CURRICULUM VITAE

Doo Hun Lim, Ph.D.

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Norman, OK 73019	

Education

1998, Ph.D., Human Resource Education, University of Illinois, Urbana-Champaign

1995, M.Ed., Human Resource Education, University of Illinois, Urbana-Champaign

1987, B.S., English, Sogang University, Seoul, Korea

Abbreviated Work Experience

2018-present,	Professor of Adult and Higher Education University of Oklahoma, Norman
2022	Visiting Professor, Department of Education, College of Education, Korea University, Seoul, Korea.
2021-2022, 2016-2018, 2011-2014	Program Chairs, Adult and Higher Education University of Oklahoma, Norman
2014-2015	Visiting Professor, Department of Education, College of Education, Korea University, Seoul, Korea.
2008-2017	Associate Professor of Adult and Higher Education University of Oklahoma, Norman
2000-2008	Assistant Professor of HRD/Business Administration University of Tennessee, Knoxville
1999-2000	Chief Performance Consultant PSI Consulting, Seoul, Korea
1998-1999	Instructor of Industrial Technology Education Indiana State University
1994-1998	Webmaster of Human Resource Education University of Illinois, Champaign
1988-1993	Assistant Training Manager, Personnel Specialist Sheraton Walker Hill Hotel, Seoul, Korea
1983-1985	Sergeant, Army Joint United States Military Advisory Group Korea

Courses Taught

<u>Undergraduate Courses</u>
Human Resource Management
Human Resource Development
Smart Technologies for Management and Learning
E-learning and Blended Learning
Learner and program evaluation
Instructional systems design
Computer applications for education

<u>Graduate Courses</u>
Adult Learner
Brain-based Learning and Adult Development
Human Resource Management
Human Resource Development
Program Planning for the Adult Learners
Instructional Systems Design
Assessment and Evaluation
Introduction to Research
Organizational Development and Change
Management and Administration of Training Functions
Performance Improvement Systems and Technologies
Design and Delivery of Distance Education Programs
E-learning and Blended Learning
Technology, Innovation, and Performance Systems for HRD
Technologies for Teaching and Management for Adult Education
Applied Technologies for Learning and Performance Improvement

<u>Seminars and Workshops</u>
Generative AIs for learning and content development
Metaverse for learning, engagement, and motivation
Brain-based Smart Learning
Flipped Classroom and Instruction
VR/AR-based Learning and Instruction
Data Analytics and Visualization
Utilizing Zoom for Learning and Instruction
3D Content Authoring for Learning (AR, 3D 180/360⁰ Video, Avatar)

Research Interests

◆ VR/AR/MR based learning and performance improvement
◆ Data analytics and visualization for learning and performance management
◆ Metaverse for learning and human resource development
◆ Neuroscience and human resource development
◆ Generational learning styles and cognitive learning process for adult learners
◆ Smart technologies for performance management and learning
◆ Training transfer for performance improvement
◆ Motivational and instructional design issues for adult learning
◆ Cross cultural studies on work performance and organizational variables
◆ Curriculum studies of adult and higher education

Publication

<u>**Articles Published in Refereed Journals**</u>

1. Lim, D. H., Lee, J. Y., & Park, S. Y. (accepted). The metaverse in the workplace: Possibilities and implications for HRD. *Human Resource Development Review*. (SSCI)

2. Kim, J. H., Lim, D. H., Kim, H. S., & Yoon, S. W. (in press). Relationships among learning organization, resistance to change, job crafting, and innovative work behavior: Comparison between public and private sectors. *Asian Pacific Educational Review*. (SSCI)

3. Shaw-Van Buskirk, L., Lim, D. H., & Kim, W. C. (in press). Liminal leadership: Development and validation of the liminal leadership construct. *The International Journal of Management*.

4. Jang, C. S., Choi, J., Maulik, R., & Lim, D. H. (in press). Determinants of adult education and training participation in the United States: A machine learning approach. *Adult Education Quarterly, 73*(4). DOI: 10.1177/07417136231198046 (SSCI)

5. Kim, J. Y., Lim, D. H., Kim, E. B. (2023). A Meta-analysis of the effects of life-long vocational education in South Korea. *European Journal of Training and Development*. DOI: 10.1108/EJTD-02-2023-0026 (SCOPUS)

6. Lim, D. H., & Kim, J. (2023). The role of college and faculty mentoring on intellectual engagement, career, interpersonal relationships and personal development perceived by private college versus public university alums. *Mentoring & Tutoring: Partnership in Learning, 31*(2), 288-306. https://doi.org/10.1080/13611267.2023.2178710 (SCOPUS)

7. Park, Y. H., Lim, D. H., & Lee, J. Y. (2022). Internal marketability, external marketability, and career resilience: The mediating role of learning agility. *Sustainability, 14*(24), 16447. https://doi.org/10.3390/su142416447 (SSCI)

8. Park, Y., Lim, D. H., & Lee, J. (2022). Moderating effect of career planning on job support and motivational process of training transfer. *European Journal of Training and Development, 46*(1/2), 194-213. https://doi.org/10.1108/EJTD-11-2020-0159 (SCOPUS)

9. Jang, C.S., Lim, D.H., You, J., and Cho, S. (2022). Brain-based learning for adult education and human resource development. *European Journal of Training and Development, 46*(5/6), 627-651. https://doi.org/10.1108/EJTD-02-2021-0029 (SCOPUS)

10. Lee, T., Lim, D. H., & Kim, J. (2021). The effect of mentoring and self-esteem on job satisfaction: A comparative study between U.S.-born and foreign-born faculty. *Mentoring & Tutoring: Partnership in Learning, 29*(4), 412-429. https://doi.org/10.1080/13611267.2021.1952395 (SCOPUS)

11. Uhunoma, O., Lim, D. H., & Kim, W. C. (2021). The mediating role of informal learning on work engagement: Older workers in the US public sector. *European Journal of Training and Development*, *45*(2/3), 200-217. https://doi.org/10.1108/EJTD-04-2020-0062 (SCOPUS)

12. Park, Y., Lim, D. H., Kim, W., & Kang, H. (2020). Organizational support and adaptive performance: The revolving structural relationships between job crafting, work engagement, and adaptive performance. *Sustainability, 12*(12), 4872. https://doi.org/10.3390/su12124872 (SSCI)

13. Lim, D. H., Ryu, H. O., & Jin, B. (2020). A latent class analysis of older workers' skill proficiency and skill utilization in South Korea. *Asia Pacific Education Review, 21*(3), 365-378. https://doi.org/10.1007/s12564-020-09632-2 (SSCI)

14. Lim, D. H., Hur, H., Ho, Y., Yoo, S., & Yoon, S. W. (2020). Workforce resilience: Integrative review for human resource development. *Performance Improvement Quarterly*, *33*(1), 77-101. https://doi.org/10.1002/piq.21318 (SCOPUS)

15. Miller, S., Kim, J. H., & Lim, D. H. (2020). "Everybody needs everyone": Workplace learning after a downsizing. *European Journal of Training and Development*, *44*(2/3), 159-170. https://10.1108/EJTD-02-2019-0013 (SCOPUS)

16. Lim, D. H., Yoon, S. W., Paek, J., & Choi, Y. (2020). Does leader-member similarity in prosocial personality affect informal learning transfer? *European Journal of Training and Development, 44*(2/3), 121-139. https://doi.org/10.1108/EJTD-07-2019-0115 (SCOPUS)

17. Yoo, M. H., Lim, D. H., Yoon, S. K. (2019). The mediating role of learning agility and organizational learning on task goal orientation and adaptive performance. *Journal of Competency Development & Learning, 14*(4), 83-113. DOI: 10.21329/khrd.2019.14.4.83 (KCI)

18. Lim, D. H., Kim, W. C., & Shin, H. Y. (2019). Career adaptability and active job search behavior of Korean older workers. *International Journal of Manpower, 40*(7), 1239-1253. https://doi.org/10.1108/IJM-09-2018-0308 (SSCI)

19. Shaw-VanBuskirk, L., Lim, D., & Jeong, S. (2019). Liminal leadership: Leading betwixt and between. *European Journal of Training and Development, 43*(7/8), 643-660. https://doi.org/10.1108/EJTD-01-2019-0010 (SCOPUS)

20. Lim, D. H., Chai, D. S., Park, S. Y., & Doo, M. Y. (2019). Neuroscientism, the neuroscience of learning: An integrative review and implications for learning and development in the workplace. *European Journal of Training and Development, 43*(7/8), 619-642. https://doi.org/10.1108/EJTD-03-2019-0033 (SCOPUS)

21. Lim, D. H., Oh, E., Ju, B., & Kim, H. N. (2019). Mediating role of career coaching on job-search behavior of older generations. *International Journal of Aging and Human Development, 88*(1), 82-104. https://doi.org/10.1177/0091415017743009 (SSCI)

22. Yoo, M. H., Lim, D. H., Cho, D., & Kim, W. C. (2018). The mediating role of job crafting between intrinsic motivation, job expectations, and job enrichment. *Journal of Competency Development & Learning, 13*(4), 1-29. DOI: 10.21329/khrd.2019.14.4.83 (KCI)

23. Uhunoma, O., Kim, J., Olson, J. S., & Lim, D. H. (2018). "I had my way of doing things and it worked for me": Lived employment experiences of adults with psychiatric disabilities. *American Journal of Qualitative Research, 2*(2), 1-18.

24. Lim, D. H., Jeong, S. H., Yoo, S., & Yoo, M. H. (2018). Older workers' education and earnings among OECD countries. *European Journal of Training and Development, 42*(3/4), 170-190. https://doi.org/10.1108/EJTD-08-2017-0069 (SCOPUS)

25. Lim, D. H., Ryu, H., Kim, J., Song, J., & Ban, S. (2018). Literacy, numeracy, and skill utilization of older workers in South Korea: The effect of learning experiences and organizational- and individual-level factors. *The Korean Journal of Thinking Development, 14*(2), 25-53. DOI: 10.51636/JOTD.2018.06.14.2.23 (KCI)

26. Kim, J. H., So, B. H., Song, J. H., Lim, D. H., & Kim, J. (2018). Developing an effective model of communities of practice in education context. *Performance Improvement Quarterly, 31*(2), 119-140. https://doi.org/10.1002/piq.21273 (SCOPUS)

27. Oh, J. H., Cho, D. Y., & Lim, D. H. (2018). Authentic leadership and work engagement: The mediating effect of practice of core values. *Leadership and Organizational Development Journal, 39*(2), 276-290. DOI:10.1108/LODJ-02-2016-0030 (SSCI)

28. Park, S., Park, J., Kim, J., & Lim, D. H. (2018). Work engagement in non-profit organizations: A conceptual model. *Human Resource Development Review, 17*(1), 5-33. https://doi.org/10.1177/1534484317750993 (SSCI)

29. Park, S., Jeong, S., Jang, S., Yoon, S. W., & Lim, D. H. (2018). Critical review of global leadership literature: Toward an integrative global leadership framework. *Human Resource Development Review, 17*(1), 95-120. https://doi.org/10.1177/1534484317749030 (SSCI)

30. Park, Y. H., Lim, D. H., & Chang, J. H. (2017). Trainee versus supervisor assessment of training transfer: Mediational analysis of transfer variables. *Asia Pacific Journal of Human Resources, 55*(2), 192-212. https://doi.org/10.1111/1744-7941.12116 (SSCI)

31. Joo, B. K., Lim, D. H., & Kim, S. W. (2016). Enhancing work engagement: The roles of psychological capital, authentic leadership, and work empowerment. *Leadership & Organization Development Journal, 37*(8), 1117-1134. https://doi.org/10.1108/LODJ-01-2015-0005 (SSCI)

32. Park, Y. K., Song, J. H., & Lim, D. H. (2016). Organizational justice and work engagement: The mediating effect of self-leadership, *Leadership & Organization Development Journal, 37*(6), 711-729. DOI:10.1108/LODJ-09-2014-0192 (SSCI)

33. Lim, D. H., Smith, K., & Kim, J. (2016). Integrating aging workforce: Organizational cases based on generational differences in the United States. *Andragogy Today: Interdisciplinary Journal of Adult & Continuing Education, 19*(2), 151-170. DOI : 10.22955/ace.19.2.201605.151 (KCI)

34. Stewart, S., Lim, D. H., & Kim, J. H. (2015). The influence of pre-entry and academic factors on persistence for academically underprepared students. *Journal of Developmental Education, 38*(3), 12-20.

35. Cho, Y. J., Lim, D. H., & Park, C. K. (2015). The evolution of Korean corporate HRD: Launching, growing pains, and transforming. Human Resource Development International, 18(4), 464-480. (SCOPUS)

36. Park, S., Song, J. H., Kim, J., & Lim, D. H. (2015). What makes an organization a great place to work in South Korea? *Performance Improvement Quarterly, 28*(1), 27-48. (SCOPUS)

37. Lim, D. H., & Cho, D. Y. (2015). Graduate HRD programs in South Korea. *Advances in Developing Human Resources, 17*(2), 196-212. (SCOPUS)

38. Lim, D. H., & Rager, K. (2015). Perceived importance of curricular content of graduate HRD programs in the United States. *New Horizon in Adult and Human Resource Development, 27*(2), 13-27.

39. Song, J. H., & Lim, D. H. (2015). Mediating analysis approaches: Trends and implications for advanced applications in HRD research. *Advances in Developing Human Resources. 17*(1), 57-71. (SCOPUS)

40. Song, J. H., Lim, D. H., Kang, I. G., & Kim, W. (2014). Team performance improvement and learning organization culture in the Korean business context: The mediating effect of employee engagement. *The Learning Organization, 21*(5), 290-309. (SCOPUS)

41. Park, C. H., Kim, J. W., Lim, D. H., & J. H. Song. (2014). The Influences of openness to change, knowledge sharing intention, and knowledge creation practice on organizational creativity in the Korean public sector context. *Human Resource Development International, 17*(2). 203-221. (SCOPUS)

42. Lim, D. H., Song, J. H., Choi, M., & Kim, H. K. (2013). A comparative analysis of graduate HRD curricular content between the United States and Korea. *Human Resource Development International, 16*(4), 441-461. (SCOPUS)

43. Lim, D. H., Yoon, S. W., & Park, S. Y. (2013). Integrating learning outcome typologies for HRD: Review and current status. *New Horizons in Adult Education and Human Resource Development, 25*(2), 33-48.

44. Lim, D. H., Song, J. H., & Choi, M. W. (2012). Work-family interface: Effect of enrichment and conflict on job performance of Korean workers. *Journal of Management and Organization, 18*(3), 383-397. (SSCI)

45. Joo, B. K., Song J. H., Lim, D. H., & Yoon, S. W. (2012). Team Creativity: The effects of perceived learning Culture, leader-member exchange quality, and team cohesion. *International Journal of Training and Development, 16*(2), 77-91. (SCOPUS)

46. Lim, D. H., Choi, M. W., & Song, J. H. (2012). Work-family enrichment in Korea: Construct validation and status. *Leadership & Organization Development Journal, 33*(3), 282-299. (SSCI)

47. Lim, D. H. (2012). A comprehensive approach of e-learning design for effective learning transfer. *International Journal on E-learning, 11*(1), 55-71. (SCOPUS)

48. Lim, D. H., Morris, M. L., & McMillan, H. S. (2011). Construct validation of a Korean version of the work-family conflict scale. *Human Resource Development Quarterly, 22*(4), 519-543. (SSCI)

49. Park, S. Y., Lim, D. H., Yoon, S. W., Huh, Y., & Lee, D. B. (2011). Interventions for improving affective learning outcomes. *International Journal of Vocational Education and Training, 19*(2), 56-72.

50. Yoon, S. W., & Lim, D. H. (2010). Systemizing virtual learning and technologies by managing organizational competency and talents. *Advances in Developing Human Resources, 12*(6), 715-727. (SCOPUS)

51. Yoon, S. W., Song J. H., Lim, D. H., & Joo, B. K. (2010). Structural determinants of team performance: The mutual influences of learning culture, creativity, and knowledge, *Human Resource Development International, 13*(3), 249-264. (SCOPUS)

52. Lim, D. H., & Morris, M. L. (2009). Improving HRD education through blended instruction: Factors influencing learning outcomes. *Journal of Educational Technology & Society, 12*(4), 282-293. (SSCI)

53. Yoon, S. W., Song, J. H., & Lim, D. H. (2009). Beyond the learning process toward the knowledge creation process: Linking learning and knowledge in the supportive learning culture. *Performance Improvement Quarterly, 22*(3), 1-22. (SCOPUS)

54. Lim, D. H., Ripley, D., & O'Steen, B. (2009). Similarities and differences in North American and New Zealand tertiary instructors' perceptions of effective e-learning methodologies. *Human Resource Development International, 12*(2), 209-224. (SCOPUS)

55. Lim, D. H., & Yoon, S. W. (2008). Team learning performance and collaboration between online and blended learning delivery groups. *Performance Improvement Quarterly, 21*(3), 59-72. (SCOPUS)

56. Petty, G., Lim, D. H., Yoon, S. W., & Fontan, J. (2008). The effect of self-directed work teams on work ethic. *Performance Improvement Quarterly, 21*(2), 49-63. (SCOPUS)

57. Brewer, E. W., Lim, D. H., & Cross, M. (2007). Job satisfaction and employee perception of the learning environment in the health care management industry. *Journal of Leadership Studies, 1*(4), 37-51. (SCOPUS)

58. Petty, G., Lim, D. H., & Zulauf, J. (2007). Training performance transfer between CD-ROM based instruction and traditional classroom instruction. *Journal of Technology Studies, 33*(1), 48-56.

59. Lim, D. H., Morris, M. L., & Kupritz, V. (2007). Online vs. blended learning: Differences in instructional outcomes and learner satisfaction. *Journal of Asynchronous Learning Network, 11*(2), 27-42. (SCOPUS)

60. Lim, D. H., Woehr, D. J., You, Y. M., & C. A. Gorman. (2007). The translation and development of a short form of the Korean language version of the Multidimensional Work Ethic Profile. *Human Resource Development International, 10*(3), 319-331. (SCOPUS)

61. Yoon, S. W. & Lim, D. H. (2007). Toward a strategic blending model: A conceptual framework to improve learning and performance. *International Journal on E-Learning, 6*(3), 475-489. (SCOPUS)

62. Woehr, D. J., Arciniega. L. M., & Lim, D. H. (2007). Examining work ethic across populations: A comparison of the Multidimensional Work Ethic Profile across three diverse cultures. *Educational and Psychological Measurement, 67*(1), 1-15. (SSCI)

63. Lim, D. H., Yoon, S. W., & Morris, M. L. (2006). Combined effect of instructional and learner variables on course outcomes within an online learning environment. *Journal of Interactive Online Learning, 5*(3), 255-269. (SCOPUS)

64. Sung, J. S., & Lim, D. H. (2006). Intelligent learning system based on Tutoring Agent and VR Training Agent (TAVTA). *International Journal of Multimedia and Ubiquitous Engineering, 1*(3), 5-10. (SCOPUS)

65. Lim, D. H. & Morris, L. M. (2006). Influence of trainee characteristics, instructional satisfaction, and organizational climate on perceived learning and training transfer. *Human Resource Development Quarterly, 17*(1), 85-115. (SSCI)

66. Oh, E. & Lim, D. H. (2005). Cross Relationships between cognitive styles and learner variables in online learning environment. *Journal of Interactive Online Learning, 4*(1), 53-66. (SCOPUS)

67. Lim, D. H. & Morris, M. L. (2005). Fixed versus flexible learning: Differences in learning, application, and instructional perception. *Journal of Educational Technology Systems, 33*(4), 385-397.

68. Kang, M. H., Lim, D. H., & Kim, M. K. (2004). Learning Designer™: A theory-based SCORM compliant content development tool. *Journal of Educational Multimedia and Hypermedia, 13*(4), 427-447. (SCOPUS)

69. Lim, D. H. (2004). Cross cultural differences in online leaning motivation. *Educational Media International, 41*(2), 163-173. (SCOPUS)

70. Lim, D. H. & Kim, H. J. (2003). Motivation and learner characteristics affecting online learning and learning application. *Journal of Educational Technology Systems, 31*(4), 423-439.

71. Lim, D. H. (2002). Perceived differences between classroom and distance education: Seeking instructional strategies for learning application. International Journal of Educational Technology, 3(1), http://www.outreach.uiuc.edu/ijet/v3n1 /d-lim/index.html

72. Lim, D. H. & Johnson, S. D. (2002). Trainee perceptions of factors that influence learning transfer. *International Journal of Training and Development, 6*(1), 36-48. (SCOPUS)

73. Lim, D. H. (2001). The effect of work experience and job position on international learning transfer. *International Journal of Vocational Education and Training, 9*(2), 59-74.

74. Lim, D. H. (2000). Training design factors influencing transfer of training to the workplace within an international context. *Journal of Vocational Education and Training, 52*(2), 243-257. (SCOPUS)

75. Lim, D. H. (1999). Organizational and cultural factors affecting international transfer of training. *Performance Improvement, 38*(3), 30-36.

76. Lim, D. H. & Wentling, R. M. (1998). Modification of transferred training programs for multinational chain hotels in Korea. *International Journal of Training and Development, 2*(1), 17-27. (SCOPUS)

Textbooks

1. Lim, D. H. (2023). *Designing Smart Learning with AI Tools*. Seoul, South Korea: Korea Tech HRDI Institute Press. (In Korean)

2. Lim, D. H. (2023). *Developing Creative Learning Contents with AI Tools*. Seoul, South Korea: Korea Tech HRDI Institute Press. (In Korean)

3. Lim, D. H. (2022). *Immersive 2D/3D metaverse video content creation. Seoul, South Korea: Korea Tech HRDI Institute Press. (In Korean)*

4. Lim, D. H. (2022). *Immersive AR & 3D model creation*. Seoul, South Korea: Korea Tech HRDI Institute Press. (In Korean)

5. Lim, D. H. (2021). *Metaverse for education*. Seoul, South Korea: Korea Tech HRDI Institute Press. (In Korean)

6. Lim, D. H. (2021). *Big data analysis & visualization*. Seoul, South Korea: Korea Tech HRDI Institute Press. (In Korean)

7. Lim, D. H. (2019). *Neuroscience-based smart learning method*. Seoul, South Korea: Korea Tech HRDI Institute Press. (In Korean)

8. Lim, D. H. (2018). *Virtual reality & augmented reality for education*. Seoul, South Korea: Korea Tech HRDI Institute Press. (In Korean)

9. Lim, D. H. (2017). *Learning and national competency standards evaluation*. Seoul, South Korea: Korea Tech HRDI Institute Press. (In Korean)

10. Lim, D. H. (2017). *Flipped learning and classroom development*. Seoul, South Korea: Korea Tech HRDI Institute Press. (In Korean)

Edited Book

1. Lim, D. H., Yoon, S. W., & Cho, D. Y. (2020). *Human resource development in South Korea: Theory and cases*. Cham, NY: Palgrave Macmillan. (Received R. Wayne Pace HRD Book of the Year Award from AHRD)

Book Chapters

1. Lim, D. H., & Jang, C. S. (in print). Application of virtual and augmented reality for smart learning. In J. W. Song (Ed.), *The future of school education in the Glocal era* (pp.). Seoul, South Korea: Seoul National University Press.

2. Lim, D. H., & Jang, C. S. (2022). Neuroscience and human resource development. In J. S. Jung (Ed.), *Human resource development* (pp. 55-68). Seoul, South Korea: Hakjisa.

3. Lim, D. H., Yoon, S. W., & Cho, D. (2020). Themes and trends of HRD research in South Korea. In D. H. Lim, S. W. Yoon & D. Cho. (Eds.), *Human resource development in South Korea: Theory and cases* (pp. 3-12). Palgrave Macmillan. https://doi.org/10.1007/978-3-030-54066-1_1

4. Lim, D. H., Ryu, H., & Jang, C. S. (2020). Aging issues and HRD in South Korea. In D. H. Lim, S. W. Yoon & D. Cho. (Eds.), *Human resource development in South Korea: Theory and cases* (pp. 37-55). Palgrave Macmillan. https://doi.org/10.1007/978-3-030-54066-1_3

5. Lim, D. H., Park, S., Park, C. H., & Jang, C. S. (2020). Neuroscientific approaches for maintaining, balancing, and developing mature workers. In C. Hughes (Ed.), *Handbook of research on attracting, maintaining, and balancing a mature workforce* (pp. 85-111). IGI Global. DOI: 10.4018/978-1-7998-2277-6.ch004

6. Jung, E., Lim, D. H., & Han, S. J. (2019/Reprint). Expertise development for next-generation digital learners. In Management Association (Ed.), *Human performance technology: Concepts, methodologies, tools, and applications* (pp. 1758-1779). IGI Global. DOI:10.4018/978-1-5225-8356-1.ch086

7. Wood, D., Jang, C. S., Hassan, S., & Lim, D. H. (2019). Blended mentoring: Integrative approach for faculty mentoring. In S. Keengwe (Ed.), *Handbook of research on virtual training and mentoring of online instructors* (pp. 56-75). IGI Global. Doi: 10.4018/978-1-5225-6322-8.ch004

8. Lim, D. H., Yoo, J., Kim, J., & Hwang, J. H. (2018). Instructional design for adult and continuing higher education: Theoretical and practical considerations. In Y. Vovides (Ed.), Optimizing Instructional Design Methods in Higher Education (pp. 73-100). Hershey, PA: IGI Global. DOI: 10.4018/978-1-7998-8598-6.ch051

9. Park, S., Lim, D. H., & Kim, M. (2018). Instructional design in human resource development academic programs in the U.S. In Y. Vovides (Ed.), Optimizing Instructional Design Methods in Higher Education (pp. 48-72). Hershey, PA: IGI Global. DOI: 10.4018/978-1-5225-4975-8.ch004

10. Yoon, S. W., Lim, D. H., Park, C. K., & Shin, H. (2018). Talent development and management practices in South Korea: A global conglomerate case. In K. Dirani, F. Nafukho, & B. Irby (Eds.), Global Issues and Talent Development: Perspectives from Countries Around the World (pp. 81-100). Charlotte, NC: Information Age Publishing.

11. Lim, D. H., Han, S. J., Oh, J. H., & Jang, C. S. (2018). Application of virtual & augmented reality for training and mentoring of higher education instructors. In S. Keengwe (Ed.), Handbook of Research on Virtual Training and Mentoring of Online

Instructors (pp. 325-344). Hershey, PA: IGI Global. DOI: 10.4018/978-1-5225-6322-8.ch015

12. Han, S. J., Lim, D. H., & Jung, E. (2018). A collaborative active learning model: As a vehicle for online team learning in higher education. In S. Keengwe (Ed.). Handbook of Research on Blended Learning Pedagogies and Professional Development in Higher Education (pp. 40-59). Hershey, PA: IGI Global. DOI: 10.4018/978-1-7998-8047-9.ch013

13. Lim, D. H., & Tschopp-Harris, K. (2017). Inverted constructivism to leverage mobile technology-based active learning. In S. Keengwe (Ed.), Handbook of Research on Active Learning and the Flipped Classroom Model in the Digital Age (pp. 240-258). Hershey, PA: IGI Global. DOI: 10.4018/978-1-5225-3949-0.ch013

14. Jung, E., Lim, D. H., & Han, S. J. (2017). Expertise development for next-generation digital learners. In S. Keengwe (Ed.), Handbook of Research on Pedagogical Models for Next-Generation Teaching and Learners (pp. 38-59). Hershey, PA: IGI Global. DOI: 10.4018/978-1-5225-3873-8.ch003

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2. The mediating effect of individual creative orientation between organizational creativity variables and employee creative behaviors
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74. Lim, D. H., & Yoon, S. W. (2008). Team Learning Performance and Collaboration between Online and Blended Learning Delivery Groups, In T. Chermack & J. Storberg-Walker (Eds.), Proceedings of the 2008 Academy of Human Resource Development Annual Conference. (pp. 483-490). Panama City, Florida: Academy of HRD.

75. Lim, D. H., Petty, G., Yoon, S. W., & Fontan, J. (2008). The effect of self-directed work teams on work ethic, In T. Chermack & J. Storberg-Walker (Eds.), Proceedings of the 2008 Academy of Human Resource Development Annual Conference. (pp. 273-280). Panama City, Florida: Academy of HRD.

76. Lim, D. H., & Yoon, S. W. (2008). Team Learning Performance and Collaboration between Online and Blended Learning Delivery Groups, In T. Chermack & J. Storberg-Walker (Eds.), Proceedings of the 2008 Academy of Human Resource Development Annual Conference. (pp. 483-490). Panama City, Florida: Academy of HRD.

77. O'Steen, B., Ripley, D., Lim, D. H., & Arrington-Tsao, B. (2007). Similarities and differences in North American and New Zealand tertiary instructor perceptions of effective eLearning methodologies, Proceedings of ascilite Singapore 2007. (pp. 804-812). Nanyang Technological University, Singapore: Australasian Society for Computers in Learning in Tertiary Education.

78. Lim, D. H., & Ripley, D. (2007). A Comprehensive Approach for Decision-Making in the Development of E-Learning Instruction, In F. Nafuko (Ed.), Proceedings of the 2007 Academy of Human Resource Development Annual Conference. (pp. 1009-1016). Indianapolis, Indiana: Academy of HRD.

79. Lim, D. H., Yoon, S. W., Son, S. J., & Park, S. (2007). Typology of Learning Outcomes: What Is Said vs. What Is Measured, In F. Nafuko (Ed.), Proceedings of the 2007 Academy of Human Resource Development Annual Conference. (pp. 707-714). Indianapolis, Indiana: Academy of HRD.

80. Lim, D. H., & Morris, M. L. (2006). What works or not works: Blended delivery of an HR course in management education, Proceedings of the 2006 AOM Conference. (15207: 1-40). Atlanta, Georgia: Academy of Management.

81. Lim, D. H., Yoon, S. W., & Morris, M. L. (2006). Instructional and learner factors influencing learning and learning involvement within online learning environment. In F. Nafuko (Ed.), Proceedings of the 2006 Academy of Human Resource Development Annual Conference. (pp. 809-816). Columbus, Ohio: Academy of HRD.

82. Lim, D. H., Morris, M. L., & Kupritz, V. (2006). Blended versus online learning: Differences in learning, application, and instructional perception. In F. Nafuko (Ed.), Proceedings of the 2006 Academy of Human Resource Development Annual Conference. (pp. 972-979). Columbus, Ohio: Academy of HRD.

83. Sung, J. S., & Lim, D. H. (2005). Intelligent learning system based on tutoring agent and VR training agent (TAVTA). In P. Kommers & G. Richards (Eds.), <u>Proceedings of the 2005 EDMEDIA Conference.</u> (pp. 1415-1420). Montreal, Canada: Association for the Advancement of Computing in Education.

84. Lim, D. H. & Morris, M. L. (2005). Empirical analysis of the influence of training factors, instructional satisfaction, and organizational factors on training transfer. In M. L. Morris & F. Nafuko (Eds.), <u>Proceedings of the 2005 Academy of Human Resource Development Annual Conference.</u> (pp132-139). Estes Park, Colorado: Academy of HRD.

85. Yoon, S. W. & Lim, D. H. (2005). Toward a strategic blending model: A conceptual framework to improve learning and performance. In M. L. Morris & F. Nafuko (Eds.), <u>Proceedings of the 2005 Academy of Human Resource Development Annual Conference.</u> (pp. 904-911). Estes Park, Colorado: Academy of HRD.

86. Oh, E., Lim, D. H., & French, R. (2004). Field-related learning styles and online education. <u>Proceedings of the 2004 Society for Information Technology and Teacher Education.</u> (pp. 2981-2988). Atlanta: Association for the Advancement of Computing in Education.

87. Lim, D. H. & Petty, G. (2004). Training performance transfer between CD-ROM based instruction and traditional classroom instruction. In Y. I. Moon & A. M. Osman-Gani (Eds.), <u>Proceedings of the 2004 Asian AHRD International Conference.</u> (pp. 695-702). Seoul, Korea: Academy of HRD.

88. Lim, D. H. & Morris, L. (2004). The life of an evaluation: Case study of a transfer evaluation for a Korean conglomerate. In Y. I. Moon & A. M. Osman-Gani (Eds.), <u>Proceedings of the 2004 Asian AHRD International Conference.</u> (pp. 679-686). Seoul, Korea: Academy of HRD.

89. Lim, D. H. (2004). Cross cultural differences in online leaning motivation. In T. M. Eagan & M. L. Morris (Eds.), <u>Proceedings of the 2004 Academy of Human Resource Development Annual Conference.</u> (pp. 863-870). Austin, Texas: Academy of HRD.

90. Lim, D. H. (2004). Fixed versus flexible learning: Differences in learning, application, and instructional perception. In T. M. Eagan & M. L. (Eds.), <u>Proceedings of the 2004 Academy of Human Resource Development Annual Conference.</u> (pp. 1060-1066). Austin, Texas: Academy of HRD.

91. Kang, M. H., Lim, D. H., & Kim, M. K. (2003). Learning Designer[TM]: An e-Learning design and development tool generating SCORM learning object. <u>Proceedings of Learning Object 2003 Symposium.</u> (pp. 32-38). Hawaii: AACE

92. Lim, D. H. (2003). Effect of learner characteristics and motivation on online learning and application. In D. Truty (Ed.), <u>Proceedings of the 2003 Academy of Human Resource Development Annual Conference.</u> (pp. 1037-1044). Minneapolis: Academy of HRD.

93. Lim, D. H. (2002). Diversified instructional modality system for learning transfer. <u>Proceedings of the 2002 Society for Information Technology and Teacher Education.</u> (pp. 201-202). Nashville: Association for the Advancement of Computing in Education.

94. Laszlo, F., DeJonge, J., Kupritz, V., & Lim, D. (2001). The identification of online learning motives in use by undergraduate students. <u>Delta Pi Epsilon National Conference.</u> Nashville, TN: Delta Pi Epsilon.

95. Lim, D. H. (2001). Student perception of learning, application, and instructional effectiveness for the three different instructional delivery formats. <u>Proceedings of the 2001 Society for Information Technology and Teacher Education.</u> (pp. 1120-1125). Orlando: Association for the Advancement of Computing in Education.

96. Lim, D. H. (1999). Designing effective training program for international transfer. In P. Kuchinke (Ed.), <u>Proceedings of the 1999 Academy of Human Resource Development Annual Conference.</u> (pp.331-339). Washington D.C.: Academy of HRD.

97. Lim, D. H. & Wentling, R. M. (1998). International transfer of training programs. In R. Torracco (Ed.), <u>Proceedings of the 1998 Academy Human Resource Development Annual Conference.</u> (pp.103-110). Chicago, IL: Academy of HRD.

Papers Published in Conference Proceedings

1. Cho, Y., Han, H., & Lim, D. H. (2016). Research on HRD in Korea (Focus Session). <u>Proceedings of the 2016 Academy of Human Resource Development Conference.</u> Jacksonville, FL: Academy of HRD.

2. Lee, T., & Lim, D. H. (2015). The role of mentoring in faculty job satisfaction (Poster Session). <u>Proceedings of the 2015 American Association of Adult Continuing Education Annual Conference.</u> Oklahoma City, OK: AAACE.

3. Yoon, S. W., Lim, D. H., & Cho, D. Y. (2015). HRD trends and needs in South Korea: Implications for national and international HRD (Food & Thought Session). <u>Proceedings of the 2015 Academy of Human Resource Development Conference.</u> St. Louis, MO: Academy of HRD.

4. Lim, D. H., Oh, J. H., & Yoon, S. W. (2014). Corporate core values: Typologies and implications for organization development and HRD. (Innovative Session). <u>Proceedings of the 2014 Asian Chapter of Academy of Human Resource Development Conference.</u> Seoul, Korea: Academy of HRD.

5. Yoon, S. W., & Lim, D. H. (2014). Network analysis for HRD research and practice: What, how, and why? (Innovative Session). <u>Proceedings of the 2014 Asian Chapter of Academy of Human Resource Development Conference.</u> Seoul, Korea: Academy of HRD.

6. Lim, D. H. (2008). Linking learning, competency, and performance: Individual, instructional, and contextual factors influencing learning and competency development, In T. Y. Yoo, (Ed.), Proceedings of the 2008 Korean Society for Industrial and Organizational Psychology Annual Conference. (pp. 135-142). Seoul, Korea: KSIOP.

7. Lim, D. H., & Woehr, D. J. (2005). Work ethics in Korea: Current status and implications for future studies, <u>Proceedings of 2005 KSIOP Conference.</u> (pp. 37-47). Seoul, Korea: Korean Society of Industrial and Organizational Psychology.

8. Lim, D. H. (2003). Performance oriented learning sequencing for learning objects construction, Proceedings of E-Learning Match Points. (pp. 96-113). Seoul, Korea: Korea Association of Cyber Education.

9. Lim, D. H. (2001). Reusable learning objects publishing system. 2001 International Online Conference on Teaching Online in Higher Education, November 2001, Indianapolis.

10. Lim, D. H. (2001). Seeking for wisdom: Usable e-learning. Proceedings of the KSCE 2001 Conference and Exposition. (pp. 2-6). Seoul, Korea: The Korean Society for Corporate Education.

11. Lim, D. H. (2000). Comparing classroom and distance instruction: Learning, application, and instructional design factors. International Online Conference on Teaching Online in Higher Education. November 2000, Indianapolis.

Internationally Invited Presentations

1. Brain-based learning principles for active self-directed learning. Invited Presentation, The 10th International Forum on Innovation in Higher Education. February, 2023, Seoul, South Korea.

2. Humanizing digitalized HRD: What to expect and how to rehumanize. Invited Presentation, 2023 Virtual Mobility Symposium, May, 2023, Seoul, South Korea: Research Institute for HRD Policy.

3. Lifelong learning after COVID-19 and the influence of 4th industrial revolution. Invited Presentation, 2021 Annual Conference of Korea Lifelong Learning Association, August, 2021, Seoul, South Korea.

4. 4th Industrial revolution and its effect on human resource development policies in South Korea. Invited Presentation, 2017 HRD Korea Conference, September, 2017, Seoul, Korea.

5. Neuroscience-based learning principles. Invited Presentation, 2016 International Conference for Educational Technology, April 2016, Seoul, Korea.

6. HRD graduate programs in South Korea. Invited Presentation, 20th HRD Research Forum of the Korea HRD Association, May 2015, Seoul, Korea.

7. Brain-based emotional learning for Human Resource Development, Invited Presentation, Brain Korea 21 Symposium, Korea University, October 2014, Seoul, Korea.

8. Performance oriented learning sequencing for learning objects construction, Invited Presentation, E-Learning Match Points, Korea Association of Cyber Education, July 2003, Seoul, Korea.

9. Seeking for wisdom: Usable e-learning. Keynote Speech, KSCE 2001 Conference and Exposition, Korean Society for Corporate Education, October 2001, Seoul, Korea.

Invited Professional Presentations

1. Metaverse for the workplace. Korea Secretary Association. March, 2022. Seoul, South Korea.

2. Neuroscience-based Learning and Instructional Design. International Conference for Educational Technology, April, 2016, Seoul, Korea.

3. Neuroscience-based principles for learning and HRD. The 13th International Conference of the Asia Chapter of Academy of Human Resource Development, November, 2014, Seoul, Korea.

4. Neuroscientism and creativity education. International Symposium on Creativity and Pedagogy, Kyungbuk University, November, 2014, Daegu, Korea.

5. Generational workforce trends in the U.S. and Neuroscience approaches for adult development. Symposium on New Paradigm of Education in Longevity Society, Jeonbuk University, June, 2014, Jeonju, Korea.

6. Contemporary issues in human capital development and management. University of Southern California, September 2013, Los Angeles, California.

7. Human performance management systems and tools. SK Group Korea, August 2013, Los Angeles, California.

8. Cognitive and affective analysis of learning content and outcomes. Ewha Women's University, May 2011, Seoul, Korea.

9. Professional mentoring for workplace organization. ASTD/Korea Management Association, May 2011, Orlando.

10. HRD curricular studies in the US: 2002 vs. 2011. Seoul National University, May 2011, Seoul, Korea.

11. Trends of HRD curricular in the US: Past, present, and future. Seoul National University, May 2011, Seoul, Korea.

12. Three types of memories dominating our thinking and behaviors. Hanyang University, May 2011, Seoul, Korea.

13. Competency-based performance management system. Korea Management Association, October, 2009, Toronto, Canada.

14. Principles for career choice and life development. Baekseok College, June, 2008, Cheonan, Korea.

15. The meaning and measurement of work ethic: Cross cultural issues and research. Korea University, May 2005, Seoul, Korea.

16. Measuring work ethic: An examination of the measurement equivalence of English, Spanish, and Korean versions of the multidimensional work ethic profile. Korea University, May 2004, Seoul, Korea.

17. Measuring work ethic: An examination of the measurement equivalence of English, Spanish, and Korean versions of the multidimensional work ethic profile, Seoul National University, May 6, 2004, Seoul, Korea.

18. E-learning and virtual leadership. The 5ᵗʰ nLeaders Colloquium, October 2001, Seoul, Korea.

19. Teaching and research in global environment. International Symposium for Education and Research in Human Ecology. September 2000, Seoul, Korea.

20. Learning principles and framework for online instruction, UT Educational Technology Colloquy, December 6, 2001.

21. Designing e-learning for medical continuing education, Seoul National University Medical Center, Seoul, Korea, October 23, 2001.

Conference Presentation

1. Towards a typology of learning workers: Latent class analysis of adult education participation in the United States. Adult Education Research Conference, June, 2023, Norman, OK: AERC.

2. Employees' participation in adult learning: Random Forest Analysis of the influential factors. 2023 Korean Human Resource Development Conference. June, 2023, Seoul, South Korea: Korea HRD.

3. Metaverse for learning and teaching. 2023 Academy of Human Resource Development Conference. March, 2023, St. Paul, MN: Academy of HRD.

4. A Meta-analysis of the effects of life-long vocational education in South Korea. 2023 Academy of Human Resource Development Conference. March, 2023, St. Paul, MN: Academy of HRD.

5. The determinants of workplace learning participation: A machine learning approach. 2022 Adult Education Research Conference. June, 2022. Norman, OK.

6. The art of service: Understanding customer service providers through neuroscientific perspective. 2022 Academy of Human Resource Development Conference. February, 2022. Arlington, VA.

7. Two types of perceived marketability and career resilience: The mediating role of learning agility. 2022 Academy of Human Resource Development Conference. February, 2022. Arlington, VA.

8. Lifelong learning after COVID-19 and the influence of 4th industrial revolution. Annual Conference of Korea Lifelong Learning Association. August, 2021. Seoul, South Korea.

9. Workplace learning in South Korea: Keyword network analysis. Ace of Korea: 2021 Annual Conference. August, 2021. Seoul, South Korea: The Adult and Continuing Education of Korea.

10. Liminal leadership: Development and validation of the liminal leadership construct. 2021 Academy of Human Resource Development Conference. February 2021, Virtual Conference: Academy of HRD.

11. Content and keywords network analysis of brain-based learning for ACE and HRD. 2021 Academy of Human Resource Development Conference. February 2021. Virtual Conference: Academy of HRD.

12. Organizational support and adaptive performance: The rotating relationships between job crafting, work engagement, and adaptive performance. 2020 Academy of Human Resource Development Conference. February 2020, Atlanta, GA: AHRD.

13. The mediating role of learning agility and organizational learning between goal orientation and adaptive performance. 2020 Academy of Human Resource Development Conference. February 2020, Atlanta, GA: AHRD.

14. The trends of neuroscientific research for human resource development. 2020 Academy of Human Resource Development Conference. February 2020, Atlanta, GA: AHRD.

15. The development of a Liminal Leadership Scale. 2020 Academy of Human Resource Development Conference. February 2020, Atlanta, GA: AHRD.

16. The effect of administrative and financial support on adult learners' participation in lifelong learning programs. 2019 Korea Educational Research Association Annual Conference. June 2019, Seoul, South Korea.

17. An analysis of research trends in brain-based learning in education field: The content analysis and network text analysis. 2019 Adult Educational Research Conference. June 2019, Buffalo, New York: AERC.

18. The Neuroscience of workplace learning: An integrative review and implications for HRD. 2019 Academy of Human Resource Development Conference. February 2019, Louisville, Kentucky: AHRD.

19. A latent class analysis of older workers' skill proficiency and skill utilization in South Korea. 2019 Academy of Human Resource Development Conference. February 2019, Louisville, Kentucky: AHRD.

20. Career adaptability and active job search behavior of Korean older workers. 2019 Academy of Human Resource Development Conference. February 2019, Louisville, Kentucky: AHRD.

21. The mediating role of informal learning between self-efficacy, organizational culture, and employee engagement. 2019 Academy of Human Resource Development Conference. February 2019, Louisville, Kentucky: AHRD.

22. Organizational and Learning Factors Affecting Skill Utilization of Older Workers in South Korea. Adult Educational Research Conference. June 2018, Vancouver, Canada: AERC.

23. Application of Virtual and Augmented Reality to the Field of Adult Education: Theorizing from the Literature. Adult Educational Research Conference. June 2018, Vancouver, Canada: AERC.

24. Work engagement in non-profit organizations: A conceptual model development of its antecedents and outcomes. Academy of Human Resource Development Conference. February 2018, Richmond, VA: Academy of HRD.

25. Liminal leadership: Leading betwixt and between. Academy of Human Resource Development Conference. February 2018, Richmond, VA: Academy of HRD.

26. "I had my way of doing things and it worked for me": Lived experiences of adults with psychiatric disabilities. Academy of Human Resource Development Conference. February 2018, Richmond, VA: Academy of HRD.

27. The transfer of training process. Academy of Human Resource Development Conference. February 2018, Richmond, VA: Academy of HRD.

28. Workforce resilience: Integrative review for human resource development. Academy of Human Resource Development Conference. February 2018, Richmond, VA: Academy of HRD.

29. Motivational mediation process and moderating effect of career planning on training transfer. Academy of Human Resource Development Conference. February 2018, Richmond, VA: Academy of HRD.

30. "Everybody needs everyone": Workplace learning after a downsizing. Academy of Human Resource Development Conference. February 2018, Richmond, VA: Academy of HRD.

31. Learning Agility: The nexus between learning organization, transformative learning, and adaptive performance. Adult Educational Research Conference. June 2017, Norman, OK: AERC.

32. The effect of mentoring on U.S. vs. foreign-born faculty's self-esteem and job satisfaction. Adult Educational Research Conference. June 2017, Norman, OK: AERC.

33. Expansive Learning for Lifelong Learning: A City Case of Policy-Making in South Korea. Adult Educational Research Conference. June 2017, Norman, OK: AERC.

34. Developing competency model for practicing flipped learning. Adult Educational Research Conference. June 2017, Norman, OK: AERC.

35. The effect of career coaching on the job search behavior of the older generations in South Korea. Academy of Human Resource Development Conference. March 2017, San Antonio, TX: Academy of HRD.

36. The effect of education, social capital, and GDP on older generations' income: A cross-level analysis among OECD countries. Academy of Human Resource Development Conference. March 2017, San Antonio, TX: Academy of HRD.

37. Toward adaptive transfer: Integrative framework and directions for future research. Academy of Human Resource Development Conference. March 2017, San Antonio, TX: Academy of HRD.

38. Critical review of global leadership literature: Toward an integrative global leadership framework. Academy of Human Resource Development Conference. March 2017, San Antonio, TX: Academy of HRD.

39. Managerial coaching and work engagement: A conceptual model. Academy of Human Resource Development Conference. March 2017, San Antonio, TX: Academy of HRD.

40. Instructional design for adaptive training transfer. Roundtable. American Association for Adult and Continuing Education (AAACE) Conference. November, 2016, Albuquerque, NM.

41. Career coaching for the older workers in South Korea. Academy of Human Resource Development Conference. February, 2016, Jacksonville, FL.

42. Investigating structural relationships among job expectations, work engagement, job crafting, and intention to stay. Academy of Human Resource Development Conference. February, 2016, Jacksonville, FL.

43. Transfer in informal learning: Influence of personality similarity, positive affect, and motivation to learn. Academy of Human Resource Development Conference. February, 2016, Jacksonville, FL.

44. Mediational analysis of the influence of transfer variables on training transfer in Korean context. Academy of Human Resource Development Conference. February, 2016, Jacksonville, FL.

45. Evolution of Korean corporate HRD: Launching, growing pains, and transforming (FOCUS Session). Academy of Human Resource Development Conference. February, 2016, Jacksonville, FL.

46. Becoming a lifelong learning city: Lessons from a provincial city in South Korea. International Conference of Commission on International Adult Education (CIAE). November, 2015, Oklahoma City, OK.

47. Active learning and deliberate practice in human resource development (HRD). Academy of Human Resource Development Conference. February, 2015, St. Louis, MO.

48. The mediating effect of individual creative orientation between organizational creativity variables and employee creative behaviors. Academy of Human Resource Development Conference. February, 2015, St. Louis, MO.

49. HRD trends and needs in South Korea: Implications for national and international HRD, Food & Thought Session, Academy of Human Resource Development Annual Conference, February, 2015, St. Louis, MO.

50. Corporate core values: Typologies and implications for organization development and HRD. Innovative Session. Asian Chapter of Academy of Human Resource Development

Conference, November, 2014, Seoul, Korea.

51. Network analysis for HRD research and practice: What, how, and why? Innovative Session. Asian Chapter of Academy of Human Resource Development Conference, November, 2014, Seoul, Korea.

52. Current and Emerging Themes of HRD Research in Korea, Innovative Session, Academy of Human Resource Development Annual Conference, February, 2014, Houston, TX.

53. HRD Programs in South Korea, Innovative Session, Academy of Human Resource Development, February, 2014, Houston, TX.

54. What Makes an Organization a Great Place to Work in South Korea? Roundtable, Academy of Human Resource Development Annual Conference, February, 2014, Houston, TX.

55. Learning through Web-Based Authoring Tools Research. Roundtable, Academy of Human Resource Development Annual Conference, February, 2014, Houston, TX.

56. A comparative analysis of graduate HRD content between the U.S. and Korea, 2013 Academy of Human Resource Development Annual Conference. February, 2013, Arlington, VA.

57. The Influences of openness to change, knowledge sharing intention, and knowledge creation practice on organizational creativity in the Korean public sector context, 2013 Academy of Human Resource Development Annual Conference. February, 2013, Arlington, VA.

58. Organizational justice and work engagement: The mediating effect of self-leadership, 2013 Academy of Human Resource Development Annual Conference. February, 2013, Arlington, VA.

59. Learning styles for multi-generations, 2013 Academy of Human Resource Development Annual Conference. February, 2013, Arlington, VA.

60. Characteristic changes and perceived importance of curricular content of graduate HRD programs in the United States, 2012 Academy of Human Resource Development Annual Conference. February, 2012, Denver CO.

61. Team performance improvement and learning organization culture in the Korean business context: The mediating effect of employee engagement, 2012 Academy of Human Resource Development Annual Conference. February, 2012, Denver, CO.

62. Construct development for systemic workplace learning and performance, 2012 Academy of Human Resource Development Annual Conference. February, 2012, Denver, CO.

63. Work-family interface: Effect of enrichment and conflict on job performance of Korean workers, 2011 Academy of Human Resource Development Annual Conference, February, 2011, Schaumberg, IL.

64. Advancing the affective domain and its interventions for HRD, 2011 Academy of Human

Resource Development Annual Conference, February, 2011, Schaumberg, IL.

65. Team creativity: The effects of perceived learning culture, developmental feedback, team cohesion and their interactions, 2011 Academy of Human Resource Development Annual Conference, February, 2011, Schaumberg, IL.

66. Construct validation of a Korean version of the work-family conflict scale, 2010 Academy of Human Resource Development Annual Conference. February 2010, Knoxville, TN.

67. Team Creativity: The effects of perceived learning Culture, leader-member exchange quality, and team cohesion, 2010 Academy of Human Resource Development Annual Conference. February 2010, Knoxville, TN.

68. Structural determinants of team performance: The mutual influences of learning culture, creativity, and knowledge, 2010 Academy of Human Resource Development Annual Conference. February 2010, Knoxville, TN.

69. Beyond the learning process, toward the knowledge creation: Linking learning and knowledge in supportive learning culture, 2009 Academy of Human Resource Development Annual Conference. February 2009, Washington D.C.

70. Impacts of learning culture and employees' knowledge sharing and conceptualizing practices on gaining of organizational knowledge, 2009 Academy of Human Resource Development Annual Conference. February 2009, Washington D.C.

71. A mixed-design study of factors affecting nontraditional students' degree dropout, 2009 Academy of Human Resource Development Annual Conference. February 2009, Washington D.C.

72. Linking learning, competency, and performance: Individual, instructional, and contextual factors influencing learning and competency development. KSIOP, May 2008, Seoul, Korea.

73. Team Learning Performance and Collaboration between Online and Blended Learning Delivery Groups. 2008 Academy of Human Resource Development Annual Conference. February 2008. Panama City, Florida.

74. The effect of self-directed work teams on work ethic. 2008 Academy of Human Resource Development Annual Conference. February 2008. Panama City, Florida.

75. A Comprehensive Approach for Decision-Making in the Development of E-Learning Instruction. 2007 Academy of Human Resource Development Annual Conference. Mar 2007. Indianapolis, Indiana.

76. Typology of Learning Outcomes: What Is Said vs. What Is Measured. 2007 Academy of Human Resource Development Annual Conference. Mar 2007, Indianapolis, Indiana.

77. What works or not works: Blended delivery of an HR course in management education. Academy of Management Conference. August 2006, Atlanta, Georgia.

78. Instructional and learner factors influencing learning and learning involvement within online learning environment. 2006 Academy of Human Resource Development Annual Conference. Mar 2006, Columbus, Ohio.

79. Blended versus online learning: Differences in learning, application, and instructional perception. 2006 Academy of Human Resource Development Annual Conference. Mar 2006, Columbus, Ohio.

80. Lim, D. H., & David Ripley Effective e-learning methodology: Technology or pedagogy? Food & Thought Session, 2006 AHRD International Conference, Feb 24, 2006, Columbus, Ohio.

81. Intelligent learning system based on Tutoring Agent and VR Training Agent (TAVTA), 2005 EDMEDIA conference, July 2005. Montreal, Canada.

82. Work ethics in Korea: Current status and implications for future studies, 2005 Korean Society of Industrial and Organizational Psychology Conference. May 2005. Seoul, Korea.

83. Empirical analysis of the influence of training factors, instructional satisfaction, and organizational factors on training transfer. 2005 Academy of Human Resource Development Annual Conference. Feb 2005, Estes Park, Colorado.

84. Toward a strategic blending model: A conceptual framework to improve learning and performance. 2005 Academy of Human Resource Development Annual Conference. Feb 2005, Estes Park, Colorado.

85. Lim, D. H. Using weblog for research collaboration. Food & Thought Session, 2005 AHRD International Conference, Feb 25, 2005, Estes Park, Colorado.

86. Training performance transfer between CD-ROM based instruction and traditional classroom instruction. 2004 Asian AHRD International Conference, Nov 2004, Seoul, Korea.

87. The life of an evaluation: Case study of a transfer evaluation for a Korean conglomerate. 2004 Asian AHRD International Conference, Nov 2004, Seoul, Korea.

88. Field-related learning styles and online education. 2004 Society for Information Technology and Teacher Education Conference. March 2004, Atlanta.

89. Cross cultural differences in online leaning motivation. 2004 Academy of Human Resource Development Annual Conference. March 2004, Austin, Texas:

90. Fixed versus flexible learning: Differences in learning, application, and instructional perception. 2004 Academy of Human Resource Development Annual Conference, March 2004, Austin, Texas: Academy of HRD.

91. Learning Designer™: An e-Learning design and development tool generating SCORM learning object. 2003 ED-MEDIA Conference (Learning Object Symposium). July 2003, Hawaii.

92. Learning design principles for effective e-Learning, Korea Education and Research Information Service, July 2003, Seoul, Korea.

93. Assessing learning and performance in an online learning environment. International Online Conference on Teaching Online in Higher Education. November 2002, Indianapolis.

94. Integrated evaluation system for online instruction. Mid-South Instructional Technology Conference. April 2002. Murfreesboro, Tennessee.

95. Diversified instructional modality system for learning transfer. Society for Information Technology and Teacher Education. March 2002. Nashville.

96. Reusable learning objects publishing system. International Online Conference on Teaching Online in Higher Education, November 2001, Indianapolis.

97. Student perception of learning, application, and instructional effectiveness for the three different instructional delivery formats. Society for Information Technology and Teacher Education. March 2001, Orlando.

98. Comparing classroom and distance instruction: Learning, application, and instructional design factors. International Online Conference on Teaching Online in Higher Education. November 2000, Indianapolis.

99. Designing effective training program for international transfer. Academy of Human Resource Development Conference. March, 1999, Washington D.C.

100. Modification of transferred training programs for multinational chain hotels in Korea. The International Academy of Business Disciplines (IABD) Conference. April, 1998, San Francisco.

101. Transfer of training programs for multinational chain hotels in Korea. The Academy of Human Resource Development (AHRD) Conference. March, 1998, Chicago.

Invited University Presentations

1. Contemporary research approaches in HRD discipline. Chonbuk University, July, 2023. Jeonju, South Korea.

2. Designing Smart Learning with AI Tools. Korea University of Technology and Education. July, 2023. Cheonan, South Korea.

3. Developing Creative Learning Contents with AI Tools. Korea University of Technology and Education. July, 2023. Cheonan, South Korea.

4. Immersive content creation for the metaverse. Korea University of Technology and Education. December, 2022. Cheonan, South Korea.

5. Immersive 3D model creation for the metaverse. Korea University of Technology and Education. December, 2022. Cheonan, South Korea.

6. AR & 3D Model Creation. Korea University of Technology and Education. July, 2022. Cheonan, South Korea.

7. Immersive 3D video creation. Korea University of Technology and Education. July, 2022. Cheonan, South Korea.

8. Utilizing VR/AR/MR for vocational education. Korea University of Technology and Education. July, 2022. Cheonan, South Korea.

9. Metaverse for adult learning. Chonbuk National University, June, 2022. Jeonju, south Korea.

10. Metaverse for teacher education. Jeonju Teacher's College, June, 2022. Jeonju, South Korea.

11. Neuroscientific principles for learning engagement. Sungkyunkwan University, July, 2022, Seoul, South Korea.

12. Metaverse for corporate education. Hanyang University. June, 2022. Seoul, South Korea.

13. Data visualization with Tableau. June, 2022, Ewha Woman's University, Seoul, South Korea.

14. Advanced data visualization: Cases and applications. May, 2022, Ewha Woman's University, Seoul, South Korea.

15. Competency development: Then, now and the next. May, 2022, Korea University, Seoul, South Korea.

16. 4th industrial revolution: Implications for learning and teaching. April, 2022, Yonsei University, Seoul, South Korea.

17. Data cleaning using Open Refine. Korea University. April, 2022. Seoul, South Korea.

18. Advanced data visualization. Korea University. April, 2022. Seoul, South Korea.

19. Metaverse for teaching and learning. Korea University. March, 2022. Seoul, South Korea.

20. Advanced metaverse for teaching and learning. Korea University. March, 2022. Seoul, South Korea.

21. Neuroscience of learning. Sungkyunkwan University. October, 2021. Seoul, South Korea.

22. The trend of metaverse for training and development. Korea University of Technology and Education. August, 2021, Cheonan, South Korea.

23. Advanced Application of metaverse. Korea University of Technology and Education. August, 2021, Cheonan, South Korea.

24. Metaverse basics and Roblox construction. Korea University of Technology and Education. August, 2021, Cheonan, South Korea.

25. Data analytics and visualization. Korea University of Technology and Education. January, 2021, Cheonan, South Korea.

26. Neuroscience-based smart learning. Korea University of Technology and Education. January, 2021, Cheonan, South Korea.

27. Applying VR/AR for online learning. Korea University of Technology and Education. November, 2020, Cheonan, South Korea.

28. Zoom-based learning and instruction. Korea University of Technology and Education. November, 2020, Cheonan, South Korea.

29. VR/AR-based learning and instruction. Korea University of Technology and Education. August, 2020, Cheonan, South Korea.

30. Online learning methods for smart learning. Korea University of Technology and Education. August, 2020, Cheonan, South Korea.

31. Virtual reality, augmented reality, and mixed reality for instructional effectiveness. Korea University of Technology and Education. August, 2019, Cheonan, South Korea.

32. Flipped classroom for smart learning. Korea Human Resource Development Institute. August, 2019, Cheonan, South Korea.

33. Data analytics and visualization. Korea University of Technology and Education. August, 2019, Cheonan, South Korea.

34. Application of neuroscience principles for the learning of the handicapped employees. Korea Employment Agency for the Disabled. July, 2019, Seoul, South Korea

35. Virtual reality, augmented reality, and mixed reality for instructional effectiveness. Korea University of Technology and Education. January, 2019, Cheonan, South Korea.

36. Neuroscience-based smart learning. Korea University of Technology and Education. January, 2019, Cheonan, South Korea.

37. Implementing flipped classroom. Korea University of Technology and Education. January, 2019, Cheonan, South Korea.

38. Trends in virtual reality, augmented reality, and mixed reality. Korea University of Technology and Education. August, 2018, Cheonan, South Korea.

39. Emerging trends of human resource development research. Hanyang University. July, 2018, Seoul, South Korea.

40. Neuroscience-based learning for the disabled. Korea Employment Agency for the Disabled. July, 2018, Seoul, South Korea.

41. Conducting a social science research. Chonbuk University. July, 2018, Jeonju, South Korea.

42. Virtual/augmented reality: Its implications for human resource development. Korea University. January, 2018. Seoul, South Korea.

43. Neuroscience-based learning and performance. Ewha Women's University. January, 2018, Seoul, South Korea.

44. Virtual reality, augmented reality, and mixed reality for instructional effectiveness. Korea University of Technology and Education. January, 2018, Cheonan, South Korea.

45. Neuroscience-based smart learning. Korea University of Technology and Education. January, 2018, Cheonan, South Korea.

46. Virtual/augmented reality and its applications for human resource development. Yonsei University. September, 2017. Seoul, South Korea.

47. Virtual reality for science education. Seoul National University. September, 2017. Seoul, South Korea.

48. Neuroscience-based principles for coaching and learning. Chonbuk University. August, 2017, Jeonju, South Korea.

49. Flipped classroom for effective instruction. Korea University of Technology and Education. August, 2017, Cheonan, South Korea.

50. Virtual reality, augmented reality, and mixed reality for instructional effectiveness. Korea University of Technology and Education. July, 2017, Cheonan, South Korea.

51. Neuroscience-based learning for adult learners. Korea University of Technology and Education. January, 2017, Cheonan, South Korea.

52. Evaluation for national competency standards: Basic principles and case studies. Korea University of Technology and Education. August, 2016, Cheonan, South Korea.

53. Neuroscience-based smart learning. Korea University of Technology and Education. August, 2016, Cheonan, South Korea.

54. Flipped classroom: How to utilize advanced learning technologies for effective instruction. Korea University of Technology and Education. July, 2016, Cheonan, South Korea.

55. Big data and HRD. Department of Human Resource Development, Ewha University, November, 2014, Seoul, Korea.

56. Brain-based learning and self-development, Center for Creativity and Career Development, Ewha University, November, 2014, Seoul, Korea.

57. Neuroscientism vs. traditional learning theories. Department of Educational Technology, Ewha University, October, 2014, Seoul, Korea.

58. Emotional control and self-management. Department of Secretarial Administration Seminar, Soongeui College, October, 2014, Seoul, Korea.

59. Brain-based instructional strategies for effective teaching, Center for Teaching and Learning, Choongang University, October, 2014, Seoul, Korea.

60. Content development Strategies based-on neuroscientism. Computer and Education Seminar, BaekSeok College, October, 2014, Cheonan, Korea.

61. Scientific research tools and techniques for educational research and studies. Ewha Woman's University. July, 2013, Seoul, Korea.

62. Cognitive and affective analysis of learning content and outcomes. Ewha Woman's University, May 2011, Seoul, Korea.

63. HRD curricular studies in the US: 2002 vs. 2011. Seoul National University, May 2011, Seoul, Korea.

64. Trends of HRD curricular in the US: Past, present, and future. Seoul National University, May 2011, Seoul, Korea.

65. Three types of memories dominating our thinking and behaviors. Hanyang University, May 2011, Seoul, Korea.

66. Learner, instructional, and organizational factors impacting learning and transfer. Hanyang University, June 2008, Seoul, Korea.

67. Competency and talent management. Seoul National University, June 2008, Seoul, Korea.

68. Learning and transfer influencing factors in university learning environment. Seoul National University, June 2008, Seoul, Korea.

69. Multi studies on learners' learning style, delivery format, and learning motivation within US institutions. Ewha University. June 2008, Seoul, Korea.

70. Performance improvement systems and technologies, Ewha Women's University, May 2004, Seoul, Korea.

71. Performance technology and learning management system. Seoul National University, May 2004, Seoul, Korea.

72. Improving performance through technology, Hanyang University May 2004, Seoul, Korea.

73. Learning design principles for effective e-Learning, Korea Education and Research Information Service, July 2003, Seoul, Korea.

74. Learning principles, motivation, and evaluation techniques for e-learning, Seoul National University, July 2002, Seoul, Korea.

75. Learning principles to design effective online instruction, Sookmyung Women's University, June 2002, Seoul, Korea.

76. Motivational issues in online instruction. Ewha Women's University, June 2002, Seoul, Korea.

77. Issues and trends of e-learning, Hanyang University, May 2002, Seoul, Korea.

78. Learning principles for e-learning, College of Human Ecology, Seoul National University, October 2001, Seoul, Korea.

79. Instructional strategy for e-learning, Department of Instructional Technology, Hanyang University, October 2001, Seoul, Korea.

80. Reusable learning object: Concepts and practices, Department of Educational Technology, Ewha Women's University, October 2001, Seoul, Korea.

81. Reusable learning object: Concepts and practices, Department of Educational Technology, Ewha Women's University, October 2001, Seoul, Korea.

82. Lim, D. H., Stout, V., & Hite, D. Advanced database applications for online instruction. Best Practices@UT2001 Showcase. University of Tennessee, Innovative Technology Center, September 2001, Knoxville.

83. Lim, D. H. & Hite, D. Case study to resolve job performance problems. Best Practices@UT2000 Showcase. University of Tennessee, Innovative Technology Center, September 2000, Knoxville.

84. Transfer of training programs for international chain hotels in Korea. The Graduate Student Research Seminar of Omicron Tau Theta-University of Illinois Chapter, September, 1997, Champaign.

Consulting and Training Experiences

fMRI approach to measure learning engagement. Sungkyunkwan University, July, 2022, Seoul, South Korea

Do-It Model-based Instructional Design. e-Koreatech, July, 2018, Cheonan, South Korea.

Latent Class Analysis for social science research. Hanyang University, July, 2018, Seoul, South Korea.

VR/AR development process for learning. eKoreatech, July 2017. Cheonan, South Korea.

Brain-based instructional strategies for effective training transfer. SK Academy, September, 2014, Seoul, South Korea.

Contemporary human performance management. SK Group Korea, August, 2013, Seoul, South Korea.

Professional mentoring for workplace organization. ASTD/Korea Management Association, May 2011, Orlando, Florida.

Competency-based performance management system. Korea Management Association, October, 2009, Toronto, Canada.

Developing organizational-wide performance improving systems using competency systems. CyberMBA, Seoul, South Korea, June 19, 29, 2008.

Retooling corporate university system, Samsung Institute of Technology, Seoul, South Korea, June 16, 2008.

Learning design principles for effective e-learning, Korea Education and Research Information Service, Seoul, South Korea, July 16, 2003.

Instructional strategies for enterprise-wide learning, SK Academy, South Korea, July 14, 2003.

Learning principles and motivation issues for online learning, LG Cyber Academy, Orlando, October 28-31, 2002.

Evaluation of valuation management training program, SK Telecom, South Korea, June-July, 2002.

Strategic issues to sell e-learning product in competitive market situation, Welearning, South Korea, July 18, 2002.

Performance issue in e-learning development and implementation, MEDIOPIA, Korea, July 13, 2002.

Learning theories, models, and principles for e-Learning, Samsung CREDU, Korea July 12, 2002.

Developing competency profile for competency-based career development, POSCO, Korea, June 24, 2002.

Evaluating learning and job performance, SK Telecom, Korea, June 7, 2002.

Designing online course for science studies, Environmental Biology, November 16, 2001.

Strategic planning for blended e-learning, Ewha-Credu Cyber Campus, October 12, 2001.

Blended strategy for e-learning, SK Telecom, Seoul, Korea, October 9-11, 2001.

Designing effective e-learning for Telecommunication Industry, SK Telecom, Seoul, Korea, October 10-12, 2000.

WBI specialist training program for the Samsung Group in Korea, June 14-26, 2000.

Special seminar on e-learning for the HRD specialists of SK Group in Korea, May 21-24, 2000.

Increasing employee performance, OD project for the Ministry of Information and Communication of Korean Government, September-November, 1999.

WBT specialist training program for SK Telecom in Korea, October 1999.

Evaluation of the return on investment of Virtual Learning System of Samsung HRD Institute, October 1998.

Benchmarking study for HRD professionals of SK Group in Korea. May, August 1997.

Performance improvement technologies for HRD professionals of SK Group in Korea, August 1997.

Team effectiveness and organizational development for HRD professionals of SK Group in Korea May-August, 1997.

Strategic HRD and instructional technology for HRD professionals of SK Group in Korea, December 1996.

Benchmarking study visits for HRD professionals of SK Group in Korea, June 1996.

Adaptation of global service training program of Estee Lauder in conjunction with Adventure Training Associates, May 1996.

Service training for the Korea Internal Revenue Service Institute, January 1993.

Telemarketing service training for DMI Marketing, April 1992.

Grants & Contracts

I have received various types of grants and contracts from several universities and domestic/international organizations. Some of them were awarded as research grants and others as training contracts. Total amount of my funded grants are $924,911.

Funded

1. Research Grant, "Global Social Changes and Educational Response (GCER): Innovations in Classroom Culture and Educational System for Low Fertility and Hyper-connected Society," Co-principal project investigator, Korea National Research Foundation, South Korea, $604,824, September, 2016-August, 2019.

2. Research Grant, "Institutionalization of Continuing Education at the College Level: Comparative Analysis between Chonbuk National University in South Korea and the University of Oklahoma in the U.S.," Co-principal project investigator, National Institute of Lifelong Learning, South Korea, $20,000, October, 2015-February, 2016.

3. Research Grant, "Managerial coaching and work engagement: The roles of employee self-efficacy, perceived organizational support and organizational emphasis on growth," Principal project investigator, 2014 Research Grant, University of Oklahoma, US$6,000, April – August, 2014.

4. Research Grant, "Customized instructional design and analysis procedure for training job competencies required for atomic plant development and maintenance," Co-principal

project investigator, Korea Atomic Energy Research Institute, $22,000, September-December, 2013.

5. Research Grant, "The Effect of Authentic Leadership and Psychological Capital on Employee Work Cognition for Korean Organizations," Principal project investigator, 2013 Summer Research Grant, University of Oklahoma, $7,000, July – August, 2013.

6. Research Grant, "Cross-cultural Comparison of the Curricular Characteristics of HRD Program between the US and Korea," Principal project investigator, 2011 Summer Research Grant, University of Oklahoma, $6,000, June – August, 2011.

7. Course Development Grant, "Development of Online Course Delivery Format," Principal project investigator, 2010 College of Education Online Course Initiative Grant, University of Oklahoma, $2,000, July – August, 2010.

8. Research Grant, "Work values and performance: Cross-cultural examination of the effect of work values on work performance, organizational commitment, and learning transfer climate," Principal project investigator, 2004-2005 CBA Scholarly Research Grant Program, University of Tennessee, $13,950, June 2004 – May 2005.

9. Research Grant, "Examining work values across populations: A cross cultural evaluation of the multidimensional work ethic profile," Principal project investigator, 2003-2004 CBA Scholarly Research Grant Program, University of Tennessee, $15,000, June 2003 – May 2004.

10. Research Grant, "Development of a learning object authoring system for blended learning solution." Co-principal project investigator, CyberMBA-4Csoft, Korea, $54,500, June-November, 2002.

11. SARIF Equipment and Infrastructure Fund, "Database application for research and online learning management." Principal project investigator, University of Tennessee, $14,000, March 2001.

12. Teaching with Technology Summer Institute Grant, "Exploring new directions in teaching and learning," Principal project investigator, Innovative Technology Center, University of Tennessee, $2,000 and a laptop, Summer 2000.

13. Research and Training Grant, "Transfer of WBI specialist training program," Principal project investigator, Samsung HRD Academy, Samsung Group, $23,637, June-December, 2000.

14. Training Contract, "Transfer of performance improvement technology," Co-principal project investigator, SK Academy, SK Group Korea, $45,000, June-December, 1997.

15. Training Contract, "Team effectiveness training," Co-principal project investigator, SK Academy, SK Group Korea, $35,000, June 1997.

Unfunded

1. Research Grant, "Cross cultural comparison of the mediating role creativity orientation between organizational creativity factors and employee's creative

behaviors and performance." Principal project investigator, Global Research Network Program, National Research Foundation of Korea, $218,181, June 2016.

2. Research Grant, "How to develop a creative-self: The mediating role of intrinsic motivation, creative role identity, and creative self-efficacy between transformational leadership, creative goals and expectations, and organizational valuing of creativity and employee creative behaviors." Principal project investigator, Global Research Network Program, National Research Foundation of Korea, $72,727, June 2014.

3. Research Grant, "Knowledge creation and demand analysis for organizational performance improvement," Co-principal project investigator, National Research Foundation of Korea, $200,000, July 2012.

4. Research Grant, "A Study of Promoting Economic Participation Model for Women and Aged Population," Co-principal project investigator, National Research Foundation of Korea, $280,000, June 2011.

5. Research Grant, "Improving current KMA forecasting services through technology integration and contemporary training system," Co-principal project investigator, Korea Meteorological Administration, $450,000, April 2010.

6. BIE Grant, "International Retail Management: Curriculum and Instructional Modules Development," Co-principle project investigator, US Department of Education, $200,000. March 2005.

7. Advanced Distributed Learning (ADL) Delivery Architecture and Services, "Advanced learning object authoring and distribution system (A-LOAD System)," Principal project investigator, US Department of Homeland Security Broad Agency, $250,000, went up to the 2nd round evaluation, October 2003.

Honors & Awards

1. R. Wayne Pace HRD Book of the Year Award (*Human Resource Development in South Korea: Theory and Cases*), Received, Academy of Human Resource Development, February 2021.

2. Research and Scholarship Faculty Award, Nominated, Jeannine Rainbolt College of Education, University of Oklahoma, 2020.

3. Cutting Edge Research Award, "Organizational support and adaptive performance: The structural rotating relationships between job crafting, work engagement, and adaptive performance", Academy of HRD 2020 Cutting Edge Research Award Committee.

4. Cutting Edge Research Award, "Motivational mediation process and moderating effect of career planning on training transfer", Academy of HRD 2018 Cutting Edge Research Award Committee.

5. Research and Scholarship Award, Jeannine Rainbolt College of Education, University of Oklahoma, 2018. (awarded to the faculty member of highest research/grant performance of the college)

6. Faculty of the Year Award, Educational Leadership & Policy Studies, University of Oklahoma, 2016. (awarded to the faculty member with the highest score in the annual evaluation in a department of 23 faculty)

7. Outstanding Research Article Award, "Factors influencing college persistence for first-time students", 2016 National Association for Developmental Education.

8. Outstanding Faculty Mentor of the Year Award, Educational Leadership & Policy Studies, University of Oklahoma, 2015.

9. Service of the Year Award, Educational Leadership & Policy Studies, University of Oklahoma, 2015. (awarded to the faculty member with the highest score in the annual evaluation in a department of 23 faculty)

10. Research and Scholarship Faculty Award, Nominated, Jeannine Rainbolt College of Education, University of Oklahoma, 2013.

11. Researcher of the Year Award, Educational Leadership & Policy Studies, University of Oklahoma, 2013. (awarded to the faculty member with the highest score in the annual evaluation in a department of 23 faculty)

12. Professional & Public Service of the Year Award, Educational Leadership & Policy Studies, University of Oklahoma, 2012.

13. Researcher of the Year Award, Educational Leadership & Policy Studies, University of Oklahoma, 2011. (awarded to the faculty member with the highest score in the annual evaluation in a department of 23 faculty).

14. Cutting Edge Research Award, "Structural determinants of team performance: The mutual influences of learning culture, creativity, and knowledge", Academy of HRD 2011 Cutting Edge Research Award Committee.

15. Researcher of the Year Award, Educational Leadership & Policy Studies, University of Oklahoma, 2003. (awarded to the faculty member with the highest score in the annual evaluation in a department of 23 faculty)

16. Cutting Edge Research Award, "Learning performance and collaboration between online and blended learning delivery groups", Academy of HRD 2008 Cutting Edge Research Award Committee.

17. Cutting Edge Research Award, "Instructional and learner factors influencing learning outcomes within online learning Environment", Academy of HRD 2006 Cutting Edge Research Award Committee.

18. Cutting Edge Research Award, "Toward a strategic blending model: A conceptual framework to improve learning and performance", Academy of HRD 2005 Cutting Edge Research Award Committee.

19. Cutting Edge Research Award, "Cross cultural differences in online learning motivation", Academy of HRD 2004 Cutting Edge Research Award Committee.

20. Nancy Belck Faculty Endowment Award, 2003, University of Tennessee.

21. Keynote Speaker, KSCE 2001 Conference and Exposition, Korean Society for Corporate Education, Seoul, Korea.

22. Outstanding research paper award, "The identification of online learning motives in use by undergraduate students", Delta Pi Epsilon, 2001 National Conference.

Membership

- Academy of Human Resource Development, 1997-present.
- Academy of Management, 2006-present.
- Southern Management Association, 2005-2006.
- Society for Human Resource Management, 2005.
- Association for the Advancement of Computing in Education, 1999-2004.
- American Society for Training and Development, 1999-2004, 2008-2010.
- Canadian Society for Training and Development, 2009-2010.
- International Federation of Training and Development Organizations, 2009-2010.
- International Academy of Business Disciplines, 1996.

Service Activity

Special Issue Editor, *Human Resource Development in South Korea*, Human Resource Development International, Volum 18, Issue 5, 2015.

President, Korean SIG, Academy of Human Resource Development, 2013-2015.

President, Korean Academy of HRD in America. 2008-2009.

Executive Board Member, Korean Academy of HRD in America, 2009-present.

Executive Board Member, Korean Society for Corporate Education, 2003-present.

Executive Board Member, Korean Society for Education Technology, 2014-present.

Editorial Board Member, Korean Journal of Corporate Education, 2004-present.

Editorial Board Member, International Journal of Vocational Education and Training, 2001-present.

Associate Program Chair, 2005 AHRD Conference.

Technology Committee Member, AHRD, 2006-2009.

Reviewer, New Horizons in Adult Education and Human Resource Development, 2008-present.

Reviewer, Educational Technology & Society, 2009-present.

Reviewer, Career and Technology Education, 2009-present.

Reviewer, AHRD Conference Proceedings, 2004

Reviewer, Asian AHRD Conference Proceedings, 2006.

Invited Reviewer, HRD Review, April 2005, August 2006, August 2007 Issues.

Senior Judge of Excellence in E-Learning Awards, Brandon Hall, 2001-present.

Judge of PCD (Performance Centered Design) Awards, EPSScentral, 2005.

Project Leader, HRD Diversified Instructional Modality Systems Team, UT, 2000-2002.

Board of Tellers, UT, Human Ecology, 2000-2001.

Faculty Advisor, Korean Student Association, University of Tennessee, 2003-2008.

Faculty Advisor, Korean Student Association, University of Oklahoma, 2011-present.

Faculty Advisor, Korean Language Club, University of Oklahoma, 2015-present.

Faculty Advisor, Korean Baptist Student Club, University of Oklahoma, 2016-present.