

Judy Y. Sun

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EDUCATION

- PhD Organizational Development and Change, The University of Texas at Tyler, 2011
Dissertation title: Career transitions among Chinese managers: A grounded theory study.
- MBA Guanghua School of Management (accredited by AACSB International), Peking University, China, 1999
- B.A. Business and Economics, Capital University of Economics and Business, China

PROFESSIONAL EXPERIENCE

Associate Professor, Department of Human Resource Development and Technology, College of Business and Technology, The University of Texas at Tyler. September, 2018 – Present

Coordinator of HRD Master Program, Department of Human Resource Development and Technology, College of Business and Technology, The University of Texas at Tyler. January, 2019 – April, 2023

Assistant Professor, Department of Human Resource Development and Technology, College of Business and Technology, The University of Texas at Tyler. January, 2012 – August 2018

Senior Lecturer, Department of Human Resource Development and Technology, College of Business and Technology, The University of Texas at Tyler. September, 2009 – December, 2011

Location: 3900 University Blvd. Tyler, TX 75799

- Conducting research in career development, human capital research, comparative analysis in HRD and corporate university.
- Designed and taught the following courses.

Undergraduate Teaching:

- MANA 3320: Human Resource Management , both online and classroom teaching
- MANA 3311: Organization Behavior, both online and classroom teaching
- HRD/TECH 4301: Supervision: Both online and classroom teaching

- HRD 4331 Organizational Change and Development: Both online and classroom teaching
- HRD 3342: Career Development and HR Planning in Organizations: both online and classroom teaching
 - Designed this course based on my experience, research, and expertise in career development theories and practices.
- HRD 3333: Human Relations, both online and classroom teaching.

Graduate Teaching:

- MANA 5350: Human Resource Management, Both online and classroom teaching
- HRD 5352 Organization Development: Online, 42 enrollment
- HRD 5343: Foundations of HRD: Online, with 55 enrollment
- HRD 5347: Performance Consulting: Online, with 60 enrollment
- HRD 5307: MSMT & EVAL in HRD: Online, 59 enrollment
- HRD 5333: Human Relations: Online, 60 enrollment
- HRD 5344 Conflict Resolution, 60 enrollment
- HRD 5316 Career Development in Organizations, 21 enrollment
- Doctoral teaching:
- HRD 6330 Seminar in Organizational Performance and Behavior
- HRD 6353/6391 Advanced Qualitative Research in HRD
- HRD 6330/6366 Organizational Change
- HRD 6388 Talent Management

Graduate Advisory: Served on 35 Ph.D. dissertation committees including 12 as chair, 6 co-chairs, with 22 students successfully defended.

Graduate Research and Teaching Assistant, Instructor, Department of Human Resource Development and Technology, College of Business and Technology, The University of Texas at Tyler. September 2007-September, 2010

- Conducted research in economic foundation of HRD, HRD policy studies, career development, and corporate university; searching online and library databases for the research projects, assisting professors in literature review and data analysis, and conducting independent research for scholarly publications.
- Designed and/or independently taught the following undergraduate courses in Fall 2009 and Spring 2010.
 - MANA 3320: Human Resource Management (student enrollment: 59)
 - TECH 4301: Supervision (ITV Class) (Student enrollment: 20, including 3 ITV students)
 - HRD 4350: Topics in HRD-Career Development (student enrollment: 13).
 - HRD 4311: Instructional Delivery (student enrollment: 27)
- Assisted in teaching and office administrative related work.

Graduate Teaching Assistant, Darden College of Education, Old Dominion University, January-August 2007.

- Independently taught undergraduate course OTS 251: Computer Literacy and Applications.
- Assisted in the Department and Dean's offices' administrative tasks, including taking different regular shifts at the department office.
- Conducted literature search and review for professors in multiple HRD areas.

Director, Career Development Center, Guanghua School of Management, Peking University. August 2003-January 2007.

- Responsible for managing three direct reports and overseeing the overall function of the Career Development Center;
- Identified, developed, and maintained relationships with potential employers across China for the School's graduates employment and internships opportunities;
- Taught career development courses, seminars, and workshops to prepare students' identifying career goals, establishing career awareness, and improving students' job-searching skills;
- Conducted individual and group career counseling sessions for MBA, graduate and undergraduate students majored in business and management;
- Designed and delivered a course, Building Your Career Development Skills, for the first-year graduate students in the School. This was recognized as the first of its kind among all business schools in China;
- Planned, organized and coordinated 20 career fairs and 35 company campus visits.
- Before my appointment to this position, student evaluation ranked the Career Development Center the lowest among all supporting departments. My efforts changed the students' perceptions and generated the following outcomes:
 - Guanghua School of Management became a recognized exemplar in Career Service among top business schools in China as identified by the Deans' Association of Chinese Management Schools in 2005;
 - Established nationwide and overseas employer network through my constant outreach initiatives, such as site visits, career fairs, information distribution, and internships.
 - Resulted in a 40% higher MBA graduates' employment rate above the national average;
 - The average entry salary of undergraduate students increased 20%, while that of graduate students' continuously increased 6% to 7% for 3 years.
 - Designed and co-taught an MBA curriculum, Career Development for MBA and graduate students for Department of Organizational Behavior, Guanghua School of Management, Peking University

Senior Consultant, 51job.com (A publicly traded firm on Nasdaq, specialized in human resources and career services), May 2000 – August 2003.

- Led a team and provided executive search and HR consulting services for client organizations.
- As Business Development Manager, developed a network of clients for consulting services.
- Conducted internal training programs to junior consultants.
- Provided HR-related regulations and policies consulting services to client organizations.
- Completed 60 executive search assignments for client organizations, including multinational companies, large state-owned companies, and private companies.
- Completed four Compensation and Benefits Surveys in local employment markets.

Human Resources Consultant, Global Assignment Center, Motorola China, 1999 - 2000.

- Managed expatriates compensation and benefits;
- Provided HR-related supporting services for expatriates based on Motorola global assignment policies and procedures;
- Provided educational assistance to expatriates and their families, and prepared them situated in Chinese culture and new work environment in China;
- Assisted the global assignments in line with the personal career development plan of the individual expatriates.

Human Resources Consultant, KPMG Peat Marwick-Huazhen Accounting, March 1997 – May 1999.

Provided client organizations with HR-related consulting services, including

- Identified, interviewed, and recruited senior professionals based on the request of the client organizations
- Drafted employment contracts based on clients' requirements
- Provided HR-related regulations and policies consulting services to client organizations
- Conducted salary surveys for client organizations in specific regional markets.

Deputy Manager, Futures Market Department, China Feed Stuff Group Corporation, September, 1994 – March 1997.

- Draft employment contracts, and assist the general manager to recruit new employees
- Supervise daily operations in departmental administration;
- Performed futures market transactions as a trader.

RESEARCH DURING THE PROCESS

1. Daiel, B., Sun, J. Y. & Carpenter, R. (Submitted, May, 2025). A Systematical Review of Multigenerational Career Givers. *New Horizons in Adult Education and Human Resource Development*.
2. Haymore, J., Sun, J. Y. & Barber D. (Submitted, May, 2025). Prepare for The Worst, Hope for The Best: A Qualitative Study on Workplace Violence in The Health Care Industry. *Human Resource Development International*.
3. Logan, L., Sun, J. Y., & Doty, H. D. (Submitted, March, 2024). Unraveling The Paradox of Fun at Work: A Qualitative Case Study. *Qualitative Research in Organizations and Management*.

REFEREED PUBLICATIONS

1. Li, J., **Sun, J. Y.**, Lianjuan, W., & Ke, J. (2020). The development of the second-generation women successors in Chinese family-owned businesses: Implications

for HRD. *Advances in Developing Human Resources Special Issue: Global Women Entrepreneurs*.

2. Wang, L. & **Sun, J. Y.** (2019). Family Business Successors in China – A Grounded Theory Study. *Sun Yat-Sen Management Review*.
3. **Sun, J. Y.**, & Gu, Q. (2016). For public causes or personal interests? Examining public service motives in the Chinese context. *Asia Pacific Journal of Human Resources*, doi: 10.1111/1744-7941.12119.
4. Wang, G. G., Werner, J. M., **Sun, J. Y.**, Gilley, A., & Gilley, J. W. (2016). Means versus Ends: Theorizing a Definition of Human Resource Development. *Personnel Review*.
5. Ren, R., **Sun, J. Y.**, Zhang, Y., Chen, Y., and Liu, C. (2015) Can good impression and feedback-seeking behavior help college students get a Job: A mixed-method study on a recruiting assessment center. *Journal of Chinese Human Resource Management*, 6 (1), 14-32.
6. Avery, S., **Sun, J. Y.**, Swafford, P. M. & Prater, E. (2014). Is guanxi social capital? Evidence from buyer-supplier relationship in China. *Journal of Chinese Human Resource Management*. DOI: 10.1108/JCHRM-08-2013-0030.
7. **Sun, J. Y.** 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.
8. Wang, G. G., Gilley, J. W. & **Sun, J. Y.** (2012). The “Science of HRD:” Reshaping HRD research through Scientomatics. *Human Resource Development Review* 11(4), 556-567. DOI: 10.1177/1534484312452265
9. Wang, G. G. & **Sun, J. Y.** (2012). Toward a comparative strategy for HRD research. *European Journal of Training and Development* 36(8), 791-808. DOI: 10.1108/03090591211263521
10. Wang, G. G. & **Sun, J. Y.** (2012). Theorizing Comparative Human Resource Development: A formal language approach. *Human Resource Development Review*, 11(3), 381 – 400. DOI 10.1177/1534484312445558
11. **Sun, J. Y.** & 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.
12. Gu, Q., Wang, L., **Sun, J. Y.**, & Xu, Y. (2010). Understanding China’s Post-80 Employees’ Work Attitudes: An Explorative Study. *Journal of Chinese Human Resource Management*, , 1(2), 74-94.

13. Wang, G. G., Li, J., Qiao, X., & **Sun, J. Y.** (2010). Understanding the corporate university phenomenon from human capital theory. *International Journal of Human Resource Development and Management*, 10(2), 182-204.
14. **Sun, J. Y.** & Wang, G. G. (2009). Exploring Career Transition in the Transitioning Chinese Context: A Case Study. *Human Resource Development International*. 12(5), 511-528.
15. 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.
16. Wang, G. G. & **Sun, J. Y.** (2009). Clarifying the boundary of Human Resource Development. *Human Resource Development International*, 12(1), 93-103.
17. Dobbs, R. L., **Sun, J. Y.**, & Roberts, P. B. (2008). Human Capital and Screening Theories: Implications for Human Resource Development. *Advances in Developing Human Resource*, 10 (6). 788-801.
18. Wang, G. G., Korte, R., & **Sun, J. Y.** (2008). Development Economics and HRD: Policy Studies in Developing Countries. *Advances in Developing Human Resource*, 10(6), 848-862.

BOOKS, BOOK CHAPTERS AND BOOK REVIEWS

1. **Sun, J. Y.** & Zhuang, J. Y. (2022). Social Status and Family Role. In Ke, J. and Mclean, G. N. (eds). New York: Palgrave Macmillan.
2. Ke, J. & **Sun, J. Y.** (2022). Contemporary Women Leaders in China. In Ke, J. and Mclean, G. N. (eds). Chinese Women in Leadership. New York: Palgrave Macmillan.
3. Cho, Y., Ghoshi, R., **Sun J. Y.**, & Maclean, G. N. (Eds.) (2017). *Current Perspectives on Women in Leadership in Asia*. New York: Palgrave Macmillan.
4. Cho, Y., Ghoshi, R. Mclean, **Sun J. Y** & Mclean, G. N..(2017). Asian women in leadership: An introduction. In Y. Cho, R. Ghosh, **J.Y. Sun** and Mclean, G. N. (eds). *Current Perspectives on Asian Women in Leadership*. New York: Palgrave Macmillan.
5. **Sun, J. Y.** & Li, J. (2017). Women in leadership in China: Past, present, and future. In Y. Cho, R. Ghosh, **J.Y. Sun** and Mclean, G. N. (eds). *Current Perspectives on Asian Women in Leadership*. New York: Palgrave Macmillan.

6. **Sun, J. Y. & Wang G. G.** (2016). Human Capital and Screening Theory's relevance to Human Resource Development. In R. Poell, T. Rocco, and Roth, G. (eds). *The Companion to Human Resource Development* (pp. 158-167). London: Routledge.
7. **Sun, J. Y. & Wang, G. G.** (2016). Human Resource Development in China and North Korea. In T. N. Garavan, A. M. McCarthy, and Morley, M. J. (eds). *Global Human Resource Development: Regional and Country Perspectives* (pp. 86-103). London: Routledge.
8. **Sun J. Y.** (2014). *Voluntary Career Transition of Managers in China*. Saarbrücken, Germany: Scholars' Press. ISBN: 978-3-639-70714-4
9. **Sun, J. Y.** (2012) Career development. In R. K. Prescott (ed). *Encyclopedia of Human Resource Management, Volume 1: Key topics and issues* (pp. 98-102). San Francisco: Pfeiffer.
10. 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). San Francisco: Pfeiffer.
11. **Sun, J. Y., & Wang, G. G.** (2008). Career development for MBA participants in China: Constraints, challenges, and solutions. In M. Z. Xiao (ed.) *Global Human Resources Development Research and Practice* (pp. 185-198). Beijing: China Higher Education Press.
12. Wang, G. G., Li, J., Qiao, X., & **Sun, J. Y.** (2008). Theorizing the corporate university phenomenon. In M. Z. Xiao (ed.) *Global Human Resources Development Research and Practice* (pp. 89-110). Beijing: China Higher Education Press.
13. **Sun, J. Y.** (2008). Book Review: Analysis for Improving Performance – Tools for Diagnosing Organizations and Documenting Workplace Expertise (2nd Ed). *Performance Improvement Quarterly*. 21(1), 115-121.

PUBLISHED TRANSLATION WORK

- ✓ **Sun, Y. & Yang, S. B.** (2010). Chinese Translation for Swanson, R. A. *Analysis for Performance Improvement – Tools for Diagnosing Organizations and Documenting Workplace Expertise*. Beijing, China: Renmin University Press.

PUBLICATIONS AND BOOK CHAPTERS IN CHINESE

1. **Sun, Y.** & Yang, S. B. (2010). Epilogue for the Chinese translation of Swanson, R. A. *Analysis for Performance Improvement – Tools for Diagnosing Organizations and Documenting Workplace Expertise*. Beijing, China: Renmin University Press.
2. **Sun, Y.** (2006). Labor market and career information. In *Global Career Development Facilitator Handbook* (pp. 90-104). Beijing: China Economics & Finance Press.
3. **Sun, Y.** (2006). Setting target and action plan. In *Global Career Development Facilitator Handbook* (pp. 105-130). Beijing: China Economics & Finance Press.
4. **Sun, Y.** (2006). Career development services. In *Global Career Development Facilitator Handbook* (pp. 131-173). Beijing: China Economics & Finance Press.
5. **Sun, Y.** (2006). Job Searching Skills, In *Career Development Handbook*, Peking University.
6. Pang, J. Q., Qiao, X. J. and **Sun, Y.** (1999). Case study: Wu-mart Chain Stores Co. Ltd. In Management Case Center of Peking University (ed.) *China Enterprise Management Instructional Case Series*, (pp. 29-44), Beijing: Peking University Press.

REFEREED CONFERENCE PROCEEDINGS

1. Alagaraja, M., Anderson, V., Cho, Y., Elliott, C., Lundgren, H., Poell, R., and **Sun, J. Y.** Teaching and Learning Qualitative Research Methods. *International Research Conference in America*, Academy of Human Resource Development. Minneapolis, USA.
2. Logan, L. & Sun, J. Y. (March 2023). Workplace Fun: A Grounded Theory Approach. *Proceedings of the 2023 International Research Conference in America*, Academy of Human Resource Development.
3. Bierema, L., Ghosh, R., Jacobs, R. L., Mclean, G., Short, D. and Sun, J. Y. (November 2021). Forum: Going Global in a Post Pandemic World. *The Joint Virtual Conference of AHRD-ARACD in 2021*.
4. Wang, L. & **Sun, J. Y.** (November, 2019). Developing Chinese Family Business Successors – A Grounded Theory Study. *Proceedings of the 2019 China Management Case Studies and Qualitative Research Forum*. Management World Journals. Hangzhou, China.
5. **Sun, J.Y.**, Wang, L.J., & Ke, J. (2019, Nov.). Developing Transgenerational Entrepreneurship in Family Businesses – A Grounded Theory Study in China. *Proceedings of the 18th AHRD International Research Conference in Asia*, November, 2019, Hanoi, Vietnam.

6. Ke, J., **Sun, J. Y.**, Wang, L.J., & Li, J. (2019, Nov.). Entrepreneurship Legacy in Second-generation Family Business Women Successors in China: Motivations, Opportunities and Challenges. 18th AHRD International Research Conference in Asia, November, 2019, Hanoi, Vietnam.
7. **Sun, J. Y.** & Wang, L. (March, 2017). Investigating the successors of Chinese Family enterprises: An empirical Study. Proceedings of the 2016 International Research Conference in America, Academy of Human Resource Development. San Antonio.
8. **Sun, J. Y.** & Gu, Q. (February, 2016). For A Public Cause or A Personal Interest? Examining Public Service Motives in the Chinese Context. Proceedings of the 2016 International Research Conference in America, Academy of Human Resource Development.
9. **Sun, J. Y.**, Cho, Y., and Ghoshi, R. (February, 2016). China, India and Korea HRD SIGs' Joint Innovative Session: Current Perspectives on Women in Leadership in Asia and HRD Implications. Academy of Human Resource Development. AHRD: Jacksonville.
10. Hagen, M., **Sun, J. Y.**, Yawson, R. Pandey, S. Collins, J. C. and Shuck, B. (February, 2016). BOTY Food and Thoughts Presentation: Food 'n Thought Book Club: The 2016 Book of the Year Award Nominees. Academy of Human Resource Development. AHRD: Jacksonville.
11. Wang, G. G., **Sun, J. Y.**, Verner, J. M., Gilley, J. W., and Gilley, A. (Feb. 2015). Re-conceptualizing the Definition of HRD: A Gateway to New Research Frontiers. *The 2015 International Research Conference in America*, St. Louis, Academy of Human Resource Development.
12. Wang, G. G., **Sun, J. Y.**, Fu, P.P., Cooke, F. , & Xu, L. (June, 2014). Exploring Indigenous Phenomena in Chinese Organizations: New Findings and Potentials. *The proceedings of The 2014 Biannual Conference of International Association of Chinese Management Research (IACMR)*, Beijing, China.
13. **Sun, J. Y.** & Gu, Q. (February, 2014). Career orientation and its impact on career outcomes: A case of Chinese civil servants. *Proceedings of the 2013 International Research Conference in America*, Academy of Human Resource Development.
14. Wang, G. G. & **Sun J. Y.** (February, 2014). Exploring a context-based routine in Chinese organizations. *Proceedings of the 2014 International Research Conference in Americas*, Academy of Human Resource Development.
15. **Sun, J. Y.** & Gu, Q. (November. 2013). The Impact of Career Orientation on Employee's Job Satisfaction, Career Satisfaction and Job Involvement in The Public

Sector. *Proceedings of the 2013 International Research Conference in Taipei*, Academy of Human Resource Development.

16. Wang, G. G. & **Sun J. Y.** (November, 2013). The role of organization routine in developing human resources in the Chinese context. *Proceedings of the 2013 International Research Conference in Taipei*, Academy of Human Resource Development.
17. **Sun, J. Y.** (February, 2013). Career authenticity based voluntary career transition: A Grounded Theory Study. *Proceedings of the 2013 International Research Conference In Americas, Washington*. Academy of Human Resource Development.
18. Wang, G. G. & **Sun, J. Y.** (February, 2013). Leading or misleading HRD through Research? The Case of Chinese Indigenous Research. *Proceedings of the 2013 International Research Conference In Americas, Washington*. Academy of Human Resource Development.
19. **Sun, J. Y.**, & Wang, G. G. (February, 2012). System induced voluntary career transition among Chinese managers: A grounded theory study. *Proceedings of to the 2012 International Research Conference In Americas, Denver, Co*. Academy of Human Resource Development.
20. **Sun, J. Y.**, & Wang, G. G. (June, 2012). Voluntary career transition of managers in China. *Proceedings of the 2012 International Research Conference in Hong Kong*. International Association of Chinese Management Research.
21. **Sun, J. Y.**, Wang, G. G., & Ellinger, A. (2011). Integrating the research in career transition and voluntary turnover. In K. Dirani & J. Wang (Eds), *Proceedings of the 2011 International Research Conference in America*, San Paul, MN: Academy of Human Resource Development.
22. Wang, G. G. & **Sun, J. Y.** (2011). An impact analysis of the four AHRD journals: 2002—2009. In K. Dirani & J. Wang (Eds), *Proceedings of the 2011 International Research Conference in America*, San Paul, MN: Academy of Human Resource Development.
23. Wang, G. G., Gilley, J. W. & **Sun, J. Y.** (2011). The “science of HRD:” Reshaping HRD research with scientomatics. In K. Dirani & J. Wang (Eds), *Proceedings of the 2011 International Research Conference in America*, San Paul, MN: Academy of Human Resource Development.
24. **Sun, J. Y.**, Wang, G. G., & Ellinger, A. D. (Nov, 2010). Career transition and voluntary turnover: Integrating the disparate literatures. *Proceedings of the 2010 International Research Conference in Asia*: Academy of Human Resource Development, Shanghai, China.

25. **Sun, J. Y.** (February, 2010). The role of system induced factors of career transitions among Chinese managers. *Proceedings of the 2010 International Research Conference in America*, Knoxville, TN: Academy of Human Resource Development.
26. **Sun, J. Y.** (February, 2010). The relevancy of grounded theory method to HRD theory building. *Proceedings of the 2010 international research conference*, Knoxville, TN: Academy of Human Resource Development.
27. Wang, G. G. & **Sun, J. Y.** (February, 2010). Human Resource Development in China: A policy review and analysis. *Proceedings of the 2010 International Research Conference in America*, Knoxville, TN: Academy of Human Resource Development.
28. **Sun, J. Y.** (December, 2009). Grounded theory research method and HRD theory building. *Proceedings of the 2009 International Research Conference in Asia*: Academy of Human Resource Development, Bahrain.
29. **Sun, J. Y.** & Wang, G. G. (June, 2009). Career transition theories revisited. *Proceedings of 10th Annual European Human Resource Conference* U.K.
30. **Sun, J. Y.** & Wang, G. G. (February, 2009). Exploring career transition in the Chinese context: The case of a MBA program. In J. Storberger-Walker (ed). *Proceedings of the 2009 International Research Conference*, Washington, D. C: Academy of Human Resource Development.
31. Wang, G. G., Rothwell, W.J., & **Sun J. Y.** (February, 2009). Management development in China: A policy analysis. In J. Storberger-Walker (ed). *Proceedings of the 2009 International Research Conference*, Washington, D. C: Academy of Human Resource Development
32. **Sun, J. Y.** & Dobbs, R. L. (February, 2009). Understanding the career decision making process. In J. Storberger-Walker (ed). *Proceedings of the 2009 International Research Conference*, Washington, D. C: Academy of Human Resource Development.
33. Wang, G. G., **Sun, J. Y.**, Dobbs, R. L. & Robers, P. (2009). Economics foundations: What can HRD learn from human capital and screening theories? In J. Storberger-Walker (ed). *Proceedings of the 2009 International Research Conference*, Washington, D. C: Academy of Human Resource Development.
34. **Sun, J. Y.** & Wang, G. G. (November, 2008). Career transitioning management for MBA graduates: The case of China. In Wasta, B. (ed.), *Conference Proceedings: 2008 Asia Conference of AHRD* (pp. 49-58). Bangkok, Thailand: Academy of Human Resource Development.
35. Wang, G. G. & **Sun, J. Y.** (November, 2008). Clarifying the boundary of Human Resource Development. In Wasta, B. (ed.), *Conference Proceedings: 2008 Asia*

Conference of AHRD (pp. 49-58). Bangkok, Thailand: Academy of Human Resource Development.

36. Wang, G. G., Li, J. J., Qiao X. J., & **Sun, J. Y.** (February, 2008). Exploring the Corporate University Phenomenon. In T. Chermack, & Storburg-Walker (eds.) Conference Proceedings: 2008 International Research Conference. Panama City, FL: Academy of Human Resource Development.
37. **Sun, J. Y.** (February, 2008). Relationship of Taorism and HRD practice. Worldviews and their impact on HRD research and practice: women's perspectives. 2008 International Research Conference, Academy of Human Resource Development. Panama City, FL.
38. Wang, G. G., Li, J. J., Qiao X. J., & **Sun, J. Y.** (November, 2007). Understanding corporate universities. In M. Z. Xiao (Ed) *Conference Proceedings, the 2007 Asian Conference, academy of Human Resource Development (pp. 195-198)*. Beijing: Beijing University Press.
39. **Sun, J. Y.**, & Wang, G. G. (November, 2007). Career Development for Chinese MBA Participants: Constraints, Challenges, and Solutions. In M. Z. Xiao (Ed) *Conference Proceedings, the 2007 Asian Conference, academy of Human Resource Development (pp. 195-198)*. Beijing: Beijing University Press.

REFERRED CONFERENCE PRESENTATIONS/WORKSHOPS

1. Bierema, L., Ghosh, R., Jacobs, R. L., Mclean, G., Short, D. and **Sun, J. Y.** (November 2021). Forum: Going Global in a Post Pandemic World. The Joint Virtual Conference of AHRD-ARACD in 2021.
2. Chaudhuri. S., Sehoon, Kim, S., **Sun, J. Y.**, and Maclean, G. N. (November, 2019). A Cross-SIG Proposal on Research and Teaching Collaboration Networking. AHRD International Research Conference in Asia, November, 2019, Hanoi, Viet Nam. November 2019.
3. Cho, Y., Chaudhuri, S., Nguyen, H. A., Park, J., and **Sun, J. Y.** (November, 2019). Asian Women Entrepreneurs' Business Startups and Development: A Panel Discussion of Six Country Cases. AHRD International Research Conference in Asia, November, 2019, Hanoi, Viet Nam. November 2019.
4. Wang, L. & **Sun, J. Y.** (November, 2019). Developing Chinese Family Business Successors – A Grounded Theory Study. The 2019 China Management Case Studies and Qualitative Research Forum. Management World Journals. Hangzhou, China.
5. **Sun, J.Y.**, Wang, L.J., & Ke, J. (2019, Nov.). Developing Transgenerational Entrepreneurship in Family Businesses – A Grounded Theory Study in China. The 18th AHRD International Research Conference in Asia, November, 2019, Hanoi, Viet Nam.

6. Ke, J., **Sun, J. Y.**, Wang, L.J., & Li, J. (2019, Nov.). Entrepreneurship Legacy in Second-generation Family Business Women Successors in China: Motivations, Opportunities and Challenges. The 18th AHRD International Research Conference in Asia, November, 2019, Hanoi, Viet Nam.
7. **Sun, J. Y.** & Wang, L. (March, 2017). Investigating the successors of Chinese Family enterprises: An empirical Study. Proceedings of the 2016 International Research Conference in America, Academy of Human Resource Development. San Antonio.
8. Alagraja, M. Han, S. J. **Sun, J. Y.** & Mclean, G. N. (March, 2017). Cross-country research collaboration networking. Academy of Human Resource Development. AHRD: San Antonio.
9. **Sun, J. Y.** & Gu, Q. (February, 2016). For A Public Cause or A Personal Interest? Examining Public Service Motives in the Chinese Context. Proceedings of the 2016 International Research Conference in America, Academy of Human Resource Development.
10. **Sun, J. Y.**, Cho, Y., and Ghoshi, R. (February, 2016). China, India and Korea HRD SIGs' Joint Innovative Session: Current Perspectives on Women in Leadership in Asia and HRD Implications. Academy of Human Resource Development. AHRD: Jacksonville.
11. Hagen, M., **Sun, J. Y.**, Yawson, R. Pandey, S. Collins, J. C. and Shuck, B. (February, 2016). BOTY Food and Thoughts Presentation: Food 'n Thought Book Club: The 2016 Book of the Year Award Nominees. Academy of Human Resource Development. AHRD: Jacksonville.
12. **Sun, J. Y.**, Li, Cho, Y., Li, J., Chakraborty, M., Ghoshi, R. (Feb, 2015). China, India and Korea HRD SIGs' Joint FOCUS Session: Women in Leadership Roles in Asia and HRD Implications. *The 2015 International Research Conference in America*, St. Louis, Academy of Human Resource Development.
13. **Sun, J. Y.**, Li, J., and Wang G. (Feb. 2015). From Indigenous Phenomenon to Indigenous Theory Development: HRD Research and Practice in the Greater China Region. . *The 2015 International Research Conference in America*, St. Louis, Academy of Human Resource Development.
14. Wang, G. G., **Sun, J. Y.**, Verner, J. M., Gilley, J. W., and Gilley, A. (Feb. 2015). Re-conceptualizing the Definition of HRD: A Gateway to New Research Frontiers. *The 2015 International Research Conference in America*, St. Louis, Academy of Human Resource Development.
15. Wang, G. G., **Sun, J. Y.**, Cooke, F., Fu, P.P., Mao, J., & Zhang, Y. (June, 2014). Qualitative Methods for Exploring Indigenous Chinese Organizational Phenomena. *The 2014 Biannual Research conference of International Association of Chinese Management Research (IACMR)*, Beijing, China.

16. Wang, G. G., **Sun, J. Y.**, Fu, P.P., Cooke, F. , & Xu, L. (June, 2014). Exploring Indigenous Phenomena in Chinese Organizations: New Findings and Potentials. *The 2014 Biannual Conference of International Association of Chinese Management Research (IACMR)*, Beijing, China.
17. **Sun, J. Y.** & Gu, Q. (February, 2014). Career orientation and its impact on career outcomes: A case of Chinese civil servants. *The 2013 International Research Conference in America*, Houston, Academy of Human Resource Development.
18. Wang, G. G. & **Sun J. Y.** (Februry, 2014). Exploring a contest-based routine in Chinese organizations. *Accepted by the 2013 International Research Conference in America*, Houston, Academy of Human Resource Development.
19. **Sun, J. Y.** & Gu, Q. (November. 2013). The Impact of Career Orientation on Employee's Job Satisfaction, Career Satisfactionand Job Involvement in The Public Sector. *Accepted by the 2013 International Research Conference in Taipei*, Academy of Human Resource Development.
20. Wang, G. G. & **Sun J. Y.** (November, 2013). The role of organization routine in developing human resources in the Chinese context. *Accepted by the 2013 International Research Conference in Taipei*, Academy of Human Resource Development.
21. **Sun, J. Y.** (February, 2013). Career Authenticity Based Voluntary Career Transition: A Grounded Theory Study. Accepted by *the 2013 International Research Conference In Americas, Washington*. Academy of Human Resource Development.
22. Wang, G. G. & **Sun, J. Y.** (February, 2013). Leading or Misleading HRD through Research? The Case of Chinese Indigenous Research. Accepted by *the 2013 International Research Conference In Americas, Washington*. Academy of Human Resource Development.
23. **Sun, J. Y.**, & Wang, G. G. (February, 2012). System induced voluntary career transition among Chinese managers: A grounded theory study. *The 2012 International Research Conference In Americas, Denver, Co.* Academy of Human Resource Development.
24. **Sun, J. Y.**, & Wang, G. G. (June, 2012). Voluntary career transition of managers in China. *The 2012 International Research Conference in Hong Kong*. International Association of Chinese Management Research.
25. Wang, G. G., Gilley, J. W., Sun, J. Y, Yang, B., & Korte, R. (2011). The “science of HRD research:” Assessing and evaluating HRD research. *The 2011 International Research Conference in America*, San Paul, MN: Academy of Human Resource Development.
26. **Sun, J. Y.**., Wang, G. G., & Ellinger, A. (2011). Integrating the research in career transition and voluntary turnover. *The 2011 International Research Conference in America, San Paul, MN: Academy of Human Resource Development*.

27. Wang, G. G. & Sun, J. Y. (2011). An impact analysis of the four AHRD journals: 2002—2009. *The 2011 International Research Conference in America*, San Paul, MN: Academy of Human Resource Development.
28. Wang, G. G., Gilley, J. W. & Sun, J. Y. (2011). The “science of HRD:” Reshaping HRD research with scientomatics. *The 2011 International Research Conference in America*, San Paul, MN: Academy of Human Resource Development.
29. Sun, J. Y. (February, 2010). The role of system induced factors of career transitions among Chinese managers. *The 2010 International Research Conference in America*, Knoxville, TN: Academy of Human Resource Development.
30. Sun, J. Y. (February, 2010). The relevancy of grounded theory method to HRD theory building. *The 2010 international research conference*, Knoxville, TN: Academy of Human Resource Development.
31. Wang, G. G. & Sun, J. Y. (February, 2010). Human resource development in China: A policy review and analysis. *The 2010 International Research Conference in America*, Knoxville, TN: Academy of Human Resource Development.
32. Zheng, W., Li, Jessica, & Sun, J. Y. (February, 2010). Getting to the next level: A research agenda on advancing careers for Asian women professionals in the US workplace. *The 2010 International Research Conference in America*, Knoxville, TN: Academy of Human Resource Development.
33. Sun, J. Y. (December, 2009). Grounded theory research method and HRD theory building. *The 2009 International Research Conference in Asia*: Academy of Human Resource Development, Bahrain.
34. Sun, J. Y. & Dobbs, R. L. (February, 2009). Understanding the career decision making process. *The 2009 International Research Conference*, Washington D. C: Academy of Human Resource Development.
35. Wang, G. G., Rothwell, W. J., & Sun, J. Y. (February, 2009). Management Development in China: A policy analysis. *The 2009 International Research Conference*, Washington D. C: academy of Human Resource Development.
36. Wang, G. G., & Sun, J. Y. (February 2009). Clarifying the boundaries of human resource development. *The 2009 International Research Conference*, Washington D. C: academy of Human Resource Development.
37. Wang, G. G., Nijhof, W., Swanson, R. A., Allen, C., Roberts, P. & Sun, J. Y. (February 2009). Building comparative HRD. An Innovative Session at the 2009 International Research Conferecen. Washington DC: Academy of Human Resource Development.

38. Wang, G. G., Korte, R. & **Sun, J. Y.** (February, 2009). Development economics: A foundation for HRD policy studies in developing countries. *The 2009 International Research Conference*, Washington D. C: academy of Human Resource Development.
39. Wang, G. G., **Sun, J. Y.**, Dobbs, R. & Roerts, P. (February, 2009). Economic foundations: What can HRD learn from human capital and screening theories? *The 2009 International Research Conference*, Washington DC: academy of Human Resource Development.
40. Wang, G. G., Li, J. J., Qiao, X. & **Sun, J. Y.** (February 2008). Exploring coeporate university phenomena. *The 2008 International Research Conference*. Panama City, FL: Academy of Human Resource Development.
41. Wang, G. G., Li, J.J., Qiao, J. X., **Sun, J. Y.**, Allen, C. & Dobbs, R. L. (February 2008). Corporate University: Theory and Practice. Innovative Session at the *2008 International Research Conference*. Panama City, FL: Academy of Human Resource Development.
42. Wang, G. G., Li, J. J., Qiao, X. & **Sun, J. Y.** (November 2007). Understanding corporate universities. Presentation at the *2007 Asian Conference*. Academy of Human Resource Development. Beijing, China: Beijing University.
43. Wang, G. G., Zheng, W., Cui, L., & **Sun, J. Y.** (November 2007). HRD research and practice in international settings. *2007 Asia international Research Confeence*. Beijing, China: academy of Human Resource Development.
44. **Sun, J. Y.** & Wang, G. G., (November, 2007). Career Development for Chinese MBA Participants: Constraints, Challenges, and Solutions. *2007 Asian International Research Conference*. Beijing, China: Academy of Human Resource Development.
45. Wang, G. G.& **Sun, J. Y.** (November 2007). Career Development in Organizations: What, Why, and How. Workshop at Global Career Development Facilitator and National Career Development Association China Summit Forum. Beijing, China.
46. Peng, S. Q. & **Sun J. Y.** (July, 2006). Key Competency Model for MBA Students. The Fifth International Conference on Adult Education & Social Development, Macau, China.
47. **Sun, J. Y.** (October 2005). Career Development Services at Guanghua School of Management. National Business School Deans' Forum. Kunming, China.

COURSES AND TRAINING WORKSHOPS

As a guest lecturer of China Vocational University Online, delivered the following courses/ workshops to over 300 higher education institutions via satellite network, 2006 - present.

- Career development for graduates in unpopular majors.
- Career development principles for university students
- Career exploration for university students

- Career interests exploration for university students
- Value system and careers for university students

Global Career Development Facilitator Program certified by the Center for Credentialing & Education, Inc., serving as an instructor for two courses - Labor Market and Career Development Service – Beijing & Shanghai, Feb, June, December 2005; Feb, June, Nov. 2006; and December, 2007.

INVITED SPEECHES AND WORKSHOPS

1. **Sun, Y.** (Jan. 19, 2022). Conflict Resolution, Hopkins County High School Leadership Class
2. **Sun, Y.** (Dec. 12, 2021). Organizer and Major Guest Speaker to critique and announce Best Research Papers. The Third Li-Xin Qualitative Research Forum, Shanghai, China
3. **Sun, Y. & Ke, J.** (Nov. 2019). Pre-conference Workshop Speaker, First AHRD China Conference – Talent Ready for Business, Shanghai, China, Nov. 14, 2019
4. **Sun, Y.** (Dec. 2014). Grounded Theory Method And Theory Building. Shanghai Jiao Tong University, Shanghai, China.
5. **Sun, Y.** (Dec. 2014) Human Resource Management in the United States. Shanghai Economic and Business University, Shanghai, China.
6. **Sun, Y.** (April, 2014) International Experiences. Texas A&M University – Commerce, Commerce, Texas.
7. **Sun, Y.** (June, 2011). Human resource management and development in business organizations. Bright Oceans Corporation, Beijing, China.
8. **Sun, Y.** (July, 2011). Job Market and Career Planning in Organizations. Beijing, China.
9. **Sun, Y.** (December 2006) Job Searching and Career Development. A seminar for the College of Medicine, Peking University. Beijing,
10. **Sun, Y.** (December 2006) Job Searching Skills. A workshop for The Capital University of Economics and Trade. Beijing.
11. **Sun, Y.** (December 2006) Career Planning for MBA Participants. A seminar for Hefei University of Industrial Technology. Hefei, China.
12. **Sun, Y.** (November 2006) Career Development Skills. A workshop for the MBA Education Center, Business School, Central University of Economics and Finance. Beijing.
13. **Sun, Y.** (May 2006). Your Career Success Begins with Your First Job. A workshop for Shenzhen University. Shenzhen. China.
14. **Sun, Y.** (July 2005). Career Development Skills for MBA Students. A workshop for Shanghai University. Shanghai.
15. **Sun, Y.** (June 2005). Career development guidelines and career counseling skills, A workshop for Jiangsu Province Career and Vocational Center. Nanjing, China.
16. **Sun, Y.** (August 2005 –August 2006). Executive Coaching. A workshop for the Chinese Government Youth Committee, Beijing.
17. **Sun, Y.** (April 2005). Career Development in organizational settings. A workshop for China Construction Bank, Guangzhou, China.
18. **Sun, Y.** (March – April, 2005). Customer Service. A workshop for China Construction Bank and China Agriculture Bank.
19. **Sun, Y.** (March 2005). Recruiting Skills. A workshop for 51job.com. Beijing.

20. **Sun, Y.** (March 2005). Pressure Controls for employees. A seminar for the Great-Wall Lubricating Oil Co. Beijing.
21. **Sun, Y.** (November 2004). Documenting Expertise. A workshop for Jiangsu Food Equipment Company Nanjing, China.
22. **Sun, Y.** (Sept 2004) How to Start Your Socialization Process for Career Success. A seminar for Graduate School, Tsinghua University, Beijing

PROFESSIONAL MEMBERSHIP

- Academy of Training and Development (ATD), 2019-present
- Academy of Management (AoM), 2010—2019
- Academy of Human Resource Development (AHRD), 2007 – present
 1. China Special Interest group, Academy of Human Resource Development, 2009-present
 2. Theory Building Research Special Interest Group, Academy of Human Resource Development (AHRD) (2009-present)
- International Association of Chinese Management Research, 2008 – present
- International Association for China Human Resource Development (IACHRD) (2007 – present)

UNIVERSITY SERVICE:

1. Served on University Faculty Affairs Committee, 2021-Present
2. Served on SCOB College Faculty & Staff Award Committee, 2022-2025
3. Served on CBT College Governance Committee, 2019-2021
4. Served on CBT Faculty Award Committee 2017-2019
5. Served on CBT Undergraduate Council Subcommittee 2016-2017
2. Served on UG Curriculum committee 2015-2016
6. CBT Student Award Committee: University Committee
7. Served on the University HOP Committee, 2014-2015
8. Served on CBT Undergraduate Curriculum Committee, 2012-2015.
9. Served on “Committee on Committees” and facilitate the nominations for university level committee representatives from CBT, 2013.
10. Supported the ATMAE accreditation and participated in documentation preparation, course improvement, and being interviewed by the ATMAE site visiting team, April, 2012.
11. Nominated outstanding students for BUS, HRD and Technology majors. April, 2012 and April 2013.

COMMUNITY SERVICE:

1. Voluntarily teaching Chinese at Tyler Chinese School (Spring, 2014 – Fall 2018)
2. Voluntarily providing help in middle school classes in Moore Middle School, Tyler ISD.

PROFESSIONAL SERVICE

- Visiting Professor, Management School, Yangzhou University, June, 2022-Present
- Board of Directors Member, AHRD, 2019 - 2022
- Editorial Board Member: CJHRM 2014 – 2019
- Editorial Board Member: Journal of Business Administration Research (2019 – now)
- *Co-coordinator*, First AHRD China Conference – Talent Ready for Business, Shanghai, China, Nov. 14-16, 2019
- Dissertation Award Committee, AHRD, 2014-now
- Cutting Edge Award Committee, 2010 -now AHRD International Research Conference in America.
- R. Wayne Pace Book of the Year Award Committee, AHRD, 2010-2015. Chair 2016-2017.
- *Symposium Chair*, Exploring Cross-Cultural Adjustment. The 2010 international Research Conference in America: Knoxville, TN: Academy of Human Resource Development, February, 27, 2010.
- *Track Chair* of HRD Performance and Strategy Track. 2015-2016 International Research Conference in America, AHRD.
- *Associate Track Chair* of Career Development Track, 2010 International Research Conference in America, Academy of Human Resource Development.
- *SIG Chair* of China SIG group, Academy of Human Resource Development, 2014-2019.
- *Associate Chair*: China SIG group, Academy of Human Resource Development, 2013-2014.
- *Symposium Chair*, Theory Building, 8th International Research Conference in Asia, Academy of Human Resource Development, December, 13, 2009.
- *International Committee*, Academy of Human Resource Development, (2007-present).
- Manuscript Reviewer for the International Research Conferences, the Academy of HRD (2007-now).
- *Manuscript Reviewer* for Human Resource Development Quarterly (HRDQ). (2014 – now).
- *Manuscript Reviewer* for Human Resource Development Review (HRDR). (2012-now)
- Manuscript Reviewer for African Journal of Business Management, (2010 – 2011)
- *Manuscript Reviewer* for Human Resource Development International (2010 - now)
- *Hoc Reviewer* for Advances in Human Resource Development (2014)
- *Vice President* – Business Development, International Association for China Human Resource Development (IACHRD), 2007-present.
- *China Regional Coordinator* for the 2007 International Research Conference of National Career Development Association (NCDA) at Seattle,.
- *International Coordinator* of Global Career Development Facilitator and National Career Development Association China Summit Forum (2007)
- *Principal Judge*, National College Students Career Development and Planning Contest, (April–October 2006), Beijing, China.
- Guest Advisor and Commentator for the TV serial *The Journey* program on career development by China Central TV (CCTV), (2005-2006).
- As a Panelist for the 2005 TV program, *Scientific Endeavors* by The Education Channel, China Central TV (CCTV) and presented eight special programs on career development in 2005.
- Career Development Consultant, Tsinghua University, Beijing, China (2005-2006)

- Career Development Consultant, Shanghai University, Shanghai, China (2005-2006)

PROFESSIONAL DEVELOPMENT AND CERTIFICATES

- ✓ Certified Professional of Training and Development (CPTD), 2022-Present By Association of Training and Development
- ✓ Certified Trainer, the Global Career Development Facilitator Program (2005, 2006) by National Career Development Association (NCDA).
- ✓ Certified Global Career Development Facilitator (GCDF), by National Career Development Association, USA (2005)
- ✓ Executive Coach Certificate by Professor Paul Stevens (2006).
- ✓ Executive Coach Certificate by The Training Center of the Chinese Central Youth League (2005 – 2006)
- ✓ International Research Conference, National Career Development Association. Seattle, AL, (July, 2007)
- ✓ Career Development in Organizations – by Foreign Enterprise Service Corporation (FESCO), Beijing, China (2005).
- ✓ HRD Certificate, Awarded jointly by the Pennsylvania State University, Peking University, Nankai University, and Motorola University, (1999- 2000).
- ✓ Consulting Skills -by KPMG China, Inc. (1997)

MEDIA COVERAGE

Interviewed, quoted, or featured in the following media articles on Chinese national newspapers or magazines regarding MBA graduate students or college graduates' career development issues:

- Zhuang, D. K. (October 18, 2006). Job Searching Dilemma for MBA Graduates. (MBA求职误区). *New Beijing Daily* (p. 6).
- (September 6, 2006) “Forced”: Fresh College Graduates Became Entrepreneurs (大学生“逼”上了创业之路). *China Economic Times* (p. 5).
- (April, 12, 2006). Pay More Attention to Career Education. (“职业生涯教育”期待更多关注) *China Education Daily*. (p. 12).
- (September 21, 2005) “Employment Express” from Peking University (就业直通车从北大出发). *China Education Daily* (p. 10).
- (August 10, 2005). College Graduates: How to Become Organizations' Favorites? (大学毕业生怎样成为职业宠儿) *China Education Daily*, (p. 12).
- (August 2, 2005). Career Education Must Address Fundamental Issues (就业教育不该治标不治本). *China Youth Daily*.
- Yang, T. & Gui, Y. M. (June 15, 2005). Graduates Should Deal with the Household Registration System (Hukou) in a Right Way (学生要正确认识户口的作用) *China Economic Times*.
- (June, 9, 2005). The Comparative Advantages of Domestic MBA: Broader Career Opportunities. (国内商学院MBA优势竞争力: 本土MBA就业面更广) *New Beijing Daily*.

- (November 18, 2004) College Graduates: How to Prepare for Future Careers.
(面对就业, 大学生做什么准备) *Guangming Daily*
- Tan, L. (May 9, 2004). MBAs Need to Be More Practical. (MBA需要更务实) *Global Times*, (p. 5)

CONSULTING

- Beisen Career Assessment Co. (2005-present)
- ChinaHR.com (2005-2006)
- China National College Students Career Development Satellite Network (2005-2006)
- HongBin Human Resource Consulting Company (2005-2006)

HONORS AND AWARDS

- Outstanding Faculty Award, Texas Alpha XI Chapter,
National college Honor Society, November 2021
- Outstanding Paper Award, Journal of Chinese Human Resource Management 2015
- Malcolm S. Knowles Dissertation of the Year Award,
Academy of Human Resource Development, 2013
- Cutting Edge Award
Academy of Human Resource Development, 2012 and 2013
- Outstanding Reviewer
Journal of Chinese Human Resource Management, 2012
- The Second Prize, Lining International Doctoral Dissertation Research Proposal Award
International Association of Chinese Management Research, 2010
- Emerson Scholarship for Outstanding MBA Student
Guanghua School of Management, Peking University, 1997-1998
- Outstanding Student Award
Human Resource Development Certificate Program, jointly offered by the Pennsylvania State University, Peking University, Nankai University and Motorola University, 2000
- Peking Municipal Scholarship for Outstanding College Graduates
Peking City Government, 1994