2018 AHRD
International Research Conference
in the Americas
February 14-17, 2018 | Richmond, Virginia, U.S.A.
Non-Refereed Paper Descriptions

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ICON KEY

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

**PD** A **Professional Development Workshop (PD)** provides the opportunity for colleagues to share knowledge and expertise that fosters professional development around capabilities to support research, theory-building, and/or scholarly practice.
Advancing HRD theory building through definitional research
Session ID: 365751

A recent definition theorized HRD as “a mechanism in shaping individual and group values and beliefs and skilling through learning-related activities to support the desired performance of the host system” (Wang, Werner, Sun, Gilley, & Gilley, 2017, p.1175). This is a continued effort along this path. This definition has the potential to distinguish the uniqueness of HRD from Human Development and Adult Learning, and challenges existing HRD knowledge structure in theoretical foundations related issues, including three-legged stool, performance vs. learning orientation, and attempts in standardizing HRD practices and beyond. The focus is on identifying future research agenda to advance HRD research and theory building.

Greg Wang, The University of Texas at Tyler
Jon Werner, University of Wisconsin-Whitewater
David Silberman, The University of Texas at Tyler
Publishing Non-Empirical Research: Tips for Success
Session ID: 369340

Sponsored by Human Resource Development Review (HRDR), this FOCUS Session is designed to provide guidance on how to publish findings from non-empirical research. The term ‘non-empirical research’ is used to refer to any research that is conducted using methods other than quantitative, qualitative, or mixed research methods. Specifically, we will focus on four types of research—literature review, conceptual, critical, and theory- or model-building research. We will offer tips on how to develop quality manuscripts that are publishable. It is hoped that this session will stimulate researchers’ interest in disseminating the findings from their non-empirical work through journal publications.

Jia Wang, Texas A&M University
Yonjoo Cho, Indiana University
Mina Beigi, University of Southampton
A Cross-SIG Proposal on Research Collaboration Networking  
Session ID: 372081

This proposal is a repeat of a very successful session conducted at the 2017 AHRD Conference in San Antonio, TX, and emerged out of collaboration among three special interest groups (SIGs) of AHRD: China, India, and Korea. In this proposal, we model the importance of collaboration among researchers to enhance research, and, especially, cross-country research in HRD.

Meera Alagaraja, University of Louisville  
Soo Jeoung Han, Boise State University  
Gary McLean, McLean Global Consulting  
Judy Sun, University of Texas
The Changing Nature of Work: The Implications of Knowledge Work for HRD Research
Session ID: 370403

Understanding work is a core issue for HRD, yet work is changing, and knowledge work is increasing prevalent in today’s workplace. Knowledge work requires employees to use their cognitive abilities, and differs from traditional procedural work that relies more on manual skills. HRD has been largely absent on the topic of knowledge work, even though the constructs of work, systems, learning, and performance are crucial for advancing HRD theory and research. This session will discuss the dimensions of knowledge work, identify areas for HRD research on knowledge work, and recruit authors for the planned ADHR issue on this topic.

Richard Torraco, University of Nebraska — Lincoln
Publishing Qualitative Research: Experiences and Tips from HRD Journal Editors
Session ID: 371997

Sponsored by the Qualitative Research SIG, this FOCUS session aims to share experiences and develop best practices in publishing qualitative studies in the flagship journals of HRD. In this session, a panel of six former and current editors of HRD journals will provide a diverse array of tips for publishing qualitative work based on their experience as the journal editor, reviewer, and author.

Meera Alagaraja, University of Louisville
Jia Wang, Texas A&M University
Valerie Anderson, Portsmouth Business School
Alexandre Ardichvili, University of Minnesota
Andrea D. Ellinger, The University of Texas at Tyler
Gary McLean, McLean Global Consulting
Tonette Rocco, Florida International University
Theory to Practice: Considering Humor and Adult Learning
Session ID: 354140

Humor is found in almost every aspect of our lives, including educational contexts. Whether in formal workplace training interventions or university classrooms, many educators of adults integrate humor into their teaching with various measures of success. However, using humor for instructional purposes without a firm understanding of humor theory is akin to cooking a meal without a recipe. It sometimes works, but more often fails. In order to use humor effectively in educational contexts, instructors need to understand its foundational roots. This interactive, entertaining, and fun workshop provides a summary of the most prevalent humor theories and a set of guidelines for integrating humor into human resource development practice.

Brian Vivona, Northeastern Illinois University
NON-REFEREED FOOD N THOUGHT | Salons G&H

An Exploration of Multiple Labels in Use in Human Resources Development; Implications for Research Dissemination?
Session ID: 370144

Through a historical review of the research and literature in the Human Resource Development (HRD) discipline, questions regarding the labels in-use and potential implications on research dissemination have arisen. In some instances, different labels have been identified that carry the same, or similar meaning. While in other cases the same label can also be found to have a different meaning entirely. Are the use of varied labels and definitions contributing to the gap between research and practice in the field of HRD? This session will explore this topic further, with examples of current practitioner definitions of HRD and the competencies required.

Holly Jackson, Virginia Commonwealth University
Robin Hurst, Virginia Commonwealth University
Building Collaborations and Support for Graduate Students: Expanding Opportunities for Leadership Research
Session ID: 364802

Graduate students exploring the study of leadership have few opportunities to network with peers and scholars who maintain similar interests. Although dozens of graduate students attend the AHRD International Conference in the Americas annually, networking experiences to promote leadership research and the field of human resource development (HRD) are lacking. As such, graduate students engaging in leadership studies are often left with minimal support and guidance from the academic community, beyond their program adviser. This Food ‘n’ Thought session offers graduate students an opportunity to network with colleagues and scholars, while promoting dialogue among session attendees about the future of leadership studies.

Michael Kirchner, Indiana University Purdue University-Fort Wayne
Laurie Brummitt, North Carolina State University
Tina Natt och Dagg, Kanof Institute for Physicians Leadership-NC Medical Society Foundation
Kathy Yeager, Texas A&M University
NON-REFEREED FOOD N THOUGHT | Salons A&B

Designing Effective Leadership Development Interventions for Women
Session ID: 364801

This session will focus on research, theory, and best practices regarding effective design of leadership development interventions (e.g., programs, mentoring, networking), specifically for women. Its informal design will facilitate an open, engaging discussion. The facilitator will provide background, attendees will then introduce themselves and pose questions they would like answered, and the session leader will facilitate a group discussion based on the emergent themes of greatest interest to participants.

Suan Madsen, Utah Valley University
Exploring the Relationship of Employee Engagement and Well-Being Moderated by Bully Behavior

Session ID: 378691

This session seeks to explore how bullying behavior can negatively impact employees’ engagement state, which, in turn, damages their overall well-being. This conversation will focus on impacts of workplace bullying on individuals and organizations. Additionally, the discussion will identify practices to mitigate the harmful impacts of bullying, maintain emotional and physical wellness when encountering bullying behavior and build a culture that is intolerant of bullying behavior. Utilizing both research and practice, this topic will be approached through the lens of employee engagement, bullying and well-being, to center on an actionable understanding of bullying behavior impacts on employee engagement and well-being.

Russell Robinson, US Department of Health & Human Services
Rachel Schacht, National Business Group on Health
Leadership Development for the Simply Irresistible Organization  
Session ID: 365810

As organizations undergo a digital transformation, move to team-based work structures, and attempt to increase employee engagement, leadership development programs must change. Leaders in the modern organizations must acquire new skills and ways of thinking to make themselves and their organizations successful. This Food n’ Thought session will explore the future of leadership development by considering the Bersin framework of the “Simply Irresistible Organization” with current leadership and organizational models such as the “team of teams.” Let’s explore the future of leadership development research as it applies to employee engagement.

William Brantley, University of Maryland and University of Louisville
Past, Current, and Future Perspectives of Creativity: Is Creativity at a Crossroads?
Session ID: 377660

As creativity lies at the heart of diverse fields including human resource development (HRD), numerous approaches to define and clarify the concept have been pursued. Despite attempts, creativity still remains enigmatic, which leaves HRD practitioners unclear about best practices for developing employees’ creative potential. Bibliometric methods have been utilized in HRD to complement meta-analyses and systematic literature reviews. In this Food-n-Thought session, we will share preliminary results of a study using bibliometrics to define creativity. We also wish to hear others’ opinions about expanding research horizons using scientometrics in HRD, in general, and integrating creativity in T&D initiatives, in particular.

Alina Waite, Indiana State University
Chan Lee, Seoul National University
Ahreum Lim, Seoul National University
Professionals Perceptions of the Role of Project Management in Talent Development Careers
Session ID: 373105

This Food n’ Thought session will discuss the findings of a survey of Association of Talent Development Professionals on their perceptions of the role project management plays in their talent development careers. Participants will be actively engaged with discussion of the findings from the survey as well as doing an activity on how to apply the findings to online course development. This session is beneficial to anyone who has a role in online course development. The activities and brainstorm should produce information that will benefit online course developers no matter the course topic they are developing.

Brian Sakofsky, North Carolina State University
Michelle Bartlett, North Carolina State University
Research Rigor: Insights on Conducting and Reporting Quality Empirical Research in HRDQ
Session ID: 364917

Members of the Human Resource Development Quarterly (HRDQ) editorial team will host an interactive dialogue focused on the method-related editorials published in the 28th volume of HRDQ. Valerie Anderson will review criteria for evaluating qualitative research. Kim Nimon will discuss common comments in decision letters and present a manuscript preparation checklist for quantitative research. Tom Reio and Jon Werner will present guidelines for publishing rigorous mixed methods research. Participants will find this session helpful as they prepare manuscripts intended for submission to HRDQ and other related journals. Participants are encouraged to review the editorials prior to the session.

Kim Nimon, The University of Texas at Tyler
Valerie Anderson, Portsmouth Business School
Thomas Reio, Florida International University
Jon Werner, University of Wisconsin-Whitewater
Non-Refereed Paper Descriptions

Friday, February 16 | 12:15-1:15pm

NON-REFEREED FOOD N THOUGHT | Madison, Jefferson, & Monroe

Understanding Expert and Expertise: What we know and don’t know
Session ID: 379536

An expert is a person who possesses expertise, that is, the knowledge and skills to meet or even exceed the requirements of performing a particular unit of work (Jacobs, 2003). Research continues to assert the importance of having expert employees in organizations and society. On the other hand, it is anticipated that our relationship with work might change due to a proliferation of artificial intelligence and automation. Based on what we know about expert and expertise, this open discussion session will discuss how the nature of expert employees and their expertise in an organization could be reshaped. Jacobs, R. L. (2003). Structured on-the-job training: Unleashing employee expertise in the workplace. San Francisco, CA: Berrett-Koehler.

Yoomin Lee, University of Illinois at Urbana-Champaign
Yeonhong Kim, Human Resources Development Service of Korea
Non-Refereed Paper Descriptions

PD

NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP | Salons 123

Improving HRD Practice through Understanding Women’s Negative Interactions with Each Other
Session ID: 364742

Have you observed or experienced women’s negative interactions with each other at some time in your career? Have you ever wondered why these interactions are often different from men’s and, if so, why? This engaging and interactive professional development workshop (PDW) will share research that will answer these and related questions. The purpose of this session is to help participants understand women’s negative interactions with each other with the goal of providing them with insights and tools to better design HRD interventions geared toward increasing the knowledge, skills, confidence, and overall performance of female workers and their supervisors.

Susan Madsen, Utah Valley University
Non-Refereed Paper Descriptions

Friday, February 16 | 1:30-3:00pm

NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP | Salons 678

Problem-based Learning: Using Authentic Problems to Inductively Teach and Promote Active Learning
Session ID: 367010

This professional development workshop provides hands-on experiences using problem-based learning (PBL). PBL uses real-world, authentic problems to facilitate active learning, collaborative problem solving, critical thinking, and real-time knowledge exploration. Barrows (1994) implemented a PBL curriculum at Southern Illinois School of Medicine and since its onset to the present day, the university has been recognized for this innovative pedagogy. While PBL has been adopted by K-16 and medical schools, PBL is less understood and utilized in the field of Human Resource Development. Participants will have access to online resources specific to the problem using their laptops or smartphones during the session.

Heeyoung Han, Southern Illinois University School of Medicine
Jeanne Koehler, Southern Illinois University School of Medicine
NON-REFEREED FOCUS SESSION | Madison, Jefferson, & Monroe

AHRD Standards on Ethics and Integrity: Exploring Case Studies in Ethical Issues
Session ID: 370307

During this FOCUS session, participants will review revisions to the new official AHRD Standards on Ethics and Integrity. An important aspect in creating new ethical standards is to consider instances in which use of such standards may arise. This proposed collaborative session will engage HRD members in interactive discussions with expert panelist concerning the revised standards. It will invite AHRD members and conference participants to discuss possible cases in which such standards may apply. The session will close with participants describing possible case studies to be contributed to a future issue of Advances in Developing Human Resources.

Darlene Russ-Eft, Oregon State University
Racial Justice Ally Training
Session ID: 368050

The hypervisibility of race relations in the United States has yielded a deep penetration to every aspect of reality, including organizational culture and climate. Polemic ideologies from varying perspectives are manifesting in nuanced ways from higher education to industry. Hundreds of leaders are yielding attention to creating both diverse and inclusive environments through initiatives such as the CEO Action for Diversity & Inclusion. Such strategic endeavors are addressing the endemic ills encroaching their organizations. The University of Illinois’ Racial Justice Allies and Advocates workshops equip members of the institution with the skills to be active participants in shaping an inclusive space for racial equity.

Kimberly Otchere, University of Illinois
Jeremy Bohonos, University of Illinois
Toward a Declaration of Unity, Equity, and Social Justice: The Voice of AHRD
Session ID: 371762

The purpose of this workshop is to initiate design of a declaration for unity, equity, and social justice in AHRD for consideration by the Board of Directors. Building from an impromptu session held at the 2017 conference, this interactive session is organized around nine Unity Principles: ending violence; environmental justice; reproductive, racial, workers’, civil, immigrant, LGBTQIA, and disability rights. Using a democratic process, we will define our collective understanding of each principle as it relates to AHRD, project possible futures of each principle for the Academy, and identify actions to guide our practice as a community.

Jamie Callahan, Newcastle Business School, Northumbria University
Carole Elliott, Roehampton Business School, Roehampton University
Marie-Line Germain, Western Carolina University
Topic Modeling: A Text Mining Technique for HRD Researchers
Session ID: 399303

HRD scholars are exposed to massive amounts of text data available to harvest that could guide theory, policy, and practice in HRD, yet few HRD scholars are prepared to exploit these text data in research. Topic modeling processes natural language to uncover themes by analyzing patterns of words in a collection of documents. Topic modeling theory has evolved from such diverse fields as computer science, artificial intelligence, statistics, and linguistics. Topic modeling is introduced by having session participants analyze topics in a simple text. Also, discussed is an example of a large topic model project using AHRD journal data.

David Passmore, Penn State
Rose Baker, University of North Texas
Conceptualizing and Operationalizing Reflection in Experience-Based Workplace Learning: Multiple Perspectives
Session ID: 378294

To reflect critically about one’s own practice is often seen as the starting point for gaining new perspectives in the daily routines of working professionals. This expert panel hence seeks to understand key dimensions of reflection in experience-based workplace learning. Our starting point is Tara Fenwick’s analysis of five perspectives on cognition to distinguish among constructivist, psychoanalytic, situative, critical-cultural, and enactivist perspectives on reflection. Our aim is to examine how to conceptualize reflection so that one or more perspectives can complement our understanding of learning through experience at work. We also explore promising new approaches, such as socio-materialism, that have emerged since Fenwick’s analysis.

Victoria Marsick, Teachers College, Columbia University
Lyle Yorks, Teachers College, Columbia University
Rob Poell, Tilburg University, The Netherlands
April Bang, Teachers College, Columbia University
Sean Justice, School of Art and Design, Texas State University
Henriette Lundgren, Tilburg University, The Netherlands
Research Focused on National Human Resource Development
Session ID: 378339

The purpose of this session is to present research focus on National Human Resource Development (NHRD). Much of the current interest in NHRD was initiated when Korea established its Ministry of Education and HRD in 2000. As a result, the Korea SIG is proud to sponsor this session to engage AHRD members in a stimulating dialogue leading to future research collaborations. To do this, we draw on a comprehensive model of NHRD. This will be followed by presentations that updates the status of NHRD in Korea, China, India, and Malaysia. After the presentations, the panelists will engage in discussion.

Jeong-Ha Yim, The University of Georgia
Gary McLean, McLean Global Consulting
Current Perspectives on Asian Women in Leadership: A Focus Session Co-sponsored by the China, India, and Korea SIGs
Session ID: 378562

Based on four books in a seven-book series on current perspectives of women in leadership in Asia, this session will provide brief overviews of the contexts, challenges, opportunities, and hopes for women in leadership in three countries: China, India, and Korea. Following presentations, participants (including many chapter authors) will have the opportunity to interact and explore further details from each of the three countries, as well as discuss how the findings might be similar to, or different from, other Asian countries and, indeed, globally, as every country still struggles to provide equal opportunities for women compared with men.

Gary McLean, McLean Global Consulting
Yonjoo Cho, Indiana University
Rajashi Ghosh, Drexel University
Judy Sun, University of Texas
NON-REFEREED FOCUS SESSION | Madison, Jefferson, & Monroe

SkilledUP: How HRD Professionals Can Prepare Organizations for the Skills Needed by Industry 4.0
Session ID: 379470

Industry 4.0—the shift to highly automated manufacturing and office environments in which machines communicate with one another, make decisions, and produce large amounts of data that can be used to customize almost every product and service—could have a shattering effect on job, the skills needed for them, and even the nature of work. This interactive session explores emerging thinking about the next generation of industry and its impact on HRD. Following an introduction to Industry 4.0 and the general employment challenges that already exist, the panelists and participants together anticipate the types of challenges organizations will need HRD professionals to address and how those needs might drive future research.

Saul Carliner, Concordia University
Margaret Driscoll, IBM Corporation
Yvonne Thayer, Virginia Community College System
Non-Refereed Paper Descriptions

Saturday, February 17 | 10:30am-12:00pm

NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | Salons 123

Pigeonholing or Learning Instrument? – Reflecting Critically on the Use of Personality Testing in HRD
Session ID: 378310

This workshop explores how and why personality tests are used in HRD. By reflecting critically on the use of personality tests, it aims to adopt various perspectives, including those of HRD professionals and test takers. The workshop is structured into two parts that are supported by research and followed by an activity to encourage discussion and critical reflection. Part A gives an overview of the industry while exploring products, stakeholders and purposes. Part B reviews six dominant strategies that HRD professionals adopt when dealing with concerns and criticism. The workshop is aimed at HRD researchers, educators and professionals who work with personality testing in developmental contexts.

Henriette Lundgren, Tilburg University, The Netherlands
NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP | Salons 678

**Small Changes Can Yield Big Returns: Improving the Practice of Teaching Through Incremental Improvements**

Session ID: 378590

This session focuses on how teachers and facilitators can enhance their teaching practice by utilizing small but powerful changes to their curriculum. Using Lang’s (2016) book Small Teaching as a foundation, we provide information that can help participants make incremental changes to courses to enhance learning. We encourage participants to bring a syllabus for a course that they are teaching or will teach. Participants will leave the session with manageable changes they can make to this course based on the teaching principles discussed. This session will be appropriate for online, seated, or hybrid instruction.

Kevin Rose, University of Louisville
Katie Rosenbusch, George Mason University
Meet the Editor Session 2018
Session ID: 375156

We invite you to meet the editors of the four Academy of HRD sponsored journals; that is, Advances in Developing Human Resources, Human Resource Development International, Human Resource Development Quarterly, and Human Resource Development Review. The editors will describe what they like to see in journal submissions with regards to being cutting-edge, novel, and rigorous, the elements of quality scholarship. The focus session encourages audience questions and feedback.

Thomas Geio, Florida International University in Miami
Jessica Li, University of Illinois at Urbana-Champaign
Cultivating Trust in the Workplace with Improvisation
Session ID: 377446

A growing body of knowledge addresses the importance of trust in organizational teams, among business partners, and between employees and clients (Maister, Green, & Galford, 2000; Sinek, 2014). The session examines important characteristics of cultivating trust and the use of improvisational tenets and exercises to build trust between individuals in the workplace. Attendees develop an understanding of improv tenets that support trust, such as active listening, acceptance and contribution, and suspending judgment. Attendees will learn improvisational exercises that support building trust within teams. They will leave the session with a resource guide to take into their own practice.

Nicole Buras, Glanbia Performance Nutrition
Robyn Cassel, Whole Health Psychological Center
The AHRD Founders Forum: You can’t really know where you are going until you know where you have been (Maya Angelou)  
Session ID: 416461

Given that the academy is celebrating its 25th anniversary, this panel of AHRD founders will discuss how we started as a discipline/field of study, how far the academy has progressed, and what we believe the next generation of academics need to focus on in moving the HRD discipline forward. All the panelists have been active in AHRD and its predecessor organizations since the 1980s are are still active in academia, so we have lived through the period from when only a few HRD graduate programs existed to this milestone in the history of the field.

Neal Chalofsky, George Washington University  
Victoria Marsick, Teachers College, Columbia University  
Richard Torraco, University of Nebraska - Lincoln  
Karen E. Watkins, The University of Georgia  
Jerry Gilley, University of Texas at Tyler  
Ronald Jacobs, University of Illinois  
Gary McLean, McLean Global Consulting
The Work of HRD Practitioners: A Social Constructionism Perspective
Session ID: 382661

Is HRD about training and development, organization development, or career development? The researchers used the social constructionism theory as a basis for exploring the work that human resource development (HRD) professionals do in organizations. The social constructionism theory posits that truth is not singular, and that we are guided by context, language, culture, and change. First, attendees will be asked to share their perceptions of HRD work. Thereafter, the facilitators will present the theoretical framework, design, and results of the study. Lastly, implications for HRD curricula, and the development of the HRD workforce will be discussed.

Consuelo Waight, University of Houston
Tomika Greer, University of Houston
Non-Refereed Paper Descriptions

Saturday, February 17 | 1:30-3:00pm

NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP | Madison, Jefferson, & Monroe

AHRD Leadership SIG Sponsored Workshop: Explore Leadership Development Practice through Engaging Activities Session ID: 378265

Scholars and practitioners who are interested in advancing a leadership development (LD) agenda in both the classroom and in practice venues will benefit from this interactive session that entails the exploration of new leadership teaching and development techniques. Learned competencies may be incorporated into future leadership development initiatives of attendees. Participants will have the opportunity to interactively learn from the research of four scholar/practitioners during four 20-minute sessions. Benefits for attendees of this session include exposure to new leadership development techniques, actionable items for implementation of leadership development techniques, and the opportunity to design a plan for future applications.

Kathy Yeager, Texas A&M University
Laurie Brummitt, North Carolina State University
Kristina Natt och Dag, Effectum Consulting Group
NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP | Salons I&J

“Reclaiming My Time”: A Toolkit for Women, LGBTQ, and Racial and Ethnic Minority Professionals in Higher Education

Session ID: 378920

This workshop offers an examination of the experiences of women, LGBTQ, and racial and ethnic minority professionals in higher education. “Reclaiming My Time” is a mindset inspired by Congresswoman Maxine Waters, who sparked a viral conversation when she repeated the phrase to Treasury Secretary Steven Mnuchin, who continually failed to answer her questions during a 2017 House Financial Services Committee hearing. Facilitators will offer suggestions for coping and thriving as women and minorities in higher education, including tools for reclaiming our time. Participants will discuss their experiences and practical implementation of the facilitators’ suggestions and tools in an interactive format.

Joshua Collins, University of Minnesota
Tomika Greer, University of Houston
**Ethical Dilemmas for OD Practitioners: Emerging cross-cultural challenges in the 21st century**  
*Session ID: 379513*

In this session, the main focus is on the current and future ethical dilemmas that the changing nature of work and globalization will bring to the field of organization development (OD). The panel will start with a brief summary related to OD values and ethical beliefs which leads to develop a collaborative discussion to raise awareness regarding current ethical dilemmas. Our group activity can help increase the audience’s sense of ethical responsibility towards making more ethical choices in difficult situations.

Amin Alizadeh, Texas A&M University  
Michael Beyerlein, Texas A&M University  
Khalil Dirani, AHRD; Texas A&M University  
Lei Xie, Texas A&M University  
Eric Bowman, Texas A&M University  
Deyanira Garcia, Texas A&M University  
Nuzulul Isna, Texas A&M University  
Deepu Kurian, Texas A&M University
The Changing of the Guard... How do we plan for the academy’s future needs
Session ID: 372058

This session draws new and seasoned faculty into a dialogue on the changing of the guard in academia with a specific eye toward the complexity of today’s faculty experiences. Given AHRD’s interdisciplinary roots and expertise in learning, leadership, organizational change, and culture, the academy is uniquely poised to inform this conversation and lead the efforts to reform faculty working conditions. Building off last year’s AHRD session on the changing nature of academia, we plan to advance the dialogue and brainstorm ways to respond to the shifting pressures on faculty members and promote greater wellbeing for faculty. Our plan is to come away with an active document to share ideas and approaches that we can use in our own institutions, as well as identify ways the academy can provide support mechanisms to assist faculty at all levels of academia in this shift. Audience members should expect a learning-focused format that promotes dialogue and reflection and to leave with tangible opportunities to stay connected, engaged, and involved in a growing conversation.

Katherine Rosenbusch, George Mason University
Emily Morrison, George Washington University
Brad Shuck, University of Louisville
NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP | Madison, Jefferson, & Monroe

**AHRD Leadership SIG Sponsored Workshop: Explore Leadership Research through Research Collaboratories**

Session ID: 378273

This highly interactive Leadership SIG sponsored Professional Development Workshop (PDW) engages participants by providing a venue for HRD scholars to utilize an action research and appreciative inquiry framework that guides participants in the exploration of new avenues of leadership research. Participants will have the opportunity to deeply engage with fellow researchers to advance research plans and establish networks for future research collaborations on a variety of self-selected leader and leadership topics. Specifically, participants will examine a topic of leadership research of their choosing, create an action plan to expand the area of research, and build their network of research colleagues.

Kathy Yeager, Texas A&M University  
Laurie Brummitt, North Carolina State University  
Kristina Natt och Dag, Effectum Consulting Group
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