2019 AHRD
International Research Conference in the Americas
February 13-16, 2019   |   Louisville, Kentucky, U.S.A.

Non-Refereed Paper Descriptions
ICON KEY

**FOCUS Sessions** offer an in-depth focus on a specific topic area. These might be colloquiums, expert panel discussions, or other kinds of session designs that foster scholarly exploration.

**PD** A Professional Development Workshop (PD) provides the opportunity for colleagues to share knowledge and expertise that fosters professional development around capabilities to support research, theory-building, and/or scholarly practice.
Tips for Publishing Qualitative Research from Editors and Scholars
Session ID: 534029

Qualitative researchers are, at times, frustrated with how to interpret reviewers’ feedback on their qualitative research work and/or the editor’s comments/decision. This is evident by the exceptionally well-attended Non-Referred Focus Session held by the Qualitative Inquiry SIG at prior AHRD Conferences that focused on providing advice from editors on publishing qualitative research.

Denise Cumberland, University of Louisville
Is Blind Recruiting Really as Gender Blind as it’s Supposed to Be?
Session ID: 536237

The Future is diverse. However, the reality is most organizations are unprepared and continue to approach recruiting like they always have. Organizations need to stop checking the boxes and think outside of the box to remove unconscious gender bias from their recruiting processes. Moreover, recent research by the University of London and Oleeo suggests that women’s resumes aren’t using the language necessary to attract recruiters’ attention. This FOCUS session will demonstrate how small, but statistically significant patterns can lead to gender identification and explore strategies to mitigate unconscious gender bias for fair consideration and true inclusion.

Jeanette Maister, Oleeo
NON-REFEREED FOCUS SESSION | Rose

**Shaping and Skilling as the Cornerstone of HRD: New Findings, Challenges, and Opportunities for HRD Research**

Session ID: 539184

Join this session presenting new findings from continued definitional research and discussing new research challenges and opportunities! From shaping and skilling as the cornerstones of HRD to three resulting theorems of HRD, to classification of closed shaping and open shaping, and to effectively distinguish HRD from human development (HD) and adult learning (AL), a novel core theory of HRD is emerging. The theory challenges the classic debate between the three-legged stool and the centipede metaphors and question the idea of NHRD. The focus will also be on identifying future HRD research at micro and macro levels for core HRD theories.

Greg Wang, The University of Texas at Tyler
My Favorite Assignment
Session ID: 530289

The purpose of this workshop is to improve the skills and grow the toolboxes of HRD faculty. Research has shown that innovative and applied assignments that challenge student thinking and apply theory to practical life and career situations will improve critical thinking skills and learning effectiveness. We also know from Knowles (1968) that adults prefer practical, problem-centered approaches to learning. Many faculty members have such assignments, so sharing them with each other will grow the HRD teaching skill base as a whole, resulting in progress for the entire field.

Rose Opengart, HR Doc
NON-REFEREED FOCUS SESSION | Kentucky G

Meet the Editor Session
Session ID: 540210

This session will be a great opportunity to meet and engage in dialogue with the Editors of the four Academy of HRD sponsored journals; that is, Advances in Developing Human Resources, Human Resource Development International, Human Resource Development Quarterly, and Human Resource Development Review. The Editors will describe their journal submission expectations with regards to being cutting-edge, novel, and rigorous, all the elements of quality scholarship. The Focus session strongly encourages audience questions and feedback.

Thomas Reio, Florida International University
The Changing of the Guard: Transforming the way we Respond to Challenges in Academia
Session ID: 540260

This session will draw faculty into a deep conversation around the changing of the guard in academia with a specific focus on the complexity of today's faculty experiences. Given AHRD's interdisciplinary roots and expertise in learning, leadership, organizational change, and culture development, the Academy is uniquely positioned to inform this conversation as well as lead efforts to reform working conditions and define the future. Building from an ongoing conversation at the AHRD conference over the past two years on the changing nature of academia, we plan to advance dialogue and research on the critical issues facing faculty in HRD today.

Katherine Rosenbusch, George Mason University
Brad Shuck, University of Louisville
Emily Morrison, The George Washington University
Tomika Greer, University of Houston
Problem-based learning: Using authentic performance problems to inductively teach and promote active learning in HRD

Session ID: 534512

This workshop provides hands-on experiences of inductive teaching using problem-based learning (PBL). PBL uses real-world, authentic problems to facilitate active learning, collaborative problem solving, critical thinking, and real-time knowledge exploration. Barrows (1994) implemented a PBL curriculum at Southern Illinois School of Medicine (SIUSOM). Since its onset to the present day, the university has been recognized for this innovative pedagogy. While PBL has been adopted by K-16 and medical schools, PBL is less understood and utilized in the field of Human Resource Development. This session is based on the successful Essentials of PBL Workshop provided by SIUSOM for over 20 years.

Heeyoung Han, Southern Illinois University School of Medicine
CFA Marker Technique: Assessing Common Method Variance and Bias
Session ID: 537052

This professional workshop will deliver an overview of common method variance (CMV) and common method bias (CMB), illustrate the confirmatory factor analysis (CFA) marker variable technique using AMOS, and conclude with a discussion of analyzing, interpreting, and reporting findings.

Janice Chretien, The University of Texas at Tyler
Kim Nimon, The University of Texas at Tyler
NON-REFEREED FOCUS SESSION | Kentucky G

Preparing HRD Professionals for the Global Workplace: A Holistic Learning and Development Approach
Session ID: 540434

The rapid pace of globalization and technological advancements along with the sweeping political changes in different parts of the world are widening boundaries of international work. Organizations are paying increased attention to the global competence of their employees and thus, higher education institutions and business and community-based organization have a responsibility in creating learning and development environments, programs, and approaches to prepare people for the global workplace. The session organizer and panelists will share their expertise about how to create these learning and development opportunities and will engage participants in discussions about strategies they can apply in their work.

Maria Cseh, The George Washington University
Kenneth Bartlett, University of Minnesota – Twin Cities
Oliver Crocco, Louisiana State University
Gary McLean, McLean Global Consulting, Inc.
Darlene Russ-Eft, Oregon State University
Jia Wang, Texas A&M University
Progressive Enhancements to Web-Based Learning: The What, Why, and How
Session ID: 538801

A growing body of knowledge addresses the expanding role of web-based learning and the call to integrate innovative learning solutions within these approaches (Ho, 2017, Mogha, 2018). Attendees will develop an understanding of learning principles applicable to web-based learning. Attendees are introduced to web-based learning solutions and their supporting elements, such as simulations, scenario-based activities, gamification techniques, and others. The session examines important characteristics of enhancing web-based learning in workplace learning. Attendees will be challenged to align learning solutions to an identified performance outcome or goal and will leave the session with a resource guide to take into their practice.

Lauren Merrild, Health Care Service Corporation
Nicole Buras, Health Care Service Corporation
Living La Vida Loca: Integrating the practice and scholarship of a scholar-practitioner
Session ID: 539367

Defining what a scholar-practitioner does is not easy; living the scholar-practitioner life is even tougher. The practitioner’s work is challenging and filled with competing priorities that often limit opportunities to integrate scholarship into one’s practice in meaningful ways. This interactive professional development workshop hopes to provide scholar-practitioners opportunities to learn what it means to be a scholar-practitioner. This workshop also provides a forum for the participants to acquire simple, relevant strategies to strengthen the integration of scholarship into his or her practice. This workshop is facilitated by a veteran trainer who has lived the crazy life of the scholar-practitioner.

Jason Moats, Texas A&M Engineering Extension Service
How to break into academia: Unlocking the code to get an academic position
Session ID: 540323

This session will focus on how to unlock the keys to landing your first academic position. Come enjoy a conversation with faculty from all levels and types of positions. They will share their joys and struggles of navigating the academic world. We will discuss the role of faculty at each stage in their career and highlight potential career development opportunities. To make the most of this session, we encourage participants to bring a copy of their CV. Participants will leave the session with an understanding of how to navigate the university setting and plan for their academic career.

Katherine Rosenbusch, George Mason University
Marie Valentin, Faculty Fellow in Human Resource Faculty Development for Alamo Colleges District
NON-REFEREED FOCUS SESSION | Kentucky G

Writing for Success: How to Publish Non-Empirical Research?
Session ID: 540399

Sponsored by Human Resource Development Review (HRDR), this FOCUS Session is designed to provide specific guidance on how to publish findings from non-empirical research conducted using approaches other than quantitative, qualitative, or mixed research methods designs. The HRDR editorial team will discuss criteria for evaluating literature reviews and conceptual/theory articles. We will also highlight common problems we have identified in HRDR submissions. Finally, we will offer tips on how to develop publishable manuscripts. This session will benefit students and scholars who are interested in turning their literature reviews and conceptual research into journal publication.

Jia Wang, Texas A&M University
Yonjoo Ch, Indiana University
Mina Beigi, University of Southampton
Why I Matter - The Relationship between Job Crafting and Meaningful Work
Session ID: 540578

Good person-job fit results in satisfaction between the individual and the organization. Increased satisfaction between a number of individuals in an organization can impact the organizational culture positively. When employees believe in their value, that their work is valued, and they are performing meaningful work, they are also bonding with the organization’s goals and continuing to shape the organizational culture. This provides a great ROI for the organization. The topic(s) of the session and ensuing discussion will explore how job crafting assists in this sense of satisfaction as well as short and long-term potential impacts to the organization.

Julia Tucker-Lloyd, Virginia Commonwealth University
Robin Hurst, Virginia Commonwealth University
NON-REFEREED FOCUS SESSION | Filly

The social impact of the ‘student-as-customer’ ‘student as co-producers’ metaphor on the role of academic leadership in the higher education sector
Session ID: 541123

This paper aims to offer an insight into the hidden factors of consumerism in management education. The objective is to know the impact of the positioning of students as consumer or co-producer on the role of academic leadership in the higher education sector. Using a qualitative approach, the method of semi-structured questionnaires is firstly used, to identify students as consumers or co-producers. Then by adopting a critical discourse lens utilising the methods of cognitive mapping and focus groups this study seeks to unravel the contradictions of the metaphors in management education, its implications on academic leadership, social impact and diversity.

Loliya Akobo, Liverpool John Moores Uni
Deborah Humphreys, Liverpool John Moores Uni
**Non-Refereed Paper Descriptions**

Saturday, February 16 | 8:30 - 10:00 am

**PD** NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP | Place

**Developing International Academic Career**
**Session ID: 541572**

This PDW proposes a discussion on how HRD academics can develop their international career. It will offer a rare opportunity to get behind-the-scenes insights into the professional journeys in a foreign country. To meet this goal, we will invite experts who have very diverse academic career experiences throughout the world. By engaging in roundtable discussions, facilitators and audiences will share their experience and issues related to international career transitions. Audiences will have a chance for collective reflection and asking questions regarding opportunities and challenges that confront their career paths.

Sehoon Kim, University of Minnesota
Soebin Jang, University of Minnesota
Exploring Engagement, Diversity & Inclusion. Where does Race & Gender Fit In?
Session ID: 541235

Research on engagement and diversity has received considerable attention among HRD scholars. Recently, engagement together with Diversity and Inclusion (D&I) have been found to be positively linked with profitability, retention, and performance. In spite of this emergent knowledge, there remains a dearth of information on this relationship. With the increasing popularity of engagement assessments, there is a unique opportunity to explore how D&I might be connected with measuring engagement. This session explores this opportunity. Based on the research of the facilitators, please contribute to the discussion on Exploring Engagement, Diversity & Inclusion. Where does Race & Gender Fit In?

Nicole Dillard, Northern Kentucky University
E. Kobena Osam, Northern Kentucky University
Russelll Robinson, U.S. Department of Health & Human Services
Non-Refereed Paper Descriptions

Saturday, February 16 | 10:30 - 12:00pm

NON-REFEREED FOCUS SESSION | Show

Leadership in Developing Countries: Challenges and Opportunities
Session ID: 541445

The chief objective of this session is to examine the current and future leadership challenges in developing countries. A brief introduction and discussion of leadership, leadership theories, and instruments for effective leadership in developing nations will assist human resource development (HRD) students, scholars, and practitioners to understand the current crisis in the third world and the shifts in global politics.

Sami Jabarkhail, Texas A&M University
Larry Dooley, Texas A&M University
Amin Aliza, Texas A&M University
PD | NON-REFEREED PROFESSIONAL DEVELOPMENT

Workshop | Place

Using Liberating Structures to Give and Get from Other Conference Participants

Session ID: 540975

Conferences can be exhausting. There is often lots of talking and listening, but fewer opportunities to purposefully, deliberately, directly and meaningfully shape one another’s work. This roll-up-your-sleeves workshop tries to address the gap by creating a space and an invitation to reflect and get practical advice on both the individual challenges and the wider difficulties, paradoxes and uncertainties facing scholars, practitioners and scholar-practitioners in HRD. During the session, participants will experience three different Liberating Structures that create opportunities for each person to tap into the imagination and intelligence of their peers in novel ways while simultaneously contributing their own ideas.

Henriette Lundgren, Tilburg University, The Netherlands
S Fisher Qua, Back Loop Consulting
Career Development: Creating Future Direction for HRD Research and Practice
Session ID: 541450

Career development (CD) dramatically changed in the latter part of the 20th Century, creating the need for the field of Human Resource Development (HRD) to respond with new directions in research and practice. Multiple issues in the workplace provide challenges and opportunities for HRD scholars and professionals to make a difference for individuals, organizations, and society. The objective of this session is to give scholars and practitioners a platform to collaboratively move CD forward to prominence. Principles of action research and appreciative inquiry will be utilized in this interactive session to ignite research and practice collaborations within the HRD community.

Katherine Yeager, Abilene Christian University
Bridging the fields: Medical education and HRD
Session ID: 541591

Human resource development (HRD) research needs to shift and extend its focus beyond corporate settings to strengthen its theory and practice. In this session, the authors introduce some of the medical education research and practices to the HRD scholars. The current focus session aims at inviting scholars and guiding their research plan that can connect the fields of medical education and HRD. Bridging between the two domains, the authors hope that sharing of current topics in the medical education field stimulate the intellectual curiosity of HRD researchers and help them extend their research agenda to the field of medical education.

Boyung Suh, Southern Illinois University School of Medicine
Heeyoung Han, Southern Illinois University School of Medicine
NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP | Filly

**Doing Your Part, Instead of Doing It All: Improvisation to Promote Collaboration in the Workplace**

*Session ID: 541368*

A growing body of knowledge addresses the importance of cultivating collaborative leaders and team building in the workplace (Goleman, Boyatzis, & McKee, 2013; Maalouf, 2018). In contrast, historical literature also reveals much of Western business centers on individualism, working in silos, and competition (Crossan, 1998; Jones, Davis, & Thomas, 2015). The improvisational tenet “bring a brick, not a Cathedral” embodies moving beyond individualist tendencies. The session examines characteristics of interpersonal collaboration to address organizational objectives. Additionally, attendees examine and engage in exercises that support this improv tenet, such as trust, active listening, acceptance and contribution, and suspending judgment.

Henri Dugas, NorthShore University HealthSystem
Nicole Buras, Health Care Service Corporation
The workshop will explore the relatively uncharted territory of virtual reality (VR) simulation technology as a training platform in developing three non-linguistic intercultural leadership competencies—empathy, openness, and curiosity. Participants will get to experience intercultural leadership development interventions that use immersive VR technology, and will experience first-hand a sample of simulations developed for this a re-search study. In addition, demonstration of data triangulation with traditional methods of evaluating training impact including quantitative inventories and qualitative reflections with cutting-edge biometrics that use non-invasive devices to monitor involuntary biological indicators of emotion and engagement.

Mesut Akdere, Purdue University
Louis Hickman, Purdue University
Kris Acheson-Clair, Purdue University
Career and Family Sacrifices of Female Internationals: Implications for Human Resource Development Professionals
Session ID: 541640

Dual-career policies exist in many companies seeking to offer couples employment. Related research that exists focuses on the experiences of temporary U. S. ex-patriates and their spouses. However, more research is needed to understand the experiences of international dual-career couples who seek to work in the United States indefinitely. When spousal hires are not offered by an organization, international wives often experience stress due to underemployment/unemployment and separation from their families, negatively impacting their performance and professional contribution. A group discussion will focus on the need for dual-career programming that reduces career and family sacrifices of wives of international hires.

Cynthia Sims, Southern Illinois University-Carbondale
Yuanlu Niu, Southern Illinois University Carbondale
Collaborating with the Masters: Challenges, Pathways, & Lessons from the Masters
Session ID: 540749

Establishing collaborations is a critical factor in the success of academics. Collaboration with experts in the field is critical for junior or emerging scholars to be accepted for publication in prestigious journals. However, there is little written about the challenges of junior faculty or emerging scholars within HRD and how they could learn from the effective practices of established scholars. The practice in the field so far has been scholars learning as they go. This workshop is intended to identify best practices that helped scholars establish professional relationships and produce collaborative scholarship and support emerging scholars in learning from them.

Malar Hirudayaraj, Rochester Institute of Technology
Rose Baker, University of North Texas
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