EMPLOYMENT

National Institute of Development Administration (NIDA), Bangkok, Thailand, February, 2023 - present
Professor (full-time)
International and Bilingual PhD Programs in HROD
School of Human Resource Development

Assumption University, Bangkok, Thailand, November, 2018 – August, 2022
Professor (full-time), Graduate School of Management, PhDOD program.

International Islamic University of Malaysia, Kuala Lumpur, Malaysia, June–December, 2014
Renowned Scholar, Graduate School of Management, MBA Program.

Texas A&M University, College Station, TX, September 1, 2007 – August 31, 2012
Senior Professor and Executive Director of International HRD Programs
Department of Educational Administration and Human Resource Development, College of Education

National Institute of Development Administration (NIDA), Bangkok, Thailand, 2010 – January, 2023
Adjunct Professor
International and Bilingual PhD Programs in HROD
School of Human Resource Development

RESEARCH

Books and Project Reports

1. McLean, G. N., & Chadd, J. (2011). *Teaching keyboarding* (4th ed.). Little Rock, AR: Delta Pi Epsilon.
2. McLean, G. N. (Ed.). (2012). *Teaching cases*. Higher Education Quality Enhancement Project (HEQEP), (CP 1-40 and CP 1-42). Chittagong, Bangladesh: University of Chittagong and World Bank Projects Under the University Grants Commission of Bangladesh.
3. Ferriera, P., Oliveira, E. R., McLean, G. N., Brito, P., & Nunes, S. (2014). *Linking HR skills and competences to organizational and HR outcomes through employee engagement: Final report*. Alexandria, VA: Society for Human Resource Management (SHRM).
4. Ghosh, R., Sun, J., & McLean, G. N. (eds.). (2017). *Current perspectives on women in leadership: A cross-cultural analysis*. New York: Palgrave-Macmillan. (ISBN: 978-3-319-54995-8)
5. Tarieyari, N., Hadi, A., & McLean, G. N. (eds.). (2017). *Urban farming in Malaysia: Improving food security while greening the environment*. Kuala Lumpur: Universiti Putra Malaysia Press. ISBN 978-967-344-764-0
6. Cho, Y., & McLean, G. N. (eds.). (2018). *Korean women in leadership.* New York, NY: Palgrave-Macmillan. doi: 10.1007/978-3-319-64271-0
7. Ghosh, R., & McLean, G. N. (eds.). (2018). *Indian women in leadership*. New York, NY: Palgrave-Macmillan. DOI:10.1007/978-3-319-68816-9
8. McLean, G. N. (2019). *Synthesis report: TVET teacher education in Asia-Pacific*. Bangkok, TH: UNESCO.
9. Egan, T., Russ-Eft, D., Brown, H. Q., Cho, Y. C., Dirani, K., Hedayati, A., Logan, D., McLean, G. N., Osman-Gani, A., & Stewart, J. (2019). *Standards on ethics and integrity* (2nd Ed.). Academy of Human Resource Development (USA).
10. Tran, H. T., Phuong, T. T., Van, H. T. M., McLean, G. N., & Ashwill, M. A. (eds.) (2021). *Human resource development in Vietnam: Research and practice*. Palgrave-Macmillan. https://link.springer.com/content/pdf/10.1007%2F978-3-030-51533-1.pdf (Recipient of AHRD R. Wayne Pace Book of the Year Award)
11. Nakamura, Y. T., Horimoto, M., & McLean, G. N. (Eds.). (2021). *Japanese women in leadership*. Palgrave-Macmillan. https://doi.org/10.1007/978-3-030-36304-8
12. Ke, J., & McLean, G. N. (eds.). (2022). *Chinese women in leadership*. Palgrave-Macmillan. ISBN 978-3-319-68819-0
13. Tankibayeva, A., McLean, G. N., & Seitova, D. (Eds.). (2025). *Ce ntral Asian women in leadership*. Palgrave-Macmillan. https://link.springer.com/book/10.1007/978-3-031-81950-6 eBook ISBN 978-3-031-81950-6 Print ISBN 978-3-031-81949-0

14.   (in process) Al-Mutiaq, L., & McLean, G. N. (2023). *Middle Eastern women in leadership*. Palgrave-Macmillan.

Book Chapters

1. McLean, G. N. (2008). Bridging HRD in countries at different stages of development. In E. S. Cho, C. H. Chang, E. K. Lee, J. Han, & K. Kim (Eds.), *UNESCO Regional Center Projects (2007): 2007 Global HR Institute Forum – The bridging role for the future human resource development* (pp. 201-211). Seoul, Korea: Korea Research Institute for Vocational Education & Training.
2. McLean, G. N. (2009). Anthropology: A foundation for human resource development. In C. D. Hansen & Y. T. Lee (Eds.), *The cultural context of human resource development* (pp. 3-20). New York: Palgrave Macmillan.
3. McLean, G. N. (2011). Writing theory, conceptual, and position articles for publication. In T. S. Rocco & T. Hatcher (Eds.), *The handbook of scholarly writing and publishing* (pp. 209-221). San Francisco, CA: Jossey-Bass.
4. McLean, G. N. (2012). National HRD: What in the world is it? In M. Lee (ed.), *HRD as we know it: Speeches that have shaped the field* (pp. 196-208). New York: Routledge.
5. McLean, G. N. (2012). Human resource development: Trends from a global perspective. In M. Lee (ed.), *HRD as we know it: Speeches that have shaped the field* (pp. 247-260). New York: Routledge.
6. McLean, G. N., & McLean, L. D. (2012). If we can't define HRD in one country, how can we define it in an international context? In D. McGuire, T. Garavan, & L. M. Dooley (Eds.), *Fundamentals of human resource development* (pp. 225-237). New Delhi, India: Sage. (Article Reprint)
7. McLean, G. N. (2012). Using case studies in the business classroom in Bangladesh. In G. N. McLean IEd.), *Teaching cases* (pp. 1-2). Higher Education Quality Enhancement Project (HEQEP), (CP 1-40 and CP 1-42). Chittagong, Bangladesh: University of Chittagong and World Bank Projects Under the University Grants Commission of Bangladesh.
8. McLean, G. N., & Osman-Gani, A.A. (2014). National human resource development (NHRD). In R. Poell, T. Rocco, & E. Roth (Eds.), *The Routledge Companion to HRD* (pp. 171-180). London, UK: Routledge.
9. McLean, G. N. (2014). National human resource development. In N. E. Chalofsky, T. S. Rocco, & M. L. Morris, (eds), *Handbook of human resource development* (pp. 243-260). Hoboken, NJ: Wiley.
10. McLean, G. N., & Budhwani, N. (2016). Human resource development in Canada and the United States. In T. Garavan, A. McCarthy, & M. Morley (Eds.), *Global human resource development: Country and regional perspective*s (pp. 191-223). New York: Taylor & Francis/Routledge.
11. Cho, Y., Ghosh, R., Sun, J., & McLean, G. N. (2017) Asian women in leadership: An introduction. In Y. Cho, R. Ghosh, J. Sun, & G. N. McLean (eds.), *Current perspectives on women in leadership: A cross-cultural analysis* (pp. 3-18). New York: Palgrave-Macmillan.
12. Sritanyarat, D., & McLean, G. N. (2017). Thai women in leadership and management. In Y. Cho, R. Ghosh, J. Sun, & G. N. McLean (eds.), *Current perspectives on women in leadership: A cross-cultural analysis* (pp. 181-201). New York: Palgrave-Macmillan.
13. Lien, B.Y.-H., & McLean, G. N. (2017). The power of Taiwanese women in leadership and management. In Y. Cho, R. Ghosh, J. Sun, & G. N. McLean (eds.), *Current perspectives on women in leadership: A cross-cultural analysis* (pp. 161-180). New York: Palgrave-Macmillan. doi: 10.1007/978-3-319-54996-5_10
14. McLean, G. N. (2017). We have come this far. Now, what is next? In Y. Cho, R. Ghosh, J. Sun, & G. N. McLean (eds.), *Current perspectives on women in leadership: A cross-cultural analysis* (pp. 203-216). New York: Palgrave-Macmillan.
15. McLean, G. N., & Kim, S. (2017). Developing global teams. In T. Garavan, A. McCarthy, & R. Carbery (Eds.), *Handbook of international human resource development: Context, people and process* (pp. 377-395). New York: Edgar Elgar. (https://www.elgaronline.com/view/9781781954171.xml)
16. McLean, G. N., Kim, J., & Pruetipibultham, O. (2017). Developing expatriates/inpatriates. In T. Garavan, A. McCarthy, & R. Carbery (Eds.), *Handbook of international human resource development: Context, people and process* (pp. 315-335). New York: Edgar Elgar. (https://www.elgaronline.com/view/9781781954171.xml)
17. Tarieyari, N., & McLean, G. N. (2017). What motivates university students to volunteer in urban farming programs in Malaysia? In N. Tarieyari, A. Hadi, & G. N. McLean (eds.), *Urban farming in Malaysia: Improving food security while greening the environment* (pp. 119-135). Kuala Lumpur: Universiti Putra Malaysia Press. ISBN 978-967-344-764-0
18. Tarieyari, N., & McLean, G. N. (2017). Introduction and overview. In N. Tarieyari, A. Hadi, & G. N. McLean (eds.), *Urban farming in Malaysia: Improving food security while greening the environment* (pp. 1-28). Kuala Lumpur: Universiti Putra Malaysia Press. ISBN 978-967-344-764-0
19. McLean, G. N. (2018). Convergence, divergence, and crossvergence related to women in leadership: where does Korea fit globally? In Y. Cho & G. N. McLean, *Korean women in leadership* (pp. 275-288). New York, NY: Palgrave-Macmillan. DOI:10.1007/978-3-319-64271-0_15

20. McLean, G. N. (2018). From darkness into light: Hope for the future of women in leadership in India. In R. Ghosh & G. N. McLean (eds.), *Indian women in leadership* (pp. 283-295). New York, NY: Palgrave-Macmillan. DOI:10: 1007/978-3-319-68816-9_15

21. McLean, G. N., & Kim, S. (2019). Limitations and optimizing applications of evidence-based practices in organizational change and development. In R. G. Hamlin, A. D. Ellinger, & J. Jones (eds.), *Evidence-based initiatives for organizational change and development* (pp. 713 – 723). Hershey, PA: IGI Global. Recipient of 2020 AHRD R. Wayne Pace HRD Book of the Year Award.

22. Nguyen, T. N., & McLean, G. N. (2021) Corporate training and firm performance: Evidence from Vietnam. In H. T. Tran, T. T. Phuong, H. T. M. Van, G. N. McLean, & M. A. Ashwill (eds.), *Human resource development in Vietnam: Research and practice* (pp. 201-220). Palgrave-Macmillan. (Scopus)

23. McLean, G. N. (2021). "To Reach the Unreachable Star" (*The Man of La Mancha*) by making Vietnam's HRD impossible dream possible. In H. T. Tran, T. T. Phuong, H. T. M. Van, G. N. McLean, & M. A. Ashwill (eds.), *Human resource development in Vietnam: Research and practice* (pp. 325-351). Palgrave-Macmillan. (Scopus).

24. Nagaoka, C., & McLean, G. N. (2021) Women's social participation: Japan in an Asian context. In Y. T. Nakamura, M. Horimoto, & G. N. McLean (Eds.), *Japanese women in leadership* (pp. 265-280). New York, NY: Palgrave-Macmillan.

25. McLean, G. N. (2021). The rising sun for women in leadership in Japan. In Y. T. Nakamura, M. Horimoto, & G. N. McLean (Eds.), *Japanese women in leadership* (pp. 305-316). New York, NY: Palgrave-Macmillan.

26. Muduli, A., Gonzalez Ortiz de Zarate, A., & McLean, G. N. (2021). How developmental relationships can be used by organizations and governments as tools for national HRD initiatives: Spain and India. In R. Ghosh & H. Hutchins (Eds.), *HRD perspectives on developmental relationships: Connecting and relating at work* (pp. 395-417). Springer. ISBN 978-3-030-85032-6

27. McLean, G. N. (2022). Foreword: Why a book on epistemologies? In D. Sritanyarat. *The handbook of epistemology*. NIDA Press, Bangkok, Thailand.

28. McLean, G. N. (2022). Butterflies emerging: Women's leadership in China. In J. Ke & G. N. McLean (eds.) *Chinese women in leadership* (pp. 285-298). Palgrave-Macmillan.

29. Phuong, T. T., McLean, G. N., & Nguyen, H. T. T. (2024). Faculty development research and practice: Partnering with human resource development. In T. S. Rocco, M. L. Morris, & R. Poell (Eds.). *Sage handbook of human resource development*. Sage.

30. McLean, G. N., & Sharma, E. (2024). Interconnectedness of corporate social responsibility (CSR) and sustainability. In T. S. Rocco, M. L. Morris, & R. Poell (Eds.). *Sage handbook of human resource development*. Sage.

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Refereed Journal Articles

1. Wang, X., & McLean, G. N. (2007). The dilemma of defining international human resource development. *Human Resource Development Review, 6*(1), 96-108. doi: 10.1177/1534484306296305

2. Lien, Y. H., Hung, Y. Y., & McLean, G. N. (2007). Training evaluation based on cases of Taiwanese benchmarked high-tech companies. *International Journal of Training and Development, 11*(3), 35-48.

3. Lien, Y. H., Hung, Y. Y., & McLean, G. N. (2007). Organizational learning as an organization development intervention in six high-technology firms in Taiwan: An exploratory case study. *Human Resource Development Quarterly. 18*(2), 211-228.

4. Wang, X. H., Yang, B. Y., & McLean, G. N. (2007). Influence of demographic factors and ownership type upon organizational learning culture in Chinese enterprises. *International Journal of Training and Development, 11*(3), 154-165.

5. Kim, N. H., & McLean, G. N. (2008). Stability and dominance in career success orientation in South Korean employees. *Human Resource Development International, 11*(1), 19-34.

6. McLean, G. N., & Egan, T. M. (2008). Applying organization development tools in scenario planning. *Advances in Developing Human Resources, 10*(2), 240-257. [This issue of *Advances* received the 2010 AHRD Award for the Outstanding *ADHR* issue for 2008-2009.]

7. Yamnill, S., McLean, G. N., & Singsuriya, P. (2008). The role of a religious institution in HRD: The case of Wat (Temple) Panyanantaram, Thailand. *Human Resource Development International, 11*(3), 223-235. doi: 10.1080/13678860802102443

8. Kuo, M. H., Yamnill, S., & McLean, G. N. (2008). The dilemma of prostitution in Taiwan and Thailand from an NHRD perspective. *Human Resource Development International, 11*(5), 493-505.

9. Tseng, C. C., & McLean, G. N. (2008). Strategic HRD practices as key factors in organizational learning. *Journal of European Industrial Training, 32*(6), 418-432.

10. Ahn, Y. S., & McLean, G. N. (2008). Competencies for port and logistics personnel: An application of regional human resource development. *Asia Pacific Education Review, 9*(4), 542-551. (SSCI Journal)

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

12. Stolz, I., & McLean, G. N. (2009). Organizational skills for a corporate citizen: Policy analysis. *Human Resource Development Review, 8*(2), 174-196.

13. Cho, Y., & McLean, G. N. (2009). Successful IT startups' HRD practices: Four cases in South Korea. *Journal of European Industrial Training, 33*(2), 125-141.
14. Cho, Y., & McLean, G. N. (2009). Leading Asian countries' HRD practices in the IT industry: A comparative study of South Korea and India. *Human Resource Development International, 12*(3), 313-331.
15. Virakul, B., Koonmee, K., & McLean, G. N. (2009). CSR activities in award-winning Thai companies. *Social Responsibility Journal, 5*(2), 178-199. doi: 10.1108/17471110910964478 (Reviewed: CSR activities in award-winning Thai companies, entitled: Sincere gestures of community support. *Strategic Direction, 26*(3), 10-11.)
16. Cho, Y. J., Cho, E. S., & McLean, G. N. (2009). HRD's role in knowledge management. *Advances in Developing Human Resources, 11*(3), 263-272.
17. Hung, Y. Y., Lien, Y. H., & McLean, G. N. (2009). Knowledge management initiatives and dynamic capabilities. *Advances in Developing Human Resources, 11*(3), 320-333.
18. Moats, J. B., & McLean, G. N. (2009). Speaking our language: The essential role of scholar-practitioners in HRD. *Advances in Developing Human Resources, 11*(4), 507-522. https://doi.org/10.1177/1523422309337820
19. Kim, N. H., Park, S. J., & McLean, G. N. (2009). A review of company-sponsored training programs for women employees in Korea. *Korean Journal of Human Resource Development, 11(3),* 213-231.
20. Zheng, W., Yang, B., & McLean, G. (2010). Linking organizational culture, structure, strategy, and organizational effectiveness: Mediating role of knowledge management. *Journal of Business Review, 63*(7), 763-771. (SSCI Journal)
21. Pruetipibultham, O., & McLean, G. N. (2010). The role of the arts in organizational settings. *Human Resource Development Review, 9*(1), 3-25. doi: 10.1177/1534484309342852
22. Ahn, Y. S., & McLean, G. N. (2010). Regional human resource development systems and policies in the USA: Focus on the Workforce Investment Act. *Journal of Lifelong Education and HRD, 6*(1), 221-239.
23. Cerrito, J. C., & McLean, G. N. (2010). Developing content valid selection procedures: What every HPT and HRD professional should know. *Performance Improvement, 49*(2), 29-35.
24. Hung, Y. Y., Yang, B., Lien, Y. H., McLean, G. N., & Kuo, Y. M. (2010). Dynamic capability: Impact of process alignment and organizational learning culture on performance. *Journal of World Business, 45*(3), 285-294. (SSCI Journal)
25. Hung, Y. Y., Lien, Y. H., Fang, S. C., & McLean, G. N. (2010). Knowledge as a facilitator for enhancing innovation performance through total quality management. *Total Quality Management & Business Excellence, 21*(4), 425-438. (SSCI Journal)
26. McLean, G. N. (2010). The need for indigenous theory and practice in human resource development in Thailand. *NIDA HROD Journal,* (1), 1-19. (Thailand)
27. Hanson, H., & McLean, G. N. (2010). The role of human resources in mergers and acquisitions in the healthcare industry in the United States: A case study. *NIDA HROD Journal*, (2), 1-19. (Thailand)
28. Rabba, M., & McLean, G. N. (2010). Islamic perspectives on globalization and implications for HRD. *NIDA HROD Journal,* (2), 21-38. (Thailand)
29. Kim, N., Yoon, H. J., & McLean, G. N. (2010). Policy efforts to increase women faculty in Korea: Reactions and changes at universities. *Asia Pacific Education Review, 11*(3), 285-299. (SSCI Journal)
30. Virakul, B., & McLean, G. N. (2010). Revisiting AIDS in the workplace and HR work in Thai business organizations. *Journal of Global Responsibility, 1*(2), 293-315.
31. Yamnill, S., & McLean, G. N. (2010). The application of action research model in community development: The case of Lumpaya Village, Thailand. *Human Resource Development International, 13*(5), 541-556. doi: https://doi.org/10.1080/13678868.2010.520479
32. McLean, G. N. (2010). Talent management: A new concept or repackaging of existing concepts? *Burapha HRD Journal, 2*(1), 8-14. (Thai Journal)
33. McLean, G. N. (2010). Epistemology and inquiry in HROD. *NIDA HROD Journal, 2*(2). Special Issue Editor. (Thai journal)
34. Potipiroon, W., Sritanyarat, D., & McLean, G. N. (2010). Epistemology in Thailand: How do we know what we know in HROD. *NIDA HROD Journal, 2*(2), 5-26. (Thai journal)
35. Tynaliev, U., & McLean, G. N. (2011). Labor migration from post-Soviet Kyrgyzstan to Russia and its developmental impact in the context of national human resource development. *Human Resource Development International, 14*(2), 199-215.
36. Nieh, L. C., & McLean, G. N. (2011, May). Succession planning and managerial ethics in the retail industry. *Organization Development Journal, 29*(2), 35-45.
37. Verkhohlyad, O., & McLean, G. N. (2011). Country-wide human capital: The case of Ukraine. *Human Resource Development International, 14*(4), 409-426.
38. Chien, T-C, & McLean, G. N. (2011). Intercultural training needs of U.S. business expatriates in Taiwan as perceived by U.S. expatriates and their Taiwanese colleagues. *Journal of European Industrial Training, 35*(9), 858-873.
39. Verkhohlyad, O., & McLean, G. N. (2012). Applying organizational commitment and human capital theories to emigration research. *European Journal of Training and Development, 36*(2/3), 308-328. DOI: 10.1108/03090591211204760

40. Joo, B. K., Sushko, J. S., & McLean, G. N. (2012). Multiple faces of coaching: A comparison of formal mentoring, executive coaching, and managerial coaching. *Organization Development Journal, 30*(1), 19-38.

41. Kim, N. H., & McLean, G. N. (Eds.). (2012). Using HRD for societal development. *Advances in Developing Human Resources, 14*(3). [Issue recognized by AHRD as outstanding ADHR Issue of 2012]

42. McLean, G. N., Kuo, M. H., Budhwani, N., Yamnill, S., & Virakul, B. (2012). Capacity building for societal development: Case studies in human resource development. *Advances in Developing Human Resources, 14*(3), 251-263. [Issue title: Kim, N. H., & McLean, G. N. (Eds.), Using HRD for Societal Development.] doi: 10.1177/1523422312446147 [Issue recognized by AHRD as outstanding ADHR Issue of 2012]

43. Budhwani, N. N., & McLean, G. N. (2012). Community and societal development: A case study of an Ismaili Muslim community's HRD efforts. *Advances in Developing Human Resources, 14*(3). [Issue title: Kim, N. H., & McLean, G. N. (Eds.), Using HRD for Societal Development.] doi: 10.1177/1523422312446159 [Issue recognized by AHRD as outstanding ADHR Issue of 2012]

44. Virakul, B., & McLean, G. N. (2012). Leadership development in selected leading Thai companies. *Journal of Leadership Studies, 6*(1), 6-22.

45. Kim, S., & McLean, G. N. (2012). Global talent management: Necessity, challenges, and the roles of HRD. *Advances in Developing Human Resources, 14,* 566-585. 10.1177/1523422312455610

46. Nery-Kjerfve, T. N., & McLean, G. N. (2012). Repatriation of expatriate employees, knowledge transfer, and organizational learning: What do we know? *Journal of European Training and Development, 36*(6), 614-629.

47. Nwafor, L. C., Nang, Z., & McLean, G. N. (2012). Social constructivism: We are the products of social processes. *NIDA HROD Journal, 4*(1), 35-46.

48. McLean, G. N. (2012). What's all the fuss about truth, reality, and epistemologies? *NIDA HROD Journal, 4*(1), 4-9.

49. Pruetipibultham, O., & McLean, G. N. (2013). The influence of social networks on the cultural adjustment of Thai expatriates in the Lao PDR and Indonesia. *NIDA HROD Journal, 4*(2), 11-37.

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51. Lau, Y. Y., & McLean, G. N. (2013). Factors influencing perceived learning transfer of an outdoor management development programme in Malaysia. *Human Resource Development International, 16*(2), 186-204. doiI:10.1080/13678868.2012.756157

52. Joo, B. K., McLean, G. N., & Yang, B. (2013). Creativity and human resource development: Integrative literature review and a conceptual framework for future research. *Human Resource Development Review, 12*(4), 390-421. doi: 10.1177/1534484313481462

53. Tunheim, K., & McLean, G. N. (2013). What is the experience like of leaving a college presidency of the Evangelical Lutheran Church in America: A phenomenological study. *Journal of Academic Administration in Higher Education, 9*(2), 27-38. doi: 10.1080/15363759.2014.904654

54. Kuo, M. H., & McLean, G. N. (2013). Human resource development as national policy: An historical analysis of Taiwan, 1950-1990. *NIDA Human Resources and Organization Development Journal, 5*(2), 87-107. (Thai Journal)

55. Sritanyarat, D., & McLean, G. N. (2013) Issues and controversies involved with epistemologies. *NIDA Human Resource and Organization Development Journal, 5*(2), 4-7. (Thai Journal; TCI)

56. Kim, S., & McLean, G. N. (2014). The impact of national culture on informal learning in the workplace. *Adult Education Quarterly, 64*(1), 39-59. doi: 10.1177/0741713613504125. (SSCI Journal)

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58. Hurt, A., Lynham, S. A., & McLean, G. N. (2014). Investigating the HRD cube and explicating extant paradigms of HRD. *European Journal of Training and Development*, 38(4), 323-346. 10.1108/EJTD-07-2013-0081

59. Joo, B. K., Yang, B., & McLean, G. N. (2014). Employee creativity: The effects of perceived learning culture, leader-member exchange quality, job autonomy, and proactivity. *Human Resource Development International, 17*(3), 277-296..

60. McLean, G. N., & Kuo, M. H. (2014). A critique of human capital theory from an HRD perspective. *Burapha Human Resource Development Journal, 5*(1), 11-21. (Thai Journal)

61. Nery-Kjerfve, T., Kim, S., Kim, M., & McLean, G. N. (2014). National human resource development in Brazil: Lessons from Korea. *Human Resource Development Review, 13*(4), 483-506. (SSCI) 10.1177/1534484314548274

62. Nery-Kjerfve, T. N., & McLean, G. N. (2015). The view from the crossroads: Brazilian leadership in the 21st Century. *Human Resource Development International, 18*(1), 24-38. 10.1080/13678868.2014.979008

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65. Phuong, T. T., Duong, H. B., & McLean, G. N. (2015). Faculty development in southeast Asian higher education: A review of literature. *Asia Pacific Education Review, 16*(1), 107-117. doi:10.1007/s12564-015-9353-1 (SSCI)

66. McLean, G. N., & Akaraborworn, C. (2015). HRD education in developing countries. *Advances in Developing Human Resources, 17*(2), 213-238. doi:10.1177/1523422315572622

67. McLean, G. N., & Akdere, M. (2015). Enriching HRD education through professional organizations. *Advances in Developing Human Resources, 17*(2), 239-261. doi: 10.1177/1523422315572650

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Refereed Journal Articles in Process

Yamnill, S., & McLean, G. N. Health promotion as an outcome of spirituality: Three case studies in Thai small and medium-sized enterprises. *Gender, Femininity and*

(Under Review) Lau, P. Y. Y., Liew, E. J. Y., Low, J. K. Y., Wong, H. Y., & McLean, G. N. Workplace empowerment scale development and validation. *International Journal of Hospitality Management*.

Non-refereed Journal Articles

1. McLean, G. N. (2007). Tenure denied! Not ready for promotion! No merit pay increase! Poor Leonardo da Vinci! *Human Resource Development International, 10*(3), 351-354.

2. McLean, G. N. (2007). Déjà vu, all over again. *Human Resource Development International, 10*(4), 459-463.

3. McLean, G. N., Lynham, S. A., Azevedo, R. E., Lawrence, J. E. S., & Nafukho, F. (2008). A response to Wang and Swanson's (2008) article on national HRD and theory development. *Human Resource Development Review, 7*(2), 241-258.

4. McLean, G. N. (2008, June 27-July 10). Where are India's thought leaders? Do they still exist? *Business & Economy*, p. 128. (India)

5. McLean, G. N. (2008, July 25–August 7). If something's missing, it'd better not be HR! *Business & Economy*, p. 58. (India)

6. McLean, G. N., Virakul, B., & Koonmee, K. (2008, October 3-16). Community service? Only if the boss says so… *Business & Economy*, p. 116. (India)

7. Christesen, D., & McLean, G. N. (2008, December). The impact of balanced scorecard on organisation performance. *Strategic Innovators*, 28-29. (India)

8. McLean, G. N. (2009). HRDQ: The early years. *Human Resource Development Quarterly, 20*)1), 7-9.

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10. McLean, G. N. (2010). Human resource development scholar as rebel. *Human Resource Development Quarterly, 21*(4), 317-320. [Guest Editorial]

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13. McLean, G. N. (2014). Book review: Wilson, J. P. (Ed.). (2012). *International human resource development: Learning, education and training for individuals and organizations* (3rd ed.)*. London: KoganPage. *European Journal of Training and Development*, 38(1/2), 150-153.

14. Russ-Eft, D., Watkins, K., Marsick, V., Jacobs, R., & McLean, G. N. (2014). What do the next 25 years hold for HRD research in areas of our interest? *Human Resource Development Quarterly, 25*(1), 5-27. doi: 10.1002/hrdq.21180 (Invited Editorial) (SSCI Journal)

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

16. McLean, G. N. (2016). Reflections on HRD's and adult education's roles in the retirement of HRD and adult education faculty. *New Horizons in Adult Education and Human Resource Development, 28*(1), 1-7. (Invited Editorial)

17. McLean, G. N. (2017). Continuous improvement in international or global HRD research. *Human Resource Development International, 20*(5), 415-421. (Invited Perspectives Article for 20th Anniversary Issue) doi: 10.1080/13678868.2016.1188585

18. McLean, G. N. (2017). Reaction—Will SOAR really help organization development soar? (An invited reaction to Zarestky and Cole, 2017). *New Horizons in Adult Education and Human Resource Development, 29*(1), 25-28. doi.org/10.1002/nha3.20168

19. Cho, Y., & McLean, G. N. (2017, December 14). From darkness into light: Hope for leadership for Asian women. *ILA (International Leadership Association) Intersections*. Available at: https://intersections.ilamembers.org/member-benefit-access/interface/field-reports/from-darkness-into-light

20. McLean, G. N., & Jiantreerangkoo, B. (2020). The role of national HRD in an era of COVID-19. *Human Resource Development International, 23*(4), 418-426*. doi: 10.1080/13678868.2020.1780066

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22. Kuchinke, K. P., Cho, Y., […] & McLean, G. N. (2022). Indigenous research in HRD: Perspectives and a call for contributions. Human Resource Development Review, 21(4), 374-390. https://doi.org/10.1177/153448432211258 (Challenges and Opportunities for Indigenous Research in HRD)

23. Poell, R. F., Anderson, V., Carbery, R., Cho, Y., Kuchinke, K. P., Kwon, C. K., Lundgren, H., & McLean, G. N. (2024). Transformation of HRD: Change is coming! *Human Resource Development International*. (Editorial) (Special issue on Transforming HRD)

24.

Book Series Co-Editor

Cho, Y., Ghosh, R., Sun, J., & McLean, G. N. *Current perspectives on Asian women in leadership*. New York, NY: Palgrave Macmillan.

Podcasts

McLean, G. N., & Egan, T., with Short, D. (2021). *Organization development*. A masterclass sponsored by the Academy of Human Resource Development. https://podcasts.apple.com/us/podcast/human-resource-development-masterclass/id1570347449

Refereed Conference Papers

1. Kuo, M. H., McLean, G. N., & Yamnill, S. (2007). The role of HRD in the dilemma of prostitution in Taiwan. In M. Xiao, A. M. Osman-Gani, B. Yang, & J. Gong (Eds.), *Human resource development in Asia: Developing talents for organizations and nations (Proceedings of the Sixth Asian AHRD Conference in Beijing, China, November 2-6, 2007)* (Section E-090). Beijing, PRC: Peking University and AHRD.

2. Yamnill, S., McLean, G. N., & Kuo, M. H. (2007). HRD's role in the dilemma of prostitution in Thailand. In M. Xiao, A. M. Osman-Gani, B. Yang, & J. Gong (Eds.), *Human resource development in Asia: Developing talents for organizations and nations (Proceedings of the Sixth Asian AHRD Conference in Beijing, China, November 2-6, 2007)* (Section E-101). Beijing, PRC: Peking University and AHRD.

3. Tseng, C. C., & McLean, G. N. (2007). Entrepreneurial team creativity, entrepreneurial leadership, and new venture performance. In M. Xiao, A. M. Osman-Gani, B. Yang, & J. Gong (Eds.), *Human resource development in Asia: Developing talents for organizations and nations (Proceedings of the Sixth Asian AHRD Conference in Beijing, China, November 2-6, 2007)* (Section E-047). Beijing, PRC: Peking University and AHRD.

4. Cho, Y. C., & McLean, G. N. (2007). HR practices of one-time start-ups in changing times: Case studies of four South Korean IT-based companies. In M. Xiao, A. M. Osman-Gani, B. Yang, & J. Gong (Eds.), *Human resource development in Asia: Developing talents for organizations and nations (Proceedings of the Sixth Asian AHRD Conference in Beijing, China, November 2-6, 2007)* (Section E-049). Beijing, PRC: Peking University and AHRD.

5. Hsu, H. Y., & McLean, G. N. (2007). A training system in Taiwan: A case study of high-tech training. In M. Xiao, A. M. Osman-Gani, B. Yang, & J. Gong (Eds.), *Human resource development in Asia: Developing talents for organizations and nations (Proceedings of the Sixth Asian AHRD Conference in Beijing, China, November 2-6, 2007)* (Section E-067). Beijing, PRC: Peking University and AHRD. (Received first runner-up award to best paper award.)

6. Nieh, L. C., & McLean, G. N. (2007). Using succession planning as an OD intervention in selecting ethical managers, focused on Taiwan. In M. Xiao, A. M. Osman-Gani, B. Yang, & J. Gong (Eds.), *Human resource development in Asia: Developing talents for organizations and nations (Proceedings of the Sixth Asian AHRD Conference in Beijing, China, November 2-6, 2007)* (Section E-079). Beijing, PRC: Peking University and AHRD.

7. Joo, B. K., Sushko, J. S., & McLean, G. N. (2007). Multiple faces of coaching: A comparison of formal mentoring, managerial coaching, and executive coaching. In M. Xiao, A. M. Osman-Gani, B. Yang, & J. Gong (Eds.), *Human resource development in Asia: Developing talents for organizations and nations (Proceedings of the Sixth Asian AHRD Conference in Beijing, China, November 2-6, 2007)* (Section E-072). Beijing, PRC: Peking University and AHRD.

8. Pruetipibultham, O., & McLean, G. N. (2007). The role of the arts in organizational settings. In M. Xiao, A. M. Osman-Gani, B. Yang, & J. Gong (Eds.), *Human resource development in Asia: Developing talents for organizations and nations (Proceedings of the Sixth Asian AHRD Conference in Beijing, China, November 2-6, 2007)* (Section E-088). Beijing, PRC: Peking University and AHRD.

9. Park, S. H., McLean, G. N., & Yang, B. (2008). Revision and validation of an instrument measuring managerial coaching skills in organizations. In T. J. Chermack, J. Storberg-Walker, & C. M. Graham (Eds.), *Proceedings AHRD 2008 international research conference* (3-1). Bowling Green, OH: AHRD.

10. Park, S., Yang, B., & McLean, G. N. (2008). An examination of relationships between managerial coaching and employee development. In T. J. Chermack, J. Storberg-Walker, & C. M. Graham (Eds.), *Proceedings AHRD 2008 international research conference* (10-2). Bowling Green, OH: AHRD.

11. Tseng, C. C., & McLean, G. N. (2008). The relationship between organizational learning practices and the learning organization. In T. J. Chermack, J. Storberg-Walker, & C. M. Graham (Eds.), *Proceedings AHRD 2008 international research conference* (42-1). Bowling Green, OH: AHRD.

12. Joo, B. K., Yang, B., & McLean, G. N. (2008). Organizational learning culture and core job characteristics: A canonical correlation approach. In T. J. Chermack, J. Storberg-Walker, & C. M. Graham (Eds.), *Proceedings AHRD 2008 international research conference* (5-2). Bowling Green, OH: AHRD.

13. Cho, Y. C., & McLean, G. N. (2008). A comparative study of IT firms' HR practices in South Korea and India: Literature review. In T. J. Chermack, J. Storberg-Walker, & C. M. Graham (Eds.), *Proceedings AHRD 2008 international research conference* (17-2). Bowling Green, OH: AHRD.

14. Hsu, H. Y., & McLean, G. N. (2008, May). The strategic role of HRD in an R&D environment. In *Proceedings of the 9th international conference on HRD research and practice across Europe: Developing leaders and managers* (1.03). Lille, France: UFHRD and AHRD.

15. Park, S. H., & McLean, G. N. (2008, May). Workplace learning models review: Social dimension. In *Proceedings of the 9th international conference on HRD research and practice across Europe: Developing leaders and managers* (10.02). Lille, France: UFHRD and AHRD.

16. Park, S. H., & McLean, G. N. (2008, May). Factors influencing workplace learning as an organization development intervention. In *Proceedings of the 9th international conference on HRD research and practice across Europe: Developing leaders and managers* (10.04). Lille, France: UFHRD and AHRD.

17. Nieh, L. C., & McLean, G. N. (2008, May). Succession planning and managerial ethics in the retail industry. In *Proceedings of the 9th international conference on HRD research and practice across Europe: Developing leaders and managers* (6.04). Lille, France: UFHRD and AHRD.

18. Kuchinke, K. P., Ardichvili, A., Stewart, J., Poell, R., Walton, J., McLean, G. N., & Woodall, J. (2008, May). Theory development in HRD: Can there be the domain-specific knowledge base and what should it be? In *Proceedings of the 9th international conference on HRD research and practice across Europe: Developing leaders and managers* (8.03). Lille, France: UFHRD and AHRD.

19. Dhanju, N., & McLean, G. N. (2008). Perceived effectiveness of self-development assignments for software engineers in a large software company in India: A case study. Academy of Management Conference, Anaheim, CA.

20. Virakul, B., Koonmee, K., & McLean, G. N. (2008, September). CSR activities in award-winning Thai companies. 7th International Conference on Corporate Social Responsibility, Durham, England.

21. Park, S. Y., & McLean, G. N. (2008, November). The strategic roles of HRD as a driver for performance improvement. (Asian HRD Conference, Bangkok, Thailand.)

22. Croce, B. W., & McLean, G. N. (2008, November). China-based Singaporean expatriates' career orientations and their perceived career success determinants. (Asian HRD Conference, Bangkok, Thailand.)

23. Pimapunsri, P., & McLean, G. N. (2008, November). Learning organization and leadership in the hotel industry of Bangkok, Thailand. (Asian HRD Conference, Bangkok, Thailand.)

24. McLean, G. N., & Kuo, M. H. (2008, November). A critique of human capital theory from an HRD perspective. (Asian HRD Conference, Bangkok, Thailand.)

25. Hsu, H. Y., & McLean, G. N. (2009, February). Human capital and human resource development in the high-tech industry in Taiwan. (AHRD Conference in the Americas, Washington, DC.)

26. Tunheim, K. A., & McLean, G. N. (2009, February). What is the experience like of leaving a college presidency of the Evangelical Lutheran Church in America: A phenomenological study. (AHRD Conference in the Americas, Washington, DC.)

27. Kim, N. H., Park, S. J., & McLean, G. N. (2009, February). A gendered review on formal company-provided in-house training in Korea. (AHRD Conference in the Americas, Washington, DC.)

28. Tseng, C. C., & McLean, G. N. (2009, June). The effects of learning organization practices on organizational commitment and effectiveness for small and medium-sized enterprises in Taiwan. (European HRD Conference, Newcastle, UK.)

29. Virakul, B., & McLean, G. N. (2009, July). Revisiting "AIDS in the workplace and HR work" in Thai business organizations. 11th European Congress of Psychology, Oslo, Norway.

30. Osman-Gani, A., McLean, G. N., & Matooq, A. (Eds.). (2009). *Proceedings of the 8th Asian and 1st MENA conference of the Academy of Human Resource Development, Bahrain*. Bahrain and Minneapolis: Golden Trust Consulting and Academy of HRD.

31. Galuk, D., & McLean, G. N. (2009, December). The experience of executive coaching by executive women: Why they seek coaching and the role of the coach. In A. Osman-Gani, G. N. McLean, & A. Matooq (Eds.), *Proceedings of the 8th Asian and 1st MENA conference of the Academy of Human Resource Development, Bahrain* (R18). Bahrain and Minneapolis: Golden Trust Consulting and Academy of HRD.

32. Quast, L. N., & McLean, G. N. (2009, December). Motives patterns and managerial behavior. In A. Osman-Gani, G. N. McLean, & A. Matooq (Eds.), *Proceedings of the 8th Asian and 1st MENA conference of the Academy of Human Resource Development, Bahrain* (R25). Bahrain and Minneapolis: Golden Trust Consulting and Academy of HRD.

33. Lau, P. Y. Y., & McLean, G. N. (2009, December). The role of leadership styles on risk propensity, exploring the mediating role of organizational culture and organizational learning in Malaysia. In A. Osman-Gani, G. N. McLean, & A. Matooq (Eds.), *Proceedings of the 8th Asian and 1st MENA conference of the Academy of Human Resource Development, Bahrain* (R02). Bahrain and Minneapolis: Golden Trust Consulting and Academy of HRD.

34. Rabba, M., & McLean, G. N. (2009, December). Measuring a multinational learning organization in a Saudi context. In A. Osman-Gani, G. N. McLean, & A. Matooq (Eds.), *Proceedings of the 8th Asian and 1st MENA conference of the Academy of Human Resource Development, Bahrain* (R13). Bahrain and Minneapolis: Golden Trust Consulting and Academy of HRD.

35. Lynham, S. A., Lincoln, Y. S., Hurt, A. C., & McLean, G. N. (2010, February). The HRD cube: A heuristic for understanding, locating and investigating HRD theory, research and practice. *Proceedings of the AHRD conference in the Americas, Knoxville, TN* (Section 41-1). St. Paul: AHRD.

36. Tynaliev, U., & McLean, G. N. (2010, June 1-3). Labor ,migration from post-Soviet Kyrgyzstan to Russia and its developmental impact in the context of national human resource development. In B. György, M. Cseh, & N. Zsolt (Eds), *Proceedings of the 11th International Conference on Human Resource Development research and practice across Europe: Human resource development in the era of global mobility* (Section 1.18, Abstracts, pp. 25-26). Pécs, Hungary: University of Pécs. (Short-listed for best paper; selected for third place)

37. Tunheim, K. A., & McLean, G. N. (2010, June 1-3). Lessons learned from former college presidents of the Evangelical Lutheran Church in America: A phenomenological study. In B. György, M. Cseh, & N. Zsolt (Eds), *Proceedings of the 11th International Conference on Human Resource Development research and practice across Europe: Human resource development in the era of global mobility* (Section 2.16, Abstracts, pp. 44-46). Pécs, Hungary: University of Pécs.

38. Nery-Kjerfve, T. N., & McLean, G. N. (2010, June 1-3). Repatriation of expatriate employees, knowledge transfer, and organizational learning: What do we know? In B. György, M. Cseh, & N. Zsolt (Eds), *Proceedings of the 11th International*

Conference on Human Resource Development research and practice across Europe: Human resource development in the era of global mobility (Section 1.14, Abstracts, pp. 21-22). Pécs, Hungary: University of Pécs. (Short-listed for best paper.)

39. Kim, S. H., & McLean, G. N. (2010, November 12-14). The impact of national culture on informal learning in the workplace. In J. Huang & A. Osman-Gani (Eds.), *Proceedings of the 9th international conference of the Academy of Human Resource Development (Asia Chapter)* (pp. 635-649)*, Shanghai, China*. Shanghai: East China Normal University.

40. Lee, Y. S., & McLean, G. N. (2010, November 12-14). Career development approaches for foreign wives in South Korea. In J. Huang & A. Osman-Gani (Eds.), *Proceedings of the 9th international conference of the Academy of Human Resource Development (Asia Chapter), Shanghai, China* (pp. 624-633). Shanghai: East China Normal University.

41. Nery-Kjerfve, T. N., & McLean, G. N. (2010, November 12-14). The view from the crossroads: Brazilian leadership in the 21st Century. In J. Huang & A. Osman-Gani (Eds.), *Proceedings of the 9th international conference of the Academy of Human Resource Development (Asia Chapter), Shanghai, China* (pp. 451-463). Shanghai: East China Normal University.

42. Jeon, J. H., & McLean, G. N. (2010, November 12-14). The impact of organizational justice and job security on organizational commitment in Korean employees: Exploring the mediating role of trust in top management. In J. Huang & A. Osman-Gani (Eds.), *Proceedings of the 9th international conference of the Academy of Human Resource Development (Asia Chapter), Shanghai, China* (pp. 59-72). Shanghai: East China Normal University.

43. Verkhohlyad, O., & McLean, G. N. (2011, February). Country-wide human capital: The case of Ukraine. . In K. M. Dirani, J. Wang, & P. Doshy (Eds.), *2011 AHRD International Research Conference in the Americas proceedings* (pp. 2028-2073). Minneapolis, MN: AHRD.

44. Joo, B. K., McLean, G. N., & Yang, B. (2011, February). Organizational creativity: An integrative literature review and a conceptual framework based on person-environment fit theory. In K. M. Dirani, J. Wang, & P. Doshy (Eds.), *2011 AHRD International Research Conference in the Americas proceedings* (pp. 3115-3146). Minneapolis, MN: AHRD.

45. Yamnill, S., & McLean, G. N. (2011, May). A follow-up on village development at Lumpaya Village, Thailand: Can change processes initiated through action research be sustained? Human Resource Development across Europe Conference, Gloucestershire, UK.

46. Virakul, B., & McLean, G. N. (2011, June). Leadership development in selected leading Thai companies. Advances in Business-Related Scientific Research Conference, Venice, Italy.

47. Mena, D., & McLean, G. N. (2011, July). Regional human resource development in the USA: Systems and policies with a focus on hidden disabilities. In R. Silva & E. Tome (Eds.), *Proceedings of the Marketing Services in the Knowledge Economy Conference* (pp. 219-224). Famalicao, Portugal: Universidad Lusiada de Famalicao.

48. Pruetipibultham, O., & McLean, G. N. (2011, December). The influence of social networks on the cultural adjustment of Thai expatriates in the Lao PDR and Indonesia. In M. Ismail, A. M. Osman-Gani, & R. M. Rasdi (Eds.), *10th International Conference of the Academy of HRD (Asia Chapter): Capitalizing on human expertise for greater innovation & creativity* (pp. 1-13 in Social Networking & HRD Theme). Minneapolis, MN, and Kuala Lumpur, Malaysia: AHRD and Universiti Putra Malaysia.

49. Lau, P. Y. Y., & McLean, G. N. (2011, December). The role of organizational culture and learning organization on affective commitment: A preliminary study in Malaysia. In M. Ismail, A. M. Osman-Gani, & R. M. Rasdi (Eds.), *10th International Conference of the Academy of HRD (Asia Chapter): Capitalizing on human expertise for greater innovation & creativity* (pp. 1-10 in HRD Theories & Practices Relevant to Asian and Malaysian Contexts Theme). Minneapolis, MN, and Kuala Lumpur, Malaysia: AHRD and Universiti Putra Malaysia.

50. Lee, Y. J., & McLean, G. N. (2011, December). What is it like for a Korean woman to leave one's career for her domestic roles? In M. Ismail, A. M. Osman-Gani, & R. M. Rasdi (Eds.), *10th International Conference of the Academy of HRD (Asia Chapter): Capitalizing on human expertise for greater innovation & creativity* (pp. 1-13 in Social Networking & HRD Theme). Minneapolis, MN, and Kuala Lumpur, Malaysia: AHRD and Universiti Putra Malaysia.

51. Kim, S. H., & McLean, G. N. (2012, February). Global talent management: Necessity, challenges, and the roles of HRD. In K. M. Durani, J. Wang, J. Gedro, & P. Doshy (Eds.), *Proceedings of the 2012 AHRD International Research Conference in the Americas: HRD & Technology: Exploring the intersectionality* (pp. 2533-2563). Minneapolis, MN: AHRD. (Recipient of Korean AHRD Association in the U.S. Best Paper Award)

52. Kjerfve, T., Kim, S. H., Kim, M. J., & McLean, G. N. (2012, March). National human resource development in Brazil: Lessons from Korea. In K. M. Durani, J. Wang, J. Gedro, & P. Doshy (Eds.), *Proceedings of the 2012 AHRD International Research Conference in the Americas: HRD & Technology: Exploring the intersectionality* (pp.3997-). Minneapolis, MN: AHRD.

53. Mena, D., & McLean, G. N. (2012, May). Mexican-American experiences of vocational training and adult learning after a layoff event in San Antonio, Texas. In *Human resource development research and practice across Europe: The future of HRD-2020 and beyond: Challenges and opportunities, Proceedings* (pp. 888=896). Famalicao, Portugal.

54. Lau, Y. Y., & McLean, G. N. (2012, November). The mediating role of learning organization: An exploratory study of organizational culture and affective commitment in Malaysia. Asian/MENA conference of the AHRD, Istanbul, Turkey.

55. Kim, S. H., Park, S. Y., & McLean, G. N. (2012). Long working hours in Korea. Asian/MENA conference of the AHRD, Istanbul, Turkey.

56. Kim, J. H., & McLean, G. N. (2013). An integrative framework for global leadership competency. Americas conference of the AHRD, Arlington, VA.
57. Hurt, A. C., Lynham, S. A., & McLean, G. N. (2013). Exploring paradigms of human resource development. Americas conference of the AHRD, Arlington, VA.
58. Chu, C., & McLean, G. N. (2013). Participative leadership behavior among business leaders in China. Asian AHRD conference, Taipei, Taiwan.
59. Anthony, K., & McLean, G. N. (2013). Towards defining executive competency around the world: What executives need to know. In Y. C. Lin, A. M. Osman-Gani, M. Akdere, W. W. V. Chang, & C. C. R. Yeh (Eds.), *New perspectives of HRD and social networking in a globalizing workplace: Proceedings of the 12th International Conference of the Asia Chapter of the AHRD* (Abstract, p. 119). Taipei, Taiwan: AHRD.
60. Kang, H. J., & McLean, G. N. (2013). Migrant women's desires to express and preserve their mother culture and their identity in Korea. In Y. C. Lin, A. M. Osman-Gani, M. Akdere, W. W. V. Chang, & C. C. R. Yeh (Eds.), *New perspectives of HRD and social networking in a globalizing workplace: Proceedings of the 12th International Conference of the Asia Chapter of the AHRD* (Abstract, p. 59). Taipei, Taiwan: AHRD.
61. Phuong, T. T., & McLean, G. N. (2013). The experiences of Vietnamese university faculty in their professional development. In Y. C. Lin, A. M. Osman-Gani, M. Akdere, W. W. V. Chang, & C. C. R. Yeh (Eds.), *New perspectives of HRD and social networking in a globalizing workplace: Proceedings of the 12th International Conference of the Asia Chapter of the AHRD* (Abstract, p. 117). Taipei, Taiwan: AHRD.
62. Nunez, P., & McLean, G. N. (2014). Experiences of women leaders in Mexico. Presented at Americas AHRD conference, Houston, USA.
63. Park, S. Y., & McLean, G. N. (2014). The impact of organizational learning culture, goal orientation, managerial effectiveness, and psychological empowerment on employees' workplace learning. Presented at Americas AHRD conference, Houston, USA. (Recipient of Cutting Edge Award)
64. Chai, D. S., Nam, K. A., & McLean, G. N. (2014). Voices from expatriates: A component of improved expatriate cross-cultural training. Presented at Americas AHRD conference, Houston, USA.
65. Amornpipat, I., & McLean, G. N. (2014). Need for faculty development in Thai universities: HRD in higher education. In D. McGuire & T. Garavan (Eds.), *Proceedings of the 15th international conference on human resource development research and practice across Europe: HRD: Reflecting upon the past, shaping the future, Edinburgh, Scotland, UFHRD and HRD* (Stream 9, 26 pp).
66. Salam, A., Shaikh, S. P., & McLean, G. N. (2014). Is there an Islamic epistemology? The role of HRD. In D. McGuire & T. Garavan (Eds.), *Proceedings of the 15th international conference on human resource development research and practice across Europe: HRD: Reflecting upon the past, shaping the future, Edinburgh, Scotland, UFHRD and HRD* (Stream 6, 26 pp).
67. Salam, A., & McLean, G. N. (2014). Minimum wage in Bangladesh's ready-made garment sector: Impact of imbalanced rates on employee and organization development. In D. McGuire & T. Garavan (Eds.), *Proceedings of the 15th international conference on human resource development research and practice across Europe: HRD: Reflecting upon the past, shaping the future, Edinburgh, Scotland, UFHRD and HRD* (Stream 4, 31 pp).
68. Bailey, J., & McLean, G. N. (2014). Discovering the social entrepreneur: Opportunity found for HRD! In D. McGuire & T. Garavan (Eds.), *Proceedings of the 15th international conference on human resource development research and practice across Europe: HRD: Reflecting upon the past, shaping the future, Edinburgh, Scotland, UFHRD and HRD* (Stream 3, 16 pp).
69. Chuymance, K., & McLean, G. N. (2014). Buddhism sustainable development: Sufficiency economy as an alternative approach. In D. McGuire & T. Garavan (Eds.), *Proceedings of the 15th international conference on human resource development research and practice across Europe: HRD: Reflecting upon the past, shaping the future, Edinburgh, Scotland, UFHRD and HRD* (Stream 3, 19 pp).
70. Suratpipit, T., & McLean, G. N. (2014). Rethinking mergers and acquisitions: What have we learned from the past with implications for Thailand? In D. McGuire & T. Garavan (Eds.), *Proceedings of the 15th international conference on human resource development research and practice across Europe: HRD: Reflecting upon the past, shaping the future, Edinburgh, Scotland, UFHRD and HRD* (Stream 9, 26 pp).
71. Kongpichayanond, P., & McLean, G. N. (2014). Perceived relationships among knowledge management, total quality management, and organization innovation performance: A Thai study. Accepted as a refereed manuscript for Asian AHRD conference, Seoul, Korea.
72. Jansiriwattana, T., & McLean, G. N. (2014). The excellent higher education HRD teacher in Thailand: A pilot study. Accepted as a refereed manuscript for Asian AHRD conference, Seoul, Korea.
73. Charoensap A., & McLean, G. N. (2014). What drives employee ownership? A case study of a high performance organization. Accepted as a refereed manuscript for Asian AHRD conference, Seoul, Korea.
74. Jiantreerangkool, B., & McLean, G. N. (2014). Elements that influence the development of a high performance organization in a top company in Thailand. Accepted as a refereed manuscript for Asian AHRD conference, Seoul, Korea.

75. Kim, S., & McLean, G. N. (2014). Managing and developing global teams. Refereed manuscript to be presented at Asian AHRD conference, Seoul, Korea.
76. Amornpipat, I., & McLean, G. N. (2014). Leadership and organizational commitment: The case of a Thai private university. Accepted as a refereed manuscript for Asian AHRD conference, Seoul, Korea.
77. McLean, G. N., & Akdere, M.. (2014). Exploring HRD professional organizations: Implications for HRD education. Accepted as a refereed manuscript for Asian AHRD conference, Seoul, Korea.
78. McLean, G. N., Kim, J., & Pruetipibultham, O. (2014). Developing expatriates and inpatriates: Strategies, challenges, and benefits. Refereed manuscript to be presented at the Asian AHRD conference, Seoul, Korea.
79. Yamnill, S., McLean, G. N., Phunakorn, A., & Jaturapat, S. (2014). University social responsibility (USR): Knowledge sharing for community development. Accepted as a refereed manuscript for Asian AHRD conference, Seoul, Korea.
80. McLean, G. N., & Akaraborworn, C. (2014). HRD education in developing countries. Accepted as a refereed manuscript for Asian AHRD conference, Seoul, Korea.
81. Thimthong, S., & McLean, G. N. (2015). Understanding executive coaching in Thailand: Definition and factors influencing its practice. Refereed paper presented at the International Education Conference sponsored by the University of Hawaii, Honolulu, Hawaii.
82. Tunheim, K. A., & McLean, G. N. (2015, March 24). Lessons learned from the experiences of U.S. women college presidents: What they wish they had known when they began their presidencies. Refereed paper presented at the Oxford Round Table, Women and Education Conference, Harris Manchester College, Oxford University, UK. Also presented on July 20, 2015, at the Vocation of a Lutheran College Pre-Conference, Augsburg College, Minneapolis, MN.
83. Kuiper, A. M., & McLean, G. N. (2015). The role of human resource development in the poverty zone in North Minneapolis in Minnesota: A case study. In R. Carbery (Ed.), *Proceedings of the 16th International Conference on Human Resource Development Research and Practice across Europe* (Stream 5). Cork, Ireland: University College Cork. (Recipient of *European Journal of Training and Development* Award for best international paper.)
84. Chung, E. C., & McLean, G. N. (2015). The relationship of training and organizational commitment in one Korean organization. In R. Carbery (Ed.), *Proceedings of the 16th International Conference on Human Resource Development Research and Practice across Europe* (Stream 6). Cork, Ireland: University College Cork.
85. Wuttaphan, N., Thimthong, S., Seriwat, A., & McLean, G. N. (2015). Conceptualizing employee unethical behavior in an organization: How HRD interventions can help. In R. Carbery (Ed.), *Proceedings of the 16th International Conference on Human Resource Development Research and Practice across Europe* (Stream 9). Cork, Ireland: University College Cork.
86. Jiantreerangkool, B., & McLean, G. N. (2015). Relationship of perceived organizational support and Big Five personality toward innovation in Bangkok, Thailand. In C. Akaraborworn (ed.), *Proceedings of the 6th International Conference on Human Resource and Organization Management and Development.* Bangkok, Thailand: National Institute of Development Administration (NIDA).
87. Jeong, S., McLean, G. N., & Park, S. (2016). Understanding informal learning in small and medium-sized enterprises in South Korea. (*2016 AHRD Conference in the Americas proceedings* (Symposium #20). Minneapolis, MN: AHRD.
88. Lau, P. Y. Y., McLean, G. N., & Park, S. (2016). Learning organization culture and organizational citizenship behavior: Moderating role of team-oriented culture in Malaysia. *2016 AHRD Conference in the Americas proceedings* (Symposium #23). Minneapolis, MN: AHRD.
89. DeGeorgeo, M., & McLean, G. N. (2016). Employee perceptions and financial performance: HRD implications. *2016 AHRD Conference in the Americas proceedings* (Symposium #32). Minneapolis, MN: AHRD.
90. Wee, B., & McLean, G. N. (2016). Career orientations and determinants of perceived career success of China-based Singaporean expatriates. *2016 AHRD Conference in the Americas proceedings* (Symposium #3). Minneapolis, MN: AHRD.
91. McLean, L. D., Jeong, S. H., & McLean, G. N. (2016). Understanding organizational creativity: Relationships among cross-level variables and creativity in research and development organizations. South Florida Education Research Conference, Miami, FL. Recipient of Barnes & Noble Faculty-Student Research Award.
92. McLean, G. N., & Reio, T. (2016). Exploring the roles of adult education and human resource development before and after retirement of faculty and practitioners in the fields. Symposium presented at the South Florida Education Research Conference, Miami, FL.
93. Amornpipat, I., & McLean, G. N. (2016). Cultural influence on authentic leadership in Thailand. *Proceedings of the UFHRD/AHRD European Conference in Manchester, UK*. London, UK: UFHRD.
94. Jennings, C., & McLean, G. N. (2016). Intercultural competence as human capital: Developing culturally responsive teachers for diverse societies. *TAKE 16 Proceedings, Averio, Portugal.*
95. Mosoti, Z. M., Sritanyarat, D., & McLean, G. N. (2016). Education and training in pre-colonial and colonial periods in Kenya. *Proceedings of the Asia/MENA conference of the Academy of Human Resource Development in Ifrane, Morocco*. Minneapolis, MN: AHRD.

96. Muduli, A., McLean, G. N., & Raval, D. (2016). Work content, transfer motivation, and training transfer in an Indian insurance industry. *Proceedings of the Asia/MENA conference of the Academy of Human Resource Development in Ifrane, Morocco*. Minneapolis, MN: AHRD.

97. Jeong, S., McLean, G. N., McLean, L. D., Yoo, S., & Bartlett, K. (2016). Influences of domain expertise, creative personality, non-controlling supervision, and organizational learning culture on employee creativity: A multi-level analysis. *Proceedings of the Asia/MENA conference of the Academy of Human Resource Development in Ifrane, Morocco*. Minneapolis, MN: AHRD.

98. Sritanyara, D., & McLean, G. N. (2017). Thai women in leadership and management. *Proceedings of the 2017 AHRD in the Americas, San Antonio, TX*. Minneapolis, MN: AHRD.

99. Ng, M., Lau, P., & McLean, G. N. (2017). Experiences of transferring soft skills training in Malaysia. *Proceedings of the 2017 AHRD in the Americas, San Antonio, TX*. Minneapolis, MN: AHRD.

100. Gonzalez, L. M., & McLean, G. N. (2017). Human resource roles in pre-mergers. *TAKE17 Proceedings, Zagreb, Croatia.*

101. Budhwani, N., Willis, L., & McLean, G. N. (2017). Learning and development in HRD: A Sufi perspective. *Proceedings of the Asian AHRD Conference, Ahmedabad, India.* Minneapolis, MN: AHRD. (Recipient of Best Scholar-Practitioner HRD Award)

102. Babu, V., & McLean, G. N. (2017). Extant HRM in family-run business: A phenomenological study. *Proceedings of the Asian AHRD Conference, Ahmedabad, India.* Minneapolis, MN: AHRD.

103. Roh, K., Ryu, H., & McLean, G. N. (2018). An analysis of national human resource development (NHRD) policies in South Korea in 2016. *Proceedings of the Canadian Adult Education Conference, Regina, Alberta.*

104. Arghode, V., Jandu, N., & McLean, G. (2019). Organizational change theories: Exploring the connection between organizations and organisms in dealing with change. In S. Park, S. Minnis, & Johnson, K. (eds), *Proceedings of the 2019 AHRD conference*. Minneapolis, MN: AHRD.

105. Brieger, T. W., Arghode, V., & McLean, G. N. (2019). Adult learning theories and online instruction: Review and reflection. In: E. Tome (Ed.), *Proceedings of the 2019 TAKE Conference, Vienna, Austria* (pp. 18-20). https://www.take-conference2019.com/wp-content/uploads/2019/06/2019-06-24_TAKE2019_Book-of-Abstracts.pdf (pp. 18-20). Lisbon, PT: Theory and Applications in the Knowledge Economy (TAKE).

106. Jiantreerangkool, B., Boonsathorn, W., & McLean, G. N. (2019). Factors affecting employees' work passion in the Thai insurance industry. Academy of HRD Asian Conference in Hanoi, Vietnam. (Abstract only published)

107. Phuong, T. T., Van, H. T. M, & McLean, N. G (2020). Human Resource Development in Vietnam from contextual pperspective**. Presented at *the Academy of Human Resource Development Conference in the Americas*. (Virtual)

108. Gonzalez Ortiz de Zarate, A., Aurelio Alonso Garcia, M., Quesada-Pallarès, C., Berrocal Berrocal, F., & McLean, G. N. (2021). Predicting training transfer in Spain through structural equation modeling. In *Proceedings of the Academy of HRD Conference*. (Virtual) (Extended abstract)

109. Gonzalez Ortiz de Zarate, A., & McLean, G. N. (2021). Sustainability strategies in Spanish international organizations. Theory and Application in the Knowledge Economy, TAKE2021 Conference. (Virtual and on-site, Porto, Portugal) (Extended abstract)

110. Gonzalez Ortiz de Zarate, A., Aurelio Alonso García, M., Quesada-Pallarès, C., Berrocal Berrocal, F., & McLean, G. N. (2021). Mode of instruction moderating transfer in Spain, an SEM multigroup analysis. Theory and Application in the Knowledge Economy, TAKE2021 Conference. (Virtual and on-site, Porto, Portugal) (Extended abstract)

111. McLean, G. N., & Phuong, T. (2021). HRD in Vietnam: Research and practice (book review). Theory and Application in the Knowledge Economy, TAKE2021 Conference. (Virtual and on-site, Porto, Portugal) (Extended abstract)

112. D'Amico, C., & McLean, G. N. (2021). Social-emotional development and **h**ow it can help HRD professionals through COVID-19 challenges: A literature review. Theory and Application in the Knowledge Economy, TAKE2021 Conference. (Virtual and on-site, Porto, Portugal) (Extended abstract)

113. Xiaokang, L., & McLean, G. N. (2021). Present and future of collaborative learning in higher education: An integrative literature review. Asian Academy of Human Resource Development International Conference in Malaysia. (Virtual)

114. Abadi, M., & McLean, G. N. (2021). Faculty work-life balance during the Covid-19 lockdown. Asian Academy of Human Resource Development International Conference in Malaysia. (Virtual)

115. Hirudayaraj, M., Barhate, B., & McLean, G. N. (2022). Interstate Migrant Workers in India: A Critical NHRD (CNHRD) perspective. *Proceedings of the International Conference of the Academy of Human Resource Development*. (Virtual)

116. González Ortiz de Zárate, A., H. L., C., Quesada-Pallarès, C., & McLean, G. N. (2022). Faculty training transfer in Karnatika, India. *Proceedings of the TAKE2022 Conference, Porto, Portugal*. (Long Abstract, Hybrid)

117. Verkhohlyad, O. O., & McLean, G. N. (2022). Applying theories of power to socioeconomic development research: How to reduce strain on healthcare system to promote national development. *Proceedings of the TAKE2022 Conference, Porto, Portugal*. (Long Abstract, hybrid)

118. Liu, W., & McLean, G. N. (2022). Dialogic feedback in higher education: Literature review. *Proceedings of the TAKE2022 Conference, Porto, Portugal*. (Long Abstract, Hybrid)

119. Lundgren, H., Anderson, V., Carbery, R., Cho, Y., McLean, G. N., & Poell, R. (2023). Are we really serious about transformation? The role of HRD in a changing global context. UFHRD/AHRD European Conference, Dublin, Ireland. (Abstract)

120. Gonzalez Ortiz de Zarate, A., & McLean, G. N. (2025). Artificial intelligence in human resources: A critical review based on situated AI theory. *Book of Abstracts, TAKE2025 Conference, Sofia, Bulgaria* (pp. 48-52). (Extended abstract, hybrid)

Non-refereed Conference Papers

1. McLean, G. N., & McLean, L. D. (2008, July 11). Developing global HR: Benchmarking or innovation? *International HR Conference proceedings*, Liaohsuing, Taiwan. (Invited keynote)
2. McLean, G. N. (2009). The need for indigenous theory and practice. In R. Silva & E. Tomé (Eds), *Managing services in the knowledge economy: Proceedings* (pp. 14-22). Famalicão, Portugal: Universidade Lusiada de Vila Nova de Famalicão. [Invited keynote]
3. Ahn, Y. S., & McLean, G. N. (2009, December). Regional human resource development in the USA: Systems and policies with a focus on the workforce investment act. In A. Osman-Gani & G. N. McLean (Eds.), *Proceedings of the 8th Asian and 1st MENA conference of the Academy of Human Resource Development, Bahrain* (W10). Bahrain and Minneapolis: Golden Trust Consulting and Academy of HRD. [working paper]
4. McLean, G. N. (2010). Talent management: A new concept or repackaging of existing concepts? Should HRD even be involved? In *Proceedings of the 2010 international conference on human resource development* (pp. vii-xii). Taipei, Taiwan: National Taiwan Normal University. [Opening keynote presentation, October 28, International HRD Conference, Taipei, Taiwan]
5. Lau, P. Y. Y., & McLean, G. N. (2010, November 12-14). Exploring the role of organizational commitment and organizational culture on organizational citizenship behavior in Malaysia. Working paper presented at the 9th international conference of the Academy of Human Resource Development (Asia Chapter), Shanghai, China. Shanghai: East China Normal University.
6. Taher, A., & McLean, G. N. (2011, December). Conflict management through third-party mediation. (Work-in-Progress) Asian AHRD Conference, Kuala Lumpur, Malaysia.
7. Lee, Y. J., & McLean, G. N. (2011, December). What is it like for a Korean woman to leave one's career for her domestic roles? Asian AHRD Conference, Kuala Lumpur, Malaysia.
8. Kim, S. H., & McLean, G. N. (2012, February). Long working hours in Korea and HRD's role. In K. M. Durani, J. Wang, J. Gedro, & P. Doshy (Eds.), *Proceedings of the 2012 AHRD International Research Conference in the Americas: HRD & Technology: Exploring the intersectionality* (pp. 2598-2605). Minneapolis, MN: AHRD.
9. Chai, D. S., & McLean, G. N. (2012, February). Highly educated, new foreign employees' perceptions of their acculturation into a large Korean company in Korea. In K. M. Durani, J. Wang, J. Gedro, & P. Doshy (Eds.), *Proceedings of the 2012 AHRD International Research Conference in the Americas: HRD & Technology: Exploring the intersectionality* (pp. 1953-1961). Minneapolis, MN: AHRD.
10. Mena, D., & McLean, G. N. (2012, March 22-24). The Mexican-American adult learner: The experiences of displaced workers. Abstract accepted for presentation at the Ninth Annual Conference of the Center for Mexican American Studies and Research.
11. Chai, D. S., Claus, V. A., & McLean, G. N. (2013) It depends: Ambiguity as a component of successful expatriate training. Americas conference of the AHRD, Arlington, VA. (Roundtable)
12. McLean, G. N. (2012, December 22). Social entrepreneurship for women in India: An HRD perspective. Conference sponsored by Malleshwaram Ladies Association First Grade College for Women, Bangalore, India. (Keynote presentation)
13. Puncharoenpong, C., & McLean, G. N. (2015). How cultural factors influence organizational performance: A case study of a scientific equipment trading company in Thailand. In R. Carbery (Ed.), *Proceedings of the 16th International Conference on Human Resource Development Research and Practice across Europe* (Stream 6). Cork, Ireland: University College Cork.
14. McLean, G. N. (2016). How journal quality standards destroy knowledge exchange globally. *TAKE 16 Proceedings, Averio, Portugal.* (Opening Keynote)
15. Russ-Eft, Kahlil, D., & McLean, G. N. (2016). Reviewing the new *AHRD Standards of Ethics and Integrity. Proceedings of the AHRD Asian Conference in Ifrane, Morocco*. Minneapolis, MN: AHRD.
16. Alagaraja, M., Han, S. J., McLean, G. N., & Sun, J. Y. (2017). Cross-country research collaboration activity. *Abstracts for the 2017 AHRD Conference, San Antonio, TX.* Minneapolis, MN: AHRD.
17. Russ-Eft, D., 11 others, including McLean, G. N. (2017). Helping to refine our new *AHRD Standards on Ethics and Integrity*: AHRD member feedback and discussion. *Abstracts for the 2017 AHRD Conference, San Antonio, TX.* Minneapolis, MN: AHRD. Repeated at UFHRD/AHRD 2017 European Conference in Lisbon, Portugal.
18. McLean, G. N., & Hirudayaraj, M. (2017). A debate: Philosophy is a core foundation of HRD. UFHRD/AHRD HRD across Europe 2017 Conference, Lisbon, Portugal. (Innovative Session)
19. McLean, G. N. (2017). The case of the misguided researcher: A fairy tale of ethnocentricity (evil witch) versus indigenization (good witch). UFHRD/AHRD HRD across Europe 2017 Conference, Lisbon, Portugal. (Invited Keynote Address)

20. McLean, G. N. (2017). How do we know reality - and who cares? The role of research. TAKE2017 Conference, Zagreb, Croatia. (Invited Keynote Address)
21. Cseh, M., Bartlett, K., Crocco, O., McLean, G., Russ-Eft, D., & Wang, J. (2019). Preparing HRD professionals for the global workforce. In S. Park, S. Minnis, & Johnson, K. (eds), *Proceedings of the 2019 AHRD conference*. Minneapolis, MN: AHRD. (Focus session)
22. Chaudhuri, S., Kim, S., McLean, G. N., & Ke, J. (2020). A cross-SIG proposal on research collaboration networking for the 2020 AHRD Conference, sponsored by the China, India, and Korea SIGs of AHRD. *Proceedings of the 2020 AHRD conference*. Atlanta, GA. (Focus session)
23. Russ-Eft, D., Cho, Y., McLean, G. N., & Williams, S. (2020). Challenges and needs assessment. *Proceedings of the 2020 AHRD conference*. Atlanta, GA. (Focus session)
24. Ghosh, R., McLean, G. N., & Others. (2020). Looking for a meaningful conversation? Mentoring episode with an expert scholar and with peers. *Proceedings of the 2020 AHRD conference*. Atlanta, GA. (Focus session)
25. McLean, G. N., Phuong, T. T., Crocco, O. S., Nguyen, L. A., & Van, H. (2021). HRD in Vietnam: A panel discussion on contextualization. AHRD Conference. (Virtual focus session)

International Presentations

1. McLean, G. N. (2007, August 3). HRD trends in Asia. Public workshop sponsored by Burapha University in Bangkok, Thailand.
2. McLean, G. N. (2007, September 27). Developing a global learning organization. Keynote presentation, Summit on Global Human Resources, Taipei, Taiwan.
3. McLean, G. N. (2007, November 1). An overview of organization development in Asia. Half-day workshop, Preconference of Asian Academy of Human Resource Development, Beijing, PRC.
4. McLean, G. N. (2007, November 4). The good, the bad, and the ugly of human capital theory and implications for national human resource development. Keynote presentation, Asian Academy of Human Resource Development, Beijing, PRC.
5. McLean, G. N. (2007, November 7). Bridging theory and practice in HRD. Keynote presentation, National Central University Conference, Chung-li, Taiwan.
6. McLean, G. N. (2007, November 13-14). Revisiting the need for quality improvement. One-day workshop presented twice at Saudi Aramco, Dhahran, Saudi Arabia.
7. McLean, G. N. (2007, December 12-13). Publishing academic research: Towards publishing in journals with impact factor. Serdang, Malaysia: Universiti Putra Malaysia.
8. McLean, G. N. (2008, February 21). Interpreting HRD practice for academics—and interpreting HRD theory and research for practitioners. Academy of Human Resource Development in the Americas, Preconference. Panama City, FL.
9. McLean, G. N. (2008, February 21). Creating a quality CV for promotion and tenure. Academy of Human Resource Development in the Americas, Preconference. Panama City, FL.
10. **McLean, G. N. (2008, November 7).** Publishing academic research: Towards publishing in journals with impact factor. Workshop for faculty and graduate students, Mahidol University, Salaya, Thailand.
11. McLean, G. N. (2008, November 7). Assisting faculty in meeting publishing key performance indicators in higher education in Thailand" 8th conference of the Thai Ministry of Education's ONESQA (Office for National Education Standards and Quality Assessment), Bangkok, Thailand.
12. McLean, G. N. (2008, November 19). Lessons learned doing international human resource development. HR Houston's International HR Roundtable Breakfast Meeting, Houston, TX.
13. McLean, G. N. (2009, April 21). Creating a global learning and development strategy. Public workshop sponsored by hrconnection, St. Paul, MN.
14. McLean, G. N. (2009, June 22). Qualitative research methods—and other research updates. Faculty Development Workshop, National Institute for Development Administration, Bangkok, Thailand.
15. McLean, G. N. (2009, June 23). Writing teaching cases. Faculty Development Workshop, National Institute for Development Administration, Bangkok, Thailand.
16. McLean, G. N. (2009, July 2). Publishing academic research: Getting published in journals with high impact factor. Faculty and Graduate Student Development Workshop, Mahidol University, Thailand.
17. McLean, G. N. (2009, July 2). Writing a research article and avoiding plagiarism. Faculty Development Workshop, Mahidol University, Thailand.
18. McLean, G. N. (2009, July 28). Trends and issues in HRD in Asia. Public Workshop sponsored by the Department of Lifelong Learning, the Center for Lifelong Learning, and the Center for American Studies, Dongeui University, Buson, South Korea. Also presented August 2, 2009, at the Department of Educational Technology, Ewha University, Seoul, South Korea.
19. McLean, G. N. (2009, July 29). Organizational assessment and feedback. Workshop at SK Telecom, Seoul, South Korea.
20. McLean, G. N. (2009, July 31). HRD's role in mergers and acquisitions. Public workshop in Seoul, South Korea.

21. McLean, G. N. (2009, August 8). Going beyond international HRD: A model of options. Academy of Management Conference Professional Development Workshop Panel Presentation, Chicago, IL.
22. McLean, G. N. (2010, January 7). National Institute of Development Administration: What will it take to become a world-class, world-ranked university…and why would NIDA want it? A presentation to an invited group of higher education administrators in Thailand sponsored by NIDA, Bangkok, Thailand.
23. McLean, G. N. (2010, January 8). Thai or global? Creating synergy in a Thai PhD program in HRD. A presentation at the inauguration of the NIDA Ph.D. pgroam in HRD, Bangkok, Thailand.
24. McLean, G. N. (2010, January 11). Trends in HRD research. A presentation to the faculty and graduate students of Chung Cheng University, Chiayi, Taiwan.
25. McLean, G. N. (2010, January 12). HRD as national policy: What it means for Taiwan. Keynote address at an international conference sponsored by Da-Yeh University, Changhua, Taiwan.
26. McLean, G. N. (2010, January 26). The HRD profession and its impact on individuals and organizations. A presentation at the orientation session for the professional certificate and masters degree programs sponsored by Golden Trust Consulting Group in Bahrain.
27. McLean, G. N. (2010, February 24). Closing the gap between research and practice. Scholar Practitioner and Scholar Learning and Development Preconferences, Academy of HRD in the Americas Conference, Knoxville, TN.
28. McLean, G. N., and others. (2010, February 26). The state of HRD research: A dialogue on HRD research trends and future Directions with outstanding HRD Scholar Award recipients. Panel innovative session presentation, Academy of HRD in the Americas Conference, Knoxville, TN.
29. McLean, G. N. (2010, February 26). Going beyond international HRD. Networking with leading HRD scholars session, Academy of HRD in the Americas Conference, Knoxville, TN.
30. McLean, G. N., and others. (2010, February 26). Back to the future! Celebrating twenty years of scholarship and preparing for the future of *Human Resource Development Quarterly*. Innovative session panel presentation, Academy of HRD in the Americas Conference, Knoxville, TN.
31. McLean, G. N., and others. (2010, February 27). A critical challenge for researchers in gaining access, sharing resources and strategies when conducting empirical studies. Food 'n' Thought panel discussion, Academy of HRD in the Americas Conference, Knoxville, TN.
32. McLean, G. N. (2010, February 27). Current HRD researchers in Greater China Region. China SIG presentation, Academy of HRD in the Americas Conference, Knoxville, TN.
33. McLean, G. N., and others. (2010, February 27). Now what? Academics and major career milestones. Innovative session panel presentation, Academy of HRD in the Americas Conference, Knoxville, TN.
34. McLean, G. N. (2010, June 3). Response to keynote address: "HRD challenges at an Hungarian-based multinational company." 11th International Conference on Human Resource Development research and practice across Europe: Human resource development in the era of global mobility, Pécs, Hungary.
35. McLean, G. N. (2010, June 28). The conceptual base for advanced statistical processes in HRD. Faculty Development Workshop, NIDA, Bangkok, Thailand.
36. McLean, G. N. (2010, June 30). Publishing academic research ethically and getting published in journals with high impact factor. Workshop for Faculty and Graduate Students, Mahidol University, Salaya, Thailand.
37. McLean, G. N. (2010, October 19). Mobilizing the reluctant expatriate. SCG (Siam Cement Group) HR and OD Staff Seminar, Bangkok, Thailand.
38. McLean, G. N., & McLean, L. D. (2010, October 19). Factors affecting innovation and creativity in organizations. SCG (Siam Cement Group) HR and OD Staff Seminar, Bangkok, Thailand.
39. McLean, G. N. (2010, October 21). Road to success in HROD: Approaching convergence in response to organizational strategy. Closing keynote address, Annual HROD Conference, National Institute for Development Administration, Bangkok, Thailand.
40. McLean, G. N. (2010, October 27). What works and doesn't work in organizational change efforts. Part of Workshop on Human Capital Management, Taiwan International Cooperation and Development Fund, Taipei, Taiwan.
41. Short, D. C., McLean, G. N., Watkins, K., & Willis, V. (2011, February 26). Conversation with HRD scholars (panel). 2011 AHRD International Research Conference in the Americas, Chicago, IL.
42. McLean, G. N. (2011, April 19). Excellence in teaching in higher education: Its importance and process improvement. A three-hour workshop for faculty and graduate students, Department of Management Studies, Chittagong University, World Bank Project, Chittagong, Bangladesh.
43. McLean, G. N. (2011, April 21). Driving cultural and behavioral change for innovation and creativity. A three-hour workshop for faculty and graduate students, Department of Management Studies, Chittagong University, World Bank Project, Chittagong, Bangladesh.
44. McLean, G. N. (2011, April 23). Trends and future of HR in Asia. A three-hour workshop for faculty and graduate students, Department of Management Studies, Chittagong University, World Bank Project, Chittagong, Bangladesh.

45. McLean, G. N. (2011, April 24). Research methodologies: Qualitative and quantitative. A three-hour workshop for faculty and graduate students, Department of Management Studies, Chittagong University, World Bank Project, Chittagong, Bangladesh.
46. McLean, G. N. (2011, April 26). Writing teaching cases. Two-hour keynote presentation for Case Writing and Analysis Skill Development Conference sponsored by the Bangladesh University Governance Commission through the Department of Management Studies, Chittagong University, World Bank Project, Chittagong, Bangladesh.
47. McLean, G. N. (2011, April 27). Improving case study instruction. Two-hour keynote presentation for Case Writing and Analysis Skill Development Conference sponsored by the Bangladesh University Governane Commission through the Department of Management Studies, Chittagong University, World Bank Project, Chittagong, Bangladesh.
48. McLean, G. N. (2011, April 30). Publishing research articles and avoiding plagiarism. A three-hour workshop for faculty and graduate students, Department of Management Studies, Chittagong University, World Bank Project, Chittagong, Bangladesh.
49. McLean, G. N. (2011, October 12). Maximizing mutual benefits in the expatriation process. A one-day public workshop for HR practitioners sponsored by NIDA, Bangkok, Thailand.
50. McLean, G. N. (2011, October 18-19). Using organization development to improve organizational performance. A two-day public workshop for HR practitioners sponsored by NIDA, Bangkok, Thailand.
51. McLean, G. N. (2012, January 8). Writing teaching cases for the business classroom. School of Business Administration, Chittagong University, World Bank Project, Chittagong, Bangladesh.
52. McLean, G. N. (2012, January 10). Writing teaching cases for the marketing classroom. Marketing Department, Chittagong University, World Bank Project, Chittagong Bangladesh.
53. McLean, G. N. (2012, January 15). Questions and answers in developing cases for the business classroom. School of Business Administration, Chittagong University, World Bank Project, Chittagong, Bangladesh.
54. McLean, G. N. (2012, January 16). Teaching case studies in the business classroom. School of Business Administration, Chittagong University, World Bank Project, Chittagong, Bangladesh.
55. McLean, G. N. (2012, January 18). Improving business instruction in higher education in Bangladesh. School of Business Administration, Chittagong University, World Bank Project, Chittagong, Bangladesh.
56. McLean, G. N. (2012, January 20). Business case study analysis. MBA students at Premier University, Chittagong, Bangladesh.
57. McLean, G. N. (2011, November). Driving cultural and behavioral change for innovation and creativity. A two-day public workshop offered in Dammam, Saudi Arabia, for Lamda Consulting Group, in cooperation with McLean Global Consulting, Inc.
58. McLean, G. N. (2012, March 1). Think different! Presentation as part of opening panel session at the Academy of Human Resource Development in the Americas International Conference, Denver, CO.
59. McLean, G. N. (2012, March 25). Using organization development to improve organizational performance. A one-day preconference workshop, 11th International Conference and Exposition, Arabian Society for Human Resource Development, Abu Dhabi, United Arab Emirates.
60. McLean, G. N. (2012, March 27). Restructuring HR for the future: An organization development perspective. A symposium paper, 11th International Conference and Exposition, Arabian Society for Human Resource Development, Abu Dhabi, United Arab Emirates.
61. McLean, G. N. (2012, June 28). The case of the misguided case writer: A fairy tale? 2nd Annual NIDA Conferencee for se Studies on Development Administration, Bangkok, Thailand. (keynote) (http://conference.nida.ac.th/iccs2012/) Also presented (2012, July 20) as a 3-hour workshop for faculty at the International Islamic University, Malaysia. Also presented (2021, June 7). PhD International Seminar in Management, Universidade Europeia de Lisboa, Lisbon, Portugal.
62. McLean, G. N. (2012, July 3). Preparing manuscripts for international publication. A half-day workshop for faculty and doctoral students offered at the National Institute for Development Administration, Bangkok, Thailand.
63. McLean, G. N. (2012, July 17-18). Philosophy of research: Why, what, and how of research. A two-day faculty development workshop offered at the University of Monash, Malaysia, Kuala Lumpur, Malaysia.
64. McLean, G. N. (2012, November 6). The case of the misguided case writer: A fairy tale? A half-day preconference workshop, 11th Asian/2nd MENA AHRD Conference, Istanbul, Turkey.
65. McLean, G. N. (2012, November 6). Preparing manuscripts for international publication. A half-day preconference workshop, 11th Asian/2nd MENA AHRD Conference, Istanbul, Turkey.
66. McLean, G. N. (2012, November 7). How do we know reality in HRD—and who cares in the current economic crisis? Opening keynote address, 11th Asian/2nd MENA AHRD Conference, Istanbul, Turkey.
67. McLean, G. N. (2012, November 15). National HRD and growth: International perspectives. Public presentation at Al-Akhawayn University, Ifrane, Morocco.
68. McLean, G. N. (20120, November 19). Conflict management: An essential organization development intervention. Public presentation at Al-Akhawayn University, Ifrane, Morocco.
69. McLean, G. N. (2012, November 20). Executive coaching and performance internationally. Conference keynote presented at HR Training and Organizational Performance conference sponsored by Al-Akhawayn University, Casablanca, Morocco.

70. McLean, G. N. (2013, July 17). Preparing manuscripts for international publication. A half-day preconference workshop, University of Lusiada Famalicão, Portugal, Managing Services in a Knowledge Economy (MSKE3) Conference. (Keynote)
71. McLean, G. N. (2013, July 18). We have global knowledge: Why don't they use it? University of Lusiada Famalicão, Portugal, Managing Services in a Knowledge Economy (MSKE3) Conference. (Keynote)
72. McLean, G. N. (2013, September 27). One westerner's perspective on ASEAN. The 6th HR intelligence conference, Bangkok, Thailand. (Keynote)
73. McLean, G. N. (2013, October 22). Effective teaching using case studies. International Islamic University of Malaysia, Kuala Lumpur, Malaysia. (one-day faculty development workshop)
74. McLean, G. N. (2013, October 23-24). Managing change in a dynamic environment. International Islamic University of Malaysia, Kuala Lumpur, Malaysia. (two-day public workshop)
75. McLean, G. N. (2014, July 17). Factors affecting creativity and innovation in organizations. International Islamic University of Malaysia, Kuala Lumpur, Malaysia. (Presentation at Graduate School of Management's Fall Intake Session)
76. McLean, G. N. (2014, July 24; 2015, April 8). An overview of organization development. Master's in OD program at the University of Monterey, Mexico. (virtual) Also presented (2020, November 28). Master's in OD course. Integration of the Learning Community. (Virtual)
77. McLean, G. N. (2014, July 29). How do we know what is real? The importance of understanding epistemologies. National Institute of Development Administration, Bangkok, Thailand. (A presentation to the faculty of the School of HRD)
78. McLean, G. N. (2014, August 12). Using organization development to enhance staff effectiveness and efficiency. Healthcare Management Excellence 2014 Conference, Kuala Lumpur, Malaysia. (A keynote address)
79. McLean, G. N. (2014, August 28). Trends in HRD research, and where do we go from here? Presentation to HRD faculty and doctoral students at Universiti Putra Malaysia, Kuala Lumpur.
80. McLean, G. N. (2014, September 26). Enhancing research and publication effectiveness for career success. Faculty development workshop sponsored by Graduate School of Management, International Islamic University of Malaysia, Kuala Lumpur.
81. McLean, G. N. (2014, October 21). HR's response to change in a university environment…or, what will it take to get our customers to like us? A workshop presented for human resources personnel at International Islamic University of Malaysia, Kuala Lumpur.
82. McLean, G. N. (2014, October 31). Rays of hope: Lessons learned in global HRD. ASTD Asia Pacific 2014 Conference, Taipei, Taiwan. (invited concurrent session presentation) Also, (2015, October 8). HR Course, Public Administration, NIDA, Bangkok, Thailand.
83. McLean, G. N. (20114, November 5). Innovation imperative: The HRD framework for business. HRD Foundation Conference and Exhibition 2014@Borneo, Kuching, Sarawak, Malaysia. (keynote presentation)
84. McLean, G. N. (2014, November 12). HR myths, truths, and half-truths. Asian Chapter of the Academy of HRD Conference, Seoul, Korea. (Pre-conference workshop)
85. McLean, G. N. (2014, November 12). How do we know what is real? The importance of understanding epistemologies. Asian Chapter of the Academy of HRD Conference, Seoul, Korea. (Pre-conference workshop)
86. Cho, Y., & McLean, G. N., plus panelists. (2014, November 14). Women in top management in Asia. Asian Chapter of the Academy of HRD Conference, Seoul, Korea. (Innovative session panel discussion)
87. Storberg-Walker, J., McLean, G. N., & Akdere, M. (2014, November 13). Publishing in the Academy. Asian Chapter of the Academy of HRD Conference, Seoul, Korea. (Innovative session panel presentation)
88. McLean, G. N. (2014, November 19). Developing human capital from a global perspective. International Islamic University of Malaysia, Kuala Lumpur, Malaysia. (Presentation at Graduate School of Management's Spring Intake Session)
89. McLean, G. N. (2014, December 1-2). Leading creative change in a dynamic business environment. Two-day public workshop under the sponsorship of International Islamic University of Malaysia, Graduate School of Management, Kuala Lumpur, Malaysia.
90. McLean, G. N. (2015, April 30). An overview of organization development. Undergraduate business administration program at the University of Monterey, Mexico. (virtual)
91. McLean, G. N. (2015, October 9). I don't like you! Diversity in Thai organizations. Dinner talk for NIDA's 25th Anniversary Celebration, Bangkok, Thailand.
92. McLean, G. N. (2015, November 18; 2016, July 27; 2017, March 29; 2023, April 19). An overview of international organization development. Master's in OD program at the University of Monterey, Mexico. (virtual)
93. McLean, G. N. (2016, July 12). The history of TVET in Minnesota. *Quality Assurance of TVET Qualifications in Asia-Pacific, Manila, Philippines.* Bangkok, Thailand: UNESCO.
94. McLean, G. N. (2017, June 8). The case of the misguided researcher: A fairy tale of ethnocentricity (the evil witch) versus indigenization (the good witch). UFHRD/AHRD Conference, Lisbon, Portugal. (Keynote presentation)
95. McLean, G. N., & Ardichvili, A. (2017, August 1-4). Corporate entrepreneurship. A four-day workshop for university faculty sponsored by National Institute for Development Administration (NIDA), Bangkok, Thailand

96. McLean, G. N. (2017, November 7). Writing for publication. Pre-conference workshop, Asian AHRD Conference, Ahmedabad, India.
97. McLean, G. N. (2018, May 4). Synthesizing process of report. Expert Meeting: TVET Teacher Training Programmes and Institutions in the Asia and Pacific Regions, National Institute of Technical Teachers Training and Research and UNESCO. Chennai, India.
98. McLean, G. N. (2018, July 25; 2019, March 13; 2020, July 29; 2021, April 13; 2022, July 13). Doing organization development in a global context. Cultural Context in OD course, Master's in OD program at the University of Monterey, Mexico. (virtual)
99. McLean, G. N. (2018, December 15). Overview of organization development: History, status, and vision. 2018 International Conference on Human Resources—Organization Development/OD in China, Guangzhou, China. (keynote)
100. McLean, G. N. (2018, December 16). Challenges associated with evaluating OD outcomes. 2018 International Conference on Human Resources—Organization Development/OD in China, Guangzhou, China. (parallel session presentation)
101. McLean, G. N. (2018, December 17-18). Using organization development to improve organizational performance. 2018 International Conference on Human Resources—Organization Development/OD in China, Guangzhou, China. (workshop)
102. Tuan, B. A., Tuyen, B. Q., McLean, G. N., & Gedro, J. (2019, November 5). HRD in Vietnam. (pre-conference)
103. McLean, G. N. (2019, November 6). Innovation imperative: The HRD framework for business. Asian Human Resource Development (AHRD) Conference, Hanoi, Vietnam. (Invited keynote)
104. Abhichandani, Y., Bhaduri, R., Ghosh, R., McLean, G. N., & Muduli, A. (2019, November 6). Indian employees working globally: HRD's roles and responsibilities in aligning mutual expectations for appropriate/professional workplace behaviors. Academy of Human Resource Development (AHRD) Conference, Hanoi, Vietnam. (panel)
105. Chaudhuri., S., Kim, S., McLean, G., & Sun, J. (22019, November 7). A cross-SIG Research and teaching collaboration networking, Asian Academy of Human Resource Development (AHRD) Conference in Hanoi, Vietnam.
106. Tuyen, B. Q., Tuan, B. A., McLean, G. N., Gedro, J., & Wang, J. (2019, November 7). Issues affecting HRD in Vietnam. Asian Academy of Human Resource Development (AHRD) Conference in Hanoi, Vietnam. (panel)
107. McLean, G. N. (2019, December 28). Convocation address for post-graduate diploma students in School of Business Management, Karnavati University, India. (Virtual)
108. Cho, Y., Ghosh, R., & many others. (2021, August 5). International Developmental Workshop for "Writing for Publication." Mentor. Sponsored by Academy of HRD Journals. (Virtual)
109. McLean, G. N., & Abadi, M. (2021, November 15, 2021). Work in the future and HRD's role. Joint Conference of the 19th International Research Conference in Asia of The Academy of Human Resource Development and the 13th Conference of The Asian Regional Association for Career Development Pre-conference, Kuala Lumpur, Malaysia. (Virtual)
110. Short, D., McLean, G. N., & Others. (2021, November 16). Going global in a post-pandemic world. Joint Conference of the 19th International Research Conference in Asia of The Academy of Human Resource Development and the 13th Conference of The Asian Regional Association for Career Development, Kuala Lumpur, Malaysia. (Virtual Panel)
111. McLean, G. N. (2022, September 18, 25). Writing for Journal Publication by Doctoral Students. Two-day workshop. NIDA, Bangkok, Thailand. (Virtual)
112. McLean, G. N. (2023, June 19). Talent management: A new concept or repackaging of existing concepts? Does HRD have a role? Workshop sponsored by Universiti Putra Malaysia, Kuala Lumpur, Malaysia. (Virtual)
113. McLean, G. N. (2023, October 18). Talent management in a digital era. Workshop sponsored by the School of Public Administration, NIDA, Bangkok. (Virtual)
114. Sharma, E., & McLean, G. N. (2024, July 4). Corporate CFSR in India. TAKE2024, Lisbon, Portugal. (Abstract only) (Virtual)
115. Phoung, T. T., McLean, G. N., & Huyen-Nguyen, T. T. (2024, July 4). Faculty development research and practice: Partnering with human resource development. TAKE 2024, Lisbon, Portugal. (Abstract only) (Virtual)
116. McLean, G. N., & González Ortiz de Zárate, A. (2024, July 4). Revolutionizing HRD through digitalization. TAKE 2024, Lisbon, Portugal. (Abstract only) (Virtual)
117. McLean, G. N. (2024, September 30). Forging the future of HRD…Really? (Hall of Fame Presentation) Asian AHRD Conference, Seoul, Republic of Korea.
118. Anderson, V., McLean, G. N., & 4 others. (2025, June 13). Reimaging peer review. UFHRD/European AHRD Conference, Belfast, Northern Ireland.

Domestic Presentations

1. McLean, G. N. (2008, April 1). Adult Learning. Training and Development Certificate Workshop, TAMU. College Station, TX. (Also presented 2010, April 1; 2011, March 31.)
2. McLean, G. N. (2008, April 2). Organizational Learning. Training and Development Certificate Workshop, TAMU. College Station, TX. (Also presented 2010, April 1.)

3. McLean, G. N. (2008, April 5). National HRD: Challenges and implications. Chautauqua Roundup 08, TAMU, College Station, TX.
4. McLean, G. N. (2008, November 19). Lessons learned from international HRD activities. HR Houston's International HR Roundtable Breakfast Meeting, Houston, TX.
5. McLean, G. N. (2009, April 21). Creating a global learning and development strategy. Workshop for hrconnection, Falcon Heights, MN.
6. McLean, G. N. (2009, September 9). Working in other countries. Presentation to International Small Group, hrconnection, Minneapolis, MN.
7. McLean, G. N., & McLean, L. D. (2009, November 11). Driving behavioral and cultural change for innovation and creativity. Preconference workshop of ASTD-Twin Cities Chapter 2009 Annual Regional Conference, St. Paul, MN.
8. McLean, G. N. (2010, February 20). Experiences in doing HRD in public and non-governmental organizations. Presentation at the University of Minnesota Chautauqua, St. Paul, MN.
9. McLean, G. N., & McLean, L. D. (2009, November 17). Driving behavioral and cultural change for innovation and creativity. Workshop sponsored by hrconnection, Falcon Heights, MN.
10. McLean, G. N. (2010, April 3). An introduction to the history of Chautauqua. Chautauqua Roundup 2010, TAMU, College Station, TX. (Also presented 2011, April 2)
11. McLean, G. N. (2012, February 2). An overview of HRD. Graduate Foundations of HRD course at the Ohio State University, Columbus, OH. (virtual)
12. McLean, G. N. (2013, March 1). An overview of organization development. Graduate OD course at the Ohio State University, Columbus, OH. (virtual)
13. McLean, G. N. (2013, April 4). An overview of organization development. Undergraduate OD course at Texas A&M University, College Station, TX. (virtual)
14. McLean, G. N. (2013, September 18). An overview of organization development. Graduate OD course at the University of Illinois at Urbana/Champaign. (Virtual)
15. McLean, G. N. (2013, December 3). The need for indeigenous theory and practice in human resource development. Indiana University.
16. McLean, G. N. (2013, December 3). HRD as a means of societal development. Indiana University. (Repeated December 5). University of Illinois at Urbana/Champaign.
17. McLean, G. N., & Egan. T. M. (2014, February 24). The application of the DLOQ. Indiana University graduate course in Learning in Organizations. (Virtual)
18. McLean, G. N. et al. (2014, June 5). The use of design science in HRD research. Innovative session, European HRD conference sponsored by UFHRD and HRD.
19. McLean, G. N. (2014, September 21; 2020, October 21). Reflections on a career in international HRD. International HRD course, Texas A&M University, College Station, TX. (Virtual)
20. McLean, G. N. (2015, March 30; 2020, March 10). Organization development, knowledge management, and action learning. Organization development course, Indiana University, Bloomington, IN.
21. McLean, G. N. (2015, September 28). What the literature says about human capital development among communities of color. Opportunities Industrialization Centers Conference, Arlington, VA.
22. McLean, G. N. (2017, November 13). National, international, and global organization development. OD Course, University of Minnesota, Minneapolis, MN. (virtual)
23. McLean, G. N. (2018, April 4). A personal journey if organization development. Undergraduate OD course, University of Minnesota, Minneapolis, MN.
24. McLean, G. N. (2018, September 15). Global HRD: Focus on Canada and the United States. International HRD Course, Texas A&M University, College Station, TX. (Virtual)
25. McLean, G. N. (2018, October 13). A deeper exploration of organization development. Multiple undergraduate courses, University of Arkansas. (virtual)
26. McLean, G. N. (2019, March 20). Action research and organization development. Graduate course, University of Indiana. (virtual)
27. McLean, G. N. (2019, April 6; 2021, March 20; 2023, April 15). The nature of organization development and its evolution. Theory and Practice of Change doctoral course, Colorado State University. (virtual)
28. McLean, G. N. (2019, April 9). The experience of doing organization development. Organization development doctoral course, University of North Texas. (virtual)
29. McLean, G. N. (2019, October 2; 2020, March 8). Compensation: Challenges and possible solutions. Undergraduate HR course, Metropolitan State University, Minneapolis, MN. Also at Carlson School of Management, University of Minnesota, Minneapolis, MN.

30. McLean, G. N. (2020, April 5). Doing international/global human resource development. Graduate Global HRD course, University of Houston, Houston, TX.
31. McLean, G. N. (2020, November 21). Research ethics. Introduction to Research PhD Course, Carlson School of Management, University of Minnesota.
32. Li, J. (Facilitator) McLean, G. N., McGuire, D., Lee, M., Hite, L., Lawson, R., & Arora, P. (Panelists) (2020, December 3). Panel Webinar on HRD during a Covid Pandemic. Sponsored by Academy of HRD.
33. Chaudhuri, S. (Facilitator) Rao, T. V., McLean, G. N., & Hirudayaraj, H. (2021, May 7). Panel Webinar: The changing landscape of HRD: Narratives from two countries. Sponsored by the India SIG of the Academy of HRD and the Academy of HRD-India. Available at https://vimeo.com/546661258/400c838d53
34. Short, D. (Facilitator) McLean, G. N., & Egan, T. (2021, May). Organization development as a foundational area of human resource development. Available at https://netorg45456-my.sharepoint.com/personal/darren_darrenshort_com/_layouts/15/onedrive.aspx?id=%2Fpersonal%2Fdarren%5Fdarrenshort%5Fcom%2FDocuments%2FShared%20with%20Everyone%2FEpisode%202%20Combined%20v1%2Emp3&parent=%2Fpersonal%2Fdarren%5Fdarrenshort%5Fcom%2FDocuments%2FShared%20with%20Everyone&originalPath=aHR0cHM6Ly9uZXRvcmc0NTQ1Ni1teS5zaGFyZXBvaW50LmNvbS86dTovZy9wZXJzb25hbC9kYXJyZW5fZGFycmVuc2hvcnRfY29tL0VadVF6cHNSVW9GSXJjNEJIU1dVaFFBQlFlFNGFsYXg4alQ2TXF0Z1FLU2p0V1E%5FcnRpbWU9a1JCWEhhHc2EyVWc
35. McLean, G. N. (2022, September 24). Theory development. DBA Cohort, Metropolitan State University, Minneapolis, MN.
36. McLean, G. N. (2024, November 16). Ethics in Business Research. DBA Cohort, Metropolitan State University, Minneapolis, MN.
37. McLean, G. N. (2025, April 14). What's the state of organization development today? Temple University, Philadelphia, PA. (Virtual)
38. McLean, G. N. (2025, June 20, 27). AI for seniors: Enhancing quality of life? Life Enrichment Activity at Abiitan Mill City, Minneapolis, MN.

Grants and Funding

Ferriera, P., Real, E., & McLean, G. N. (2013). Linking HR skills and competences to organizational and HR outcomes through employee engagement. SHRM Foundation Research Award. ($15,000)

TEACHING
National Institute of Development Administration (NIDA), PhD for International and Domestic Students, School of HRD

Strategic Human Resources in a Global Context: June-July, 2010; June, 2011; June-July, 2012; July, 2014; August, 2015; August, 2016; August, 2017; August, 2018; August, 2019; August, 2020; August, 2021 (virtual); August, 2023 (virtual).
Epistemologies and Human Inquiry: October, 2010; October, 2011; October, 2012; October, 2013; October, 2014; October, 2015; October, 2016; October, 2017; October-November, 2018; October, 2019; October/November, 2020; October, 2021(virtual); October, 2022 (virtual); October, 2023; October, 2024 (Virtual).
Theory Building: April, 2023 (virtual).

Assumption University (Bangkok), PhD in OD Program, Graduate School of Management

OD 8902 Values and Ethics in Organization Development, February, 2019; July, 2019.
OD 5900 Research Design and Methodology, January, 2020; July/August, 2020; January/February, 2021.

Graduate School of Management, International Islamic University, Malaysia

MGT6998, Business Research Methods, Summer, 2014; Fall, 2014
MBA6265, Organization Development and Change, Summer, 2014
MGT 6251, Human Resource Management, Fall, 2014

Texas A&M University (other than Saudi Arabia)

EHRD 607, International HRD, 3 cr., Spring, 2008; Spring, 2010; Spring, 2012
EHRD 603, Applied Foundations of HRD, 3 cr., Fall, 2008
EHRD 612, Training and Development, 3 cr., Fall, 2010

Texas A&M University (Saudi Arabia)

EHRD 602, Critical Issues in HRD, Fall, 2008
EHRD 603, Applied Foundations of HRD, 3 cr., Spgin, 2012
EHRD 607, International HRD, Spring, 2008; Spring, 2010; Spring, 2011
EHRD 614, Strategic Planning, Fall, 2009; Fall, 2010; Fall, 2012
EHRD 625, Organization Development, Fall, 2007; Spring, 2009
EHRD 684, Internship in HRD, Summer, 2008; Spring, 2010; Spring, 2011; Summer, 2012

Other Universities

Organization and Systems Theory, Oregon State University, Corvallis, Adult and Higher Education, Summer, 2016. (Appointed as Courtesy Faculty Member, February 12, 2016 – February 12, 2021. (Graduate)
Introduction to (Foundations of) HRD, UABC (Autonomous University of Baja California), Ensenada, Mexico, September, 2010; September, 2011; September, 2012; September, 2013; September, 2014; (Master's)
An Overview of Research Epistemologies and Research Designs, UABC (Autonomous University of Baja California), Ensenada, Mexico, September, 2010. (Ph.D.)
Qualitative Methods and Research Design, UABC (Autonomous University of Baja California), Ensenada, Mexico, September, 2011. (Ph.D.)
Organization Development and Performance, IESEG School of Management, Catholic University of Lille, Lille, France, April, 2008; May, 2010; March, 2011, January, 2013, March, 2014. Paris, France, January, 2013, March, 2014. (Master's)
International Organization Development, Da-Yeh School of Management, Taiwan, January, 2009. (Master's)
Critical Trends in HRD, Burapha University, Thailand, Summer, 2009. (Ph.D.)
Getting Published in Reputed Journals, University of Wroclaw, Poland, July, 2019. (Ph.D.)

Ph.D. Advisees Graduated

Monash University, Malaysia
Michelle Ng   (Final-Co-Chair with Patricia Lau) (January, 2019)
Experiences of transferring soft skills training in Malaysia

TAMU
Andrew Hurt (Final-Co-Chair with Sue Lynham) (May, 2010)
Exploring paradigms of human resource development
Ana Patricia Moreno (Final, Chair) (April, 2012)
Experiences of women leaders in Mexico
Diana Mena   (Final, Chair) (May, 2012)
The experience of job-displaced Mexican-Americans from San Antonio, Texas, who have received training

University of Minnesota
00Sohee Park. *Relationships among managerial coaching and outcomes of personal learning, organizational commitment and turnover intention*. 2007. WHRE (HRD) (Co-advisor with Baiyin Yang)
Kshanika Anthony. *Towards defining executive competency around the world: What executives need to know.* 2007. WHRE (HRD)
David Christesen. *The impact of balanced scorecard usage on organization performance*. 2008. WHRE (HRD)
Charlotte Nitardy. *What is the relationship Between career development and intent to stay: A study of a high turnover industry, early childhood education and care.* 2008. WHRE (HRD)
Kathi Tunheim. *What is the experience like of leaving a college presidency of the Evangelical Lutheran Church of America.* 2008. WHRE (HRD)
Deborah Galuk. *Executive coaching: What is the experience like for executive women?* 2009. WHRE (HRD)
Urmat Tynaliev. *Labor migration from post-Soviet Krygzstan to Russia, and its developmental impact in the context of national human resource development*. 2009. WHRE (HRD)
Tom Conlon. *How do school board members learn to do their jobs?* 2009. WHRE (HRD)
Chien-Chi Tseng. *The effects of learning organization practices on organizational commitment and effectiveness for small and medium-sized enterprises in Taiwan*. 2010. WHRE (HRD)
Jeongho Jeon. *The impact of organizational justice and job security on organizational commitment: Centered on the mediating effect of trust in top management*. 2009. WHRE (HRD)

Hsu-Yen (Grace) Hsu. *Organizational learning culture's impact on job satisfaction, organizational commitment, and turnover intention among R&D professionals in Taiwan during economic downturn.* 2009. WHRE (HRD)

Yu-jin Lee. *The meaning of Korean women's temporary and permanent career leaving experience.* 2009. WHRE (HRD)

Hyun-eung Lee. *The relationship between emotional intelligence and emotional labor and Its effect on job burnout in Korean organizations.* 2010. WHRD (HRD)

David Lucia. *Experiences of followers in the development of the leader-follower relationship in long-term health care: A phenomenological study.* 2010. WHRE (HRD)

Oranuch (Jued) Pruetipibultham. *The influence of social networks on the cultural adjustment of Thai expatriates in the Lao PDR and Indonesia.* 2010. WHRE (HRD)

Sunyoung Park. *The impact of organizational learning culture, goal orientation, managerial effectiveness, and psychological empowerment on employees' workplace learning.* 2011. WHRE (HRD) (Finalist for 2013 Malcolm Knowles Dissertation of the Year Award, AHRD.)

Michael De Georgeo. *Employee perceptions and financial performance.* 2011. WHRE (HRD)

Jill Froehlich. *Organizational performance improvement in higher education student affairs: A phenomenographic study.* 2011. WHRE (Comprehensive WCFE)

Jeanne Bailey. *Committed to entrepreneurial activity and social mission: What is the experience of social entrepreneurship?* 2012. WHRE (HRD)

Pimpimon Kongpichayanond. *Perceived relationships among knowledge management, total quality management, and organization innovation performance: A Thai study.* 2013. Ed (HRD)

Chemin Chu. *Participative leadership behavior among business leaders in China.* 2013, Ed (HRD)

Anne-Marie Kuiper. *The role of human resource development in the poverty zone in North Minneapolis.* 2013. Ed (HRD)

Joanne Valerius. *Experiences of health information managers with 20+ years in a complex and ever-changing healthcare environment.* 2013. Ed (Comp.)

Eun-Chung Chung. *The relationship of training and organizational commitment in one Korean organization.* 2013. Ed (HRD)

Burapha University, Thailand
Punnee Pimapunsri. *Learning organization and leadership style in Thai hotel industry.* 2008. HRD

Other Universities
I served as an external examiner for:

Mayya D. Shrinivasa. *A study of organizational culture, climate, and work behavior among the teachers of engineering colleges in government aided and self financed institutions: A cas study.* 2007. Ph.D. in Mechanical Engineering, Sri Jayachamarajendra College of Engineering, Visvesvaraya Technological University, Mysore, India.

Tawit Sudsakorn. *Management competencies, learning styles, and the delivery of learning: Implications for MBA programs.* 2009. Ph.D. Asian Institute of Technology, Klong Luang, Thailand.

Sebastian K. Francis. *Best practices of corporate governance and organizational performance among public-listed companies in Malaysia.* 2009. Ph.D. Universiti Putra Malaysia, Kuala Lumpur, Malaysia.

S. Umakanth. *Human capital development and its impact on organizational effectivess in global enterprises operating in Bangalore City.* 2009. Ph.D. in Management. Vinayaka Missions University, Salem, Tamilnadu, India.

Chandra Vathi, *Impact of TQM on performance in banking sector.* 2011. Mother Teresa Women's University, Koraikanai, India.

Sarinah Sulaiman. *Relationship between teaching competence, motivational factors and knowledge sharing behavior in MARA professional colleges in Malaysia,* 2012. Universiti Putra Malaysia, Sedong, Malaysia.

Najmossadat EhinmDes. *Iranian students studying in Malaysian higher education institutions and return intention to home.* 2012. Universiti Putra Malaysia, Sedong, Malaysia.

Beng Kooi Khoo. *Risk managers as sensemakers and sensegivers: ReReconceptualizing enterprise risk management (ERM) from a sensemaking perspective.* 2012. University of Canberra, Australia.

Bhargavi, V. R. *A study on employee engagement and its impact on organizational effectiveness in select global companies in Bangalore City.* 2013. Mother Teresa Women's University, Koraikanai, India.

Muhammad Ali. *Impact of managerial coaching on employee job performance: A mediation analysis.* 2016. National College of Business Administration and Economics, Lahore, Pakistan.

Ghulam Abid. *Multifaceted thriving scale (MTS): Theoretical refinement, measurement, and construct validation.* 2016. National College of Business Administration and Economics, Lahore, Pakistan.

N. Shivakumar. *The effectiveness of information technology infrastructure library (ITIL) training and certifications.* 2019. Department of Policy Planning & Educational Research, National Institute of Technical Teachers' Training and Research, University of Madras, Chennai, India.

Nnamdi Ogbodoakum. *Predictors of readiness to participate in training program among civil servants in selected organisations in Nigeria*. 2020. Department of Graduate Studies, Universiti Putra Malaysia, Kuala Lumpur, Malaysia.

PhD Committees, TAMU (non-advisor)
Tina Busch   2012

PhD Committees, NIDA (committee member)
Rundee Eiadkaew (Fon) (Co-advisor) 2016
Natcha Niljaeng (Yui) 2017
Zaw Naing (Co-advisor) 2017
Vivat Haetrakul (Knot) 2023

Current Doctoral Commitees - NIDA

Witsarut Srisiwaset (Joseph)
          Chair, Proposal Hearing, 2024

Master's Advisees Graduated

TAMU, Saudi Arabia (All co-advisor with Toby Egan, EHRD, MS)
Mallee Hussain Al-Howaidi (F 10)
Zahrah Mubarak Al-Najrani (F 10)
Essam Kabli (F 10)
Ghaleb Mamoud Qaisi (F 10)

TAMU (EHRD, MS)
Ruby Mo (Sp 10)
Cindy Byrd (F 10)
Stacey Cole (F 10)
Ahoed Alamodi (Sp 11)
Raquel Contreras (Sp 11)
Young-Shin Lee (Sp 11)
Nin-Hui Wei (Sp 11)
Laurel Wheatley (Sp 11)
Joshua Collins (Sp 11)
Ghadah Al-saleh (Sum 12)

University of Minnesota (MA) (All advisor)
Nieh,Lin-Ching   (Chairperson/Advisor) 2008-HRD
Harriett Porter   (Chairperson/Advisor)-HRD
Jane Harper   (Chairperson/Advisor)-HRD

University of Minnesota (MEd) (All advisor, HRD)
Sami Al-Binali   2007-HRD (KSA)
Rajaa Al-Ramadhan   2007-HRD (KSA)
Wafa Al-Hulaiba   2007-HRD (KSA)
Carlos David Samudio Hernandez 2007-HRD
Fareen Wallani   2007-HRD
Dae Seok Chai   2007-HRD
Lisa Bien-Sinz   2007-HRD
Mahmoud Al-Basha   2007-HRD (KSA)
Muawiya Abdalla   2007-HRD (KSA)
Mohammad Abdrabboh   2007-HRD (KSA)
Alyaa Ahmed Al-Bassam 2007-HRD (KSA)
Mohammed Al-Khalfan   2007-HRD (KSA)
Jaffar Al-Shabeeb   2007-HRD (KSA)

Abdulatif Al-Shami   2007-HRD (KSA)
Fouzi Bubshait   2007-HRD (KSA)
Mohammed Eisa   2007-HRD (KSA)
Carol Friday   2007-HRD (KSA)
Nizar Khalil   2007-HRD (KSA)
Issameldin Suliman   2007-HRD (KSA)
Xunhua Lv (Lu)   2007-HRD
Musa Rabba   2008-HRD (KSA)
Khalid Al-Dossary   2008-HRD (KSA)
Timothy Hansen   2008-HRD (KSA)
Sarah Taffee   2008-HRD
Chika Udezue   2008-HRD (KSA)
Deborah Liserio   2008-HRD
Reem Abdullah Al-Ghanim   2008-HRD (KSA)
Sara Ali Al-Muhaisin,   2009-HRD (KSA)
Hee-hyun Kim   2012-HRD

BS Graduated

University of Minnesota
Solum, Lauren Daniell   2007-HRD
Yatasha, Ivey   2007-HRD
Nuuh, Abdifatah Isse   2008-HRD

SERVICE

TAMU AEHRD Program Committees

Search Committee (2), Clinical Professor, Spring, 2008
Training and Development Certificate Program, Planning Committee, Spring, 2008
Chautauqua Roundup 2008, 2011 Planning Committee
Mission, Vision, Strategic Planning Section and Student Recruiting Section of HRD Standards, 2008-2011.
Qualifying Exam, Evaluation Committee, Fall, 2007; Fall, 2008; Fall, 2009; Spring, 2011
Admissions Criteria for MS and PhD in HRD, Committee Member, Fall, 2009
Individual Faculty Mentoring: Fred Nafukho (promoted to Full Professor and Department Chair), Toby Egan (promoted to
    Associate Professor), Jamie Callahan, Larry Dooley, Jia Wang (promoted to Associate Professor)
MS Portfolio Review Committee: Fall, 2010; Spring, 2012
MS Admissions Committee: Spring, 2010 for Fall, 2010; Spring, 2011 for Fall, 2011; Spring, 2012 for Fall, 2012
PhD Admissions Committee: Spring, 2011 for Fall, 2011; Spring, 2012 for Fall, 2012

TAMU EAHR Department Committees

Course Rigor Committee, 2007-8

Visiting Scholars Supervised
Yonjoo Cho, Korea, 2007-2009
Young-sik Ahn, Korea, 2009-2010
Namhee Kim, Korea, 2008-2011
Mohammed Fashiul Alam, Bangladesh,2010
(Dan) Chia-Jung Chang, Taiwan, 2011-2012
Mark Kuo, Taiwan, 2011-2012
Patricia Lau, Malaysia, 2011

International Islamic University of Malaysia

International External Advisor, Graduate School of Management, 2014-present.

External Reviewer, Doctor of Business Administration

National Institute of Development Administration, Bangkok, Thailand

International Committee Member, 6th International Conference on Human Resource and Organization Management and Development (HROMD 2015)
Review book manuscript for promotion to Associate Professor, *The handbook of epistemology for HROD scholars, scholar practitioners, and those with the interest: A teaching note for HROD 5003 Epistemology and Inquiry*, by Dawissa (Our) Sritanyarat. May, 2021.

Journal Services

Adult Education Quarterly, Consulting Editor, 2006-2015. (SSCI journal)
Human Resource Development International, Reviewer, 2004 – present; Editorial Board, 2006-2007. Board of Directors, 2007-2011.
Journal of Education for Business. Consulting Editor. October, 1984-September, 1985; September, 1990-2011. Executive Editor. October, 1985-August, 1990.
NIDA HR/OD Journal (Thailand). Editorial Board Chair, 2008-2014. Reviewer, September, 2019.
Human Resource Development Quarterly, Reviewer, 1998-present; Editorial Board Member, 2012-2016.
Prestige Journal of Management and Research (India), Editorial Advisory Board, 2003-2009.
Journal of Teaching in International Business, North American Editor and Reviewer, 1998-2008.
Human Resource Development Review, Reviewer, 2002-present; Editorial Board, 2005-2023; Succession Planning Committee, 2015-2017.
International Journal of Human Resource Development and Management (Europe), Reviewer, 2003-2016.
Pacific-Asian Education Review, Editorial Board, 2003-2011.
KEDI Journal of Educational Policy (Korea), Editorial Board and Reviewer, 2004 – 2012. (SSCI Journal)
Pertanika Journal of Social Sciences and Humanities (JSSH) (Malaysia), International Advisory Board (IAB), 2007 – present.
Nonprofit and Voluntary Sector Quarterly, Reviewer, 2004-2008.
Asia Pacific Education Review (Korea), Reviewer, 2005-2013. (SSCI journal)
Journal of Eastern Caribbean Studies (Barbados), Reviewer, 2006-2007.
Online Journal for Workplace Education and Development, Reviewer, 2008-2009.
Chinese Management Studies (PRC), Reviewer, 2009.
Journal of Agricultural Sciences and Technology (Iran), Reviewer,2009.
Research Case Studies Journal (Thailand), NIDA, External Advisor, 2009 – 2020.
HRD Journal (Thailand), Burapha University, Editorial Board, 2009 – 2010.
International Journal of Engineering and Industrial Management (Portugal), International Advisory Board, 2009 - 2013.
International Journal of Training and Development, Reviewer, 2009 – 2014.
Education Administration Quarterly, Reviewer, 2009.
Journal of Business Research, Reviewer, 2010.
Journal of World Business, Reviewer, 2010.
European Journal of Training and Development (formerly *Journal of European Industrial Training*), Editorial Board, 2009-2018; Reviewer, 2009-present.
African Journal of Business Management, Reviewer, 2011-2012.
Proelium, refereed journal of the Military Academy (Academia Militar) of Portugal, International Advisory Board, 2013.
Review of Managerial Science. Reviewer, 2014.
Personnel Review, Reviewer, 2014.
New Horizons in Adult Education and Human Resource Development. Reviewer. 2015-present.
Journal of Retailing and Consumer Services. Reviewer, 2016.
International Journal of Knowledge Management, Reviewer, 2019.
Asia-Pacific Journal of Social Work and Development, Reviewer, 2020.
International Journal of Social Sciences and Artistic Innovations (IJSSAI), Singapore, International Advisory Board, 2021-2023.
NIDA Case Research Journal, NIDA, Bangkok, Thailand. Editorial Advisory Board, 2022-Present.

Professional Organization Services

International Adult and Continuing Education Hall of Fame, International Committee, Member, 2006-2008.

Academy of Human Resource Development. Scholar of the Year Award Committee Member, 2008; Chair, 2010; Scholar Hall of Fame Selection Committee, Chair, 2011; Member, 2012, 2017-19, 2020; Roundtable Research Session, Chair, 2010; Symposium Session, Chair, 2010, 2011; Conference Improvement Focus Group, Member, 2010.; Presidential Advisory Group, 2010; European HRD Conference, Reviewer, 2010; Leadership and Management Development Stream Chair, 2010; Coordinator, Middle East and North Africa (MENA) Chapter, 2007-2013; Co-Coordinator, 1st MENA and 8th Asian AHRD Conference, Bahrain, December, 2009; Asian AHRD Conference Reviewer, 2011; 2nd MENA and 11th Asian AHRD Conference, Istanbul, Turkey, November, 2012; Committee Member, Review of AHRD Standards on Ethics and Integrity (Subcommittees: Advertising and Other Public Statements; Research and Evaluation), 2015. Coordinator on behalf of AHRD, Asian AHRD Conference, Bangkok, Thailand, 2018; Hanoi, Vietnam, 2019. Conference in Americas, Atlanta, GA, Organization Development Track Reviewer, 2020. Conference in Asia, Hanoi, Vietnam, Non-refereed Proposal Reviewer; Organization Development Session Chair. Learning and Development Session Chair; Auction Coordinator, 2020 Conference in Atlanta, GA. Mentoring Program: Ashutosh Muduli-- ashuhrm@gmail.com: Aitana Gonzalez Ortiz-- aitana.gonzalez.ortiz@gmail.com: Huyen Van--huyen.van@ftu.edu.vn: Ekta Sharma--ekta.sharma@ahduni.edu.in: Zadegh Abadi (Mary)--Mehrangiz--zadeghabadi@tamu.edu

Academy of Human Resource Development, China Special Interest Group Steering Committee Member, 2008-present.

Academy of Human Resource Development, India Special Interest Group Steering Committee Member, 2012-present.

Academy of Human Resource Development Foundation, Board Member, 2012-present; Treasurer, 2015-present.

Academy of Human Resource Development, Korea Special Interest Group Steering Committee Member, 2016-2021.

Member, Special Interest Groups: China, International, Korea, South Asia, Workforce Diversity

Other Professional Service

External Assessor for Laura Bierma, Promotion to Professor, University of Georgia, Athens, GA. 2008.

External Assessor for Junaidah Hashim, Promotion to Associate Professor, Intnernational Islamic University, Kuala Lampur, Malaysia, April, 2009.

Graduate Institute of International Human Resource Development, National Taiwan Normal University, 2009 International Conference of HRD, Taipei, Taiwan, October 21-2, 2009, Planning Committee Member.

University of Lusiada Famalicão, Portugal, Managing Services in a Knowledge Economy (MSKE) Conference 2009, July 15-18, 2009, Planning Committee Member, HRD Stream Chair; also, July 13-15. 2011. Scientifica and Executive Committee, 2013.

External Standing Scientific Advisory Committee; Universidad Lusiada de Vila Nova de Formalicao, Portugal, 2009-2014

External Assessor for Francesco Sofo, Promotion to Professor, University of Canberra, Australia. December, 2009.

External Assessor for Michael Workman, Promotion to Professor, Florida Institute of Technology, October, 2010.

External Assessor for Thomas Chermack, Promotion to Associate Professor with Tenure, Colorado State University, October, 2010.

Manuscript reviewer and coach for faculty members at Mahidol University, Salaya, Thailand, October, 2010.

Advisory Committee Member for the NIDA International Conference for Case Study Research on Development Administration 2011, September 8-9.

External Assessor for Reappointment as Associate Professor in the Practice Track, Singapore Management University, August, 2011.

External Assessor for Ronan Carbery, Promotion to Lecturer, University of Limerick, Ireland. June, 2012.

External Assessor for Jessica Li, Promotion to Associate Professor with Tenor, University of Illinois at Urbana/Champaign. July, 2012.

Expert Validation Panel Member for Global HRD Competitiveness Index, Human Resource Development Research Center, Seoul National University, Korea, 2012.

External Assessor, National Research Foundation, Research and Innovation Support and Advancement, Republic of South Africa, November, 2012; August, 2016; January, 2020. *Names withheld because of confidentiality of the task.

External Assessor for Ding Ding Tee, Promotion from Senior Lecturer to Associate Professor, Monash University, Sunway Campus, Kuala Lumpur, Malaysia, August, 2014.

External Assessor for C. G. Iwu, Department of Entrepreneurship and Business Management, Cape Peninsula University of Technology, for listing with the South Africa National Research Foundation, October, 2014.

International Advisor, Graduate School of Management, International Islamic University of Malaysia, December, 2014 – 2015.

External Research Proposal Evaluator, Kuwait Foundation for the Advancement of Scienses – Research Directorate, May, 2016.

Education and HRD Stream Chair, Theory and Applications in the Knowledge Economy (TAKE 2016) Conference, Averio, Portugal, 2016.

Education and HRD Stream Chair, Theory and Applications in the Knowledge Economy (TAKE 2017) Conference, Zagreb, Croatia, 2017.

Convocation Speaker (December 28, 2019), School of Business, Karnavati University, Gujarat, India. (virtual)

Community Services

International Health Education Alliance (IHEA), Executive Board Member, Treasurer, Finance Committee Chair, Executive Committee Member, and Acting Chair, 2006–2008. Directed merger with CCCH.

Center for Cross-Cultural Health (CCCH), Board Member, Treasurer, Executive Committee Member, September, 2008 – August, 2010.

Bridges to Learning, Board Member, Secretary, Chair, Executive Committee Member, May, 2006 – November, 2011.

Community of Christ, Jacksonville, FL – Lead Pastor, January, 2016 – January, 2018.

Community of Christ, North St. Paul, MN. Clergy Emeritus, August, 2024. Chair, Contributions for Equity Committee, March'April, 2025.

Arlington Middle School, Jacksonville, FL – School Advisory Council member, September, 2016 – September, 2017.

Abiitan Mill City, 55+ Community, Minneapolis, MN – Social Justice Committee, member, April, 2020 – May, 2021; February, 2025-present. Treasurer, Feeding the Homeless Project in cooperation with the Aliveness Project, May, 2025-present.

University of Minnesota Medical School, interprofessional Program, Community Teacher, September, 2024-April, 2025.

HONORS

Inducted in International Adult and Continuing Education Hall of Fame, Dallas, TX, May 6, 2006.

Inducted in Academy of Human Resource Development Hall of Fame, Indianapolis, IN, March 3, 2007.

Recipient of Book of the Year Award from the Academy of HRD for *Organization Development: Principles, Processes, Performance*, 2007.

Honorary Ph.D. in HRD bestowed on January 6, 2010, by National Institute for Development Administration by the Crown Princess Sirindhorn of Thailand.

Recipient (with Namhee Kim) of AHRD's Award for Outstanding *Âdvances in Developing Human Resources* Issue 2012 for "The Role of HRD in Societal Development."

Recipient (with Sunyoung Park) of AHRD's Cutting Edge Award for outstanding paper presented at the 2014 conference.

Appointed as "Renowned Scholar" by Graduate School of Management, International Islamic University of Malaysia, Kuala Lumpur, June-December, 2014.

Recipient (with Anne-Marie Kuiper) of the European Journal of Training and Development Award for best internatinonal paper at the UFHRD/AHRD European Conference, June, 2015.

Recipient of Certified Institute of Personnel and Development's Outstanding Contribution to HRD Award at the UFHRD/HRD European Conference, June, 2015.

Recipient (with L. D. McLean & S. Jeong) of the Barnes & Noble Faculty-Student Research Award, South Florida Education Research Conference, June, 2016.

Recipient (with N. Budhwani and L. Willis, L.) of Best Scholar-Practitioner HRD Award, Asian AHRD Conference, Ahmedabad, India, November, 2017.

Recipient, *Human Resource Development Review* 2017 Best Reviewer Award, AHRD in the Americas Conference, Richmond VA, February, 2018.

Recipient (with V. Arghode and E. Brieger), Highly Commended Award, *European Journal of Training and Development*, 2018, for "Adult Learning Theories: Implications for On-Line Instruction."

Recipient (with S. Jeong, L. D. McLean, S. Yoo, & K. Bartlett), Highly Commended Award, *European Journal of Training and Development*, 2018, for "Moderating Role of Non-controlling Supervision and Organizational Learning Culture on Employee Creativity."

Distinguished Service Award, Graceland University, Lamoni, IA. October, 2018.

Recipient (with E. Bridger and V. Arghode), Highly Commended Paper Award, *European Journal of Training and Development,* 2021, "Connecting Theory and Practice: Reviewing Six Learning Theories to Inform Online Instruction."

Recipient (with Shirmohammadi, M., Mehdiabadi, A. H., & Beigi, M.)*,* Highly Recommended Article for the Richard A. Swanson Research Excellence Award, *Human Resource Development Quarterly*, *2021, "*Mapping human resource development: Visualizing the past, bridging the gaps, and moving towards the future."

Recipient of the AHRD 2021 R. Wayne Pace Book of the Year Award. Tran, H. T., Phuong, T. T., Van, H. T. M., McLean, G. N., & Ashwill, M. A. (eds.). *Human resource development in Vietnam: Research and practice*. New York, NY: Palgrave-Macmillan. ISBN 978-3-030-21532-4

INTERNATIONAL ACTIVITIES

I work diligently to extend the outreach of TAMU's HRD program. In this effort, I physically visited:

*Yuan-ze University, Taiwan
National Central University, Taiwan
National Chung Cheng University, Taiwan
*Tien-Chiang Foundation of Science and Technology, Taiwan
Burapha University, Thailand
National Institute for Development Administration, Thailand
University of Chile, Chile
*Golden Trust, Bahrain
Al-Ahlia University, Bahrain
University of Bahrain, Bahrain
Ewha University, South Korea
Prince Mohammed University, Saudi Arabia
King Fahad University of Petroleum and Minerals, Saudi Arabia
*Autonomous University of Baja California, Mexico
POLIS University, Albania
University of Lusiada Famalicão, Portugal
*Global Education Providers (with programs in Singapore, Indonesia, Vietnam, and Malaysia)
East China Normal University, People's Republic of China
Royal University of Cambodia, Cambodia
*Arabian Society for HRM, Saudi Arabia (HRD and HRM)
*Arabian Society for HRM, Oman
University of Manitoba, Canada

In addition, I have been working with individuals in the following countries by e-mail and telephone:

Colombia
United Arab Emirates
Qatar (met with the Dean of the College of Education on TAMU campus)
Brazil
Mexico (Monterey Institute of Technology – Morelia)
Mexico (University of Colina)
Geneva, Switzerland
Bolivia
Peru
Kenya (working with Dr. Nafukho)
St. Lucia (working with Dr. Alfred)
       *MOU agreements have been signed

Gary Neil McLean
CV: activities prior to 2007

Educational Background:

  Graceland College, Lamoni, IA, 9/60-6/61, Pre-Commerce, A.A.
  Univ. of Western Ontario, London, Ontario, 9/61-6/64, Bus. Admin. & Secretarial Studies, Honors B.A.
  Teachers College, Columbia University, New York, NY, 9/64-6/65, Business Ed., M.A.
  Univ. of Massachusetts, Amherst, MA, 2/66-5/67
  Harvard University, Cambridge, MA, 7/66-8/66
  Boston University, Boston, MA, 9/66-1/67
  Clark University, Worcester, MA, 2/67-5/67
  Teachers College, Columbia University, New York, NY, 9/67-6/71, Business Ed., Ed.D.
  United Theological Seminary, New Brighton, MN, 2/80-5/83, Divinity, M.Div.

Employment Record:

McLean Global Consulting, Inc., President, Treasurer, and Co-owner, St. Paul, MN, Spring, 2005, to Spring, 2018.

Senior Professor and Executive Director of International Human Resource Development Programs, Human Resource Development, Department of Educational Administration and Human Resources, Texas A&M University, College Station, Texas, 2007-2012.

Professor Emeritus, Organizational Leadership, Policy, and Development, 2007-present; Morse Alumni Distinguished Teaching Professor of Work and Human Resource Education (formerly, Work, Community, and Family Education; and Vocational and Technical Education); Professor, Business and Industry Education (formerly, Business and Marketing Education) 1981-2006; Human Resource Development (formerly Training and Development), 1981 to present; Adult Education, 1993 to present; University of Minnesota. Head, Business and Marketing Education, Winter, 1990 (Acting); Winter, 1991, through Fall, 1992; Coordinator, Training and Development in Industry and Business, Fall, 1980, through Fall, 1992; Coordinator, Human Resource Development and Adult Education, Winter, 1993, to Summer, 2005. (Licensed as a Vocational Teacher Educator, 1969 to present; Adult Vocational Educator, 1979 to present.) (FM Status granted in the Graduate School, March 12, 1974.)

Visiting Professor, National Institute for Development Administration (NIDA), School of HROD, Bangkok, Thailand, Internaitonal PhD Planning Committee, 2008-2010; Instructor, "Strategic HR in a Global Context, July, 2010, 2011, 2012; Instructor, "Epistemology and Inquiry in HROD," October, 2010,20122, 2012. (Both PhD courses.)

Visiting Professor, Autonomous University of Baja California (UABC), Ensenada, Mexico. Instructor, "Introduction to HRD," September, 2010, 2011, 2012 (master's course); "Qualitative Methods and Research Design," September, 2011 (PhD course); "Critical Issues in HRD," September, 2012 (PhD course).

Visiting Professor, IESEG (Scientific Management School, Catholic University of Lille), "Organization Development and Performance in HRD," April, 2009, 2010, January, 2013 (Lille) (master's course); January, 2013 (Paris).

Visiting Professor, Burapha University, Department of Human Resource Development, "Doctoral Research Seminar," School of Business, Bang Saen, Thailand, Spring, 2006; Summer, 2007; Graduate Faculty Member, 2007-present.

Visiting Professor, University of Limerick, Department of Human Resources, School of Business, "Doctoral Research Seminar" and "National HRD" in MBA program, Limerick, Ireland, Spring, 2006.

Visiting Professor, Yuan-Ze University, Department of Business Administration, School of Business, Taoyuan, Taiwan, Summer, 2004; "Writing for Scholarly Publication" and "Foundations of HR," Spring, 2006.

Visiting Professor, National Chung Cheng University, Departments of Adult Education and Business Administration, "Doctoral Research Seminar," "Overview of Organization Development," "Foundations of HRD," and "Writing for Scholarly Publication," Chia-Yi, Taiwan, Spring, 2006.

Visiting Professor, Zhongshan (Sun Yat-sen) University, Lingnan College, Guangzhou, PRC, "Organization Development" in the EMBA degree program, and "Cross-Cultural Management" and "Business Ethics" in the EMBA certificate program Summer, 2005.

Visiting Professor, Peking University, Guanghua School of Management, Executive MBA course, "Human Resources," OD module, in Beijing, People's Republic of China, Summer, 2004.

Visiting Professor, King Fahad University of Petroleum and Minerals, Dhahran, Saudi Arabia; taught 3-credit Executive MBA course, "International Business," in Bahrain, Fall, 2003.

Visiting Professor, Rohilkind University, Bareilly, India; presented a week-long course for MBA and MSW students on "Foundations of Human Resource Development" and "Quality Improvement," February, 1998.

Visiting Professor, National Institute of Development and Administration (NIDA), Bangkok, Thailand, Spring, 1998; "Foundations of Organization Development" in MA in HRD program, Spring, 2006.

Visiting Professor, Ohio State University, "Introduction to Organization Development," graduate course, Columbus, OH, March, 1989.

Associate Professor of Vocational and Technical Education (Business and Distributive Education), University of Minnesota, September, 1972, to August, 1981. (Also, Training and Development, September, 1980, to August, 1981)

Visiting Professor, College of Saint Catherine, "Business Communication for Women," St. Paul, MN, Summer, 1979.

Visiting Professor, Business Education, Moorhead State University, Moorhead, MN, Summer, 1977; Summer, 1978; Summer, 1979; Summer, 1980; Summer, 1981.

Visiting Professor, Business Education, University of Iowa, Iowa City, IA, Summer, 1975.

Visiting Professor, Business Education and Vocational Education, University of Minnesota-Duluth, Summer, 1974; Summer, 1978.

Assistant Professor of Business Education, University of Minnesota, September, 1969-August, 1972. (AM Status in the Graduate School granted December 20, 1971.)

Instructor and Acting Department Coordinator in Business Education, Teachers College, Columbia University, New York, NY, September, 1968-May, 1969.

Research Assistant, Teaching Assistant and Project Director in the Office of Research and Evaluation in the Division of Teacher Education at the City University of New York, September, 1967-August, 1969.

Instructor, Business Administration and Secretarial Studies Departments, Quinsigamond Community College, Worcester, MA, September, 1965-August, 1967.

Research Assistant in Business Education, Teachers College, Columbia University, January, 1965-June, 1965.

Related Office Occupational Experiences include typist, secretary, bookkeeper, auditor, office manager (total equivalent of 3 years). 3/71-12/87, partner and treasurer, La Paz Partnership, housing and land develop-ment. 9/73-9/77, treasurer, La Paz Corporation, homeowners' association. 1/77-12/81, treasurer, Bihandual, Inc., wholesale distribution. 3/85-12/90, president, CompuKeys, Inc., microcomputer software develop-ment.

ECCO Consulting, Principal, Winter, 1970, to Fall, 2004.

HRConnections, Board Member and Co-owner, Summer, 2004 to present.

Professional Associations:
(Former)

RLDS Professional Teachers Association, 1966-1976.

World Future Society, 1973-1980.

Vocational Education Equity Council, 1979-1983.

Minnesota Council for the Gifted and Talented, 1979-1986.

Mini'App'les, 1981-1986.

American Vocational Education Research Association, 1972-1990.

Academy of Management, 1987-1991.

Western Academy of Management, 1985-1992.

National Organization of Women, 1980-1992.

Deming Forum (previously, North Central Deming Management Forum), 1989-   1994.

Education Special Interest Group of Deming Forum, 1991-1994.

Economic Education Special Interest Group of AERA, 1983-1995.

International Society for Performance Improvement (Minnesota), 1983-1996.

American Society for Quality Control, 1994-1996.

Chaos and Complexity Theories Special Interest Group of AERA, 1995-1997.

American Educational Research Association, 1970-1999.

Business Education Special Interest Group of AERA, 1970-1999.

International Society for Business Education, 1990-2000.

International Society for Performance Improvement (Minnesota and National) (formerly, National Society for Performance and Instruction), 1983-1984, 1987-1995, 1998-2000.

International Special Interest Group of Southern Minnesota Chapter of ASTD, 1987-2000. (Co-founder)

International Management Development Association, 1991-1992, 1994-2002.

National Bus. Ed. Assn. and North-Central Bus. Ed. Assn., 1964-2006.

Minnesota Business Educators, Incorporated, 1969-2006.

American Society for Training and Development, Southern Minnesota Chapter, 1979-2001.

International Vocational Education and Training Association, 2003-2004.

International Association for Chinese Management Research, 2003-2005.

American Society for Training and Development, National, 1981-2007.

The OD Institute, 1990-2007.

Academy of Management, 2005-2007..

International Association for Applied Psychology, 2006-2007.
Central Eurasian Studies Society, 2004-2007.

<u>(Current)</u>
Delta Pi Epsilon, Tau and Phi Chapters, 1968 (Honorary Life Member, 1997).
Minnesota and National Association for Career and Technical Education, 1970 (Life Member). (formerly, American Vocational
     Association)
National Association of Teacher Educators in Business and Office Education, 1977 (Life Member).
Organization Development Network/Special Interest Group of Southern Minnesota Chapter of ASTD, 1981 (Honorary Life Member,
     1992)
Association of Third World Studies, 1988 (Life Member)
Academy of Human Resource Development, 1993-present.
Alliance of Scholars Concerned about Korea, 2003-present.
Pacific Circle Consortium, 2003-present.

<div align="center">PROFESSIONAL ACTIVITIES PRIOR TO EMPLOYMENT
AT THE UNIVERSITY OF MINNESOTA (See Texas A&M University at end of Vita)</div>

<div align="center"><u>Disciplined Inquiry</u></div>

Publications

McLean, G. N. (1967, April). Labor union response to technological change. *SABE Data Processor*, *1*, 4-6.
West, L. J., & McLean, G. N. (1968, November). An evaluation of error cutoff scoring in straight-copy typewriting tests. *Business
    Education Forum*, 10-12. (Abstracted in: (1969, Fall*). National Business Education Quarterly*, 53.)

In addition to the above publications, performed much of the research and statistical analyses for certain writing in the following
publications:

Rosenberg, J. M. (1966). *Automation, manpower, and education*. New York: Random House.
Harris, A. J., et al. (1968, January). *Comparing reading approaches with disadvantaged Negro children in primary grades*. USOE Project
    No. 5-0570-2-12-1. New York: City University of New York Research Report.

<u>Workshops and Other Disciplined Inquiry</u>

McLean, G. N. (1968, February 23). Evaluation of student performance on straight-copy typewriting tests. City University of New York's
    Division of Teacher Education, New York, NY.

McLean, G. N. (1969, April 26). Research in business education. Delta Pi Epsilon, Tau Chapter, New York, NY.

McLean, G. N. (1969, August 22). Turnabout--Statistical students speak to the teachers. American Statistical Association Convention,
    New York, NY.

Additional research experience gained as research assistant, City University of New York's College Discovery and Development
Project. Also served as project director for USOE Project No. 8-B-113, employing 15 people over life of the project.

Instruction

New York City Central Commercial High School (student teaching) (1965)
       Typewriting, Bookkeeping, Business Law, Business Machines

Quinsigamond Community College (1965-1967)
Introductory and Advanced Typewriting, Introductory and Advanced Gregg Shorthand, Typewriting Review, Skills Review,
Business Mathematics, Secretarial Practice I and II (with supervision of on-the-job training), Introductory and Advanced
Accounting (courses taught in day school, evening school, and summer school).

Taught an in-service clerical state employees' retraining program.

Responsible for advising 40 students.

Teachers College, Columbia University (1968-1969)
Methods of Teaching Typewriting, Orientation to Business Education, Curriculum in Business Education, Automation in the Business Office, Masters Seminar in Business Education, Business Education Student Teaching.

Responsible for advising all business education students.

Organizational Service

<u>Internal</u>

Quinsigamond Community College (1965-1967)
Advisor to Secretarial Club; Co-Chairperson, College Accreditation Committee; Departmental Audio-Visual Acquisitions; Department Inventory and Repair Control

Teachers College, Columbia University (1968-1969)
Acting Department Coordinator, Bus. Ed.; Student-Faculty Coordinating Committee Member; Faculty Advisor, Business Education Club; Faculty Advisor, Tau Chapter, Delta Pi Epsilon; Advisory
Committee Member, Personnel Training Program

<u>External</u>

Quinsigamond Community College (1965-1967)
Co-Convener, State-wide Business Contests; Co-Convener, State-wide Community College Secretarial Faculty Conference

Teachers College, Columbia University (1968-1969)
Co-Convener of National Vocational Education Conference in New York, May, 1965 (funded by TC and USOE); Supervised Adult Education Program, Business Education Area, in Harlem (St. Thomas the Apostle Church); Participated in New York City Community College Career Days as Panel Member; Served as Associate Pastor and Youth Director, Manhattan Reorganized Church of Jesus Christ of Latter Day Saints

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PROFESSIONAL ACTIVITIES
AT THE UNIVERSITY OF MINNESOTA

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Disciplined Inquiry

<u>Publications </u>(Refereed items are marked with an *.)

a. <u>Research Studies</u>

McLean, G. N. (1971, January). *Difficulty indices and performance norms for office typing tasks*. Research Report 71-2, City University of New York. Also published as USOE Final Report, Project No. 8-B-113. ED 047160.
McLean, G. N. (1971). *Difficulty indices for office-typing tasks*. Doctoral dissertation, Teachers College, Columbia University. University Microfilms No. 72-8827. Abstracted in (1973, Spring). *Alpha Epsilon Newsletter Research Issue*. Denton, TX: North Texas State University, 58-9.
McLean, G. N. (1973, March). *Attitudes of Minnesota office and distributive education coordinators toward vocational student organizations*. Minneapolis: Phi Chapter of Delta Pi Epsilon. 74 pp. ED 085568.
McLean, G. N., & Hopkins, C. R. (1974). *Effectiveness of model office, cooperative office education, and office procedures in developing office decision-making abilities, in changing perceptions of the office world of work, and in developing a knowledge of business fundamentals and general business information*. St. Paul: Minnesota Department of Education, Vocational-Technical Division Research Grant Number 4-C-73. 68 pp. ED 094162.

McLean, G. N. (1975, June). *Effectiveness of model office, cooperative office education, and office procedures courses based on employee satisfaction and satisfactoriness eighteen months after graduation*. National Institute of Education Research Grant G-74-0089. 81 pp. ED 114548.

*McLean, G. N. (1975, December). Effectiveness of model office, cooperative office education, and office procedures courses based on employee satisfaction and satisfactoriness eighteen months after graduation. *Robert E. Slaughter Research Award Studies 1975*. Gregg Division of McGraw-Hill Book Company Research Report Number 3, 1-8. ED 118839. Also: *(1977, October). *Delta Pi Epsilon Journal,* 21-28. Also: (1982). *Annual Review of Research in Vocational Education, 2*, 211-8.

McLean, G. N. (1976, March). *Vocational and standard certification of business teachers in Minnesota*. St. Paul: Vocational Division of the State Department of Education and Minnesota Business Educators, Inc. 155 pp.

McLean, G. N. (1976, May). Relative effectiveness of model office, cooperative office, and office procedures programs. *Research Monograph No. 1--Research in Education Applied to Classroom Teaching Seminar*. Ypsilanti: Gamma Alpha Chapter of Delta Pi Epsilon, Eastern Michigan University, 4-11.

Lambrecht, J. J., & McLean, G. N. (1977, January). *Content and methodology background and perceived competencies of data processing teachers in Minnesota and Wisconsin*. Minneapolis: Department of Vocational and Technical Education at the University of Minnesota. 132 pp. (Also abstracted in 25 pp.) ED 145802.

McLean, G. N. (1979, November). *The role of vocational education in the church, final report*. Independence, MO: Reorganized Church of Jesus Christ of Latter Day Saints. 126 pp.

McLean, G. N. (1982, September*). Model for providing services to the Minnesota prime sponsors and vocational education systems relating to vocational education-CETA six percent program (phase 2), final report*. St. Paul: Minnesota State Department of Education Grant No. 14/TE-135. 59 pp. 223 784.

McLean, G. N. (1982). *Assessing the need for a training and development emphasis within Vocational and Technical Education at the University of Minnesota*. St. Paul: University of Minnesota. 46 pp. ED 230 714.

McLean, G. N. (1985, April). *An exploration of the future of higher education within the RLDS Church*. Independence, MO: Higher Education Advisory Board. 41 pp.

McLean, G. N. (1985). *Executive development programs in Bangladesh, phase I, final report*. Champaign, IL: University of Illinois. 60 pp. ED 277 892.

McLean, G. N. (1986). *Executive development programs in Bangladesh, phase II, and case writing, final report*. Champaign, IL: University of Illinois. 94 pp. ED 277 894.

McLean, G. N. (1988). *Business management case writing and research in Bangladesh, phase III, final report*. Champaign, IL: University of Illinois.

McLean, G. N. (1988). *Construction and analysis of organization climate surveys, Report No. 26*. St. Paul, MN: Training and Development Research Center, University of Minnesota. 32 pp. TM 012389.

McLean, G. N. (1989). *Case study and business research development in Bangladesh, phase IV, final report*. Champaign, IL: University of Illinois.

McLean, G. N. (1989). *Pakistan-specific case development for the Advanced Management course in Public Administration at the NIPA, Lahore, Pakistan, final report*. Washington, DC, and Islamabad, Pakistan: Management Training Division, Academy for Educational Development. 43 pp. ED 308 390, CE 052 804.

McLean, G. N., & Ahmad, M. (Eds). (1989). *Bangladesh business research reports, volume I: General management, personnel, production and marketing*. Dhaka: University Grants Commission. 252 pp. (Coauthored introductory material and coedited 40 research articles)

McLean, G. N., & Ahmad, M. (Eds). (1989). *Bangladesh business research reports, volume II: Accounting, finance and bank management*. Dhaka: University Grants Commission. 250 pp. (Coauthored introductory material and coedited 37 research articles)

McLean, G. N. (1990). *Facilitation of case studies workshop and Pakistan-specific case development for the Advanced Management course in Public Administration, phase 2*. Washington, DC, and Islamabad, Pakistan: Management Training Division, Academy for Educational Development. 28 pp. ED 315 631.

McLean, G. N., & Arney, B. S. (1990). *Advanced trainers development workshop, final report*. Washington, DC, and Islamabad, Pakistan: Management Training Division, Academy for Educational Development. 98 pp. ED 331 966.

Johansen, B. C., McLean, G. N., & Lundin, L. (1990). *Enhancing teacher performance in Spanish elementary classes: Volume one, final repor*t. U.S. Department of Education Grant Category 84.188F, Award R168 F800008. St. Paul, MN: Training and Development Focus, University of Minnesota. ED 328 058. (Project director)

Johansen, B. C., McLean, G. N., & Lundin, L. (1990). Enhancing teacher performance in Spanish elementary classes: Volume two, translated units. U.S. Department of Education Grant Category 84.188F, Award R168 F800008. St. Paul, MN: Training and Development Focus, University of Minnesota. ED 328 059. (Project director)

McLean, G. N. (Ed.) (1991). *Training and development practices and influences in Puerto Rico (Publication #42)*. St. Paul: Training and Development Research Center, University of Minnesota.

Rocheford, R. M., & McLean, G. N. (1991). *The influence of gender on participation in an adult professional training setting: A pilot study (Publication #46)*. St. Paul, MN: Training and Development Research Center, University of Minnesota. Abstracted in: (1991, November). You've come a long way, trainee. *Training Magazine*, 12.

Erickson, S. R., & McLean, G. N. (1991*). Educational upgrading of bilingual refugee workers in Minnesota, final report*. Bush Foundation Grant No. 4473. St. Paul: Training and Development Focus, University of Minnesota. Also published as: (1991). *Educational upgrading of bilingual refugee workers in Minnesota: A needs assessment for training and development (Publication #49)*. St. Paul, MN: Training and Development Research Center, University of Minnesota. ED 333 206. (Project director)

McLean, G. N. (Ed.) (1991). *Training and development practices and influences in The Bahamas (Publication #50)*. St. Paul: Training and Development Research Center, University of Minnesota.

McLean, G. N., & Schaeffer, M. (1992). *Introduction to domestic marketing principles and advanced marketing principles/product merchandising, supported by training of trainers module in Poland, final report*. Arden Hills, MN: Land O'Lakes, under contract with Agricultural Cooperative Development Institute for U.S. Agency for International Development.

Yang, J. C., & McLean, G. N. (1994). *Instructional competencies needed by Korean training and development professionals*, Project Number 68. St. Paul, MN: Human Resource Development Research Center, University of Minnesota. 75 pp.

Yang, J. C., & McLean, G. N. (1995). *Ethical dilemmas faced by trainers in Korea*, Project Number 67. St. Paul, MN: Human Resource Development Research Center, University of Minnesota. 47 pp.

McLean, G. N. (1995). *An assessment of the University of the Autonomous Regions of the Caribbean Coast of Nicaragua (URACCAN),* Project Number 72. St. Paul, MN: Human Resource Development Research Center, University of Minnesota. 18 pp.

McLean, G. N., & Shi, C. (1995). *The evolution of enterprise education (human resource development) in the People's Republic of China*, Project Number 74. St. Paul, MN: Human Resource Development Research Center, University of Minnesota. 51 pp.

McLean, G. N. (1996). *Vocational and technical education and training at Kenyatta University, Nairobi, Kenya*, Project Number 75. St. Paul, MN: Human Resource Development Research Center, University of Minnesota. 71 pp.

Virakul, B., & McLean, G. N. (1999). *AIDS in the workplace: A survey of experiences and some HR practices in Thai business organizations*. Bangkok, Thailand: National Institute of Development Administration.

McLean, G. N. (2002, September). *First-year report: Developing and strengthening education leadership for the future: Kyrgyzstan*. Partnership Agreement under Bureau of Educational and Cultural Affairs FY2001 NIS College and University Partnerships Program of the U.S. State Department, Washington, DC.

McLean, G. N. (2003, July). *Final report: External assessment of the undergraduate degree in human resource development BS (HRD) in the Department of Professional Development and Continuing Education in the Faculty of Educational Studies at the Universiti Putra Malaysia*. Serdang, Malaysia: Universiti Putra Malaysia.

McLean, G. N. (2004, March*). Second-year report: Developing and strengthening education leadership for the future: Kyrgyzstan*. Partnership Agreement under Bureau of Educational and Cultural Affairs FY2001 NIS College and University Partnerships Program of the U.S. State Department, Washington, DC.

McLean, G. N. (2004, September). *Third-year report: Developing and strengthening education leadership for the future: Kyrgyzstan*. Partnership Agreement under Bureau of Educational and Cultural Affairs FY2001 NIS College and University Partnerships Program of the U.S. State Department, Washington, DC.

McLean, G. N., & Karimov, M. (2005, April). *Fourth-year report: Developing and strengthening education leadership for the future: Kyrgyzstan*. Partnership Agreement under Bureau of Educational and Cultural Affairs FY2001 NIS College and University Partnerships Program of the U.S. State Department, Washington, DC. 19 pp.

McLean, G. N., & Karimov, M. (2005, April). *Final report: Developing and strengthening education leadership for the future: Kyrgyzstan*. Partnership Agreement under Bureau of Educational and Cultural Affairs FY2001 NIS College and University Partnerships Program of the U.S. State Department, Washington, DC. 122 pp.

b. Articles Based on Original Research

McLean, G. N. (1975, October). Teacher certification--Where do you stand? *Minnesota Business Educators, Inc. Newsletter*, 5. (1976, January). Certification? Here's what you think. *Minnesota Business Educators, Inc. Newsletter*, Part I, 1, 3. (1976, March). Part II, 1, 3. (1976, April). Part III, 1, 6.

Lambrecht, J. J., & McLean, G. N. (1976, July). Secondary and postsecondary data processing teachers: How do they differ*? Journal of Data Education*, 10-13. Reprinted: (1981, October). *Journal of Data Education*, 13-16.

McLean, G. N., & Hopkins, C. R. (1976, Summer). Comparative effectiveness of three capstone office education courses using in-class measures. *Journal of Vocational Education Research, 1*(3), 55-68. Also: *(1978, April). *Delta Pi Epsilon Journal*, 12-22.

Lambrecht, J. J., & McLean, G. N. (1976, October). Secondary and postsecondary data processing teachers: What are their data processing content inservice needs? *Journal of Data Education*, 5-7.

Lambrecht, J. J., & McLean, G. N. (1977, January). Secondary and postsecondary data processing teachers: What are their methodological inservice needs? *Journal of Data Education*, 5-7, 10.

*Lambrecht, J. J., & McLean, G. N. (1976-77). Content and methodology background and perceived competencies of data processing teachers. *NABTE Review*, 25-9.

Lambrecht, J. J., & McLean, G. N. (1977, September/October). Examining the training needs of the high school data processing teacher. *Business Education World*, 18-19, 23.

*McLean, G. N. (1978, January). The relationship between typewriting performance and shorthand transcription skills. *Delta Pi Epsilon Journal*, 20-25.

*McLean, G. N., Kleven, B. D., & McLean, L. H. (1978, February). Sexism in general business texts. *Journal of Business Education*, 215-7.

*Moss, J., Jr., & McLean, G. N. (1979, Spring). Replacement need study for vocational-technical teachers in Minnesota: A case study. *Journal of Industrial Teacher Education*, 29-38.

*Baldridge, K., & McLean, G. N. (1980, April). Sexual harassment: How much of a problem is it...REALLY? *Journal of Business Education*, 294-7.

McLean, G. N., Kranz, P. R., & Magnuson, J. C. (1980, October). Identifying form errors in production typing. *Business Education Forum*, 16-7.

McLean, G. N. (1981, January). Secretarial ethics. Questionnaire reproduced in A. Koral, Ethics in the office. *Glamour*, 138-9, 202-3.

*McLean, G. N., & Pakenham-Walsh, S. (1987, Fall). An in-process model for improving quality management processes. *Consultation, 6*(3), 158-174.

*McLean, G. N. (1989, Fall). An assessment of management development in Bangladesh. *International Third World Studies Journal and Review, 1*(2), 237-242.

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McLean, G. N. (1989). *Pakistan-specific cases for the Advanced Management course in public administration*. Washington, DC, and Islamabad, Pakistan: Management Training Division, Academy for Educational Development. 133 pp. (wrote introduction and co-authored 6 cases with teaching notes)

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g. <u>Book Reviews</u>

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h. <u>Materials Edited</u>

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Fried, N. E., Kohlbacher, M. K., & Spangler, W. L. (1983). *Proofreading communications*. Rehoboth, MA: Twin Oaks Publishing, Inc.

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Papers Presented, Workshops, and Other Disciplined Inquiry

    A. <u>International/National Scope</u> (Presentations published in proceedings are not included in this list.)

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*McLean, G. N. (1970, March 4). Difficulty indices for office-typing tasks. American Educational Research Association, Minneapolis, MN.

McLean, G. N. (1970, May 15). Use of canonical correlations. Twelfth Annual Research Conference for Graduate Advisors in Business and Distributive Education, Minneapolis, MN.

McLean, G. N. (1973, May 11). Needed research in business education. Fifteenth Annual Research Conference for Graduate Advisors in Business and Distributive Education, Minneapolis, MN.

McLean, G. N. (1973, July 16). Small group leadership processes. Office Education Association National Officers' Workshop, Minneapolis, MN; also, Chicago, IL, July 17, 1974. Also presented at National Office Education Association's State Advisors Conference, Columbus, OH, September 29, 1974.

McLean, G. N. (1974, Spetember 30). Collegiate division--Present and future. National Office Education Association's State Advisors conference, Columbus, OH.

McLean, G. N. (1974, December 9). Office of the future. CEBOE sectional meeting of the American Vocational Association.

McLean, G. N. (1975, February 28). OEA Collegiate Division--Formation and direction. National Business Education Association, Chicago, IL.

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McLean, G. N. (1975, May 2). A follow-up study of graduates from three alternative office education programs. Seventeenth Annual Research Conference for Graduate Advisors in Business and Distributive Education, Minneapolis, MN.

McLean, G. N. (1976, April 16). Handbook for OEA collegiate advisors. National Business Education Association, San Francisco, CA.

*McLean, G. N. (1976, April 22). Effectiveness of model office, cooperative office education, and office procedures courses based on employee satisfaction and satisfactoriness eighteen months after graduation. American Educational Research Association, San Francisco, CA.

McLean, G. N. (1975, May 10). Sexism in business. Collegiate Division of Office Education Association National Leadership Conference, Chicago, IL. Also presented in Topeka, KS, May 4, 1976.

McLean, G. N. (1976, June 24). Individualized teaching methods. Programs for Achievement in Reading and Contract Education Corporation Administrative Workshop, St. George, Bermuda.

McLean, G. N. (1976, July 14). Expanding interest and involvement in Collegiate OEA. Third Annual State Advisors Conference of the Office Education Association, Houston, TX.

McLean, G. N. (1977, April 8). OEA collegiate advisors workshop. National Business Education Association, New York.

McLean, G. N. (1977, May 9). A review of competitive events in OEA. National Leadership Conference of OEA, Houston, TX.

McLean, G. N. (1978, December 2). Project BORN FREE: Removing sex stereotyping among elementary teachers. American Vocational Association, Dallas, TX.

McLean, G. N. (1978, December 3). Improving the image of business education. American Vocational Association, Dallas, TX.

McLean, G. N. (1979, December 9). Concepts in clerical studies. American Vocational Association, Anaheim, CA.

McLean, G. N. (1980, April 20). Morality in the office--or what do I do now? National Leadership Conference of OEA, Minneapolis, MN.

McLean, G. N. (1980, November 5). Research needs in business education. Delta Pi Epsilon National Research Conference Keynote Address, Minneapolis, MN.

*McLean, G. N., Baldridge, K., Gramling, D., & Gilchrist, O. (1981, April 14). Sexual harassment of males and females in the office. American Educational Research Association, Anaheim, CA.

McLean, G. N. (1984, December 2). A critique of Linda Ann Cochran Slaugh's *Perceived barriers to implementing Florida's competency-based business education curriculum*. American Vocational Association, New Orleans, LA.

McLean, G. N. (1985, April 12). The future of higher education in the church. Higher Education Conference, RLDS Church, Independence, MO.

McLean, G. N., & Mannan, A. (1985, September 5). Managing for excellence in Bangladesh. Executive Development Programme Seminar of the Bangladesh Petroleum Corporation and the World Bank, Chittagong.

McLean, G. N., & Mannan, A. (1985, September 7). In search of excellence in Bangladesh management. Institute for Cost and Management Accountants of Bangladesh, Chittagong.

McLean, G. N., & Nag, A. B. (1985, September 8-9). Managerial decision-making: What are the options? Executive Development Programme Seminar of the University of Chittagong and the World Bank, Chittagong.

McLean, G. N., & Islam, M. M. (1985, September 10-11). Employee motivation: What works? Executive Development Programme Seminar of the University of Chittagong and the World Bank, Chittagong.

McLean, G. N. (1985, September 13). Bangladesh experiences with a model for management development. National Conference on Entrepreneurship and Management Development, Chittagong.

McLean, G. N. (1986, August 11). Is keyboarding for everyone? Conference on Innovative Applications of Microcomputer Technology in Vocational Education, St. Paul, MN.

*McLean, G. N. (1986, October 25). Keyboarding is for everyone. 4th Annual Closing the Gap Conference: Microcomputer Technology for Special Education and Rehabilitation, Bloomington, MN.

*McLean, G. N., Pakenham-Walsh, S., & Schmidt, R. (1986, November 10). Improving the quality of management processes at Zytec: A change process for senior management. First Conference of the OD Network, Dearborn, MI.

*McLean, G. N. (1987, April 22). Lessons learned from involvement in a management education and training project in Bangladesh, as part of a symposium on "Lessons Learned from International Vocational Education Experiences," American Educational Research Association, Washington, DC.

McLean, G. N. (1987, April 23). An assessment of executive development programs and case writing in Bangladesh. Bangladesh Management Education and Training Project Comprehensive Conference, Champaign, IL.

*McLean, G. N. (1987, September 22). Organizational changes: What can we expect from quality management and productivity improvement efforts. American Society for Performance Improvement Conference, St. Louis Park, MN.

*McLean, G. N., Pakenham-Walsh, S., & Shertz, R. (1987, December 4). The right way up: An evolving model for quality improvement. Second Conference of the OD Network, Dearborn, MI.

*McLean, G. N. (1988, May 25). The emergence of the case study method in management education in Bangladesh. Fifth International Conference of Case Method Research and Case Method Application, Waltham, MA.

McLean, G. N. (1988, October 14). Developing indigenous management theory: A status report. Annual meeting of the University Council of Training and Development Research, Atlanta, GA.

*McLean, G. N. (1988, October 22). An assessment of management development in Bangladesh. Eleventh National Third World Studies Conference, Omaha, NE.

*McLean, G. N., Persico, J. Jr., & Harwood, W. (1988, December 1). Leadership development--An essential component in the Improving the Quality Management Process (IQMP). Third Conference of the OD Network, Dearborn, MI.

McLean, G. N. (1989, January 23). Occupationally relevant writing skills. Science Research Associates/Pergamon Basic Skills Conference, Minnetonka, MN.

McLean, G. N. (1989, March 15). Recommendations for future management development activities in Bangladesh. Bangladesh Management Education and Training Project Comprehensive Conference, Champaign, IL.

Sullivan, R., & McLean, G. N. (1990, May). The essential competencies for organization development professionals. The Organization Development Institute Annual Conference, Chicago, IL.

Yang, J. C., & McLean, G. N. (1991, October 11). Instructional role of trainers in the Republic of Korea: Expertise, competencies, and ethical issues. Annual Conference of the University Council for Research in Human Resource Development, St. Paul, MN.

McLean, G. N. (1991, October 25). The dilemmas in conducting faculty reviews. National Conference sponsored by the Sacramento Area Council for Total Quality, Sacramento, CA.

(with K.J. Dooley & J.C. Anderson) Training and education for continuous quality improvement. Institute of Technology National Conference, "Inventing Tomorrow." Minneapolis, MN, May 8, 1992.

Persico, J. Jr., & McLean, G. N. (1992, May 19). A comparison of socio-technical systems and quality improvement approaches to the transformation of U.S. Industry. 22nd Annual Information Exchange of the Organization Development Institute, Williams Bay, WI.

McLean, G. N., & Anderson, L. D. (1992, October 16). Partnering for the improvement of human resource development in Japan and the United States. University Council for Research in Human Resource Development, Austin, TX.

McLean, G. N. (1993, May 26). Cross-college Professional Certificate in Continuous Quality Improvement: Process, barriers, and driving forces. 47th Annual Quality Congress, American Society for Quality Control, Boston, MA.

McLean, G. N., & Condon, M. (1993, October 4). Continuous quality improvement as organizational cultural change. International Assessment Conference, Minneapolis, MN. (Repeated on October 5, 1993.)

McLean, G. N. (1994, January 20). A systems perspective to human resource development for college union staff. Association of College Unions, International Seminar, St. Paul, MN.

*McLean, G. N. (1995, March 5). Advancing the profession through journals: The editor-author-profession partnership--*Human Resource Development Quarterly*. Academy of Human Resource Development Annual Conference, St. Louis, MO.

McLean, G. N. (1995, May 3). A quality perspective on social systems: Past, present, future. 3M Quality Management Services Networking Conference, Minneapolis, MN.

*McLean, G. N. (1995, June 7). Implications of human resource development research for practice. American Society for Training and Development Annual Conference, Dallas, TX.

McLean, G. N., & Page, G. (1995, October 2). The action research model in congregational consulting. Congregational Consulting Conference, Independence, MO.

*McLean, G. N. (1996, March 1). Refereed journals: The cornerstone of a developing profession. Academy of Human Resource Development Annual Conference, Minneapolis, MN.

McLean, G. N. (1996, March 1). Practicing organization development. Food N' Thought Lead Discussant. Academy of Human Resource Development Annual Conference, Minneapolis, MN.

*McLean, G. N. (1996, June 5). 360 degree feedback: Does it belong in the practitioner's toolkit? American Society for Training and Development International Conference, Orlando, FL. (Quotes included in: Lancaster, H. (1996, July 9). Performance reviews are more valuable when more join in. *Wall Street Journal*, p. 1.

McLean, G. N. (1996, October 1). Downside of the upside: Consequences of traditional reengineering. Annual Conference of North American Veterinary College and Hospital Administrators, Minneapolis, MN. (invited keynote speaker)

*McLean, G. N. (1997, March 7). The role of the *Human Resource Development Quarterly* in shaping the HRD profession: An eight-year perspetive. Academy of Human Resource Development 1997 Conference, Atlanta, GA.

*McLean, G. N. (1997, March 7). The essential competencies for internal and external OD consultants: Present and future. Academy of Human Resource Development 1997 Conference, Atlanta, GA.

McLean, G. N. (1997, March 17). HRD prospects and issues in Asia from a North American perspective. Institution-wide presentation at National Institute of Development Administration, Bangkok, Thailand.

McLean, G. N. (1997, March 18). Continuous quality improvement. Public presentation sponsored by National Institute of Development Administration, Bangkok, Thailand.

McLean, G. N. (1997, March 18). Systems thinking and organizational learning. Public presentation sponsored by National Institute of Development and Administration, Bangkok, Thailand.

McLean, G. N. (1997, May 20). The need for an indigenous approach to management development in Bangladesh. Presentation at the annual conference of the American Society for Training and Development, Washington, DC.

McLean, G. N. (1997, May 22). 360-degree feedback: A fad or an essential HRD tool? Annual conference of the American Society for Training and Development, Washington, DC.

McLean, G. N. (1997, July 25). The role of refereed journals in human resource development. International Management Development Association conference, Chonju City, Korea.

*Tolbert, A. S., McLean, G. N., & Myers, R. C. (1998, March 19). Creating the multicultural learning organization (MLO). Conference on Interdisciplinary Theory and Research on Intercultural Relations, Fullerton, CA. Also presented at the International Federation of Training and Development Organizations conference, with major revisions, in Dublin, Ireland, July 20, 1998.

McLean, G. N. (1998, March 4). Indigenization of management practices. Keynote for pre-conference workshop on International Human Resource Development at Academy of Human Resource Development conference, Chicago, IL.

McLean, G. N., et al. (1998, March 4-5). Globalization: Simulations in multicultural HRD, preconference workshop at Academy of Human Resource Development conference, Chicago, IL. Led group of 11 University of Minnesota Students in developing simulation for Global Organization Development Assessment.

McLean, G. N. (1998, February). Foundations of human resource development, National Institute of Development Administration workshop.

McLean, G. N. (1998, February). The role of human resource development in a time of economic crisis, Chulalongkorn University, Bangkok, Thailand.

McLean, G. N. (1998, February). Vocational education in the United States, Rohilkind University, Bareilly, India.

McLean, G. N. (1998, February). Higher education as a learning organization, Rohilkind University, Bareilly, India.

McLean, G. N. (1998, February). Editing refereed journals, National Institute of Development and Administration workshop, Bangkok, Thailand.

McLean, G. N., Becker, K., Kaynak, E., & Uysal, M. (1998, June 4). Meet the editors. International Management Development Association 7th Congress, Santo Domingo, Dominican Republic.

McLean, G. N. (1999, January 6). Management: Is it the same the world over? INSEP (France) Consulting Conference, Minneapolis, MN.

McLean, G. N., & 5 others. (1999, July 2). Meet the Editors (Panel). International Management Development Association 8th Congress, Monterey, CA.

*McLean, G. N., & Kamau, D. (1999, September 23). Human resource development and vocational and technical education at Kenyatta University, Kenya. European Educational Research Association Conference, Lahti, Finland.

McLean, G. N. (2000, January 25). Organization development: What is it and how can it help us? Arabian Society of Human Resource Management, Dhahran, Saudi Arabia.

McLean, G. N. (2000, June 6). Creating a global learning organization. Arabian Society for Human Resource Management, Dhahran, Saudi Arabia.

McLean, G. N. (2000, October 3). The use of 360-degree feedback in development and performance appraisal. University of Luton Human Resource Management Distinguished Speaker Series, Luton, United Kingdom.

McLean, G. N., & McLean, L. D. (2000, October 5). If we can't define HRD in one country, how can we define it in an international context? Economic and Social Research Council Research Seminar Series, Kingston Business School, Kingston University, Kingston, United Kingdom.

McLean, G. N. (2000, October 6). Human resource development as a factor in the inevitable move to globalization. University Forum of HRD, London Guildhall University, London, United Kingdom.

McLean, G. N. (2000, October 21-23). Creating the global learning organization. Presented three times for The Saudi Amiantit Group, Damman, Saudi Arabia.

McLean, G. N. (2000, October 24). Creating the global learning organization. The Institute of Industrial Management and Information Technology, Dhahran, Saudi Arabia.

McLean, G. N. (2000, December 16). Getting published in the HRD field. Ninth World Business Congress of the International Management Development Association, San Jose, Costa Rica.

*Akaraborworn, C. T., & McLean, G. N. (2001, January 27). The changing roles of HRD in Thailand during the current economic crisis. Second Conference on HRD Research and Practice across Europe 2001, Enschede, The Netherlands.

McLean, G. N., & 5 others. (2001, January 27). The future of HRD in Europe. Second Conference on HRD Research and Practice across Europe 2001, Enschede, The Netherlands. (panel presentation)

McLean, G. N. (2001, April 17). Creating an employee survey. Presented to the Training and Career Development and Organization Improvement and Effectiveness Divisions of Saudi Aramco, Dhahran, Saudi Arabia.

McLean, G. N. (2001, October 9). Issues with globalization: HR's role. Keynote address presented at the 6th international conference of the Arabian Society for Human Resource Management, Manama, Bahrain.

McLean, G. N. (2002, May 15). The role of the university in the reform of schools in Kyrgyzstan. Convocation for the 50th Anniversary of the Founding of Arabaev Kyrgyz State Pedagogical University, Bishkek, Kyrgyzstan.

McLean, G. N. (2002, May 27). Creative fund-raising for school administrators. Educational Management Seminar for School Administrators, Osh Higher Pedagogical Institute, Osh, Kyrgyzstan. (Repeated on June 7, 2002, in Bishkek)

Shin, B., & McLean, G. N. (2002, May 27). What is critical thinking and what value is it to a chool director in the Kyrgyz Republic. Educational Management Seminar for School Administrators, Osh Higher Pedagogical Institute, Osh, Kyrgyzstan. (Repeated on June 7, 2002, in Bishkek)

McLean, G. N. (2002, August 7). National human resource development: Implications for Korean educational policy and practice. Korean Educational Development Institute, Seoul, Korea.

McLean, G. N. (2002, August 8). Journeys through human resource development: Case studies in the U.S. SK Corporation Learning Center, Seoul, Korea.

McLean, G. N. (2002, August 12). A journey through career development: A case study at Boston Scientific. Korean Research Institute for Vocational Education and Training, Seoul, Korea.

McLean, G. N., & Coleman, M. (2002, October 5). Conflict within teams emerging from a strategic planning process. North American Case Research Association Conference, Banff, Alberta, Canada.

McLean, G. N. (2002, October 27). The use of full-circle feedback in management development and performance appraisal. Preconference workshop at the Asian Region conference of the Academy of Human Resource Development, Bangalore, India.

McLean, G. N. (2002, October 27). Human resource development: Trends from a global perspective. Inaugural Keynote Address of the Asian Region conference of the Academy of Human Resource Development, Bangalore, India.

McLean, G. N. (2002, October 28). Issues with globalization: Human resource development's role. National Human Resource Development Network, invited speaker, Bangalore, India.

McLean, G. N. (2002, December 14). Overview of U.S. higher education. Open Society Institute Fellows Orientation, Budapest, Hungary.

Lee, M., McLean, G. N., & Swanson, R. A. (2003, February 26). Defining HRD and its implications for HRD research. Emerging Research Class at Academy of Human Resource Development Conference, Minneapolis, MN.

Azevedo, R., & McLean, G. N. (2003, March 2). The direction of HRD theory. Food "n Thought, Academy of Human Resource Development International Conference, Minneapolis, MN.

Squillaci, C., Russ-Eft, D., Hatcher, T., Rocco, T., Dirkx, J., Ellinger, A., & McLean, G.N. (2003, March 2). Trying to get published? How to convert your dissertation into a manuscript for journal publication. Innovative Session, Academy of Human Resource Development International Conference, Minneapolis, MN.

McLean, G. N., Bartlett, K., & Cho, E. S. (2003, April 17). Human resource development as national policy: Republic of Korea and New Zealand. Pacific Circle Consortium Annual Conference, Minneapolis, MN.

McLean, G. N. (2003, June 10). Challenges facing HRD in the USA. Japan Society for Human Resource Management, Tokyo, Japan.

McLean, G. N. (2003, July 23). Directions in HRD research. Universiti Putra Malaysia, Serdang, Malaysia.

McLean, G. N. (2003, November 26). Business-driven HRD/HRM. Dhurakijpundit University, Bangkok, Thailand.

McLean, G. N. (2003, November 29). Trends and Innovations in Human Resources in the United States. Thai Civil Service Commission Training Institute Workshop for Senior Management, Bangkok, Thailand.

McLean, G. N. (2003, November 29). An Assessment of the HR Balanced Scorecard Approach. Thai Civil Service Commission Training Institute Workshop for Trainers, Bangkok, Thailand.

McLean, G. N. (2003, November 30). Writing a research article. Preconference workshop (half-day), 2nd Asian Regional Conference of the Academy of HRD, Bangkok, Thailand.

McLean, G. N. (2003, November 30). National HRD: Why countries can't do without it! Opening Keynote Address, 2nd Asian Regional Conference of the Academy of HRD, Bangkok, Thailand.

Ahn, Y. S., & McLean, G. N. (2003, December 1). Regional HRD: A case for Busan City. AHRD Second Asian Regional Conference, Bangkok, Thailand.

Azevedo, R., McLean, G. N., & Akbere, M. (2004, March 7). The role of theory in HRD. Food 'N Thought Presentation, AHRD International Conference, Austin, TX.

McLean, G. N. (2004, April 12). Preparing for global assignments. Full-day workshop sponsored by the Arabian Society for Human Resource Management, Dhahran, Saudi Arabia.

McLean, G. N. (2004, April 13, 14). Myths and realities of HRM and HRD practices. Half-day repeated workshop sponsored by the Arabian Society for Human Resource Management, Dhahran, Saudi Arabia.

McLean, G. N. (2004, April 22). HRD/HRM: How do we know how well they work? Management Centre Europe 04 Conference, Seville, Spain. (Presented twice.)

McLean, G. N. (2004, May 10). How to improve employee retention and minimize training time. A half-day workshop presented by videoconferencing, King Faisal Specialty Hospital and Research Centre, Riyadh, Saudi Arabia.

McLean, G. N. (2004, June 3). Human resource development as national policy: What it means for a country like Taiwan. University-wide presentation at Yuan-Ze University, Taoyuan, Taiwan.

McLean, G. N. (2004, June 8). Developing and using competencies in management development. Civil Service Commission of the Republic of China, Taipei, Taiwan.

McLean, G. N. (2004, July 29). An introduction to organization development: What is it? Sun Yat Sen Visiting Delegation of Executives from Ghuangzhou, PRC, China Center, University of Minnesota, Minneapolis, MN.

McLean, G. N. (2004, August 2). An introduction to organization development: Why do we need it? Sun Yat Sen Visiting Delegation of Executives from Guangzhou, PRC, China Center, University of Minnesota, Minneapolis, MN.

McLean, G. N. (2004, August 10). Key issues facing faculty on U.S. campuses. Eurasian Junior Faculty Development Program Orientation, University of Minnesota, Minneapolis, MN.

McLean, G. N. (2004, September 1). Planning and organizing work. A half-day workshop presented by videoconferencing, King Faisal Specialty Hospital and Research Centre, Riyadh, Saudi Arabia.

Karimov, M., Tynaliev, U., Maksutova, K., & McLean, G. N. (2004, October 29-30). The Bologna Declaration and its implications for higher education in Kyrgyzstan. Muskie Fellows Regional Workshop for Curriculum Developers, Bishkek, Kyrgyzstan.

Tynaliev, U., & McLean, G. N. (2004, November 10). Curriculum planning and development from a U.S. perspective. Workshop for institute directors at Arabaev Kyrgyz State Pedagogical Institute, Bishkek, Kyrgyzstan.

McLean, G. N. (2004, November 20). HRD: How do we know how well it works? Academy of Human Resource Development, Asian Chapter, Preconference, Seoul, Korea.

McLean, G. N. (2004, December 12). Strategic directions in human resources. Workshop for managers at Saudi Aramco, Dhahran, Saudi Arabia.

McLean, G. N. (2005, February 23). HRD as national policy: An overview. Preconference of the Academy of Human Resource Development annual conference, Estes Park, CO.

McLean, G. N., & Cho, E. S. (2005, February 23). NHRD as national policy: Republic of Korea. Preconference of the Academy of Human Resource Development annual conference, Estes Park, CO.

Kuo, M. H., & McLean, G. N. (2005, February 24). The history and status of NHRD in the Republic of China (Taiwan). Preconference of the Academy of Human Resource Development annual conference, Estes Park, CO.

Azevedo, R., McLean, G. N., & Akdere, M. (2005, February 26). Continuing the search for HRD theory. Food and Thought, Academy of Human Resource Development annual conference, Estes Park, CO.

McLean, G. N. (2005, May 10). An introduction to organization development: What is it and how does it help organizations? Sun Yat-Sen Business Executive Training Program Delegation, University of Minnesota China Center, Minneapolis, MN.

McLean, G. N. (2005, June 14). Innovations needed in HRD to maintain viability in civil service organizations. National Civil Service Institute, Taipei, Taiwan.

McLean, G. N. (2005, June 16). HRD/HRM: How can we know how well we are doing? Guest lecture in EMBA course, Yuan-ze University, Tiaoyuan, Taiwan.

McLean, G. N. (2005, June 16). Innovative direction of HRD theory and practice. Taipei University Department of Business Administration Graduate Programs, Taipei, Taiwan.

McLean, G. N. (2005, July 29). Creating effective human resource organizations. Guangzhou HR Salon monthly meeting, Guangzhou, PRC.

McLean, G. N., & McLean, L. D. (2005, August 3). Developing and using competencies in management development in three U.S. organizations. Keynote presentation at the annual conference of the Japan Society for Human Resource Management, Tokyo, Japan.

McLean, G. N. (2005, September 25). Organizational change and management strategy to meet global competition: U.S. approaches. National Executive Forum (VMTA), Ningbo, PRC.

McLean, G. N. (2005, September 28). International human resource development experiences and lessons learned. Human Resources Organization, Al-Akhawayn University, Ifrane, Morocco.

McLean, G. N. (2005, September 29). National and international perspectives in developing human resources: An overview. Opening presentation for the Conference on Developing Human Resources in the Moroccan National Contact. Al-Akhawayn University, Ifrane, Morocco.

McLean, G. N. (2005, December 3). An introduction to organization development: How it applies to Asia. Preconference workshop, Asian Academy of Human Resource Development Conference, Taipei, Taiwan.

McLean, G. N. (2005, December 4). My view of HRD around the world. Presentation to Global HRD Preconference, Asian Academy of Human Resource Development Conference, Taipei, Taiwan.

McLean, G. N. (2005, December 4). Writing and publishing research in HR. A four-part day-long workshop at the Asian Academy of Human Resource Development Conference, sponsored by the National Civil Service Institute, Taipei, Taiwan.

Wooddall, J., McLean, G. N., & Osman-Gani, A. (2005, December 5). Publishing in AHRD journals. Asian AHRD Conference, Taipei, Taiwan.

Tseng, C. C., & McLean, G. N. (2005, December 6). Entrepreneurship development in Taiwan. Asian AHRD Conference, Taipei, Taiwan.

(Work-in-progress)

McLean, G. N. (2006, January 25). Leadership's response to a changing environment. Industrial Security Organization, Saudi Aramco, Dhahran, Saudi Arabia.

McLean, G. N. (2006, February 10). An overview of organization development: What is it and how can it help organizations? Keynote Address, Human Perspectives International annual conference, Bogota, Colombia.

McLean, G. N. (2006, February 23). National human resource development in the context of the labor movement. Innovative Session, AHRD annual conference, Columbus, OH.

McLean, G. N. (2006, February 24). Integrating performance and critical paradigms in HRD: Innovative session, AHRD annual conference, Columbus, OH.

McLean, G. N. (2006, February 24). National human resource development: Human and social development. International mega-session, AHRD annual conference, Columbus, OH.

McLean, G. N. (2006, February 24). Conceptual/theoretical frameworks in research. Innovative Session, AHRD annual conference, Columbus, OH.

McLean, G. N. (2006, February 24). Harry Potter as metaphor for human resource development. Food 'n Thought Session. AHRD annual conference, Columbus, OH.

McLean, G. N. (2006, February 25). Organization development: An emerging model. Food 'n Thought Session. AHRD annual conference, Columbus, OH.

McLean, G. N. (2006). HRM/HRD: Myths and realities. Yuan-Ze University, Tao-Yuan, Taiwan, March 7; National Chung Cheng University, Chia-Yi, Taiwan, March 23.

McLean, G. N. (2006, March 8). Participating in an international field study trip to the PRC. Yuan-ze University, Tao-Yuan, Taiwan.

McLean, G. N. (2006). An overview of organization development: What is it and how can it help an organization? 104 Company, Taipei, Taiwan, March 8; National Chung Cheng University, Chia-Yi, Taiwan, March 14; repeated, March 15.

McLean, G. N. (2006). Writing and publishing academic research. National Chung Cheng University, Chia-Yi, Taiwan, March 15; repeated, March 16.

McLean, G. N. (2006, March 21). Lifelong learning in the context of changing organizational cultures. National Chi-Nan University, Pu-Li, Taiwan.

McLean, G. N. (2006, March 27). Knowledge management as an organization development intervention and why organizations need both. National Tsing Hua University, Hsin-Chu, Taiwan.

McLean, G. N. (2006, April 17). Korea and women's development: An NHRD perspective. Korean Women's Development Institute, Seoul, Korea.

McLean, G. N. (2006, April 19). Developing a graduate curriculum in HRD. Chung-Ang University, Seoul, Korea.

McLean, G. N. (2006, April 19). Trends in HRD around the world. 5th Education Human Resource Forum, Korea Human Resource Research Center, Education Research Institute, Seoul National University, Seoul, Korea.

McLean, G. N. (2006, April 24). Strategies for developing and completing a doctoral dissertation. University of Limerick, Limerick, Ireland.

McLean, G. N. (2006, April 24). Writing for academic journals. University of Limerick, Limerick, Ireland.

McLean, G. N. (2006, April 24). National HRD: The emergence of a new perspective in HRD. University of Limerick, Limerick, Ireland.

McLean, G. N. (2006, May 6). An overview of organization development: What is it and why is it important for organizations? Colloquium at the International Adult and Continuing Education Hall of Fame conference, Dallas, TX.

McLean, G. N. (2006, May 16/May 21). Emerging horizons in HRD: Research to practice. Faculty workshop at National Institute for Development Administration, Bangkok, Thailand, May 16; repeated at Burapha University, Bang Saen, Thailand, May 21.

McLean, G. N. (2006, May 17; May 27). Expanding the concept of HRD to health, community, and social development. Workshop for Social Sciences and Humanities Faculty, Mahidol University, Salaya, Thailand. Also presented at the Conference for the 10th Anniversary of the Graduation of NIDA HRD5, Bangkok, Thailand.

McLean, G. N. (2006, May 17). Return on investment (ROI): Is it an effective way to measure human resources' value added? Workshop for Social Sciences and Humanities Faculty, Mahidol University, Salaya, Thailand.

McLean, G. N. (2006, May 17). Human capital theories and practices: Gaining competitive advantage through national HRD. Workshop for Social Sciences and Humanities Faculty, Mahidol University, Salaya, Thailand.

McLean, G. N. (2006, May 18). Innovations needed in HRD to maintain civil service viability. Institute for Good Governance Promotion, NIDA, Bangkok, Thailand.

McLean, G. N. (2006, May 22). Graduate curricula in HRD in Thailand. Workshop for HRD faculty, Burapha University, Bang Saen, Thailand.

McLean, G. N. (2006, May 22). Thai pride through HRD. Workshop for HRD faculty, Burapha University, Bang Saen, Thailand.

McLean, G. N. (2006, May 22). Graduate curricula in HRM in Thailand. Workshop for HRM faculty, Burapha University, Bang Saen, Thailand.

McLean, G. N. (2006, August 13). ODC curricula, courses, competencies. ODC Professional Development Workshop, Academy of Management Conference, Atlanta, GA.

B. Regional Scope

McLean, G. N. (1974, April 27). Improving instruction in typewriting. Manitoba and Saskatchewan Busi-ness Education Conference, Regina, Saskatchewan, Canada.

McLean, G. N. (1974, December 27 and 28). The status of business education in Minnesota. North-Central Business Education Association, Chicago, IL.

McLean, G. N. (1976, June 27). Whereto in business education in Minnesota? North-Central Business Education Association, Indianapolis, IN.

McLean, G. N. (1982, April 3). Research in business ethics. Delta Pi Epsilon (Beta Beta Chapter) Annual Research Conference, St. Louis, MO.

McLean, G. N. (1982, April 24). Time management. North Central Business Education Association, Milwaukee, WI.

McLean, G. N. (1984, July 1). Volunteer leadership. North Central Regional Conference, RLDS Church, Cedar Rapids, IA.

McLean, G. N. (1984, July 1). Time management. North Central Regional Conference, RLDS Church, Cedar Rapids, IA.

McLean, G. N. (1986, June 29). Using case studies in the business class. Third Annual Conference of Commerce Faculty of Affiliated Colleges in Bangladesh, Dhaka, Bangladesh. Repeated at same conference in Rajshahi, Bangladesh, July 2, 1986.

McLean, G. N. (1986, December 10). Training in the age of technology. 1986 Upper Midwest Computer Symposium for Local Government, St. Cloud, MN.

*McLean, G. N., & Pakenham-Walsh, S. (1987, April 10). An in-process model for improving quality management process (IQMP). Western Academy of Management, Hollywood, CA. (Received "Outstanding Paper" Award)

McLean, G. N. (1987, April 29). Does the church make a difference at work? Annual Convocation of United Theological Seminary of the Twin Cities, New Brighton, MN.

*McLean, G. N. (1987, October 5). OD's role in quality management and productivity improvement. ASTD Region 6 Conference, Minneapolis, MN.

McLean, G. N. (1987, November 18). Overcoming computer fears for beginners. Computer Symposium for Local Governments Throughout the Upper Midwest, Brainerd, MN. Repeated in Alexandria, MN, November 2, 1988.

McLean, G. N. (1988, January 17-18). Entrepreneurial development in Bangladesh. Executive Development Seminar sponsored by Rajshahi University, Rajshahi, Bangladesh.

McLean, G. N. (1988, September 6). Current practices in performance appraisal: A review of the literature. North Central Deming Management Forum, Bloomington, MN.

McLean, G. N. (1989, February 7). Educating for quality management and productivity improvement. Fifth Annual Midwest Engineers Conference and Exposition, St. Paul, MN.

*McLean, G. N., & Persico, J. Jr. (1990, March 30). An updated view of a model of implementing a quality and productivity system: Total quality management process (TQMP). Western Academy of Management, Salt Lake City, UT.

C. State Scope (See details at end of CV.)

127 presented throughout Minnesota and in Iowa, Florida, Michigan, Missouri, Wisconsin, Tennessee, and Bangladesh. Topics cover a broad range, including the areas of Special Needs, Alternative Shorthand Systems, Shorthand and Typewriting Methods, Career Education, Accountability, Individualized Instruction, Business Communications, Small Group Processes, Office of the Future, Word Processing, Model Office, Competitive Events, Teacher Certification, Personal Development, Capstone Programs in Office Education, Time Management, Teacher Ethics, Articulation, Secretarial Ethics, Teaching Secretarial Ethics, Keyboarding, Sexual Harassment, Training and Development, Business Education Equipment Trends and Selection, Staff Development for Sex Equity, Organization Development, International Consulting, International Training and Development, Use of Case Studies, Team Building, continuous quality improvement, basic education in the workplace, diversity, and international OD and HRD.

D. Local Scope (See details at end of CV)

96 presented throughout Minnesota and in Ontario, Canada; Wisconsin; Ohio; Michigan; and Bangladesh. In addition to the topics listed above, other topics included: Research; Sexism; Vocational Student Organizations; Adult Education, Human Relations; Career Planning; Nonsexist Parenting; Parliamentary Procedures; Excellence in the Secretarial Profession; Congregational Use of Computers; Training and Development Research, Employment Opportunities, Evaluation, Internships; Organization/Management Development and Research in Bangladesh; Quality Management and Productivity Improvement; Keyboarding Software; International Consulting; Use of Case Studies; International Training and Development, and Funding Research.

E. Media Presentations

Copa, G., & McLean, G. N. The future of the Department of Vocational and Technical Education. KUOM Radio, July, 1986.
McLean, G. N. The training implications of the changing work force. KUOM Radio's "Talking Sense," January 16, 1990.
    McLean, G. N. School reform in Kyrgyzstan. Osh TV (private) and Evening Bishkek (Osh Branch), June 7, 2002.

Funded Research and Development Projects

Project	Dates	Source	Amount ($)
ulty indices and performance norms tasks 3	971	& City University of New Y	
C. R. Hopkins) Effectiveness of MO developing office decision-making edge of business fundamentals, and ss information 4-C-73	974	ate Dept. of Education IN (Matching)	
veness of MO, COE, and OP cours yee satisfaction and satisfactoriness s after graduation G-74-0089	975		
J. Lambrecht) Content & method ound & perceived competencies of sing teachers in MN and WI	977	of VoTech Ed. IN	
for providing services to the MN p rs & voc. ed. Systems relating to v six percent program MN/81/94-48		ate Dept. of Ed.	
for providing services to the MN p rs & voc. ed. Systems relating to v six percent program (phase 2) 14/T 2)		ate Dept. of Ed.	
er of keyboarding skills from electr iters to microcomputers		of VoTech Ed. IN	
ey of the effectiveness of organizat pment interventions		of VoTech Ed. IN	
ational perspectives and practices ir pment course development		South Project, Institute of In s, U of MN	
cteristics of "excellent" companies desh		sity Grants Commission of I 0 Tk.)	
D. Lange) Enhancing teacher perfor h elementary classes 84.168F, R16	990	Grant Category Award	
an-specific cases in public administ		my for Educational Develop	
ional upgrading of bilingual refuge lopmental grant	991	oundation	
ic planning for Korean School of N	991	Foundation	

′up seminar dissemination for educ		′e and Immigrant Assistance	
ling of bilingual refugee workers		ept. of Human Services	
assessment for a human resource d	992	Learning/College of Educa	
nic program in Japan			
′ional leadership in Kyrgyzstan	′004	′tate Dept. with U of MN Ma	
′ity in financial institutions		′ain Rauscher	
L			

Instruction

Funded Training/Development Projects

Business education for the educationally disadvantaged workshop, MN State Dept of Education, 1970 $2,030
Business education for the culturally different workshop, MN State Dept of Education, 1971   2,194
Executive development internships, Honeywell Corp., 1987-94   312,875
Governance internship, Minneapolis Teachers' Retirement Fund Assn., 1989   2,000
Bangladesh senior professors visitation grant, World Bank, 1989   1,250
Climate survey internships, Land O'Lakes, 1989   4,000
Management development internship, Personnel Decision, Inc. (PDI), 1989-present   276,287+
Consultant training internship, Process Management Institute, 1989-90   27,213
Human Resource Development Quarterly corporate sponsors
       1989, Audio King
1,000
       1994-7, Personnel Decisions, Inc.   4,000
       1994-5, UAW - GM
2,000
       1994-7, ASTD
64,000
       1994, Carlson Learning   500
       1994-6, Zenger Miller
3,000
1995, Arthur Andersen   9,000
       1996, Snappy Auto Rental
1,000
       1994-7, Jossey-Bass
6,000
New product technical training internship, American Medical Systems, 1990   10,700
Customer service and new product training internship, Woodworkers' Store, 1990   8,300
Customized training services internship, Minnesota State Board of Vocational Technical Educ., 1990   10,200
Marketing and Train-the-Trainer workshops in Poland, U.S. AID, through Land O'Lakes, 1992   3,070
Training effectiveness internship, Northern States Power Co., 1992, 1994-5, 1997   26,301
Quality transformation internship, Fidelity Products, 1992   3,750
Leadership continuum internships, 3M Company, 1992-3   67,000
Military Avionics Division human resources internship, Honeywell, MavD, 1992, 1995-6   25,219
Organizational assessment internship, Prism, 1994-5   23,400
Financial planning training internship, IDS (AmEx) Financial Services, 1994-5   12,000
Training internship, Medtronic, 1995
2,500
Leadership Development Program, St. Paul Co., 1996   1,875
Nuclear Plant Internships, NSP-Monticello, 1997   48,000
First Cohort, HRD Professional Certificate, Arabian Society for Human Resource Management, Dhahran,
       Saudi Arabia, 2000
157,627
Prairie Island Nuclear Generating Station Training Internships, NSP, 2000-2001   20,563
3M Learning Center - Performance Management Internship - 2002   2,700

TOTAL
$1,127,404+

Courses Taught (Courses listed BsEd are no longer offered.)

Courses marked with * were completely developed. Courses marked with ** were extensively revised. Complete and summary course evaluations are available for every course taught.

 A. Undergraduate

 **Beginning, Intermediate and Advanced Typewriting (BDE 1501, 1502, and
   1503
 *Office Management and Procedures (BDE 1508)
 **Office Machines (BME 1509)
 Beginning, Intermediate and Advanced Shorthand (BDE 1505, 1506, and
   1507)
 **Introduction to Business Education (BME 1504)
 **Teaching Typewriting (BME 3300)
 **Teaching Accounting and Data Processing (BDE 3301)
 Student Teaching (BDE 3603, 3604, 3605) including Human Relations
   Component
 **Principles of Business Communications (College of St. Catherine)

 B. Graduate:

 *Secondary Education for the Culturally Different (SeEd 5120)
 *Business Education for the Culturally Different (BsEd 5109)
 *Research and Methods in Teaching the Technical Business Subjects (BsEd
   5101)
 *Philosophy of Vocational Business and Office Education (BsEd 5113)
 Philosophy and Practices of Vocational Education (VoEd 5300)
 *Materials and Methods for a Simulated Office Course (BME 5154)
 **Materials and Methods in Office Education (BME 5157)
 *Office Management Techniques and Technology (BME 5158)
 **Organization and Supervision of Business and Marketing Education
   (BME 5351)
 **Coordination Techniques in Business and Marketing Education (BME
   5352)
 *Research and Methods in Teaching Typewriting (BME 5151)
 Working with Special Needs Students (VoEd 5800)
 *Organization Development in Industry and Business (VoEd 5760)
                (Taught during WInter, 1995, on Interactive Television)
 *Research Procedures in Business and Marketing Education (BME 5357)
 Research Procedures in Agricultural Education (AgEd 8001)
 **Teaching Entrepreneurship: Small Business Management (VoEd 5700)
 Occupational Experience (BME 5359)
 School Based (Field Based) Projects (BME 5600)
 Directed Study in Business and Marketing Education (BME 5900)
 Seminar: Research in Business, Marketing, and Economic Education
   (BME 8300)
 Internship: Business and Marketing Education (BME 8600)
 *Internship: Training and Development in Industry and Business
   (VoEd 5780)
 Problems: Business and Marketing Education (BME 8900)
 Program Developments in Business and Marketing Education (BME 5360)

*Individualizing Learning in Typewriting
*Vocational Student Organizations
*Methods and Materials for Personal Development (Also taught as
  VoEd 5100)
*New Office Technology
*Materials and Methods in Medical Office Services
*Methods and Materials for Teaching Forkner Shorthand
*Trends and Issues in Post-Secondary Business Education
*Specialized Office Programs
*Competency-Based Business Education
*Facilities and Equipment Planning for Post-Secondary Business
  Educ.
*Small Business Machines Repair
*Developing Student Leadership Through Group Dynamics
*Business Communications and Word Processing
*Improving Instruction in Shorthand
*Teaching Shorthand and Machine Transcription
*Teaching Small Business Management
*Competency Based Education Through Articulation (Taught as
  BOEE 5800 at UMD)
*Tests and Measurements in Business Education (Taught at Moorhead)
*Trends and Issues in Business Education (Taught at Moorhead)
*Individualizing Instruction in Business Education (Taught at
  Moorhead)
*Competency Based Vocational Education
*Sexism in Business and Distributive Education (Taught at Moorhead)
*Enhancing Student Self-Concept (Taught at Moorhead and as VoEd
  5100)
*Time Management (Also taught at Moorhead and as VoEd 5100)
*Motivating Students in the Business and Distributive Ed. Classroom
*Performance Testing in Business and Distributive Education
*Introduction to the Microcomputer
*Organization Development for School Administrators (Taught as VoEd
  5102)
*Case Study Methods for Vocational Education and Training (VoEd
     5100)
Training and Development/Human Resource Development: (Topic)/Special Topics (VoEd/HRD
     5770)
    *Management Training Practices
    *International Perspectives and Practices
    *Quality and Productivity Theories and Practices
    *Practices and Influences in Jamaica
    *Practices and Influences in Puerto Rico
    *Practices and Influences in The Bahamas
    *Motivational Training Practices
    *Advanced Seminar in Organization Development
    *Consulting in Business and Industry
    *Emerging Research in HRD
    *HRD's Roles in Mergers and Acquisitions
International Field Trip in HRD (HRD 5781) (HRD 5496)
    *Republic of Korea
    *Thailand
    *Netherlands
    *Taiwan

Course Proposals Developed But Not Taught

*Management of Conflict (VoEd 5762)
*Internship in Vocational Education (VoEd 5380)
Training and Development: (Topic) (VoEd 5770)
 *Career Development
 *Quality Circles
 *Using Published Instruments in Training and Development
 *Wellness as an Organization Development Intervention
 *Ethics in T & D
 *Improving Training Product Quality
 *Managing Training and Development
 *Using Team Building in Industry and Business
 *HRD's Role in Mergers and Acquisitions
Foundations of Work and Human Resource Education (WHRE 8141) (chaired committee)
Comparative Systems of Work and Human Resource Education (WHRE 8142) (on committee)

Degree Proposals Developed
MA in Training and Development
MEd in Training and Development

In lieu of the above degrees, proposals were developed as a committee member with training and development as a specialization in vocational education majors in the following degrees: MA, MEd, PhD, and EdD. Similarly, specialization focuses developed as committee member in International Vocational Education and Training.

A cross-college Professional Certificate in Continuous Quality Improvement was developed in 1992 and has been approved by the College of Education, the Institute of Technology, and the Carlson School of Management.

Supervised the conversion of all Training and Development courses, including all special topics courses, to regular courses in Human Resource Development, with an HRD rubric (1992).

M.Ed. in Human Resource Development (1991)
        B.S. in Human Resource Development (1996)
        MEd in Human Resource Development (Saudi Arabia) (2004)
        Developed proposal to convert WCFE to WHRE (2005)

C. In-Service Credit Only

  *Individualized Instruction in Office Skills (Minneapolis Schools)

D. Number of Courses Taught*

	1xxx, 3xxx		5xxx, 8xxx		Total	
	Courses	Credits	Courses	Credits	Courses	Credits
1969-70: On Campus	5	9	5	15	10	24
1970-71: On Campus	7	15	6	16	13	31
1971-72: On Campus	4	9	7	21	11	30
Off Campus			2	6	2	6
1972-73: On Campus	3	18	6	18	9	36
Off Campus			2	4	2	4
1973-74: On Campus	3	7	6	20	9	27
Off Campus			3	7	3	7
1974-75: On Campus	1	2	5	15	6	17
Off Campus			3	7	3	7
1975-76: On Campus	1	2	5	15	6	17
Off Campus			5	9	5	9

1976-77: On Campus	1	2	8	20	9	22
1977-78: On Campus	1	2	9	21	10	23
Off Campus			1	3	1	3
1978-79: On Campus	2	7	6	23	8	30
Off Campus			3	9	3	9
1979-80: On Campus	1	3	5	13	6	16
Off Campus			2	4	2	4
1980-81: On Campus	1	3	7	21	8	24
Off Campus			2	4	2	4
1981-82: On Campus	3	10	4	14	7	24
Off Campus			2	2	2	2
1982-83: On Campus	3	10	7	21	10	31
Off Campus			3	5	3	5
1983-84: On Campus	2	7	6	20	8	27
Off Campus			4	8	4	8
1984-85: On Campus	2	8	5	18	7	26
Off Campus			1	4	1	4
1985-86: On Campus	2	7	5	18	7	25
Off Campus			2	5	2	5
1986-87: On Campus	2	7	5	17	7	24
Off Campus			2	8	2	8
1987-88: On Campus	2	7	3	11	5	18
Off Campus			2	7	2	7
1988-89: On Campus	2	7	4	15	6	22
Off Campus			3	12	3	12
1989-90: On Campus	2	7	3	11	5	18
Off Campus			3	12	3	12
1990-91: On Campus	2	7	2	7	4	14
Off Campus			3	10	3	10
1991-92: On Campus			2	8	2	8
Off Campus			3	12	3	12
1992-93: On Campus	1	3	2	7	3	10
Off Campus			1	3	1	3
1993-94: On Campus			6	18	6	18
Off Campus			1	3	1	3
1994-95: On Campus			6	14	6	14
Off Campus			1	4	1	4
1995-96: On Campus			6	14	6	14
Off Campus			1	3	1	3
1996-97: On Campus			5	19	5	19
1997-98: On Campus			4	16	4	16
Off Campus			2	7	2	7
1998-99: On Campus			6	19	6	19
Off Campus			2	7	2	7
SUB-TOTAL QUARTER CREDITS						
	53	159	215	640	268	699
1999-00: On Campus			6	17	6	17
Off Campus			1	3	1	3
2000-01: On Campus			7	23	7	23
Off Campus			3	8	3	8
2001-02: On Campus			6	20	6	20
Off Campus			3	8	3	8
2002-03: On Campus			5	17	5	17
Off Campus			2	5	2	5
2003-04: On Campus			6	20	6	20
Off Campus			2	6	2	6

2004-05: On Campus	5	16	5	16
Off Campus	2	7	2	7
2005-6: On Campus				
Off Campus				
TOTAL SEMESTER CREDITS	48	150	48	150
TOTAL SEMESTER CREDIT EQUIVALENTS				
53 106 263	577	316	683	

*From 1981-2 through 1992-3, I taught VoEd 5780, Internship in Training and Development, every quarter for various credits; this course during this time, and independent/directed studies courses, are not included in the above table. Beginning in 1993-4, the internship is treated as a 4-credit course.

Evaluation of Instruction

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	Instructor-Developed Instrument (5-point scale)		MSC Instrument (7-point scale)		(5-point)	
Variable						
	Undergrad	Grad	Undergrad	Grad	U	G
Number of Sections Evaluated	17	34	9	50	3	13
Mean "Overall Teaching Ability"	4.4	4.7	6.1	6.3	4.9	4.6
Mean "Clearly Presented Subject Matter"	---	---	5.6	5.9	4.7	4.6
University-Wide Means*	---	---	4.5-5.3	---	---	
Vo-Tech Special Services Means	---	---	5.0-5.4**	3.9-4.5***		

*Taken from September, 1977 MiSCellany, p. 4. (Average of all items)
**Taken from 1981-2 Special Services Report. (Average of four sections on front page)
***Taken from 1989-90 Special Services Report.

Graduate Committees

A. Doctoral Papers Advised:

Not having Grad School FM Status prior to 1974, did not serve as a major advisor for a doctoral dissertation until then, but did share in a co-advising capacity on three dissertations:

Rose Reha. *A comparison of two procedures for developing production typewriting proficiency*. 1971. (with R. G. Price)

Mona Casady. *Job satisfaction of magnetic typewriter operators in word processing*. 1973. (with C. R. Hopkins)

Paul Kim. *An analysis of personal economic understanding developed in selected General College business economic courses*. 1973. (with C. R. Hopkins)

Advised:

Earl Synnes. *A comparison of typewriting skills and knowledge of business fundamentals developed through three different treatments*. 1976.

William Brunner. *Identification of system inputs and outputs for Minnesota two-year community college marketing programs*. 1977. (Co- chaired with M. K. Klaurens)

Norma Olson. *Kinesthetic sensitivity as a predictor of typewriting speed and accuracy*. 1978. (Awarded the only 1978 Robert E. Slaughter Award for outstanding research in business and distributive education and the 1980 Delta Pi Epsilon Award for the outstanding doctoral dissertation in business and distributive education.) (Article published in *Delta Pi Epsilon Journal*.)

Dennis Wubbena. *Importance and fulfillment ratings of secondary distributive education program evaluative criteria*. 1980. (Co-chaired with R. Ashmun) (Awarded the 1980-81 Epsilon Delta Epsilon Research Award for outstanding research in distributive education and Neal Vivian Research Award, 1981.)

John Persico, Jr. *Levels of conflict, worker performance, individual conflict styles, type of work, organizational characteristics and the external environment of the organization*. 1986.

Charles Corcoran. *Corporate philanthropy: Attitude of institutional shareholders, individual shareholders, and corporate philanthropy executives*. 1987.

Leslie Davison. *Effects of microcomputer vs. electric element type-writer instruction on straight copy and production keyboarding performance*. 1987. (Article published in *Journal of Education for Business.*)

Amy Tolbert. *Venezuelan culture assimilator: Incidents designed for training United States professionals conducting business in Venezuela*. 1990. (Article published in *International Journal of Intercultural Education*, 1995.)

Randel Carlock. *Organization development as a strategy for improving the organizational effectiveness of entrepreneurial firms*. 1991. (Published by Garland Publishing as *The need for organization development in successful entrepreneurial firms*, 1994.)

Charles Krueger. *Characteristics and perceived importance of competencies of plant managers in Minnesota and Wisconsin*. 1991. (Awarded the 1993 Delta Pi Epsilon Award for the outstanding doctoral dissertation in business education in 1991.) (Article published in *Delta Pi Epsilon Journal*.)

Barry Johansen. *Individual response to organizational change: A grounded theory*. 1991. (Awarded runner-up for 1992 National Research Award for Omicron Tau Theta.)

Nicasio Cruz-Capeles. *The development and evaluation of a course on strategies for quality management and productivity improvement*. 1991. (Ed.D.)

Susan DeVogel. *Ethical decision-making in organization development: Current theory and practice*. 1992. (Chapter based on thesis published in *Practicing organization development*, 1995, Pfeifer & Co.)

Gregg Taragos. *Effects of outdoor laboratory training and follow-up strategies on self-esteem and group climate among corporate employees*. 1993.

Sandra Johnson. *The status of valuing and managing diversity in Fortune 500 Manufacturing and Fortune 500 Service organizations: Perceptions of top human resource professionals*. 1994. (Awarded runner-up for 1995 Donald Bullock Award sponsored by the American Society for Training and Development.)

Teresa Harrell. *Professional integration of Indonesian graduate degree holders from U.S. colleges and universities in the fields of business administration, education, and engineering*. 1994.

Young-Sik Ahn. *Factors affecting work-group support for positive transfer of trained tasks to the job in a Korean organization*. 1994.

Jong-Cheul Yang. *Perceived competencies needed by HRD managers in Korea*. 1994.

Virginia Sue Zabel. *Self-defeating behavior in clergy, the systemic dynamics that maintain them, and the implications for seminary education*. 1994.

Stephen Okongwu. *Competency requirements for training and development instructors in the Nigerian petroleum industry for the 1990s*. 1995.

Gerald Franchere. *Leadership values for quality in a U.S. manufactur-ing organization: A grounded model*. 1995.

Duke Hamilton. *The impact of Twin Cities Opportunities Industriali-zation Center, Inc., job training education services, 1966-1995*. 1995. (Ed.D.)

Zarina Samsudin. *Development of instructional materials in Bahasa Melayu for Computers in Education curriculum in secondary schools in Penang, Malaysia*. 1995. (Ed.D.)

Dyane Drake. *A comparison of paper-and-pencil and computer-based versions of a certification exam*. 1996.

Sally Erickson-Weerts. *Characteristics of Graduates of Three Dietetic Training Programs*. 1997.

Judith Johnson. *The effect of nurse practitioner/physician teams on hospitalization rates in elderly nursing home residents compared with physicians only*. 1997.

Peter Kuchinke. *Leadership and culture: Work-related values and perceived leadership styles among one company's U.S. and German telecommunication employees*. 1997. (Co-advised with J. Brown) (Received 1998 Runner-up Award for Outstanding Dissertation from Academy of Human Resource Development, 1998 Outstanding Dissertation Award from International Society for Performance Improvement, and 1998 Outstanding Dissertation Award from the University Council for Workforce and Human Resource Education.) (Article based on dissertation published in *Human Resource Development International, 1*(3).)

Jamilah Othman. *Handling conflict with organizational members: The experience of Malaysian Malay women human resource managers in the banking and finance industry*. 1997.

Karen Smith Sellers. *Crossroads: Clergywomen thinking seriously about leaving church-related ministry*. 1997.

Eunsang Cho. *The roles of consultants in gainsharing firms and their impact on organizational performance*. 1997.

Susan Stanek. *The impact of extrinsic rewards on adult learning performance in independent study*. 1997.

Alexander Ardishvilli. *What is it like to be an independent HRD consultant?* 1998.

Anabel de Juan-Gomez. *The lived experience of Puerto Rican women in top management*. 1998.

Chiraprapha (Tan) Wattanapong. *The relationship between factors impacted by the current economic crisis and human resource development roles and functions in Thailand.* 2000.

Janet Polach. *Understanding the experience of college graduates during their first year of employment in a large corporate environment.* 2000. (Published as feature article in *Human Resource Development Quarterly*.)

Lihuei (Maggie) Sheung. *The business value of Internet commerce to an organization.* 2000.

Marjana Callery. *The status of training structure in Fortune 500 corporations*. 2000.

Jeanne Koenes. *After the injury: What is it like for injured nurses?* 2000.

Susan Madsen. *The effects of home-based teleworking on work and family conflict*. 2001.

Frances Good. *The impact of gender on types of verbal interactions in corporate training sessions*. 2001.

Siriporn Yamnil. *Factors affecting transfer of training in Thailand.* 2001.

Min-Hsun Christine Kuo. *The history of human resource development in Taiwan, 1950s-1990s.* 2001.

Soomi Ha. *Gender differences in organizational conflict in Korean organizations.* 2002.

Namhee Kim. *Career success orientation of Korean employees and their preferred organizational interventions influencing employee career development.* 2002.

Jules Beck. *What is it like to be an independent, international HRD consultant?* 2002.

Toby Marshall Egan. *Learning organization dimensions and motivation to transfer learning in large firm information technology employees.* 2002.

Lori Peterson. *Cultural assimilation by international business people: What is it like when the whole world is your home?* 2002.

Seong-O Bae. *Women's human capital investment in the United States.* 2002.

Marylin Talarico. *Manager as coach in a pharmacy benefit management organization: A critical incidents analysis.* 2002.

Louis Quast. *Motives patterns and managerial behavior.* 2003.

Taejo Lim. *Relationships among organizational commitment, job satisfaction, and learning organizational culture in one Korean private organization.* 2003.

John Muiru. *The lived experiences of adult literacy students in Kenya.* 2003.

Liudmila Mikhailova (Educational Policy and Administration. *The history of CIEE: Council of International Educational Exchange and its role in international education development: 1947-2002.* 2003. (Served as unofficial dissertation advisor with Josef Mestenhauser's illness.)

Duangduen Saetang. *Development of a measure of transformational and transactional leadership among public school principals in Thailand.* 2003.

Tien-chen Chien. *Intercultural training needs of U.S. business expatriates in Taiwan as perceived by U.S. expatriates and their Taiwanese colleagues.* 2004.

Daeseok Kang. *The impact of organizational justice and leader-member exchange quality on motivation to participate in training: Centered on the mediating effect of employees' perceived benefits of training.* 2004. (co-advisor with K. Bartlett)

Carol Pavlish. *Life stories of refugee women at Gihembe refugee camp in Byumba, Rwanda.* 2004.

John Cerrito. *Developing procedures for establishing content valid selection instruments.* 2004. (Ed.D.)

Brenda Kowske. *The role of teacher motivation in improving work through learning.* 2004.

Jennifer Lundblad. *Teamwork and safety climates in small rural hospitals.* 2004.

Marieke van Dijk. *Understanding the employee-organization relationship: A study measuring organizational commitment, psychological contracts, and captivation and identification in three government organizations.* 2004.

Billie Gray. *The experience of being a financial consultant and a person of color or Hispanic at ABC Financial Firm.* 2005.

Wei Zheng. *The impact of organizational culture, structure, and strategy on knowledge management effectiveness and organizational effectiveness.* 2005. (Co-advisor with B. Yang)(One of three finalists for 2005 Malcolm Knowles Dissertation of the Year Award, AHRD Conference, 2006)

Ying Wang Iverson. *U.S. business repatriates' adjustment experiences*. 2005.

Xiaohui Wang. *Relationships among organizational learning culture, job satisfaction, and organizational commitment in Chinese state-owned and privately-owned enterprises.* 2005. (Co-Advisor with B. Yang)

Helena Knorr. *Career advancement: What is the experience like for women who reach top management positions?* 2006. (Co-Advisor with Ken Bartlett)

Michael Smith. *Informing the customer service training process: Building on subject matter experts' knowledge and experience.* 2006. [published in 2007 as *Competing: Strategies to improve customer relationships through training.* Amsterdam: Verlag Dr. Muller. ISBN 978-3-8364-1874-4.]

Belinda Wee. *Career orientations of Singaporean expatriates based in the People's Republic of China and their perceptions of the determinants of their career success.* 2006.

Nadir Budhwani. *The role of HRD in the Ismaili community in Minnesota: An exploration.* 2006.

Zachary Mosoti. *The history and evolution of human resource development (HRD) in Kenya as it relates to technical and vocational education and training (TVET).* 2006.

Ha-young Woo. *Identification and validation of new employees' organizational socialization dimensions within a large bank in Korea.* 2006.

Jae-kyum Kim. *Action learning factors perceived by action learning participants in companies in South Korea.* 2007.

Nidhi Dhanju. *The perceived effectiveness of assessment centers for successful and unsuccessful participants for the selection of team leaders in an Indian call center: A case study*. 2007.

Lakeesha Ransom. *Shifting strategic paradigms: Assessing the determinants of a global mindset in a US-based diversified transnational corporation.* 2007.

Baek-kyoo Joo. *The impact of contextual and personal characteristics on employee creativity in Korean firms*. 2007. (Co-advisor with Baiyin Yang) (Received first runner-up for Malcolm Knowles Dissertation of the Year Award for AHRD, 2008)

Sohee Park. *Relationships among managerial coaching and outcomes of personal learning, organizational commitment and turnover intention*. 2007. (Co-advisor with Baiyin Yang)

Kshanika Anthony. *Towards defining executive competency around the world: What executives need to know.* 2007.

 B. Masters of Arts Papers Advised:

Janet Moors. *Simulated office: A method of teaching clerical practice to educationally disadvantaged students*. 1970. (Served as major advisor, unofficially)

Marilyn Rubald. *Change in attitudes of disadvantaged youth towards the world of work in cooperative programs and clerical procedures*. 1973.

Gwen Gentry. *An individualized learning packet in production type- writing for junior high school students*. 1973.

Mary Michels. *The skills and knowledges required of a legal secretary*. 1974.

Jeraldyne Terry. *The effectiveness of the cooperative on-the-job training programs at Minnetonka High School*. 1975.

Dorothy Arnold. *Self-instructional materials reviewing basic principles of English grammar*. 1975.

Lowell Allen. *Supplementary materials for use in a secondary simulated model office course*. 1975.

Jacquelyn Crawford. *A "women in management" curriculum based on a survey of women in middle management positions in Minneapolis/St. Paul*. 1976. (Subsequently published by Forkner Publishing Company.)

Wallace Larsen. *The effectiveness of office procedures, model office, and cooperative office education courses in preparing office workers as measured eight months after graduation*. 1976.

Lavonne James. *An accounting practice set based on a minority-owned small business*. 1976.

Leslie Froiland. *A six-week individualized course in written business communications*. 1977. (Subsequently published by Western Tape Co.)

Deborah Aurandt. *Instructional materials for medical secretaries*. 1978. (Subsequently published by Twin Oaks Publishing, Inc.)

John Magnuson. *An analysis of the types of form errors made by first year typewriting students on tables from rough draft copy*. 1979. (Article published in *Business Education Forum*.)

Connie Fluegel. *Task analysis of entry-level bookkeepers as perceived by entry-level bookkeeping employees and employers/ supervisors of Minnesota bookkeepers*. 1979.

June Anderson. *The effectiveness of model office, office procedures, and cooperative office education courses in preparing office workers as measured six years after graduation*. 1980.

Diane Gramling. *Sexual harassment of men in office positions in Minneapolis/St. Paul*. 1980.

Ernestine Ward. *A survey of employers' needs for clerical office workers in Nassau, Bahamas*. 1981.

Sheryl Medin. *Family-oriented company benefits in Minneapolis/St. Paul*. 1983.

Gary Kurtz. *Some variables impacting upon attitude toward quality circle participation*. 1985. (Plan A paper for M.A.I.R.)

Joan Toohey. *Computer based training: Desired attributes, advantages and disadvantages*. 1985.

Catherine Borden. *Trends in training: Their impact on competencies and curriculum*. 1986.

Scott Savage. *The need for creative techniques in career development with adults*. 1987.

Patricia Stillwell. *Computer-mediated communication for education*. 1987.

Roberta Ebbers. *Foreign-born workers in the United States: Workplace difficulties and training resources*. 1987.

Susan Newlin. *Factors associated with longevity of resident counselors in Nekton, Inc., group home facilities*. 1987.

Jeanne Larson. *A literature review of diagnosis in organization development, 1981-1986*. 1988.

La Vell Gold. *Why companies need good software documentation*. 1988.

Jule Kucera. *Cross-cultural training*. 1988.

Duke Hamilton. *The implications of partnerships between community-based organizations and traditional public vocational-technical institutions in assisting blacks in the attainment of self-sufficiency: A literature review*. 1988.

Mary Casey. *Relationship between managers' preferences for right or left brain thinking and rated performance on fifteen management dimensions*. 1988. (Plan B paper in Adult Education)

Margo Elvin. *An evaluation of field training administration at Onan Corporation, Minneapolis, Minnesota*. 1989.

Joanne Smith. *Effective promotional writing: A review and analysis of the literature to define a training model*. 1989.

Sandra Cryer Kocon. *A review of the literature on teacher induction*. 1989.

Debra Becker. *A Computers in Business curriculum for Park Center High School*. 1989.

Karen Hanson. *Assessment centers and their use in training and development*. 1989. (MAIR Plan B Paper)

Sally Blecha. *Development of a self-contained sales and sales management training needs assessment package*. 1990.

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Brian Carlsen. *Team dynamics: Literature review and unit development*. 1990.

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Angela Filer. *The development and testing of a training evaluation instrument for the Oldsmobile Customer Assistance Network*. 1990. (Industrial Education)

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Sue Zabel. *The development and implementation of a strategic planning model at United Theological Seminary of the Twin Cities: A case study*. 1991. (MSOD, Pepperdine University)

Steven Erickson. *Educational upgrading of bilingual refugee workers in Minnesota*. 1991. (Article published in *International Journal of Lifelong Learning*, 1993.)

Eija Korpela. *Cooperative learning and adults*. 1991.

Diane McNutt. *New college graduates' occupational expectation differences based on gender and race*. 1991.

Yaecob Sulamo. *Critical review of U.S. Multinational enterprises' expatriate selection criteria*. 1992. (MAIR)

Mary Litsheim. *Reflecting disability perspectives in the University of Minnesota (Twin Cities)*. 1993. (Received 1994 Delta Pi Epsilon Award for outstanding masters thesis.)

Lynn Anderson. *Partnering for the improvement of human resource development in Japan and the United States*. 1993.

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Christine Johnson. *The development of an instrument to measure behavioral norms within an organizational culture*. 1994. (Received 1995 Delta Pi Epsilon Award for outstanding masters thesis.)

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Marianne Lenz. *The role of HRD in the merger and acquisition process: Adding value and contributing to success.* BME (HRD). 2002.

Denise Gamble. *Reflections on the Regional Student Leadership Development Network using selective theoretical framework for education.* WCFE (HRD). 2005.

Nelda Njos La Licata. *Early attempts at employee training and development at Liaoyang Petrochemical Fiber Company*

(LYPEC), Liaoning Province, China: A pilot study. WCFE (HRD). 2005.

C. <u>Masters of Education Papers Advised</u>:

Edna Gutman. *Development of publicity brochures for business programs at Rochester Community College.* 1975.

Kaye Courtney. *A manual for an office procedures class without business machines.* 1975.

Jack Barron & Daniel Nelson. *Follow-up study of former students of South St. Paul High School with implications for business and distributive education.* 1975.

Darlene Voeltz. *The opinions of executives, secretaries, and teachers in the Rochester-Stewartville area on letter mailability.* 1975.

Wyman Johnson. *Slide-tape presentation of business education program at Shakopee Senior High School.* 1976. *Programmed instruction for bookkeeping.* 1977.

Patricia Kranz. *Form errors on letters typed by Typing I students.* 1978. (Article published in *Business Education Forum.*)

Karen Benzie. *Pro/Con: A data processing simulation.* 1978.

Katherine Baldridge. *Sexual harassment of women in office positions in Minneapolis/St. Paul.* 1979. (Article published in *Journal of Business Education.*)

Donna Oyama. *Punctuation errors made by high school students in machine transcription.* 1983.

Frances Good. *Follow-up study of cooperative office education former students of Apple Valley High School for the years 1976-1981.* 1983. *A manual for the related office occupations class.* 1983.

Pam Ella Deimel. *Teaching and learning shorthand in a cable TV class.* 1985.

Steven Jeddeloh. *Design document, First Bank Orientation program, print portion.* 1985.

Daniel Erickson. *Nuclear utility training consulting as a career.* 1985.

Marcellina Oparaoji. *Case studies for human resource development in Nigeria.* 1985.

Phyllis Saltzman. *Needs assessment for a management development program.* 1985.

Barbara Groth. *Slide tape recruitment presentation, Rosemount High School business department.* 1986.

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Ruth Stahler. *The test of the U-92 program for the student aid management system developed by the Sigma Corporation for the Office of Student Financial Aid at the University of Minnesota*. 1987.

Nancy Novak. *Implementation of a career pathing program for Information Systems employees of the Underseas Division, Honeywell, Inc.* 1987.

Karen Ylinen. *Assessing and improving delivery/presentation skills*. 1987.

Rebecca Colby. *Coordinated HealthCare position descriptions*. 1987.

Ray Myers. *Training as a teaching/learning process*. 1987. (Published in the monograph series of the Association of College Unions International.) *Train-the-Trainers Workshop for the Commission on Educational Programs and Series of the Association of College Unions International*. 1987.

Anne Anderson. *Sigma Partners administrative assistant handbook*. 1987.

Michael Luft. *The development of a time management seminar*. 1987.

Linda Ross. *Development of a communication strategy for Diverse Workforce at Honeywell, Inc.* 1987.

Cynthia Johnson. *Northwest Airlines: "We set the standards" customer service process*. 1988.

Loretta Menke. *Evaluation of the Business/Industry Internship Program for vocational education teachers in Minnesota*. 1988.

Gayle Saeks. *Career path for production directors at Honeywell, Inc.* 1988.

Charles Hanson. *Evaluation of the pilot board structure of the Southern Minnesota Chapter of the American Society of Training and Development*. 1988.

George Deliduka. *Career development guidebook for Honeywell managers*. 1988.

Yvonne Falconer. *Miracle-ear advertising and sales promotion manual*. 1988.

Julia Moreno. *Training the trainer, part I. A revised version for the Girl Scouts of St. Croix Valley*. 1988.

Rachel Lundstrom. *ST II systems overview: Marquette Data Processing Services training seminar*. 1989. *Combined statements: Marquette Data Processing Services training seminar*. 1989.

Susan Busch. *Sales negotiation skills: CPT Corporation sales training module*. 1989.

Miriam Randall. *Advanced word processing training needs in business*. 1989.

Julia Sacks. *Basic cashiering manual, Coursebook staff manual, and Academic apparel procedures manual for the University of Minnesota Bookstores*. 1989.

Michelle Diener. *Inside sales orientation training manual, Power/ mation Division*. 1989.

Jo Anne Cope. *Revision of the employee handbook for Mathias Die Company, Inc.* 1989.

James Dinger. *Attitudinal survey of institutions regulated by the State Approving Agency for Veterans' Education*. 1989.

Karen Nelson. *Management development program--Administration, Lutheran Brotherhood*. 1990.

Rita Rocheford. *The influence of gender on classroom participation in an adult professional training setting*. 1990. (Abstracted in *Training Magazine* and published as a TDRC report.)

Elaine Gaston. *An evaluation of the Training and Development Focus in Industry and Business at the University of Minnesota*. 1990.

Lena Hsie. *Valuing Cultural Diversity Training workshop designed for training the Minnesota Department of Public Safety employees conducting service in a multicultural society*. 1991.

Kathleen Warner. *Interactive videodisc instruction product introduction in a high-technology company*. 1992.

Julie Theobald. *Northern States Power Company electric construction 1992, continuing training for: Linemen, troublemen, foremen, underground cable splicers, electrician mechanics*. 1992.

Anthony Tiritilli. *The Woodworkers' Store retail sales associate training program (with retail sales training selling skills videotape)*. 1992.

Anne Hughson. *CareerWorks: A career development program for Hazelden Corporation*. 1992.

Robyn Cousin. *School-family partnerships: Minneapolis Public Schools model for success*. 1992.

Linda Hughes. *A survey of St. Paul area businesses to determine skills, hiring practices, and career opportunities for entry-level clerical employees*. 1993.

Cyndy Brinkman. *Continuing Education and Extension guide for new employee orientation*. 1994.

Jean Gage. *Minnesota technical college system as a subsystem in the dislocated worker system: Strengths and weaknesses*. 1994.

James Bollum. *Computer applications curriculum construction*. 1995.

John Dickerman. *Lifework Prep curriculum*. 1997.

Greg Baxter. *Business in a global economy: Curriculum resources guide*. 1998.

Robert Laine. *Curriculum review and design for ISD 362, Littlefork-Big Falls High School, Littlefalls, MN*. 1999.

Shelly Bergh Gardner. *Organization design: Comparison of theory and practice in three Minnesota based organizations*. 2000.

  D. Doctoral Committees Completed: (Ph.D., unless marked otherwise)

Norma Olson	(Prelims) 1972-BE
Van Gambhir	(Prelims) 1972-BE
Paul Kim	(Final-Reader) 1973-BE
Mona Casady	(Prelims) 1973-BE
Mona Casady	(Final-Reader) 1973-BE
James Bikkie	(Final) 1973-DE
Bill Lundell	(Final) 1973-DE
Herb Murphy	(Prelims) 1975-IND
Earl Synnes	(Final-Chairperson/Advisor) 1976-BE
Earl Halvas	(Final-Reader) 1977-BE
John Kobe	(Final) 1977-DE
William Brunner	(Final-Co-Chairperson/Advisor) 1977-DE
Norma Olson	(Final-Chairperson/Advisor) 1978-BE
	(Awarded Robert E. Slaughter Award, 1978, and Delta Pi Epsilon Award, 1978)

James Duffey   (Final) 1978-DE
Dennis Wubbena (Prelims) 1979-DE
Dennis Wubbena (Final-Co-Chairperson/Advisor) 1980-DE
(Awarded Epsilon Delta Epsilon Research Award, 1980-81, and Neal Vivian Research Award, 1981)
Sam Hwan Joo   (Final) 1981-EdAd
Mary K. Nelson   (Prelims) 1982-VoEd(ED) EdD
Terrence Kayser   (Prelims) 1982-VoEd (T & D)
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(Awarded Robert E. Slaughter Research Award, 1984)
Mary K. Nelson   (Final) 1983-VoEd EdD (DE)
Terrence Kayser   (Final) 1983-VoEd (T & D)
Leslie Davison   (Prelims-Chairperson/Advisor) 1985-VoEd (BE)
Leonard Litowitz (Prelims) 1985-Ind EdD
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Nancy Mosier   (Prelims) 1985-VoEd (T & D)
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Michelle Coady   (Prelims) 1986-Ed (T & D)
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Charles Krueger   (Prelims-Chairperson/Advisor) 1987-Ed (T & D)
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Charles Corcoran (Final-Chairperson/Advisor/Reader) 1987-Ed (BE)
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Leslie Davison   (Final-Advisor/Reader) 1987-VoEd (BE)
Isaac Owolabi   (Final-Chairperson/Reader) 1987-VoEd (T & D)
                                        (Awarded Neal E. Vivian Research Award, 1988)
Gregg Taragos   (Prelims-Chairperson/Advisor) 1988-Ed (T & D)
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Amy Tolbert   (Prelims) 1988-Ed (T & D)
Leonard Rado   (Prelims) 1988-VoEd EdD (T & D)
Susan DeVogel   (Prelims) 1988-Ed (T & D)
Bernadine Gradous   (Prelims) 1989-VoEd (T & D)
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Duke Hamilton   (Prelims-Chairperson/Advisor) 1991-VoEd EdD (Administration)
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Judith Johnson   (Prelims-Chairperson/Advisor) 1991-Ed (T & D)
Charles Krueger   (Final-Advisor/Reader) 1991-Ed (T & D)
                              (Awarded Delta Pi Epsilon Outstanding Dissertation Award, 1993)
Barry-Craig Johansen   (Final-Advisor/Reader) 1991-VoEd (T & D)
                              (Awarded runner-up for 1992 Omicron Tau Theta National Research Award)
Nicasio Cruz-Capeles   (Final-Co-Advisor/Reader) 1991-VoEd EdD (T&D)
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Ha-young Woo   (Final-Advisor/Reader) 2003-Ed (HRD)

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Vanessa Bailey   (Prelims-Chairperson/Advisor) 2003-Ed (HRD)

Brenda Kowske   (Prelims-Chairperson/Advisor) 2003-Ed (HRD)

Lakeesha Ransom (Prelims-Chairperson/Advisor) 2003-Ed (HRD)

Marieke van Dijk (Prelims-Chairperson/Advisor) 2003-Ed (HRD)

Kshanika Anthony   (Prelims-Chairperson/Advisor) 2003-Ed (HRD)

Khalid Lubega   (Prelims) 2003-Ed (HRD)

Marie Brittle   (Prelims-Member) 2003-Ed (HRD)

Duangduen Saetang   (Final-Advisor/Reader) 2004-Ed (HRD)

Pimpimon Kongpichayanond   (Prelims-Chairperson/Advisor) 2004-Ed (HRD)

Tien-chen Chien (Final-Advisor/Reader) 2004-Ed (HRD)

Helena Knorr   (Prelims-Co-Chairperson/Co-Advisor with K. Bartlett) 2003-Ed (HRD)

Anna Vysoka   (Final-Reader) 2004-Ed (CIDE)

Daeseok Kang   (Final-Co-Advisor with K. Bartlett/Reader) 2004-Ed (HRD)

Carol Pavlish   (Final-Advisor/Reader) 2004-Ed (Comp)

John Cerrito   (Final-Advisor/Reader) 2004-WCFE EdD (HRD)

Wei Zheng   (Prelims-Co-Chairperson/Co-Advisor with B. Yang) 2004-Ed (HRD)

Ying Wang   (Prelims-Chairperson/Advisor) 2004-Ed (HRD)

Zachary Mosati (Prelims-Chairperson/Advisor) 2004-Ed (HRD)

Xiaohui Wang   (Prelims-Chairperson/Advisor) 2004-Ed (HRD)
Brenda Kowske   (Final-Advisor/Reader) 2004-Ed (HRD)
Jennifer Lundblad   (Final-Advisor/Reader) 2004-Ed (HRD)
Marieke van Dijk (Final-Advisor/Reader) 2004-Ed (HRD)
Charlotte Nitardy (Prelims-Chairperson/Advisor) 2005-Ed (HRD)
Sohee Park   (Prelims-Co-Chairperson/Co-Advisor with Baiyin Yang) 2005-Ed (HRD)
Baekyoo Joo   (Prelims-Chairperson/Advisor) 2005-Ed (HRD)
Jae-kyum Kim   (Prelims-Chairperson/Advisor) 2005-Ed (HRD)
Allison Hart   (Prelims-Chairperson/Advisor) 2005-Ed (HRD)
Christopher Viere(Prelims-Chairperson/Advisor) 2005-Ed (HRD)
Khalid Lubega   (Final) 2005-Ed (HRD)
Billie Gray   (Final-Advisor/Reader) 2005-Ed (HRD)
Wei Zheng   (Final-Co-Advisor with B. Yang/Reader) 2005-Ed (HRD)
Jack McClure   (Final-Chairperson/Reader) 2005-Ed (HRD)
Jane Chelf   (Prelims-Chairperson/Advisor) 2005-Ed (HRD)
Nidhi Dhanju   (Prelims-Chairperson/Advisor) 2005-Ed (HRD)
Xiaohui Wang   (Final-Advisor/Reader) 2005-Ed (HRD)
Ying Wang (Iverson)   (Final-Advisor/Reader) 2005-Ed (HRD)
Belinda Wee   (Final-Advisor/Reader) 2006-Ed (HRD)
Jeanne Bailey   (Prelims-Chairperson/Advisor) 2006-Ed (HRD)
Helena Knorr   (Final-Co-Advisor with K. Bartlett/Reader) 2006-Ed (HRD)
Michael Smith   (Final-Advisor/Reader) 2006-Ed (HRD)
Nadir Budhwani   (Final-Advisor/Reader) 2006-Ed (HRD)
Michael DeGeorgeo   (Prelims-Chairperson/Advisor) 2006-Ed (HRD)
Zachary Mosati   (Final-Advisor/Reader) 2006-Ed (HRD)
Chemin Chu   (Prelims-Chairperson/Advisor) 2006-Ed (HRD)

E. <u>Doctoral Committees Current</u>: (Ph.D., unless marked otherwise)

Kshanika Anthony   (Final-Advisor/Reader) Ed (HRD)
Jeanne Bailey   (Final-Advisor/Reader) Ed (HRD)
Vanessa Bailey   (Final-Advisor/Reader) Ed (HRD)
Jane (Chelf) Harper   (Final-Advisor/Reader) Ed (HRD)
Ghaffar Ali Hurtado Choque   (Advisor) Ed (HRD)
Chemin Chu   (Final-Advisor/Reader) Ed (HRD)
David Christesen   (Prelims-Chairperson/Advisor) WHRE
Eun-Chung Chung   (Final-Advisor/Reader) Ed (HRD)
Tom Conlon   (Final-Advisor/Reader) Ed (HRD)
Michael DeGeorgeo   (Final-Advisor/Reader) Ed (HRD)
Nidhi Dhanju   (Final-Advisor/Reader) Ed (HRD)
Jill Froehlich   (Final-Advisor/Reader) Ed (HRD)
Deborah Galuk   (Prelims-Chairperson/Advisor) WCFE EdD (HRD)
Allison Hart   (Final-Advisor/Reader) Ed (HRD)
H. Y. (Grace) Hsu (Advisor) WHRE
Jeongho Jeon   (Prelims-Chairperson/Advisor) Ed (HRD)
Baekyoo Joo   (Final-Advisor/Reader) Ed (HRD)
Dominic Kamau   (Final-Advisor/Reader) Ed (BME/HRD)
Hee-hyun Kim   (Final-Advisor/Reader) Ed (BME/HRD)
Jae-kyum Kim   (Final-Advisor/Reader) Ed (HRD)
Pimpimon Kongpichayanond   (Final-Advisor/Reader) Ed (HRD)
Anne-Marie Kuiper   (Advisor) Ed (HRD)
Hyun-eung Lee   (Prelims-Chairperson/Advisor) Ed (HRD)
Yu-jin Lee   (Final-Advisor/Reader) Ed (HRD)
David Lucia   (Prelims-Chairperson/Advisor) Ed (HRD)
Charlotte Nitardy (Final-Advisor/Reader) Ed (HRD)
Hosea Ojwang   (Prelims-Chairperson/Advisor) Ed (HRD)

Sohee Park	(Final-Co-Advisor with Baiyin Yang and Reader) Ed (HRD)
	Sunyoung Park (Advisor) Ed (HRD)
Peg Peck-Chapman	(Advisor) Ed (HRD)
Harriet Porter	(Prelims-Chairperson/Advisor) Ed (HRD)
	Oranoch (Jued) Pruetipibultham (Advisor) Ed (HRD)
	Lakeesha Ransom (Final-Advisor/Reader) Ed (HRD)
	Jeanne St. Clair (Prelims-Chairperson/Advisor) Ed (HRD)
	Chien-Chi Tseng (Prelims-Chairperson/Advisor) Ed (HRD)
	Urmat Tynaliev (Advisor) Ed (HRD)
	Kathi Tunheim (Prelims-Chairperson/Advisor) Ed (HRD)
	Joanne Valerius (Prelims-Chairperson/Advisor) Ed (Comp. WCFE)
	Christopher Viere(Final-Advisor/Reader) Ed (HRD)

F. <u>Ed. Spec. Committees Completed</u>:

Marilyn Rubald   (Chairperson/Advisor) 1976 BE

G. <u>M.A. Committees Completed</u>:

Gwen Gentry   (Chairperson/Advisor) 1973-BE
Marilyn Rubald   (Chairperson/Advisor) 1973-BE
Claude Benson   1973-BE
Al Jackson   1973-BE
Mary Michels   (Chairperson/Advisor) 1974-BE
James Wandmacher   1974-BE
Jeraldyne Terry   (Chairperson/Advisor) 1975-BE
Dorothy Arnold   (Chairperson/Advisor) 1975-BE
Scotty Jacobs   1975-BE
Lowell Allen   (Chairperson/Advisor) 1975-BE
Jacquelyn Crawford   (Chairperson/Advisor) 1976-BE
Wallace Larsen   (Chairperson/Advisor) 1976-BE
Lavonne James   (Chairperson/Advisor) 1976-BE
Leslie Froiland   (Chairperson/Advisor) 1977-BE
Deborah Aurandt (Chairperson/Advisor) 1978-BE
John Magnuson   (Chairperson/Advisor) 1979-BE
Connie Fluegel   (Chairperson/Advisor) 1979-BE
Lauralee Elnes   1980-BE
June Anderson   (Chairperson/Advisor) 1980-BE
Diane Gramling   (Chairperson/Advisor) 1980-BE
Claudia Gilbertson   1981-BE
Ernestine Ward   (Chairperson/Advisor) 1981-BE
Diane Kammerer   1982-BE
Sheryl Medin   (Chairperson/Advisor) 1983-BE
Christine Doty   1983-Speech Communications (T & D)
Dale Nelson   1984-Adult Education
Joan Flood   1984-BE
Sherry Schwartz   1984-ME
Robert Prifrel   1985-Ind (T & D)
Gary Kurtz   (Chairperson/Advisor) 1985-IR
Joan Toohey   (Chairperson/Advisor) 1986-BE (T & D)
Karen Gussiaas   1986-HEEd
Catherine Borden (Chairperson/Advisor) 1986-BE (T & D)
Patricia Stillwell (Chairperson/Advisor) 1987-BE (T & D)
James O'Connor   1987-Adult Education (T & D)
Scott Savage   (Chairperson/Advisor) 1987-BE (T & D)
Susan Newlin   (Chairperson/Advisor) 1987-BE (T & D)

Roberta Ebbers   (Chairperson/Advisor) 1987-BE (T & D)
Gerald Haman   1987-Speech Communications (T & D)
Jeanne Larson   (Chairperson/Advisor) 1988-BE (T & D)
La Vell Gold   (Chairperson/Advisor) 1988-BE (T & D)
Jule Kucera   (Chairperson/Advisor) 1988-BE (T & D)
Mary West   1988-Industrial Relations (T & D)
Mary Casey   (Chairperson) 1988-Adult Ed (T & D)
Kathleen Bedford 1988-Speech Communications (T & D)
Duke Hamilton   (Chairperson/Advisor) 1989-BE (Admin.)
Laura Johnson   1989-Speech Communications (T & D)
Margo Elvin   (Chairperson/Advisor) 1989-BE (T & D)
Joanne Smith   (Chairperson/Advisor) 1989-BE (T & D)
Sandra Kocon   (Chairperson/Advisor) 1989-BE (T & D)
Karen Hansen   1989-IR (T & D)
Debra Becker   (Chairperson/Advisor) 1989-BE
Robert Bjorkman 1989-Ind (T & D)
Annette Schultz   1989-Speech Communications (T & D)
Sally Blecha   (Chairperson/Advisor) 1990-BE (T & D)
Sandra Bower   (Chairperson/Advisor) 1990-BE (T & D)
Wendy Orlow-Strgar   (Chairperson/Advisor) 1990-BE (T & D)
Virginia Pierce   (Chairperson/Advisor) 1990-BE (T & D)
Christine Rush   1990-IR
Cheri Trenda   (Chairperson/Advisor) 1990-BE (T & D)
Angie Filer   (Chairperson) 1990-Ind (T & D)
Rae Lesmeister   1990-IR (T & D)
Michelle Hanson 1990-ME (T & D)
Sue Ann Savran   (Chairperson/Advisor) 1990-BE (T & D)
Kathryn Manion   (Chairperson/Advisor) 1990-BE (T & D)
Janine Brady   (Chairperson/Advisor) 1991-BE (T & D)
Daniel Doughty   1991-IR
Henry Oboh   1991-Ind (T & D)
Myra Woods   (Chairperson/Advisor) 1991-BE (T & D)
Judith Reese   (Chairperson/Advisor) 1991-BE (T & D)
Jill McEwen   1991-ME (T & D)
Richard Cunningham   1991-BE (T & D)
Deborah Galuk   (Chairperson/Advisor) 1991-BE (T & D)
Gary Hochman   1991-IR
Eija Korpela   (Chairperson/Advisor) 1991-BE (T & D)
Brian Carlsen   (Chairperson/Advisor) 1991-BE (T & D)
Anita Olson   1991-ME
Steven Erickson   (Chairperson/Advisor) 1992-BE (T & D)
Diane Dutcher McNutt   (Chairperson/Advisor) 1992-BE (T & D)
James Sesil   1992-IR
Nanette Gesche Larsen   1992-Speech Communications
Helen Swanson   1992-ME (T & D)
Yaecob Sulamo   1992-IR (T & D)
Saranya Wajnanwat   1992-BE
Mary Litsheim   (Chairperson/Advisor) 1993-BE (T & D)
Lynn Anderson   (Chairperson/Advisor) 1993-BE (T & D)
Anne Thori-Aamot   (Chairperson/Advisor) 1993-BME (T & D)
Mary Kavanagh   1993-IR (HRD)
Scott Slipy   1993-VoEd (HRD)
Lauren Marder   (Chairperson/Advisor) 1993-BE (T & D)
Helene Racine   (Chairperson/Advisor) 1993-BE (T & D)
Stanley Hustad   1993-Speech Communications
Christina Leung   1993-MS in Industrial Engineering

Patricia Kunkel   1994-BME
Christine Johnson (Chairperson/Advisor) 1994-BE (HRD)
                    Ronald Branch   1994-IR
Lisa Falconer   (Chairperson/Advisor) 1994-BME (HRD)
                    Brian Barth   1994-MS in Food Science
                    Shelly Hilk   1994-IR
                    Carla Kasel   1994-IR
Keith Setterholm (Chairperson/Advisor) 1994-BE (HRD)
                    Thomas Walters   1995-IR
                    Doug Parr   1995-Ind (HRD)
                    Pamela Askeland 1995-Family Education
Michael DeGeorgeo   (Chairperson/Advisor) 1995-VoEd (HRD)
Kathleen Petersen 1995-Ind (HRD)
                    Nina Birnbaum   (Chairperson/Advisor) 1995-BE (HRD)
Regina Hepp   (Chairperson/Advisor) 1995-BE (HRD)
Ted Vecchio   (Chairperson/Advisor) 1995-VoEd (HRD)
                    Brian Seyfarth   1995-Speech Comm
Jimmy Chiu   (Chairperson/Advisor) 1995-BE (HRD)
Berenice Hillion   (Chairperson/Advisor) 1996-VoEd (HRD)
                    Molly Keaveny   1996-IR
                    Lori Vig   1996-VoEd (HRD)
                    Janet Bast   1996-Ed Psych
                    Juan Banda   1996-IR (HRD)
                    Wendy Smithson 1996-IR (HRD)
                    Leila Heffern   1996-IR (HRD)
                    Janet Scattarelli   1996-IR (HRD)
                    Rose Lopez   1996-IR (HRD)
                    Judy Schumacher 1996-FE
                    Chun Shi   (Chairperson/Advisor) 1997-VoEd (HRD)
                    Marc Holtey   1997-Rec & Rec Admin
Leslee Mason   1997-ME (HRD)
                    Robert Sicora   1997-IR
                    Rebekah Ober   1997-IR (HRD)
                    Jim Horn   1997-IR
                    Donna Johnson   1997-IR
                    Jill Suttor   1997-IR
                    Seyeon Hwang   1997-IR (HRD)
                    Catharine Thompson   1997-IR
                    Brenda Studley   1997-IR (HRD)
                    Carmen Aufderheide   1997-IR
                    Billie Buman Gray   (Chairperson/Advisor) 1997-VoEd (HRD)
                    Michelle Schmidt(Chairpersonn/Advisor) 1997-VoEd (HRD)
                    Michael Willis   (Chairperson/Advisor) 1997-VoEd (HRD)
                    Duchduen (Emma) Bhanthumnavin (Chairperson/Advisor) 1997-WCFE (HRD)
                    Lillian McDonald(Chairperson/Advisor) 1997-VoEd (HRD)
                    Peter Bolstorff   1998-WCFE (HRD)
                    Ann Cody   1998-IR
                    Amy Reichert   1998-IR
                    Judith Sharken-Simon   1998-WCFE (HRD)
                    Kshanika Anthony   (Chairperson/Advisor) 1999-WCFE (HRD)
                    Janis Batt   1999-HRIR
                    Chris Nicoletta   1999-HRIR
                    Charles Primus   1999-HRIR
                    Uma Shankar   (Chairperson/Advisor) 2000-WCFE (HRD)
                    Colleen Modahl Smith   (Chairperson/Advisor) 2000-BME (HRD)
                    Christy Taylor   2000-HRIR

Eddie Williams, Jr.	2000-HRIR
Heather Schneider	2000-HRIR

Xiaofan Mai   (Chairperson/Advisor) 2000-WCFE (HRD)
Eric Johnson   2000-HRIR
Camri Jacobson   2000-HRIR
Rebecca Jirava   2000-HRIR
Sarah Waddingham   2000-HRIR
Akiko Maeker   2000-EdAd (CIDE)
Jean Lin   2001-HRIR
Lyrae Myxter   (Chairperson/Advisor) 2001-BME (HRD)
Hila Yoshpe   2001-HRIR
Beth Sunseri   2001-HRIR
Sungsoo Kim   2001-WCFE (HRD)
Jill Hughes   2001-HRIR
Angelica King   (Chairperson/Advisor) 2001-WCFE (HRD)
Jill Kanter   (Chairperson/Advisor) 2001-VoEd (HRD)
    Chemin Chu   (Chairperson/Advisor) 2002-WCFE (HRD)
    Renee Mattson   (Chairperson/Advisor) 2002-VoEd (HRD)
    Ji-Yeung Jang   2002-EdPA (CIDE)
    Holly Emert   2002-EdPA (CIDE)
    Seong-O Bae   (Chairperson/Advisor) 2002-WCFE (HRD)
    Marianne Lenz   (Chairperson/Advisor) 2002-VoEd (BME/HRD)
    Beth McInerny   2003-MAOL – College of St. Catherine
    Denise Gamble   (Chairperson/Advisor) 2005-WCFE (HRD)
    Nelda Njos   (Chairperson/Advisor) 2006-VoEd (HRD)

H. <u>M.Ed. Advisees Completed</u>:

Kaye Courtney   1975 (BE)
Jack Barron   1975 (BE)
Darlene Voeltz   1975 (BE)
Edna Gutman   1975 (BE)
Daniel Nelson   1977 (BE)
Wyman Johnson   1977 (BE)
Karen Benzie   1978 (BE)
Patricia Kranz   1978 (BE)
Katherine Baldridge   1979 (BE)
Donna Oyama   1983 (BE)
Frances Good   1983 (BE)
Daniel Erickson   1985 (T & D)
Steven Jeddeloh   1985 (T & D)
Marcellina Oparaoji   1985 (T & D)
Pam Ella Deimel 1986 (T & D)
Phyllis Saltzman 1986 (T & D)
Barbara Groth   1986 (BE)
Marilyn Horowitz 1986 (T & D)
Ruth Stahler   1987 (T & D)
Nancy Novak   1987 VoEd (T & D)
Judy McConnell   1987 (T & D)
Karen Ylinen   1987 (T & D)
Rebecca Colby   1987 (T & D)
Anne Anderson   1988 (T & D)
Loretta Menke   1988 (T & D)
Linda Ross   1988 VoEd (T & D)
Gayle Saeks   1988 VoEd (T & D)
Michael Luft   1988 (T & D)

George Deliduka   1988 (T & D)
Yvonne Falconer 1988 (T & D)
Charles Hanson   1988 VoEd (T & D)
Susan Busch   1989 (T & D)
Julia Moreno   1989 VoEd (T & D)
Miriam Randall   1989 (T & D)
Julia Sacks   1989 (T & D)
Janie O'Connor-Conlin   1989 VoEd (T & D) (Committee member)
JoAnne Cope   1989 (T & D)
Michelle Diener   1989 (T & D)
James Dinger   1989 (T & D)
Susan Thell   1989 Home Ec Ed (T & D) (Committee member)
Rita Rocheford   1990 VoEd (T & D)
Elaine Gaston   1990 (T & D)
Saundra Rowell   1991 VoEd (T & D)
Lena Hsie   1991 VoEd (T & D)
Sally Neverman   1992 VoEd (T & D)
Kathleen Warner 1992 (T & D)
Julie Theobald   1992 VoEd (T & D)
Rachel Lundstrom 1992 (T & D)
Ray Myers   1992 VoEd (T & D)
Gwen Riedl   1992 VoEd (T & D)
Cynthia Johnson   1992 (T & D)
Anne Hughson   1992 (T & D)
Robyn Cousin   1992 (T & D)
Linda Hughes   1993
Cyndy Brinkman   1993 (T & D)
Karen Anderson   1993 VoEd (T & D)
                                   Kathy Brown   1993 (Special Needs)
                                   Jolene Johnson   1993 (T & D)
Lawrence Lyman 1994 VoEd (HRD) - Rochester
                                   Fred Woolman   1994 VoEd (HRD) - Rochester
Michael Mitchell 1994 IND (HRD)
Peter Fish   1994 VoEd (HRD)
Donna McCarthy 1994 VoEd (HRD)
Jean Gage   1995 (T & D)
                                   Laurie Engel   1995 (HRD)
                                   Catherine Twohig   1995 VoEd (HRD)
                                   Michael Karlsrud 1995 VoEd (HRD) - Rochester
                                   Kathleen Peak   1995 VoEd (HRD) - Rochester
Christopher Smith 1995 VoEd (HRD) - Rochester
                                   Jillene Moore   1995 VoEd (HRD)
                                   Peggy Mahoney   1995 VoEd (HRD)
Kathleen Larson   1995 VoEd (HRD)
James Bollum   1995 (BE)
Craig Bauman   1995 VoEd (HRD) - Rochester
Sandra Brintnall (Weydert)   1995 VoEd (HRD)
Elizabeth Carlson (Claas) 1995 VoEd (HRD)
Christine Meyer   1995 VoEd (HRD)
Michael Karlsrud 1995 VoEd (HRD) - Rochester
Pamela Rojas   1995 (HRD)
John Sauer   1996 VoEd (HRD)
                                   Bev Beckerleg   1996 VoEd (HRD)
                                   Suhaida Abdul-Kadir   1996
Brent Larson   1996 VoEd (HRD)
Agnes Mullaly   1996 VoEd (HRD)

Anthony Tiritilli   1996 VoEd (T & D)
Susan Bergstrom   1996 VoEd (HRD)
                    Janet Amiot   1997 WCFE (HRD) - Crookston
                    Bonita Thompson 1997 VoEd (Comprehensive) - Crookston
                    Diana Adamovich   1997 WCFE (HRD)
                    Oscar Lopez   1997 VoEd (HRD)
                    Cynthia Christopherson   1997 WCFE (HRD) - Crookston
                    Linda (Olson) Russell   1997 WCFE (HRD)
                    Lance Johnson   1997 VoEd (HRD) - Rochester
                    John Dickerman   1997 (BE) Post-Bac
                    Michael Cohn   1997 WCFE (HRD)
                    Pamela Engebretson   1997 WCFE (HRD)
                    Greg Baxter   1998 (BE) Post-Bac
Barbara Benassi   1998 (HRD)
                    Mary Davidson   1998 WCFE (HRD)
                    Lisa Griebel   1998 (HRD)
                    Jeanette Klauder 1998 (HRD)
                    Thomas Conlon   1998 WCFE (HRD)
                    Theresa Murray   1998 WCFE (HRD)
                    Han-Sung Kim   1998 WCFE (HRD)
                    Jill Kwiatkowski 1998 WCFE (HRD)
                    Clydette Douglass   1998 HRD
                    Gregory Page   1998 WCFE (HRD)
                    Siriporn Yamnill 1998 VoEd (HRD)
                    Deborah Gunnerson   1999 HRD
                    Sheryl Grover   1999 BME (HRD)
                    David Gilberstadt 1999 BME Post-Bac
                    Robert Laine   1999 BME Post-Bac
                    Janet Webster   1999 HRD
                    Molly Perry   1999 HRD
                    Marcie Sorenson 1999 HRD
                    Gina Brunko-Marquez   1999 HRD
                    Laurie Jeroslow   1999 HRD
                    Shelly Bergh Gardner   VoEd (HRD)
                    Molly Gilbert   1999 HRD
                    Nadir Budhwani 2000 HRD
                    Yuniah Abere   2000 HRD
                    Mychal Coleman 2000 HRD
                    Eric Bretl   2000 HRD
                    Yu-jin Lee   2000 HRD
                    Soomi Ha   2000 HRD
                    Mary Conlon   2000 HRD
                    Cheryl Gerstler   2000 HRD
                    Deborah Bradt   2000 HRD
                    Michelle Stahlman   2000 HRD
                    Ping Yu   2000 HRD
                    Anna Fluger   2001 HRD
                    Anita Jeziah   2001 HRD
                    Marieke Van Dijk   2001 HRD
                    Richard Braden   2001 HRD
                    Anne-Marie Kuiper   2001 HRD
                    Lisa De Long   2001 BME (HRD)
                    Colleen Van-Cao 2001 HRD
                    Michele Blakeman   2001 HRD
                    S Lont Mun   2001 HRD
                    Susan Plaster   2001 HRD

Corrin DuQue 2001 HRD
Barbara Litsenberger 2001 HRD
Roger Dvergsten 2001 HRD
Valerie Halling 2001 HRD
Madelene Nilsson 2001 HRD
Dana Tomechko 2001 HRD
Ruby LaDoucer 2001 HRD
Mahalakshmi (Priya) Mani 2001 HRD
Margaret Keifer 2002 HRD
Michael Braden 2002 HRD
Zachary Mosoti 2002 HRD
Margaret Carey 2002 HRD
Susan Johnson 2002 HRD
Vickie Black 2002 HRD
Elizabeth Daniel 2002 HRD
Heather Haack 2002 HRD
Virginia Hill 2002 HRD
Keith Meyers 2002 HRD
Gail Sauter 2002 HRD
Sandra Anderson 2002 HRD
Glenda Bakken 2002 HRD
Janelle Klinke 2002 HRD - Crookston
Taejo Lim 2002 HRD
Peter Mau 2002 HRD
Peter Olson Skog 2002 HRD
Sara Schiesher 2002 HRD - Rochester
Sandra Van Nieuwenhuyzen 2002 HRD – Rochester
Daniela Ruggiero 2002 Adult Ed
Jeff Oseth 2002 HRD Crookston
Cynthia Lancaster 2003 HRD
Kentaro Endo 2003 HRD
Nanita Nordan 2003 BIE
Sarah Kolosa 2003 HRD
Lisa Williams 2003 HRD Rochester
Young-bin Im 2003 HRD
Tammy McIntyre 2003 HRD
Genevieve Nakanishi 2003 HRD
Renate Skor 2003 HRD
Sirad Osman 2003 HRD
Jodi Montgomery 2004 HRD
Sophie Rodrigues 2004 HRD
Agnes Malika 2004 HRD
Nataliya Kryvtsova 2004 HRD
Christina Linhoff 2004 HRD
Steven Dudding 2004 HRD (Morris)
Pamela Frasch 2004 HRD
Eric Olson 2004 BIE
Debby Wijaya 2004 HRD
Cornelia Sondang 2004 HRD
Lisa Garrett 2004 HRD
Jeffrey Henry 2005 HRD

Naoko Nakata 2005 HRD
Jamal Hussain Al-Matair 2006 HRD
Sami Al-Binali 2007-HRD (KSA)

Muawiya Abdalla   2007-HRD (KSA)
Mohammed Al-Khalfan   2007-HRD (KSA)
Jaffar Al-Shabeeb   2007-HRD (KSA)
Nizar Khalil   2007-HRD (KSA)
Issameldin Suliman   2007-HRD (KSA)
Musa Rabba   2007-HRD (KSA)
Khalid Al-Dossary   2007-HRD (KSA)
Chika Udezue   2007-HRD (KSA)
Timothy Hansen 2008-HRD (KSA)
Sarah Taffee   2008-HRD

K. <u>M. Ag. (now, M. Sc.) Committees Completed</u>

George Bowman   1985-Tech. Comm.
Vicki Gervickas   1985-Tech. Comm.
Saul Carliner   1987-Tech. Comm.
                       Laurie Gardner   1998-Sc. & Tech. Comm.
                       Nellie Joy Dagoon   2003-Sc. & Tech. Comm.

L. <u>B.S. Advisees Graduated</u> (HRD)

Glenda Bakken	1998	
Todd Lundeen		1998
Janie Felder		1999
Felisa Flowers		1999
Heather Staudinger		1999
Lee Blowers		1999
Travis Emery		1999
Autumn Taylor	1999	
Amanda Neylon	1999	
Laura Michaelson		1999
Andrew Benish	1999	
Katherine Kegan	1999	
Julie Becker-Wolak		1999
Brian Fischer		1999
Phonphet Say-Annah		1999
Emily Merriman	1999	
Margeaux Caillez	1999	
Kelli Plachecki	1999	
Amy Charles		1999
Staci Reiland Thill		1999
Nathan Pearson	1999	
Molly Thompson	1999	
Joline Schuessler	1999	
Terence Gray		1999
Stacy Stogny		1999
Daniel McClung	1999	
Michele Heinrich	1999	
Jennifer Miedema		2000
Chad Smith		2000
Chau Banh		2000
Jennifer Weeks	2000	
Allen Barclay		2000
Courtney Streit	2000	
Kimberly Martinek		2000
Thomas Chermack		2000

Name	Year
Lori Brasel	2000
Sarah Snyder	2000
Kimberlee Becker	2000
Kimberly Thompson	2000
Laura McCasland	2000
Charles Stuhr	2000
Kami Kissner	2000
Andre Ptak	2000
Katie Sumstad	2000
Angela Seigley	2000
Sarah Zaug	2000
Roberta Frederickson	2000
Travis Kreuziger	2000
Brad Pike	2000
Trevor Hauser	2000
Kiana Peat	2000
Shannon Zawistowski	2000
Blaine Larson	2000
Gregory Henderson	2000
Kimberly Severson	2000
Lisa Kuemper	2000
Alice Diers	2000
Kathleen Lorentz	2000
Lori Brasel	2000
Thomas Chermack	2000
Kimberly Martinek	2000
Charles Stuhr	2000
David Andreadakis	2001
Melissa Hanson	2001
Carolyn Fletcher	2001
Lori Kelly	2001
Cathy Utne	2001
Marynette Gandarillas	2001
Lori Kelly	2001
Cathy Utne	2001
Heather Hanson	2002
Marilyn Kern	2002
Jamie Pillard	2002
Julie Spies	2002
Angela Newman	2002
Dana Svoboda	2002
Gwyn Meier	2002
Colleen Gelhorn	2002
Tina Greising	2002
Anne Bardin-Wardleworth	2002
Lisa Abrahamson	2002
Jennifer Howard	2002
Cynthia Johnson	2002
Darla Phillips	2002
Simon Gyasi	2002
Melissa DeMars	2002
Jasmine Bui	2002
Sara Bunge	2002
Rebecca Helgeson	2002
Katie Reiland	2002
Naomi Nelson	2002

	Amanda Roeder	2002	
	Nicole Brown		2003
	Leah Carlson		2003
	Kathryn Clark		2003
	Meredith Hippert	2003	
Nea Dallavalla		2003	
	Thomas O'Connor		2003
	Alecia Wewers	2003	
	Krista Giesbrecht	2003	
	Tonya Nepsund	2003	
	Jacqueline Kaiser	2004	
	Jodi Holseth		2004
	Sulieman Nader	2004	
Joanne Diabe		2005	
Lindsay Jones		2005	
Abbey Peterson	2005		
Jeremie Holmes	2005		
Marinique Puhalla		2005	
Leesa Udy-McNeely		2005	
Jennifer Drake		2006 PIL	

Advising

Until Spring, 1999, in addition to the advising function listed above, all program advising in business education was shared equally by the three professorial members. Using Fall figures, the number of undergraduates in business education was: 1969, 45; 1970, 60; 1971, 52; 1972, 47; 1973, 36; 1974, 31; 1975, 37; 1976, 37; 1977, 29; 1978, 17; 1979, 32; 1980, 21; 1981, 37; 1982, 46; 1983, 43; 1984, 27; 1985, 39; 1986, 44; 1987, 43; 1988, 36; 1989, 48; 1990, 46; 1991, 19; 1992, 13. Additional undergraduate advising has been provided to University Without Walls/Program for Individualized Learning and Inter-College Program students on an average of 5-10 per year prior to 1997. I am currently advising 1 PIL student who is majoring in religious studies. I provide advising to all undergraduate HRD students, numbering 10, Fall, 1996, and 95 by Spring, 1999. Since then, I have assisted Lisa Garrett and now Ordikeh Anderson in advising undergraduate students. I am currently assigned as advisor to 20 undergraduate HRD students.

Curriculum Development

In addition to developing courses marked under "Instruction," created and supervised preparation of numerous multi-media (slides, films, tapes) programs in Office Skills for use in the Business Education Self-Instruction Center. 1969-74. Assisted in the development of competency-based beginning, intermediate, and advanced typewriting courses, Spring, 1977. Developed curriculum for Business Training option in Business Education and, with R. Swanson, all informational materials on Training and Development. Directed conversion of all Training and Development special topics courses to regular courses, completed in 1994. Coordinated the conversion of all quarter courses and programs to semester base, Fall, 1996-Fall, 1999. I also submitted the proposal for the new department name (Work and Human Resource Education), conversion of WCFE courses to WHRE, the reducation and consolidation of courses, and changes in course titles and course descriptions, as needed, in Spring, 2005.

Organizational Service
 <u>Internal</u>

       A. <u>Committees</u>:

          a. <u>Secondary Education</u>

              Executive Committee (1970-71)
              Policy Committee (1970-71)
              Committee on the Disadvantaged; Chairperson (1970-71); Member, (1974)
              Guidance Minor (1971-72)
              Search Committee for Business Education Assistant Professor (1972-73)
              Appraisal Committee (C. R. Hopkins) (1973)
              Masters of Education Committee (1973)
              Continuing Education Committee (1973-74)

         b. <u>Work and Human Resource Education</u> (formerly, <u>Work, Community, and Family Education</u>; formerly, <u>Vocational-Technical Education</u>)

              Tutorial Development Committee (1969-70)
              Graduate Curriculum Committee (1970-73)
              Cooperative Education Core Curriculum Committee (1970-72)
              Curriculum Committee (1973)
              Policy Committee, Chairperson (1973-75)
              Appraisal Committee (J. Lambrecht), Chairperson (1974)
              Education Programs Committee (1975-78; 1981-1984; alternate, Fall, 1995; Winter, 1996-1999); Chairperson (1977-78; 1982-83; Winter, 1996-Spring, 1999); chaired committee during transition period from quarter to semester system
              Search Committee, Assistant Professor of Home Economics Education (1975-76)
              Curriculum Review Committee (1977-78)
              Departmental Research Procedures Task Force, Chairperson (1978); Member (1983-85)
              Departmental Coordination Techniques Proposal Committee (1978)
              Retrenchment Review Committee (1978)
              Promotion, Tenure and Reappointment Criteria and Procedures Committee (1979-80)
              Dossier Preparation Committee, J. Brown (1979)
              MRDC Race and Sex Equity Steering Committee (1980-81)
              Grievance Committee (alternate, 1981-2) (member, 1984-5)
              Dossier Preparation Committee, R. Thomas (1980, 1981)
              Career Day Open House Planning Committee (1981-82)
              Training and Development Task Force, Chairperson (1983-1985)
              Dossier Preparation Committee, R. Peterson (1983)
              Search Committee, Assistant Professor of Agricultural Education (1984)
              Dossier Preparation Committee, W. Schoonmaker (1984)
              Task Force on Department Directions (1984-5)
              Liaison to External Training and Development Advisory Committee (l984-1985)
              Graduate Programs Task Force (1985-1987)
              Search Committee, Assistant Professor of Marketing Education (1986)
              Dossier Preparation Committee, J. Plihal (1986)
              Department Chair (George Copa) Review (1987)
              Dossier Preparation Committee, K. Zuga (1987)
              Recorder, Promotion and Tenure Meeting (1987)
              Task Force on MEd and MA in Vocational Education (1989-90)
              Search Committee, Assistant Professor of Business Education (1989); Chair (1990)
              Special Needs Advisory Committee (1990); Member, Special Needs Faculty (1990-2)
              Task Force on International Vocational Education and Training Emphasis in Masters and Doctoral Degrees (1990-1)

Mission Statement Development for Department (1990)
Planning Task Force for Training Programs in Administrative Leadership (1990)
Administrative Committee (1991-2)
Restructuring Committee Member (1991-2)
Continuous Quality Improvement Study Group (1992)
Coordinators' Group (1993-2005)
Active faculty member of Leadership Academy (1993-2005)
Faculty Group status in Business and Industry (1993-present), Human Resource Development/Adult Education (1993-present), and Education for Work and Community (1993-2000)
Floor Manager, 4th Floor (July, 1994-June, 1996; July, 1997-June, 1998)
Core Curriculum Committee, HRD/AE (Winter-Spring, 1995)
HRD Distance Learning Project, Co-director (Winter, 1995-present)
Dossier Preparation Committee, Chair, R. Park (1995)
Quality Improvement Project in Human Resource Development, Member of Steering Team and Advisory Committee (1995-1997)
Degree Specialization Committee (1996)
Graduate Studies Committee (alternate, 1998-9)
Business and Marketing Education Advisory Committee (Spring, 1999-Spring, 2000)
Dossier Preparation Committee, Chair, S. Peterson (1999)
Dossier Preparation Committee, K. Bartlett (2000, 2001, 2002, 2003)
Dossier Preparation Committee, Chair, S. Ruhland (2001, 2002)
Consultative Committee, Alternate (2001-2)
Post-tenure Review Committee, Alternate (2001-2); Member (2002-2005)
As Coordinator, Human Resource Development and Adult Education, established Adult Education MEd cohort program with Brown College, Inver Grove Heights, MN (Spring, 2003 – 2005); coordinate Saudi Arabian HRD University Certificate cohorts (1-4 and M.Ed.) (Spring, 1999 – 2007)
Promotion Dossier Committee Member for Baiyin Yang, 2002 (promoted)
Assigned mentor for Ken Bartlett (Fall, 1999 - present)
Assigned mentor for Sheila Ruhland (Fall, 2001-Fall, 2003)
Hosted Visiting Scholar from Kyrgyzstan under Open Society Institute Faculty Development Fellowship Program, Urmatbek Tynaliyev (Spring, 2003, 2004, Fall, 2005)
Growth and Development Opportunities in Graduate WCFE Programs, Quick Fix Committee, Chair (Fall, 2003)
Hosted Visiting Scholar from Wuhan University, PRC, Dr. Fan Luo (2004, November-2005, October)
Hosted Visiting Scholar from Korea, Dr. Yun-jung Kwak (February, 2005 – December, 2005)
Co-coordinated Chautauqua 2005 with Ken Bartlett, February, 2006

c. College of Education and Human Development

Curriculum Sub-committee (1976-78)
Committee on Educational Policy (1976-79; 1981-84; 1994-1996); Chairperson (1982-84)
Committee on Non-Licensure Degree in Education, Member (1983)
Senate, Member (1988-1992)
Biological and Physical Development Foundations Writing Team (1989-91)
(with L. Hansen, D. Madsen, W. Gardner) Lowell W. Hellervik/Personnel Decisions, Incorporated, Professorship in Adult Career Development, negotiated endowed chair for $500,000 (1990)
Lowell W. Hellervik/Personnel Decisions, Incorporated, Professorship in Adult Career Development, Advising Committee Member (1989-93; 2003-2007)
Committee on College of Education's Role in the Preparation of Teaching Assistants University-Wide (1990)
Task Force on Adult Education (1992-93)
Strategic Planning Work Group (1993-7); Subcommittee on Educational Leadership (Winter, 1996); Leadership and Organization Subcommittee of the Strategic Planning Committee, November, 2003)
Committee on Summer Institute: Quality Leadership Strategies for School Superintendents (1994-95)
Early Admission Seminar Planning Committee (1995)

Fall Leadership Planning Committee (1995)
International Education Committee (1995-2004); sub-committee on International Institutional
Cooperation Agreements (Winter, 1996-Spring, 2000); sub-committee on travel grants (Fall, 2000-Summer, 2004)
Academic Uses of Technology Committee, Chair (Summer, 1996 - Spring, 2000)
Semester Conversion Planning Group (Summer, 1996 - Fall, 1997)
Graduate School-College of Education and Human Development Review of the Department of
   Educational Policy and Administration, non-departmental review group member (November
   14, 1996)
Selection Committee for Interim Dean (Spring, 1997)
Search Committee, Assistant Professor in Instructional Systems   and Technology for Curriculum
   and Instruction Department (1997-2000)
Search Committee, Assistant or Associate Professor in Human Resource Development and Adult
   Education, and Business and Marketing Education and School-to-Work in the Department of
   Work, Community, and Family Education (1998-1999)
Search Committee, Assistant Professor in Adult Education (2000-1)
Search Committee, Contract Faculty Member for Human Resource Development and Adult Education, Rochester Campus (2000)
Search Committee, Professional and Administrative Position in Human Resource Development for
Undergraduate Advising (2000, 2004)
Chair, WCFE Department Chair Search Committee (2002-3)
Advisory Committee, Instructional Systems and Technology, Department of Curriculum and Instruction, Chair (Fall, 1999 - Spring,
   2002)

d. University

External Reviewer for David Harmon, UMW, Asst. Prof., Bus. Ed. (1981)
Student Activities Strategic Planning Task Force (1985)
Sexual Harassment Board (1985-88); Chair (1986-8)
All-University Council on Leadership, Member (1987-8)
Faculty Consulting and All-University Advisory Groups to the Administrative Development
   Program (1989-92)
Commission on Women, Member (1989-92)
Vice-Provost for Arts, Science and Engineering, and Dean of University College, Final Interview
   Committee (1990)
Graduate School Internal Review Committee, Curriculum and Instruction, Chair (1990)
Finance and Operations (Vice-President Gus Donhowe), Quality Service Improvement Process
   consultant, (1990)
IBM Total Quality Management University-wide proposal writing team (1992)
MnSCU/U of M Distance Learning Initiative, Information Technology Subcommittee Co-Chair
   (1996 - 1999); Collaborative Oversight Team, Member (1996 - 1999). Renamed UMN-
   MnSCU Distance Education Collaborative Project, Fall, 1998.
Office of Information Technology Teaching Assistant Web Project Judge (Fall, 1996)
Student Leadership Faculty Mentor Program, sponsored by Office of Student Activities, Mentor
   (1996-7)
External Reviewer, Kevin Dooley, Full Professor, Mechanical Engineering, Institute of
   Technology (1996)
Distance Education Strategic Planning Task Force, Member (Fall, 1996 - 1998)
Technology Summit Committee, Member (Spring - Summer, 1997)
Interdisciplinary Graduate Program Development in Tourism (Spring, 1997 – Spring, 2002)
President's Distinguished Faculty Mentor Program, Mentor (Lakeesha Ransom) (Fall, 1998 –
   Spring, 1999)
LeaderQuest Mentor Program, Campus Involvement Center. Mentor (Lori Marker) (Winter, 1998 - Spring,
1999)
Culture Corps, Office of International Students, Student Supervisor (Korean Culture - Lee Yu-
Jin) (1998-1999); (Panel Series on Current Issues in Latin America - Oscar Aliaga, Fall, 1999); (Nidhi Dhanju, 2004-5); (Cross-
cultural Team Building, Naoko Nakata, 2004-5)
TEL Delivery Mode Cost Group, attached to Vice-Provost Office (Summer, 1999)

WebCT Faculty Advisory Committee (Fall, 1999 – Spring, 2000)
>> Workshop on Korean Human Resource Development, in partnership with Korea Economic Institute, Washington, DC, Organizer and Facilitator (November 17, 1999)
>> Barriers to Teaching Excellence Subcommittee of the Academy of Distinguished Professors (Fall, 1999 - Fall, 2000)
>> Masters Students International Research Grant Competition, co-sponsored by the Graduate School and the Office of International Programs (February-March, 2001)

Member of Affiliated Faculty Group, Innovative Studies Certificate Program, College of Continuing Education (Fall, 2001 – Spring, 2003)

Member of Advisory Committee for Tourism Center, Minnesota Extension Services (Fall, 2001-Spring, 2002)

Member of Mentoring Committee and Dossier Committee for Promotion to Associate Professor for Brad Hokanson, Department of Design, Housing, and Apparel, College of Human Ecology (Promoted) (Spring, 2001 – Fall, 2002)

Member/Advising Member of Liberal Studies program in the Graduate School (Fall, 2002-4)

Member, Subcommittee on Role of Teaching in Promotion and Tenure, Academy of Distinguished Teachers (Fall, 2002 – Spring, 2003)

e. Other

Policy Council, University Without Walls (1984-1986); name changed to Program for Individualized Learning (1986-92)

University Counseling Services, Search Committee, Organization Development Specialist (1988)

B. Student Organizations:

Coadvisor to undergraduate Business Education Club, 1969-72; advisor, 1972-75

Advisor, University of Minnesota Chapter of Office Education Association, 1976-77, 1978-1986

>> Advisor, University of Minnesota Training and Development Organization, 1984-1994; Human Resource Development Organization, 1995 – 2003, Fall, 2004; established pilot student mentoring program, 2003.

C. Administrative Activities:

Audio-Visual and Equipment Management in Business Education, 1969-75

Business Education Coordinator for M.Ed. degrees, 1974-78.

Assist in developing proposals for Business Education classrooms in new building, 1978-79

With Richard Swanson, developed Training and Development in Industry and Business focus in Vocational and Technical Education

Coordinator, Training and Development in Industry and Business, Vocational and Technical Education, 1980-92; Human Resource Development, 1993-1994; Human Resource Development and Adult Education, 1995-2005. (included Rochester University Center)HRD Distance Education Project Co-Director, Winter, 1995-2005

>> A significant force in attracting $500,000 endowed chair, Lowell W. Hellervik/Personnel Decisions, Incorporated, Professorship in Adult Career Development, 1989

Acting Director of Graduate Studies, Business Education, Winter, 1990

Acting Head, Business and Marketing Education, Winter, 1990

Solicited $500 from Twin Cities Personnel Administrators' Internship Scholarship for outstanding unpaid internship, 1990

Head, Business and Marketing Education, Winter, 1991-Fall, 1992.

External

A. Minnesota Department of Children, Families, and Learning (State Department of Education)

Minnesota State Department of Education, Vocational Licensure Review Committees. April, 1973; November, 1973; September 24, 1975 (2); June, 1976; August, 1976; February, 1980; April, 1980; March, 1981.

Minnesota State Department of Education, Secondary and Post-secondary Teacher Licensure
Committee for Business and Office Education. January, 1974; December, 1974; January, 1976;
November, 1976.
Minnesota State Department of Education, Co-Chairperson, Fall Business Education Workshops,
Minneapolis, August 8-9, 1974.
Minnesota State Department of Education, Model Office Licensure Course Guidelines Committee,
Member, 1974.
Minnesota Board of Teacher Standards and Licensure, Ethics Committee, Member. 1975-76.
Minnesota State Department of Education, Vocational Division, Office Management Curriculum
Committee, Member. 1977.
Statewide Curriculum Articulation Project in Business Education, Consultant. Special services regular
assignment. September, 1977- January, 1978.
Statewide Business and Office Secretarial/Clerical Advisory Committee, Member. January, 1978-
June, 1980.
Vocational Teacher Educator Licensure Appeal Hearing, Member. 1982.
Minnesota State Department of Education, Business and Office Occupations Keyboarding Committee.
Member, 1982-84.
Needs Assessment and Establishing Priorities for Staff Development for Sex Equity in Vocational
Education, Facilitator. March-May, 1985.
Ad Hoc Advisory Committee on Wellness for AVTI Students. Member, 1986-7.
MN CFL Task Force on K-5 and 6-8 Keyboarding and Computer Applications Endorsement.
Member, Summer, 2000.

B. <u>Community Activities</u>:

South Minneapolis (now, Apple Valley) congregation of Reorganized Church of Jesus Christ of Latter
Day Saints. <u>Associate Pastor</u>: September, 1969-August, 1972; September, 1975-August, 1976; September, 1978-August, 1980.
<u>Pastor</u>: September, 1972-August, 1975; September, 1976-August, l978; September, 1980-June, 1981.
Consolidated Fund Chairperson, Business Education (1972, 1973).
Religious Affairs Committee for Planned Parenthood of Minnesota, St. Paul, Member. October, 1978-
May, 1983.
OMNIBUS Elementary Program for Gifted Students, Volunteer Teacher for Third Grade. 1979-80.
Fourth and Fifth Grades, 1980.
Rosemount AAA, Coach, 5-year-olds' track team. 1980.
Chaplain, Midway Hospital, St. Paul, MN. Summer, 1982.
Edited and wrote introductory chapter: *Comprehensive theological perspectives on abortion: A
collection of manuscripts*. St. Paul: Planned Parenthood of Minnesota, 1983.
Junior Girl Scouts, Troop 706, Rosemount, Leader, 1983-85.
St. Paul Congregation of Reorganized Church of Jesus Christ of Latter Day Saints. <u>Associate Pastor</u>:
1984, 1986-88. <u>Pastor</u>: 1989. Chair, Leadership Committee, 1993-1995.
Four Twin Cities' Congregations of Reorganized Church of Jesus Christ of Latter Day Saints,
Coordinator. 1985-1987.
St. Anthony Park Langford Park, Assistant Coach, fourth grade soccer team. 1985.
Junior Girl Scouts, Troop 715, St. Anthony Park, Leader, 1985-1986.
St. Anthony Park Block Nurses' Program, Board of Directors, Member, 1986-87. (Recipient of Ford
Foundation Recognition as one of ten organizations nationally in 1986, Innovations in State and
Local Government.)
Block Nurse Program, Inc., Board of Directors, Member, 1987-89.

St. Paul-Dhaka Friendship City Project, Member. 1992-1995.
Clan McLean Minnesota, Assistant Commissioner, appointed by Clan Gillean USA; alternate to Board of Directors, United Scottish
Clans of Minnesota. 1992-1996; member, 1997 - 1999. Commissioner, 1996-1999. Director, Region 3, Clan Gillean USA, 1997 -
2003. Clan Gillean USA, Board of Directors, 1997 - 2003.
North-Central Region, Reorganized Church of Jesus Christ of Latter   Day Saints, Congregational Consultant Team Member.
1994-2002.

Korean Philately, Editor. 1995-2016 (*41*:1 -).

Korean Stamp Society, Board Member. January, 1995 - present.

Macalester Plymouth United Church, Planning Committee Member. 1995.

St. Anthony Park United Methodist Church, Visioning Committee, Chair. 1998-1999.

Church Council, at-large member, 1999-2000; as Chair of SPRC, 2003. Staff-Parish Relations Committee (SPRC), 2001-2003; Chair, 2003.

St. Paul Community of Christ, Outreach Ministries Coordinator, January, 2005-August, 2007.

Headwaters Mission Community of Christ, Adult Education Instructor, Developed and Implemented Course on "Christianity in a Post-modern World" at Family Camp, July, 2005.

International Health Education Association (IHEA), Board Member, August, 2006-August, 2008.

C. Schools/Educational Institutions

Consulting conducted at various times with White Bear Lake Senior High School, Martin Luther King Program (U of M), General College (U of M), U of M Civil Service Personnel Training Programs, Mounds View School District, Park Senior High School (Cottage Grove), Women's Correctional Institute (Shakopee, MN), St. Paul TVI, Faribault AVTI, and Burnsville Senior High School.

Business Occupations Advisory Committee, Member, Suburban Hennepin County Area Vocational Technical Institutes, 1973-77; Chairperson, 1975-77.

Project BORN FREE, University of Minnesota. Review of Materials Developed. October, 1977.

National Center for Research in Vocational Education, Ohio State University. Member of DACUM Panel to Identify Competencies for Instructing Students Enrolled in Programs Nontraditional for Their Sex. May, 1979. Member of technical panel on Equity Competencies of Beginning Vocational Education Teachers. June, 1981.

Business and Office Education Advisory Committee, Independent School District #196 (Rosemount/ Apple Valley), Member, 1981-86; Chairperson, 1981, 1984.

Citizens' Advisory Committee, Independent School District #196 (Rosemount/Apple Valley), Member, 1981-1983.

Gifted Education Advisory Committee, Independent School District #196 (Rosemount/Apple Valley), Member, 1982-1983.

Research Foundation, City University of New York Faculty Research Award Program Reader, 1983.

TIES (Data Processing Consortium of 54 school districts), Roseville, MN. Software Consultant on Elementary School Keyboarding Materials, 1983-1985.

Department of Design, Housing, and Apparel, University of Minnesota, St. Paul, MN. Organization Development Consultant, 1984-87.

Gifted and Talented Advisory Committee, St. Paul Central High School, Member, 1986-89.

Executive Development Center, Carlson School of Management, University of Minnesota, Minneapolis, MN. Facilitate Needs Assessment Process, January-February, 1987. Executive Director Review Committee, Chair, April, 1994.

Higher Education Advisory Board for the Reorganized Church of Jesus Christ of Latter Day Saints, with primary responsibilities for administration of Park College, Parkville, MO, and Graceland College, Lamoni, IA. One of seven members. September, 1980-August, 1987. Vice-chair. October, 1985-August, 1987.

External reviewer for promotion (Associate Professor) consideration (Leslie Davison), St. Cloud State University, Business Education and Office Administration, 1991.

Tech Prep Advisory Committee, School District of St. Paul. 1991-2, 1995.

Administrative Management Advisory Committee, North Hennepin Community College, Brooklyn Park, MN. Member. May, 1992-June, 1993.

External reviewer for tenure consideration (Leslie Davison), St. Cloud State University, Teacher Development, 1994.

External reviewer for promotion (Associate Professor) and tenure consideration (Pamela Marino), Baruch College, City University of New York, Bus. Ed., May, 1994.

Chief External Advisor to the graduate programs in Human Resource Development in the Faculty of Educational Research, Chulalongkorn University, Bangkok, Thailand, 1994-2000.

Evaluator of the University of the Autonomous Region of the Caribbean Coast of Nicaragua (URACCAN), February, 1995; continuing as occasional advisor.

External reviewer for promotion (Associate Professor) and tenure consideration (William Kahnweiler),

Georgia State University, HRD, May, 1995.

External reviewer for promotion (to Associate Professor) and tenure consideration (Carol Hansen), Georgia State University, HRD, June, 1995.

External reviewer for promotion (to Professor) consideration (Vicki Kaman), Colorado State University, Business, October, 1995.

External reviewer for promotion (Professor) consideration (Leslie Davison), St. Cloud State University, Teacher Leadership, 1995.

External reviewer for promotion (Associate Professor) consideration (Catherine Sleezer), Oklahoma State University, Human Resource Development, 1996.

Exchange faculty member with Kenyatta University, Nairobi, Kenya, as part of Institutional Linkages

Project to provide assistance and direction in establishing a Department of Technical and Vocational Education and Training, April-May, 1996.

Workshop presenter (with S. DeVogel) on "Understanding, Building, and Using Teams in Higher Education," sponsored by the Leadership Institute University of Minnesota for the Consolidating Colleges of the Minnesota State College and University System, October 25, 1996.

External reviewer for promotion (Senior Lecturer) consideration (Monica Lee), Management School, Lancaster University, Lancaster, UK, 1998.

Visiting faculty member at NIDA (National Institute of Development and Administration), Bangkok, Thailand, interacting with faculty, administrators, and graduate students; working with faculty on curriculum improvement and development of research agendas; collaborating on four research projects; presentation of workshops on "Editing Refereed Journals" and "Foundations of Human Resource Development," January-March, 1998.

Visiting professor, Rohilkind University, Bareilly, India; presented a week-long course for MBA and MSW students on "Foundations of Human Resource Development and Quality Improvement," February, 1998.

External reviewer for promotion (Professor) consideration (Ronald Jacobs), School of Physical Activity and Educational Services (Human Resource Development), The Ohio State University, Columbus, OH, 1998.

Advisor-participant in Summer Institute for African Agricultural Research (SIAAR) at Madison, WI, June, 1998.

External reviewer for promotion (Senior Lecturer) consideration (Colin Jevons), Department of Marketing, School of Business, Monash University, Caulfield, Australia.

External reviewer for continuing employment for Maria Cseh, Assistant Professor, Oakland University, Rochester, MI, December, 2001.

Liaison with NIDA (National Institute of Development and Administration), Bangkok, Thailand, on linkage agreement, 1995.

External Reviewer for Promotion to Professor for Patricia Boverie, University of New Mexico (Fall, 2002)

Guest First Grade Teacher at Little Canada Elementary School, to teach a three-session unit on Korea, March, 2003.

External Assessor for undergraduate HRD program, Universiti Putra Malaysia, Serdang, Malaysia, July, 2003 - 2006.

External Reviewer for the appointment of Robert Hamlin to the position of Chair and Professor, University of Wolverhampton, United Kingdom, July, 2003.

External Advisor, Masters Degree in Applied Humanities for Development, Mahidol University, Nakhon Pathom, Thailand, October, 2003 – 2006.

External Reviewer for Promotion and Tenure Consideration for Dr. Wendy Ruona, The University of Georgia, May, 2004.

External Reviewer for Tenure Consideration at the Associate Professor level for Lyle Yorks, Teachers College, Columbia University, New York, NY, December, 2005.

D. School Accreditation Visits:

Business education visits have been made on behalf of North Central, University of Minnesota, and the Minnesota State Department of Education. They have included: Minneapolis Senior High Schools, Stillwater Senior High School, Minneapolis Lutheran High School, Suburban Hennepin County Technical School, Richfield Senior High School, and Faribault AVTI.

A visit was made on behalf of the Minnesota State Department of Education to Educational Development for Permanent Employment program at Red Wing AVTI.

Sole reviewer of the Institute of International Business, Minot State University, Minot, ND. December, 1999.

E. Editorial Activities

Programs for Achievement in Reading, Inc., Providence, RI. Editorial consultant in business
                education. April, 1976-December, 1978.
Twin Oaks Publishing, Inc., Rehoboth, MA. Editorial consultant in business education. January,
                1979-January, 1981. (In addition, presented numerous workshops throughout Minnesota on PIC-
                APEX, Model Office curriculum)
The Alberta Journal of Educational Research. Reviewer. August, 1985. (Refereed Journal)
Journal of Business and Training Education, sponsored by the Louisiana Association of Business
                Educators. Editorial Board, 1996-9. Reviewer, 1996 – 2005. (Refereed Journal)
Strategic Human Resource Development Review, sponsored by LG Academy in Korea, the only refereed HRD journal in Korea.
        Editorial Board, 1997-1998. (Refereed Journal)
Journal of Transnational Management Development, sponsored by the International Management
        Development Association. Associate Editor for North America, 1998-2001.
                North American Case Research Association, Case Conference Reviewer, 2002.
                National Research Center for Career and Technical Education, Manuscript Reviewer, 2003.
Journal of Education for Business, Washington, DC. Consulting Editor. October, 1984-September,
      1985; September, 1990-August, 2009. Executive Editor. October, 1985-August, 1990. (Refereed Journal)
Human Resource Development Quarterly, jointly sponsored by the American Society for Training and
        Development and the Academy of Human Resource Development, and published by Jossey-Bass,
        Associate Editor, 1988-1993. Editor, 1994-1997. Reviewer, 1998-present. (Refereed Journal)
             Human Resource Development International, jointly sponsored by the Academy of Human Resource
                Development and University Forum of Human Resource Development, and published
            by Routledge initially and now Taylor & Francis. General Editor, 1997 – 2000. Management Board
    Member, 1998 – 2004. Reviewer, 2002 – present. (Refereed Journal)
             Journal of Teaching in International Business. Editorial Review Board, 1998-present.
Human Resource Development Review, Reviewer, 2002-present; Editorial Board, 2005-present.
        Prestige Journal of Management and Research (India), Editorial Advisory Board, 2003-2006.
        International Journal of Human Resource Development and Management (Europe), Reviewer, 2003-
          2005.
        Pacific-Asian Education, Editorial Board, 2003-present.
        KEDI Journal of Educational Policy (Korea), Editorial Board, 2004 – present. (SSCI)
        Nonprofit and Voluntary Sector Quarterly, Reviewer, 2004.
        Asia Pacific Education Review (Korea), Reviewer, 2005-present. (SSCI)

F. Review/Referee Activities (See also "I. Professional Organizations" section)

Canfield Press, San Francisco, CA. Editorial review of proposed text manuscripts, 1974-75.
Harcourt, Brace, and Jovanovich, New York, NY. Review of Leonard J. West's *Acquisition of*
                typewriting skills, 2nd Ed. ms. 1981.
Bobbs-Merrill, Indianapolis, IN. Review of *Rough to Ready* ms. 1985.
Western Academy of Management, Referee for Annual Conference. November, 1986; November,
                1987; November, 1988.
Jossey-Bass, Inc., San Francisco, CA. Review of *Nadlers' Human resource development: Concepts*
                and models, 3rd Ed. ms. 1988.
Paradigm Publishing International, Eden Prairie, MN. Review of Richard Peres' *Effective writing for*
                the information age ms. 1989.
Jossey-Bass, Inc., San Francisco, CA. Review of Noemi Friedlander's *Analysis of the data available to*
           develop the human resources needed by the nation's employers for economic competitiveness ms.,
                1990.
Review of 37 videotapes for purchase consideration by the University of Minnesota Film and Video
                Department between 1990 and 1997.
             Paradigm Publishing International, Eden Prairie, MN. Review of Art Lyon and Patricia Seraydarian's
                The Paradigm reference manual ms. 1992.

Jossey-Bass, Inc., San Francisco, CA. Review of Dave Ulricch, Arthur Yeung, Wayne Brockbank, and Dale Lake's *Human resources as a competitive advantage: An empirical assessment of HR Practices and competencies in global firms* ms., 1992.

Addison-Wesley Publishers, Ltd., Don Mills, Ontario. Review of proposal and sample chapters on *Effective training strategies and practices* ms., 1995.

G. Business and Other Organizations

Honeywell Corporation, Minneapolis, MN. Research consultant on keyboard design. 1969-70.

La Paz Partnership, Apple Valley, MN. Treasurer. 1971-1987.

Missions Abroad Division of the American Lutheran Church, Minneapolis, MN. Office systems, procedures, and word processing consultant. 1972-73.

International Business Machines, Minneapolis, MN. Consultant on typewriting educational representatives material for the Selectric Typewriter. Summer, 1972.

Minnesota Mining and Manufacturing Company, St. Paul, MN. In-service teacher educator for model office curriculum, APEX. January 1, 1973-January 15, 1976. (Presented dozens of workshops throughout Minnesota and South and North Dakota.)

La Paz Homeowners' Corporation, Apple Valley, MN. Treasurer. September, 1973-September, 1977.

Canfield Press, San Francisco, CA. Word processing consultant. September, 1975.

Elvin Safety Supply, Eden Prairie, MN. Word processing consultant. 1976-77. Organizational diagnosis, policies manual, procedures manuals, mission statement, strategic planning, team building, conflict management. 1980-86.

Decision Planning Corp., Costa Mesa, CA. Consultant on educational techniques. December, 1976.

La Paz Press, Apple Valley, MN. Management consultant. 1976-78.

Bihandual, Inc., Apple Valley, MN. Treasurer and member of Board of Directors. 1977-1981.

Leather Thimble, Apple Valley, MN. Management consultant. 1977.

St. Croix Kits, Stillwater, MN. Management consultant. November, 1978.

Wilkinson Press, Nevada, IA. Management consultant. 1978-79.

Presiding Bishopric of the Reorganized Church of Jesus Christ of Latter Day Saints, Independence, MO. Office systems and procedures consultant. September, 1978-September, 1980.

Custom Finishing, Elk River, MN. Management consultant. 1979.

Pennsylvania Power & Light Company, Susquehanna Training Center, Berwick, PA. Member, Nuclear Training Advisory Committee. August, 1982-October, 1983.

C & C Investments, Inc. (Wendy's of Minnesota), Hopkins, MN. Organizational diagnosis. September, 1982-May, 1983.

Government Training Service, St. Paul, MN. Advisory group member, Organization Development Affilitates. 1983. Team building. May, 1984; July, 1987. Problem-Solving Facilitation. August, 1989.

League of Minnesota Cities, St. Paul, MN. Organizational diagnosis. August, 1983-March, 1984.

Northern States Power, Minneapolis, MN. Train the Trainer workshop. May-June, 1984.

United Theological Seminary, Continuing Education Division, New Brighton, MN. Needs Assessment. January, 1985.

3M Company, St. Paul, MN. Consultant on keyboards. February, 1985.

CompuKeys, Inc., St. Paul, MN. President. 1985-1990.

Avenido Consulting, St. Paul, MN. Assisted in strategic planning consultation with Minnesota Mutual Assistance Agencies (Hmong, Lao, Cambodian, Vietnamese). October, 1985.

Department of Administration, State of Minnesota, St. Paul, MN. Member, Evaluation Committee for Governor's STEP (Strive Toward Excellence in Performance) Program. April, 1985-June, 1987. (Recipient of Ford Foundation Recognition as one of ten organizations nationally in 1986, Innovations in State and Local Government.)

Share Development Corporation, Bloomington, MN. Team building workshop. June, 1985.

Bangladesh Business Management Education and Training Project, a MUCIA project funded by the World Bank through University of Illinois, Champaign. Focus on executive development programs, case writing, and research. August-September, 1985; June-July, 1986; January-February, 1988; December, 1988.

Process Management Institute, Inc., Bloomington, MN. Organization development seminar.

September, 1985. Employee selection consultant. March, 1987-June, 1988.

Zytec, Eden Prairie, MN. Organization development intervention (with Process Management Institute) to implement Deming's philosophy for CQI. September, 1985-October, 1986. (Received Malcolm Baldrige Award and Minnesota Quality Award, 1991)

Land O'Lakes, Arden Hills and Columbia Heights, MN. Organizational diagnosis. November, 1985-ecember, 1986. Arden Hills and Inver Grove Heights, MN, and Ft. Dodge, IA. April, 1989-May, 1990.

United Health Care, Bloomington, MN. Team building and mission development consulting. February, 1986. Conflict management. February-March, 1987.

Sycamore Consultants, Minneapolis, MN. Consultation on merger process with Cretin and Derham Hall High Schools. November, 1986-January, 1987.

North Central Career Development Center, New Brighton, MN. Mission and philosophy statement development with board of directors. February-September, 1987. Staff/leadership structure August, 1987.

Minnesota Dental Association, Minneapolis, MN. Mission statement development, development of goals and objectives, with board of directors. July-August, November, 1987.

Minnesota Department of Transportation, St. Paul, MN. Training needs assessment. August-December, 1987. Improving meeting management workshop. November, 1988-April, 1989.

Citicorp, Consumer Banking/Management Education, Management development training evaluation project. August, 1987-September, 1988.

U. S. Department of Agriculture, Soil Conservation Service, St. Paul, MN. Training evaluation consultation. October, 1987. Organizational change workshop. January, 1989.

Minneapolis Board of Education, Minneapolis, MN. Team building and role definition. April, 1988.

Carver-Scott Cooperative Center, Chaska, MN. Training in climate survey construction and analysis. September, 1988.

Minneapolis Teachers' Retirement Fund, Minneapolis, MN. Organizational diagnosis. October-November, 1988. Organizational governance. January-June, 1989.

Employee Assistance Programs of Hazelden, Minneapolis, MN. Organizational change workshop. November, 1988.

Hazelden, Center City and St. Paul, MN. Organizational change diagnosis and workshop. November, 1988.

The Minnesota Landscape Arboretum, University of Minnesota, Jordan, MN. Organizational needs assessment. February, 1989.

St. Christopher's Episcopal Church, New Brighton, MN. Mission statement and strategic planning. February, 1989.

Judson Memorial Baptist Church, Minneapolis, MN. Mission statement. April, 1989.

Burns Brothers Financial Group, Bloomington, MN. Conflict management. April, 1989.

Vaughn Communications/Vaughn Display, Bloomington, MN. Quality transformation. September, 1989-September, 1992.

Academy for Educational Development under U.S. Agency for International Development. Consultant to National Institute of Public Administration (NIPA), Lahore, Pakistan, on case study development (June 9-July 15, 1989; January 18-February 3, 1990); case study facilitation (January 18-February 3, 1990); and Advanced Trainers Development Workshop (June 28-July 29, 1990).

St. Paul Fire and Marine Co., St. Paul, MN. Instructional Design Workshop, March, 1990; Instructional design consulting, April, 1990. Needs assessment workshop, April, 1995.

Police Training Advisory Council (PTAC), St. Paul, MN. Train the Trainer Workshop, April, 1990; April, 1991; May, 1992.

Cargill, Organization and Employee Development Department, Administrative Division, Minneapolis, MN. Consulting Skill Development Workshop, May, 1990.

Warrendale Presbyterian Church, St. Paul, MN. Conflict management and strategic planning, March-September, 1990.

The Rockler Companies (Woodworkers' Store), Rogers, MN. Quality transformation and strategic planning. April, 1990-March, 1993; February, 1994.

Metropolitan Division of the Minnesota Department of Transportation, Seven County Metropolitan Area. Merger, strategic planning, quality transformation, management development, career development, and organization development. June, 1990-November, 1993.

Direct Expressions, Minneapolis, MN. Strategic planning, role clarification, and conflict management.

December, 1990.

Lifetouch National School Studios, Bloomington, MN. Management team building. November, 1990-February, 1991.

The Presbytery of the Twin Cities. Workshop on conflict management. February 12, 1991.

Park Baptist Church, St. Paul, MN. Coaching on time management for senior pastor. March, 1991.

Riverside Reformed Church, Bloomington, MN. Conflict management, climate survey. May-November, 1991.

Grant Thornton, Minneapolis, MN. Quality transformation readiness assessment. June-August, 1991.

Brenda Schaeffer & Associates, Eden Prairie, MN. Conflict management and organizational restructuring. July-August, 1991.

Midwest Importers, Cannon Falls, MN. Strategic planning. July-August, 1991. Quality process improvement. June-December, 1992.

Land O'Lakes, Research, Technology and Engineering/Corporate Purchasing Division, Arden Hills, MN. Quality transformation. September, 1991-November, 1992.

Key Tronic World Invitational Type-Off, Las Vegas, NV. Judge. October 23, 1991.

IBM, Rochester, MN. Education Department restructuring. November, 1991.

Northern States Power Co., Minneapolis, MN. Training effectiveness system. January-October, 1992.

U.S. Agency for International Development, through Land O'Lakes, under contract with Agricultural Cooperative Development Institute. Workshops on Introduction to Marketing and Advanced Marketing Concepts, with Training of Trainers support. Rzeszow and Olsztyn, Poland. February, 1992.

3M Co., St. Paul, MN. Leadership continuum development. March, 1992-May, 1993.

Nash Finch Co., Minneapolis, MN. Quality transformation workshop. March, 1992; April, 1995. Consulting with top management. August, 1992.

Carlson Companies, Information Systems, Minneapolis, MN. Quality transformation training. June, 1992.

Dairy Fresh Foods (Country Lake Foods/Land O'Lakes), St. Paul, MN. Organization development consulting (executive coaching, team building, climate survey, management development) and quality transformation consulting. July, 1992-September, 1994.

Minnesota Department of Transportation, Right-of-Way Quality Improvement Team, St. Paul, MN. Customer satisfaction survey. June, 1992-August, 1993.

Country Lake Foods (Land O'Lakes), Bloomington, MN. Workshop on continuous quality improvement. March, 1993. Quality transfor-mation and organization development consulting, September, 1993-June, 1995.

Personnel Decisions International, Minneapolis, MN. Organization development consulting (executive coaching, team building) and quality transformation consulting. June, 1993-June, 1998.

Bridgeman Dairy (Country Lake Foods/Land O'Lakes), Grand Forks, ND. Organization development consulting (executive coaching, team building, climate survey, management development) and quality transformation consulting, July, 1993-June, 1994.

Lakeside Dairy (Country Lake Foods/Land O'Lakes), Sioux Falls, SD. Organization development consulting (executive coaching, team building, climate survey, management development) and quality transformation consulting, July, 1993-June, 1994.

Ag Agency (Land O'Lakes), Mendota Heights, MN. Continuous quality improvement workshop and assessment, August-September, 1993.

Continuing Education and Extension, Conference Services, University of Minnesota. Organized, facilitated, and taught a two-week workshop on "Doing Business in the United States" for a group of textile mill owners and managers from Bangladesh, September, 1993.

Reorganized Church of Jesus Christ of Latter Day Saints, North-Central Region, Church Consultant Planning Team, March, 1994 to 2002. Workshops: March, 1996; October, 1996; May, 1997, October, 1997; May, 1998; October, 1998; May, 1999; October, 1999.

IDS Financial Services, Inc., Minneapolis, MN. Facilitated workshops on Learning Objectives and Training Evaluation, February, 1994; Organization Development Measurement, June, 1994. Provided support for Diversity Training, October, 1994.

Macalester-Plymouth United Church Session, St. Paul, MN. Team building, meeting effectiveness, mission and vision development, January, 1995.

American Express Financial Services, Inc., Minneapolis, MN. Facilitated workshop on Training Evaluation, August-September, 1995.

Evangelical Free Church of America, Denominational Headquarters, Bloomington, MN. Organization

development consulting, May-September, 1995. Facilitated workshop on Systems Thinking, December, 1995.

MicroElectronics Division of AT&T (later, Lucient), European Division, headquartered in London, England (subcontracted through BI Performance Systems, Bloomington, MN). Facilitated global employee involvement process, August, 1995 - March, 1996.

Samsung Industries, Seoul, Korea. Facilitated four-day workshop for managers on "Basic Concepts in Human Resource Development" and facilitated debrief sessions at ASTD International Conference in conjunction with Wyatt Consulting, Korea, May-June, 1996.

Carlson Learning Company, Minneapolis, MN. Developed items for *Learning Strategies Profile*, August, 1996.

Imation, Minneapolis, MN. Co-facilitated three-day workshop on "Organizational Globalization" (with A. Tolbert and R. Myers), January, 1997.

TelecomAsia, Bangkok, Thailand. Facilitated two workshops: "Continuous Quality Improvement" and "Systems Thinking and Organizational Learning," March 20, 1997.

Samsung Industries, Seoul, Korea. Facilitated ten-day workshop for HRD managers on "Strategic Applications of Human Resource Development" in St. Paul, MN, July 7-17, 1997.

HR Institute, Seoul, Korea. Presented a two-day public workshop on "Strategic Human Resource Development," July 21-22, 1997.

Personnel Center of Liaoning Province, Liaoning, People's Republic of China. Presented half-day workshop in Shenyang on "The Status of Human Resource Development in the United States," July 30, 1997, and consulted with professionals in HRM in Shenyang, Banxi, and Dalian, July 27-August 3, 1997.

Piper Jaffray, Minneapolis, MN. Conducted needs analyis for diversity and sexual harassment (with A. Tolbert and F. Sepler), August, 1997 - January, 1998.

Mayo Foundation, Inc., Rochester, MN. Conducted needs analysis for the position of Chair, Rochester HR, December, 1997-January, 1998.

Mayo Rochester, Rochester, MN. Conducted assessment of cardio-vascular surgery and recovery unit, facilitated conflict management and other problem-solving interventions, April - May, 1998; conducted assessment of Operations Team Managers working relationships, September, 1998 – March, 1999. Conducted organizational diagnosis around employee morale among vascular/ interventional radiologists, December, 1998 – March, 1999. Conducted organizational diagnosis regarding participative management and initiated strategic planning process for the Department of Urology, August, 1999 - September, 1999. Facilitated personnel selection conflict in Interventional Radiology Department, March, 2000. Conducted leadership assessment in Cardiovascular Disease Department, April, 2000 - June, 2000. Conducted interview multi-rater review of Chair of the Board of Governors of Mayo Rochester, February, 2001 - April, 2001. Conducted work environment assessment for Liver Transplant, May, 2001 - June, 2001. Conducted work environment assessment for OB/Gyn, September, 2001 - November, 2001. Conducted conflict resolution within Medical Informatics, February, 2002 – April, 2002. Divisional assessment for Rheumatology, October-December, 2002; Executive coaching, December, 2002 - 3004. Leadership assessment, Psychiatry and Psychology, September, 2003 – February, 2004. Divisional re-assessment, OB-Gyn, January – March, 2004.

Dayton's, Marshall Fields, Hudson's, Minneapolis, Chicago, and Detroit. Facilitated problem-solving discussion related to assessment of employee morale, leadership, and processes in Maintenance Division, April, 1998.

Northwest Rule Die, Avon, MN. Conducted assessment of company culture, with recommendations for organization development interventions. April-May, 1999.

Headwaters Fund, Minneapolis, MN. Facilitated existing staffing pattern examination and implementation of new staffing pattern. July-August, 1999.

Minnesota Advocates for Human Rights, Minneapolis, MN. Facilitated strategic planning process. August - October, 1999.

Reorganized Church of Jesus Christ of Latter Day Saints, Congregational Leaders Workshop, Lamoni, IA. Taught one-week workshop (twice) on Congregational Visioning. August, 1999. Taught a half-day workshop at North-Central Regional Leadership Team Retreat on "Church leadership: Transformative or transactional? Or does it matter? October 30, 1999.

Rockler Companies, Inc., Medina, MN. Conducted interviews for needs assessment, facilitated mission and vision development, facilitated strategic planning process. September-October, 1999.

3M Company, St. Paul, MN. Co-conducted (with John Fossum) twice-weekly global senior management seminars on HR and HRD. November, 1999 - May, 2000.

Life Link III. Conducted conflict management and structural interventions in finance areas. May, 2000.

Ras Tanura Refinery of Saudi Aramco. Conducted safety assessment. September-October, 2000.

The Saudi Amiantit Group. Presented workshop on Creating the Global Learning Organization. Presented three times in Damman, Saudi Arabia, October 21-23, 2000.

The Institute of Industrial Management and Information Technology. Presented public workshop on Creating the Global Learning Organization. Dhahran, Saudi Arabia. Presented October 24, 2000.

P4 Management Solutions (P4) and Performware Accelerated Learning Systems (PALS), Board of Directors Member, Albuquerque, New Mexico, February, 2001 - 2005.

Saudi Aramco, Training and Career Development, and Organization Improvement and Effectiveness Departments, presentation on "Creating an Employee Survey," Dhahran, Saudi Arabia, April 17, 2001.

Saudi Aramco, Management Development Center, conducted workshop on "Foundations of Organization Development" for Performance Improvement Consultants, October 1-3, 2001.

Minnesota Diocese of the Episcopal Church, conducted extensive review of the Bishop's performance and coach in the creation of a development plan, September, 2001 – February, 2003.

Rochester (MN) Independent School District, conducted qualitative multi-rater feedback for the Superintendent of Schools, January-February, 2002.

Mayo Health Systems. Conducted 360 evaluation of CEO of Franciscan Skemp Healthcare, LaCrosse, Wisconsin; CEO of Mayo Health Systems, 2004.

Arabian Society for Human Resource Management, Dhahran, Saudi Arabia. Full-day workshop on "Preparing for Global Assignments," April 12, 2004; half-day workshop on "Myths and Realities of HRM and HRD Practices," April 14, 2004; full-day workshop for managers on "Strategic Directions in Human Resources," December 12, 2004.

King Faisal Specialty Hospital and Research Centre, Riyadh, Saudi Arabia. Half-day videoconferenced workshops on "How to Improve Employee Retention and Minimize Training Time," May 10, 2004, and "Planning and Organizing Work," September 1, 2004.

Yuan-Ze University, Taoyuan, Taiwan. University-wide workshop on "Human Resource Development as National Policy: What It Means for a Country like Taiwan," June 3, 2004.

Civil Service Commission of the Republic of China, Taipei, Taiwan. Workshop on "Developing and Using Competencies in Management Development," June 8, 2004.

Sun Yat Sen Visiting Delegation from Ghuangzhou, PRC, China Center, University of Minnesota, Minneapolis, MN. Presentation on "An Introduction to Organization Development: What Is It:" July 29, 2004; "An introduction to organization development: Why do we need it?" August 12, 2004.

Eurasian Junior Faculty Development Program Orientation, University of Minnesota, Minnapolis, MN. "Key Issues Facing Faculty on U.S. Campuses," August 10, 2004.

Saudi Aramco, Training and Career Development, Development of Job Descriptions for an HRD Consultant and a Senior HRD Consultant. January 23, 2006.

H. Office Education Association/Business Professionals of America:

Considerable involvement including: non-cluster judge at regional and state conferences; judge and director of cluster contests at regional, state, and national conferences; Workshop Chairperson for national conference; National Collegiate Division Constitution Committee Member; National Election Procedures Committee Chairperson; National Supplier Guidelines Committee Member; and presentation of numerous leadership workshops.

Minnesota Office Education Association Post-Secondary Executive Board, Member. 1972-77.
National Office Education Association Executive Board, Member. May, 1974-May, 1977.
National Office Education Association, Collegiate Division, Coadvisor. 1974-75. Advisor. 1975-77.
National Office Education Association, Classroom Educators' Advisory Council, Board Liaison. 1975-1977.
EPDA Project on Preparing Leaders of Vocational Student Organizations, University of Kentucky, Member of Planning Committee. 1977.

I. Professional Organizations

In addition to serving as a reactor at many conventions:

Delta Pi Epsilon, Phi Chapter (graduate honorary fraternity in business education). Research Committee, Member. 1970-73. By-Laws Committee, Chairperson. 1972. Program Committee, Chairperson. 1972. Historian. 1973. Membership Committee, Member. 1973.

American Educational Research Association. Symposium member at business education sessions at several national conventions.

American Vocational Education Research Association. Referee on a number of articles for the *Journal of Vocational Education Research*. Editorial Board Member of *Journal of Vocational Education Research*. 1978-81. Chair. 1981. President's Council. 1988.

Minnesota Business Educators, Inc. Convention Co-Chairperson for Annual State Convention in Minneapolis. Fall, 1973. President-Elect. 1974-76. President. 1976-77. Past-President. 1977-78. Chairperson, Licensure Committee. 1974-76. Nominating Committee Member. 1978, 1996.

North-Central Business Education Association. Executive Board Member. 1974-76. Distinguished Service Award Committee, Chairperson. 1975-76. Member. 1977-78.

Minnesota Vocational Association. Fall Convention Planning Board Member. 1973, 1976. Executive Board Member. 1975-77. Resolutions Committee Member. 1975-77.

American Vocational Association. Convention Voting Delegate. 1976, 1977.

Vocational Education Study Committee of the Reorganized Church of Jesus Christ of Latter Day Saints Chairperson. July, 1978-April, 1980.

Minnesota Valley Chapter for the Gifted and Talented, Dakota County, MN. Organizer and President. 1979-80. Past-President. 1980-81.

Minnesota Council for the Gifted and Talented. Secretary and Board Member. 1980-81.

Minnesota-North Dakota Division of the National Secretaries Association. Secretary of the Year Judge. May 17, 1980.

Reader for major national research award in business education. Specifics of involvement must remain confidential. 1980.

Sex Equity Committee for the RLDS Church. One of three members. January, 1981-December, 1984.

Southern Minnesota Chapter of American Society for Training and Development. Nominating Committee Member. 1984, 1987, 1988. Program Planning Committee. 1987. Awards Selection Committee. 1987. Co-founder and Co-coordinator, International Special Interest Group. 1987-1988. OD Consultant of the Year Award Committee Member. 1988.

Executive Commitment to Quality Management Group, Productivity and Quality Committee, University of Minnesota/Local Executives Partnership. 1986-1990.

OD Institute, Task Force on Organization Development Competencies. 1987-2000.

Minnesota Council for Quality, Technical Advisory Committee Member. 1987-1989.

University Council for Training and Development Research, Non-voting Institutional Representative. 1987-1993.

American Society for Training and Development. Co-facilitated Theory-to-Practice Symposia: (with S. DeVogel) The Role of Organization Development in Quality Management and Productivity Improvement, March 8-9, 1987. (with S. Damme & R. Swanson) The Organizational Role of Performance Reviews, November 11-12, 1988. Both held in St. Paul, MN.

American Society for Training and Development, competency study (*Models for HRD Practice*) role expert in Marketing and in Research, 1989.

American Society for Training and Development Research Committee, Ex-officio member, 1993-1997.

Academy of Human Resource Development, Publications Committee, 1993-95; 2005-6. Board member, 1994-96, 1998-2004; ex-officio, 1996-7 (as Editor of *HRDQ)*; 2004-2005 (as representative of UFHRD). Nominating Committee, 1994-7; Chair, 1995-7, 2005-2006. Awards Committee, 1995, 1998. Distance Education Task Force, 1995-96. Conference Site Co-Chair for Minneapolis site, 1996. Fellows Committee, 1996. Committee on Chapters, 1996. Outstanding Program Award Committee, 1998. Symposium Chair, 1998, 1999, 2000. Paper Reviewer, 1999, 2000. Outstanding Scholar Committee, 1999, 2000, 2001, 2002. HRD Scholar Hall of Fame Committee, 2002, 2003, 2004. Conference Co-Chair, 1999, 2000. Conference Site Committee Co-Chair, Minneapolis, 2003. President-Elect, 1998-2000; President, 2000-2002; Past-President, 2002-2004. As Past-President, Liaison to

International Conferences (Asia and Europe), 2002-2004. Chair of the Policy Committee, 2005-2006. Member of the *HRDQ*

Editors Board Committee, 2005-2006.

Academy for Human Resource Development, Asian Region. Advisor to First Annual Asian Regional Conference, Bangalore, India, October 26-30, 2002 (including preconferences), and Session Chair. Advisor to Second Annual Asian Regional Conference, Bangkok, Thailand, November 29-December 2, 2003. Reviewer for Asian AHRD Conference, 2005. Session Chair, Asian AHRD Conference, Taipei, Taiwan, 2005.

International Management Development Association, Global Human Resources Track Chair for fourth annual conference in Istanbul, Turkey, 1995; referee for Global Marketing Track, 1995. Global Human Resources Track Chair for fifth annual conference in Hamilton, Bermuda, 1996. Global Human Resources Track Co-Chair for sixth annual conference in Seoul, Korea, 1997. Vice-president for Programs and President Elect, 1997-9; President, 1999-2001. Global Human Resources Track Co-Chair and Program Co-Chair for seventh annual conference in Santo Domingo, Dominican Republic, 1998. Co-Chair for eighth annual conference in Monterey, CA, and Co-Editor of Proceedings, 1999. Co-Chair for the ninth annual conference in San Jose, Costa Rica, and Co-Editor of Proceedings, 2000.

The University Forum for Human Resource Development (UK), Council Member, 1998-2002; representative fo Academy of HRD Board of Directors, 2004-2005; Planning Committee Member for European Conference in Leeds, UK, 2004-5; Committee on Membership Benefits for Non-UK Universities, 2004-2006.

Facilitated the development and implementation by a volunteer group of 11 students at the University of Minnesota of simulation on OD Assessment for pre-conference on International HRD at 1998 Academy of Human Resource Development conference in Chicago, IL, March, 1998; coordinated with three other simulations developed by Georgia State University, George Washington University, and Virginia Polytechnic Institute.

Honors

Robert E. Slaughter Award sponsored by Gregg Division of McGraw-Hill for outstanding research in the field of business and office education. December, 1975. (First award presented; now, maximum of three such awards per year.)

Recipient of Twin Cities Assembly Outstanding Contribution Award, University of Minnesota, 1977.

Recipient of Outstanding Service Award, Minnesota Office Education Association, 1978.

Recipient of Vocational Recognition Award for Contributions to Vocational Education, Suburban Hennepin County Technical School, 1978.

Advisor on Norma Olson's doctoral dissertation for which the only 1978 Robert E. Slaughter Award for outstanding research in business and distributive education was awarded, and for which she received the 1978 Delta Pi Epsilon Award for the outstanding doctoral dissertation in business and distributive education.

Recipient of Outstanding Service Award, Office Education Association, presented at the National Leadership Conference, April, 1980.

Co-advisor on Dennis Wubbena's doctoral dissertation for which the 1980-81 Epsilon Delta Epsilon Research Award for outstanding research in distributive education and Neal Vivian Research Award, 1981, were awarded.

Award of Merit, Delta Pi Epsilon, April, 1981.

Listed in *Who's Who in Finance and Industry*, 22nd Edition, 1981-82.

Listed in *Who's Who in the Midwest*, 19th Edition, 1983-84; 20th Edition, 1984-85; 24th Edition, 1993-94; 25th Edition, 1996-97; 26th Edition, 1998-99.

Recipient of Outstanding Volunteer of the Year Award, Planned Parenthood of Minnesota, 1983. First annual award, two recipients.

Recipient of Community Action Award, Minnesota District of the Reorganized Church of Jesus Christ of Latter Day Saints, 1984. First annual award, two recipients.

Certificate of Merit, Delta Pi Epsilon, April, 1985.

Recipient of Citation of Merit for distinguished service and outstanding contribution to students, University Student Alumni Association, February, 1986.

Recipient of Minnesota Business Educators, Inc.'s Outstanding Postsecondary Business Educator Award, April, 1986.

Recipient of Distinguished Teaching Award, College of Education, University of Minnesota, May, 1986.

Recipient of Horace T. Morse-Amoco Foundation Award for Outstanding Contributions to Undergraduate Education, University of Minnesota, May, 1986. Designated Morse Alumni Distinguished Teaching Professor in August, 1996.

Recipient, on behalf of the University of Minnesota's Training and Development Focus, of the 1986 Organizational Excellence Award for Training and Development by the Southern Minnesota Chapter of the American Society for Training and Development, December, 1986.

Recipient (with Sam Pakenham-Walsh) of Outstanding Paper Award for paper presented at Western Academy of Management Conference, April, 1987.

Awarded single-quarter leave for Winter, 1988, to advance research in International Management Development, April, 1987.

Recipient of Minnesota Student Association Gordon L. Starr Award for outstanding service to students, May, 1987.

Nominee for John Robert Gregg Award in Business Education, 1988, 1989, 1990, 1991, 1995, 1996.

Selected as examiner for the 1991 (first year) Minnesota Quality Award.

Earned RODC (Registered Organization Development Consultant) status from The Organization Development Institute, March, 1991.

Member of initial consultant team with Zytec Corporation, winner of 1991 Malcolm Baldrige Award for Quality

Advisor on Charles Krueger's 1991 doctoral dissertation for which he was awarded the 1993 Delta Pi Epsilon Award for the outstanding doctoral dissertation in business education in 1991.

Advisor on Barry-Craig Johansen's 1991 doctoral dissertation for which he was selected as runner-up for 1992 National Research Award for Omicron Tau Theta.

Awarded honorary life membership in Organization Development Network/Special Interest Group of Southern Minnesota Chapter of ASTD, 1992.

Recipient, on behalf of the University of Minnesota's Human Resource Development Program, of the 1994 Excellence and Quality Program Award from the Academy of Human Resource Development, March, 1994.

Advisor on Mary Litsheim's 1993 master's paper for which the 1994 Delta Pi Epsilon Award for outstanding

master's paper in business education was awarded.

Advisor on Sandra Johnson's 1994 doctoral dissertation for which she placed second for the 1995 Donald Bullock Dissertation Award sponsored by the American Society of Training and Development for outstanding doctoral dissertation in human resource development.

Listed in *Sterling's Who's Who*, 1995.

Listed in *Who's Who in the World*, 13th Edition, 1996.

Listed in *Who's Who in American Education*, 5th Edition, 1996-97.

Recognized by Board of Regents and President Hasselmo, with four others, for our role in initiating and continuing to support quality management principles within the University of Minnesota, March 27, 1995.

Advisor on Christine Johnson's 1994 master's paper for which the 1995 Delta Pi Epsilon Award for outstanding

master's paper in business education was awarded.

Recipient (with C. Shi) of Best Paper Award for paper presented at the Fifth Annual Conference of the International Management Development Association, Hamilton, Bermuda, July, 1996.

Recipient of Best Paper Award (1 of 11) for paper presented at the 1996 Annual Conference of the Academy of Human Resource Development; paper subsequently published in a monograph jointly published by the International Society for Performance Improvement and the Academy of Human Resource Development. Presented at AHRD Annual Conference in Atlanta, GA, March 8, 1997.

Recipient of Outstanding Scholar Award, presented at AHRD Annual Conference in Atlanta, GA, March 8, 1997. Awarded single-quarter leave for Winter Quarter, 1998, to conduct research in HRD in Thailand, April, 1997.

Awarded honorary life membership in Delta Pi Epsilon, April, 1997.

Appointed Honorary Professor, Liaoning Personnel Center, Shenyang, PRC. July, 1997.

Appointed Visiting Senior Research Fellow, Institute of Personnel Research of Liaoning Province, Shenyang, PRC, July, 1997.

Recipient of Best Paper Award (1 of 10) with Bohua Yan for paper presented at the 1997 Annual Conference of

the Academy of Human Resource Development; paper subsequently published in a monograph published by

the Academy of Human Resource Development. Presented at AHRD Annual Conference in Chicago, IL,

March 7, 1998.

Co-advisor on Peter Kuchinke's 1997 doctoral dissertation for which he received the 1998 Runner-up Award for Outstanding Dissertation from the Academy of Human Resource Development, 1998 Outstanding Dissertation Award from the International Society for Performance Improvement, and 1998 Outstanding Dissertation Award from the University Council for Workforce and Human Resource Education. Kuchinke also received the Richard A. Swanson Award from AHRD for the outstanding article appearing in 1999 in *HRDQ*, based on his dissertation research.

Awarded Outstanding Service Award by International Management Development Association "in appreciation of outstanding service as Congress Co-Chair" at Seventh World Business Congress, Santo Domingo, Dominican Republic, June 5, 1998.

Selected as one of seven "very distinguished, respected, and well-known practitioners and scholars in the fields of OD and organization science in general" (A. H. Church. (1999). From the editor: Introducing the best of the O.D. Journal in the 20th century. *Organization Development Journal, 17*(2), 3.)

Appointed to the Academy of Distinguished Teachers, University of Minnesota, 1999-2004.

Recipient of Best Paper Award (1 of 10) with Christine Kuo for paper presented at the 2000 Annual Conference of The Academy of Human Resource Development; paper subsequently published by the Academy of Human Resource Development. Presented at AHRD Annual Conference, March 3, 2001.

Recipient of Finalist-Best Paper Award (1 of 4) with Baiyin Yang and Taejo Lim for paper presented at the 2003 Annual Conference of the Asian Region of the Academy of Human Resource Development, December, 2003.

Awarded competitive semester leave for Spring, 2006, focused on the writing of research articles, with primary focus on research in

Taiwan and Thailand.