programs on behalf of the Board of Directors, Academy of Human Resource Development, for the annual awards nominations and selections.
- 2009-2010: Redesigned the Cutting Edge Award nomination process and evaluation criteria effective since 2011 to date.

President and Treasurer: Human Resource Development Accreditation Association (HRDAA).

Track Chair Editor: International Research Conference, Academy of Human Resource Development, 2009.

Chair, Cutting Edge Award Committee. Academy of Human Resource Development, 2008-2012.

Associate Program Chair: International Research Conference, Academy of Human Resource Development, 2004-2007.

Steering Committee: China HRD Special Interest Group (SIG), Academy of Human Resource Development, 2009-present.

Steering Committee: Quantitative Methods SIG, AHRD, 2010--present.

2010 AHRD Conference Organizing Committee: Designed and developed conference programs and established conference paper submission categories, review processes, and evaluation criteria, as well as RFP writing.

Symposium Chair: International Research Conference, Academy of Human Resource Development, 2003-present.

Chair, International Committee, Academy of Human Resource Development, 2007-2009.

International Committee, Academy of Human Resource Development, 2004-2009.

Theory Committee, Academy of Human Resource Development, 2006-2009.

Research-to-Practice Committee, Academy of Human Resource Development, 2005-2007.

Founder and Moderator, ROInet – A professional online forum with over 2600 HRD professionals from over 40 countries, 1999-present (<http://yahoogroups.com/group/ROInet>).

As an editorial board member, proposed “Advancing the Advances” and addressed the concerns and solutions to improve the quality of publications in the *Advances for Developing Human Resources*.

As the Chair of International Committee, Academy of HRD, designed, organized, and coordinated “Views from the Summit” on a panel discussion, Worldviews and their Implications to HRD Research and Practice: Women’s Perspectives, for the 2008 International Research Conference of America, AHRD held in Panama City, FL, February 2008.

As the Chair of International Committee, Academy of HRD, participated in the organization and coordination of the 2007 Asia Conference, Academy of HRD held in Beijing, China.

As board member of Human Resource Development Accreditation Association, led a review team and visited and reviewed the Human Resource Development Program of Pittsburg State University of Kansas. Reviewed the program based on HRDAA standards and identified areas for improvement. March 2004.

International Advisory

1. Irish Institute of Training and Development for identifying the competencies required of learning and development (L&D) practitioners in the 21st century organizations. August—October, 2017.
2. Expert Panel for Association of Talent Development (ATD, formerly American Society for Training and Development, ASTD) to develop and validate Global Talent Development Certificate. May 2014—2015.
3. Advisory Board: Global HRD Index Development by Korea Human Resource Research Center (KHRRC), Seoul National University (SNU) sponsored by Korean Minister of Education. As a board member, participated in validation analysis of the HRD index in two phases, 2012.
4. Advisory Board: Human Resource Development Professional Standard Committee, Bureau of Human Resource and Social Security, China, 2012—present.

REFEREE FOR PEER-REVIEWED JOURNALS/BOOKS

- *Academy of Management Learning and Education (AMLE)*
- *Advances in Developing Human Resources (ADHR)*
- *American Journal of Evaluation (AJE)*
- *Chinese Management Studies (CMS)*
- *European Journal of Training and Development (EJTD)*
- *Education and Training (E&T)*
- *Human Resource Development Quarterly (HRDQ)*
- *Human Resource Development Review (HRDR)*
- *Human Resource Development International (HRDI)*
- *International Journal of Training and Development (IJTD)*
- *International Journal of Comparative Management (IJCM)*
- *International Journal of Human Resource Development and Management (IJHRDM)*
- *Management and Organization Review (MOR)*
- *Encyclopedia of E-Business Development and Management in the Digital Economy*
- *Performance Improvement Quarterly (PIQ)*

REFeree FOR CONFERENCE MANUSCRIPTS

Academy of Human Resource Development International Research Conference in Americas, 2002-present.

Academy of Human Resource Development International Conference in Asia, 2005-present.

Academy of Human Resource Development European Conference, 2005-present.

Academy of Management Annual Conference, 2010—2012.

Harvard Conference on *Globalization of Chinese Enterprises: Transformational Politics, Business Strategies, and Future Paths*. J.F. Kennedy School of Government, Harvard University, October 2008-2010.

American Society for Training and Development International Conference, 2004-2006.

International Association of Chinese Management Research Biannual Conference, 2004-2008, 2014.

International Society for Performance Improvement Conferences, 2003-2006.

TEXTBOOKS AND BOOK PROPOSAL REVIEWS:

- *Learning and Performance in the Workplace*, Routledge (2021)
- *Ten-Step for Training and Performance Improvement*, Sage. (2017)
- *Introduction to Training Evaluation for Learning and Performance Improvement*, Sage (2017).

EXTERNAL REVIEWERS FOR FACULTY TENURE & PROMOTIONS

- University of North Texas, 2014
- CAS University, Chinese Academy of Sciences, 2016

- Xi'an Jiaotong University, China, 2017
- Texas A&M University, 2018
- University of Illinois at Urbana—Champagne, 2018

MEDIA COVERAGE

Buchanan, H. (December 9, 2008). UT Tyler Professors Named Editors of International Journal. *Tyler Morning Telegraph*, p. 3.

CBS 19, Tyler, TX, UT Tyler Goes to International, *Eye on Education*. February 22, 2008.

McCauley, D. (June 2004). "Professor saw China's brush with democracy." *JMUniverse*, June 2004, p. 1.

Urakcheeva, J. (2004). Rivals Can't Steal the Only One Thing-The Intelligence of Employees, Says American professor Dr. Greg Wang to Rostov's businessmen (In Russian). *Rostove News of Russia*, March 27, 2003. p. 12 (In Russian).

Kiger, P. (December 2003). Cover story: The China puzzle. *Workforce Management Magazine*. p 28-33. Available online at www.workforce.com/archive/feature/23/56/96/index.php.

Featured interview "Did China Beat Columbus?" by *With Good Reason*, the Virginia division of *National Public Radio (NPR)*. The program was aired in four states during October 11-17, 2003 and September 18-24, 2004. Available online at <http://www.withgoodreasonradio.org/archives/sept04wgr.html>.

Worthan, B. (2001). Measuring the ROI of Training. *CIO*, 14(9): 128-136. Available online at <http://www.cio.com/archive/021501/roi.html>.

Tanquist, S. (September 2000). Evaluation of E-learning. *Info-Line*. Alexandria, VA: American Society for Training and Development.

PROFESSIONAL ASSOCIATIONS

Academy of Human Resource Development (AHRD)

American Evaluation Association (AEA)

Academy of Management (AOM)

Associate of Talent Development (ATD; formerly American Society for Training and Development (ASTD))

International Association for Chinese Management Research (IACMR)

International Association for China Human Resource Development (IACHRD)

International Society for Performance Improvement (ISPI)

Society of Human Resource Management (SHRM)

HONORS, AWARDS, AND RECOGNITIONS

Best Overall Conference Paper, Southern Management Association 2023 Annual Conference. Doty, D. H., Logan, L., & Wang, G. G. (2023) Guilty Until Proven Innocent: A Defense Against Reviewer Allegations of Common Methods Bias in Monomethod Survey Research. *Proceedings of 2023 Annual Conference of Southern Management Association*, St. Pete Beach, FL.

First Runner-Up, Elwood F. Holton, III Research Excellence Award, Academy of Human Resource Development, 2022, recognized at the 2023 AHRD Conference;

Cutting Edge Research Award, Academy of Human Resource Development, 2012, 2013

President's Scholarly Achievement Award 2012, The University of Texas at Tyler

President Productivity Award, Motorola, 1998.

Cost and Cycle Time Reduction Award, Motorola, 1998.

Client Relations, Team Relations and Creativity Award, Motorola, 1997.

Outstanding Master's Thesis Award, The Graduate School, CAAS, 1988.

UNIVERSITY SERVICE

University Committees

- Faculty Emeritus Committee, 2022-2023.
- International Studies and Intercultural Affairs Committee, The University of Texas at Tyler, 2013—2018.
- University Library Advisory Committee, UT Tyler, 2016—2018.
- Learning Management System Working Group, The University of Texas at Tyler, 2015-2017.
- Faculty Senator, The University of Texas at Tyler, 2008—2011.
- Chair, University Governance Committee, Faculty Senate, The University of Texas at Tyler, 2010—2011.
- Executive and Planning Committee, Faculty Senate, The University of Texas at Tyler, 2010—2011.
- Committee on Committees, Faculty Senate, The University of Texas at Tyler, 2010—2011.
- QEP (Quality Enhancement Program) Council, The University of Texas at Tyler, 2008-2010.
- Faculty Senate Salary Study Taskforce, Faculty Senate, The University of Texas at Tyler, 2010-2011.
- Faculty recognition committee: Faculty Senate Academy Awards ceremony banquet committee 2009, UT Tyler.
- Executive Committee, Graduate Council, James Madison University, 2005-2006.
- Graduate Council, James Madison University, 2002-2006.

- The Madison Commission, a committee appointed by the president for developing long-term university strategies. James Madison University, 2005.

College Committees

- Tenure and Promotion Committee, College of Business and Technology, the University of Texas at Tyler, 2016-2018, 2019-2020, 2022-2025.
- Graduate Curriculum and Standards Committee, College of Business and Technology, UT Tyler, 2012-2015, 2018-2021, 2025-2026.
- Graduate Education Task Force, Soules College of Business, 2019.
- College Governance Committee, Soules College of Business, UT Tyler, 2018-2019.
- Chair, Faculty Award Committee, College of Business and Technology, 2015-2017.
- Graduate Council, College of Business and Technology, The University of Texas at Tyler, 2010—2012.
- Performance Management Committee, College of Business and Technology, UT Tyler, 2009. Developed faculty annual evaluation criteria and tenure and promotion process and criteria.
- Chair, Graduate Council, College of Education, James Madison University, 2004-2006.
- Diversity Council, College of Education, James Madison University, 2003-2005.
- Faculty Qualifications, Performance, and Development Committee, College of Education, James Madison University, 2004-2006.

Department Committees and Services

- Tenure and Promotion Committee, Department of HRD and Technology, College of Business and Technology, The University of Texas at Tyler, 2009-present.
- Tenure and Promotion Committee, Department of Accounting, Finance & Business Law, College of Business and Technology, The University of Texas at Tyler, 2012.
- HRD Graduate Program Advisor, Department of Human Resource Development and Technology, College of Business and Technology, UT Tyler, 2009—2010.
- Faculty Search Committee, Department of Human Resource Development and Technology, The University of Texas at Tyler, 2007—present.
- Chautauqua Lectures Committee, College of Engineering and Computer Sciences, The University of Texas at Tyler, 2008—2009.
- Coordinator for the Colloquium Series, College of Business and Technology, the University of Texas at Tyler, 2007—2009.
- Institutional Review Board (IRB): Human Subject Review, College of Education, Old Dominion University, 2006-2007.

CONSULTING

1. Association of Talent Development (ATD, formerly American Society for Training and Development), 2014—2015. Review and validating ATD Global Competency Model for certification examinations.
2. Monash University, Australia, and Worcester University and Regent College in the UK.
3. Korea Human Resource Research Center (KHRRC), Seoul National University (SNU).

4. Sichuan University, Innovation strategies, China, 2010.
5. Capital Analytics, Inc. Measurement methodology consulting, 2004-2005.
6. Virginia Department of Education. Analyzing Data from National Reporting System for Adult Education Accountability, 2004.
7. Aramark, Inc. Designed and implemented a corporate-wide skill management system.
8. Motorola, Inc. HRD measurement and evaluation consulting and workshops for multiple divisions.
9. Hewlett Packard: Established a corporate university for Hewlett Packard Philadelphia division.
10. IBM Consulting. Designed and developed a method and process for the consulting arm of IBM to measure return-on-investment (ROI) of training and HRD activities for its internal and external clients.