



Curriculum Vita 2017

Instructor: Seung Won Yoon, Ph.D. - Professor

Academic Department: Department of Higher Education and Learning Technologies

University Address: Higher Education and Learning Technologies

Young Education North 104B

Texas A&M University-

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Commerce, TX 75429-3011

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EDUCATION

Doctor of Philosophy

Education Policy, Organization, & Leadership

University of Illinois at Urbana-Champaign, 2003

Master of Arts

Teaching English as a Second Language

University of Illinois at Urbana-Champaign, 1998

Bachelor of Arts

English Language and Literature

Sung Kyun Kwan University, Seoul, Korea, 1996

TEACHING EXPERIENCE

August 2016 – Present, Professor of Higher Education & Learning Technology, Texas A&M University-Commerce

August 2015 – August 2016, Associate Professor of Educational Leadership, Texas A&M University-Commerce

August 2013 – August 2015, Professor, Workplace Learning and Performance/Learning Technology at Western Illinois University (WIU), Macomb, IL

August 2007 – August 2013, Associate Professor, WIU, Macomb, IL

August 2012 – Clinical Professor, Benedictine University, Lisle, IL (Quantitative and Mixed Methods, Dissertation Seminar)

August 2008 – May 2009, Assistant Professor of Educational Technology, Research, and Assessment (ETRA), Northern Illinois University

August 2003 – August 2007, Assistant Professor, WIU, Macomb, IL

August 2001 – May 2003, Instructor, Education Policy, Organization, & Leadership, University of Illinois

PUBLICATIONS

Park, J. G., Kim, J. S., Yoon, S. W., & Joo, B. K. (In press). The effects of empowering leadership on psychological well-being and job engagement: The mediating role of psychological capital. *The Leadership and Organizational Development Journal* (SSCI).

Han, S., Seo, G., Li, J., & Yoon, S. W. (In press). The mediating effect of organizational commitment and employee empowerment: How transformational leadership impacts employee knowledge sharing intention. *Human Resource Development International*, DOI: 10.1080/13678868.2015.1099357

Kim, J., Watkins, S., & Yoon, S. W. (In press). Future innovators and leaders fall behind in achievement progress: Red alert for educational leaders. *The NCPEA Journal*.

Yoon, S. W., Lim, D. H., Park, C. G., & Shin, H. Y. (In press). Talent development and management in Korea. In K. Dirani, F. Nafukho, & B. Irby (Eds.), *Global Issues and Talent Development: Perspectives from Countries around the World*. Information Age Publications.

Yoon, S. W., Shin, J. G., Kim, S. J., & Chai, D. S. (In press). Effective leadership and leader development in South Korea: Lessons learned from two large conglomerates. In A. Ardichvili, & K. Dirani (Eds.), *Leadership development in emerging markets*. Palgrave Macmillan.

Yoon, S. W., Lim, D. H., & Cho, D. (2015). Human Resource Development in South Korea: Past, present, and future. *Human Resource Development International*. 18(5), 441-445.

Hyun, Y. S., Cho, D. Y., & Yoon, S. W. (2015). Landscape of Human Resource Development research in South Korea. *Human Resource Development International*. 18(5), 446-463.

Han, H., Han, S., Lim, D., & Yoon, S. (2015). Active Learning, Deliberate Practice, and Educational Technology in Professional Education: Practices and Implications. In J. Keengwe (Ed), *Handbook of Research on Educational Technology Integration and Active Learning*. IGI.

Yoon, S. W. (2015). Virtual teams. In M. Spector (Ed), *Encyclopedia of Educational Technology*. Sage.

Yoon, S. W., Lim, D. H., & Willging, P. (2015). Performance improvement: Goals and means for Human Resource Development, In R. F. Poell, T. Rocco, & G. Roth (Eds.), pp. 99-110. *The Routledge Companion to Human Resource Development*. San Francisco: Jossey-Bass.

- Lim, D. H., Song, J. H., & Yoon, S. W. (2014). Trends and issues in integrating knowledge management and organizational learning for workplace performance improvement. In N. Chalosfki & M. L. Morris (Eds.), *Handbook of HRD: Theory and application*. San Francisco: Jossey-Bass.
- Lim, D. H., Yoon, S. W., & Song J. H. (2014). Differences in generational characteristics and its implications for cross cultural online learning and knowledge management. In Sagini Keengwe (Ed), pp. 112-133. *Handbook of Cross Cultural eLearning*. San Francisco: Jossey-Bass.
- Yoon, S. W. (2014, invited article). In search of ideal relationship between learning and performance: Lessons learned from balancing two identities. *Learning and Performance Quarterly*. 24(2), 2-10.
- Park, Y. K., Song, J. H., Yoon, S. W., & Kim, J. W. (2014). Learning organization and innovative behavior. *European Journal of Training and Development*. 38(1/2), 75-94.
- Park, C. H., Song, J. H., Yoon, S. W., & Kim, J. W. (2013). A missing link: Psychological ownership as a mediator between transformational leadership and organizational citizenship behavior. *Human Resource Development International*. 16(5), 558-574.
- Park, S. Y., Cho, Y. J., Yoon, S. W., & Han, H. Y. (2013). Comparing three team learning approaches through the lens of Activity Theory. *European Journal of Training and Development*. 37(9), 788-810.
- Lim, D. H., Yoon, S. W., & Park, S. (2013). Integrating learning outcome typologies for HRD: Review and current status. *New Horizons in Adult Education & Human Resource Development*. 25(3), 33-48.
- Song, J. H., Yoon, S. W., Uhm, D. H. (2012). Systematic and practical measurement of organizational knowledge creation: Developing and validating the Knowledge Creation Practice Inventory. *Leadership and Organizational Development Journal*, 33(7), 616-631. (SSCI)
- Joo, B. K., Lim, D. H., Song, J. H., & Yoon, S. W. (2012). Team creativity: The effects of perceived learning culture, developmental feedback, and team cohesion, *International Journal of Training and Development*, 16(2), 77-91.
- Park, S. Y., Lim, D. H., Yoon, S. W., Huh, Y., Lee, D. (2011). Advancing the affective domain for vocational education research, *International Vocational Education Research and Training*, 19(2), 56-72.
- Song, J. H., Uhm, D. H., & Yoon, S. W. (2011). Organizational knowledge creation practice: Comprehensive and systematic processes for scale development, *Leadership and Organizational Development Journal*, 3(4), 243-259. (SSCI)

- Song J. H., Yoon, S. W., & Yoon, H. J. (2011). Identifying organizational knowledge creation enablers through content analysis: The voice from the industry. *Performance Improvement Quarterly*, 24(2), 71-88.
- Yoon, S. W., & Lim, D. H. (2010). Virtual learning and technologies for managing organizational competency and talents. *Advances in Developing Human Resources*, 12(6), 715-728.
- Cho, Y. J., & Yoon, S. W. (2010). Theory development and convergence of Human Resource fields: Implications for Human Performance Technology. *Performance Improvement Quarterly*, 23(3), 39-56.
- Yoon, S. W., & Ardichvili, A. (2010). Applying Vygotskian thought, situated learning theory, and holistic learning and performance architecture in the design of integrated knowledge management systems. *International Journal of Knowledge Management*, 6(4), 47-59.
- Yoon, S. W., Song, J. H., Lim, D. H., & Joo, B. K. (2010). Structural determinants of team performance: The mutual influences of learning culture, creativity, and knowledge. *Human Resource Development International*, 13(3), 249-265.
- Cote, D., Abbott, C., Woita, T., Maher, P., & Yoon, S. W. (2010). Virtual worlds in education and training. *Midwestern Journal of Educational Communications and Technology*, 4(2), 21-30.
- Yoon, S. W., Song, J. H., & Lim, D. H. (2009). Beyond the learning process toward the knowledge creation process: Linking knowledge and learning in the supportive learning culture. *Performance Improvement Quarterly*, 22(3), 49-69.
- Ardichvili, A., & Yoon, S. W. (2009). Designing knowledge management systems for co-creation of meaning. *Advances in Developing Human Resources*, 11(3), 307-319.
- Dirani, K., & Yoon, S. W. (2009). In search of proper models and paradigms fitting the struggles, hopes, and needs of leveraging online education: A case study from a Jordan University. *International Review of Research in Open and Distance Learning*. (SSCI)
- Lim, D. H., Yoon, S. W., & Park, S. Y. (2009). Technologies for learning and transfer: learning frameworks and technology decision for career and technical education. In C. X. Wang (Ed.), *Handbook of Research on E-Learning Applications for Career and Technical Education: Technologies for Vocational Training* (pp. 84-99). Hershey, PA: IGI Global.
- Yoon, S. W., & Johnson, S. (2008). Phases and patterns of group development in virtual learning teams. *Educational Technology Research and Development*. 56(5/6), 595-618. (SSCI, Top journal in Ed. Tech, 7% acceptance rate)
- Lim, D. H., & Yoon, S. W. (2008). Team learning performance and collaboration between online and blended delivery groups. *Performance Improvement Quarterly*. 21(3), 59-72.
- Petty, G., Lim, D. H., Yoon, S. W., & Fonton, J. (2008). The effect of self-directed work teams on work ethic. *Performance Improvement Quarterly*, 21(2), 49-63.

- Yoon, S. W., Robertson, J., & Dockery-Jackson, M., (2008). Distance learning at the core of institutional success: A Kirkwood Community College case study, *Midwestern Journal of Educational Communications and Technology*, 2(1), 24-37.
- Yoon, S. W. (2008). Technologies for learning and performance. In A. Rozanski, K. P. Kuchinke, K. P., & E. Boyar (Eds). *Human resource development theory and practice* (pp. 245-262). Lublin, Poland: Lublin Technical University.
- Hemphill, L. S., Hemphill, H. H., Yoon, S. W., & Zhang, L. (2008). On the road to cross-cultural understanding: U.S. and Chinese graduate students collaboratively examine technology issues in K-12 classroom. In R. Kobayasi (Ed.), *New educational technology* (pp. 89-104), Nova Publishing.
- Yoon, S. W. (2007). Online education success factors: Aligning technologies with instruction. *National Forum of Applied Educational Research Journal*, 21(1), 30-39.
- Yoon, S. W., Sikes, K., Otto, A., Blodgett, G., & Henderson, A. (2007). E-learning as a solution for educating global workforce at Caterpillar. *Midwest Journal of Educational Communications and Technology*, 1, 2-11.
- Yoon, S. W., & Lim, D. H. (2007). Strategic blending: A conceptual framework to improve learning and performance. *International Journal on E-Learning*, 6(3), 475-489.
- Yoon, S. W. (2006). Two group development patterns of virtual learning teams: Linear progression and adaptive progression. *Quarterly Review of Distance Education*, 7(4), 297-312.
- Lim, D. H., Yoon, S. W., & Morris, M. L. (2006). Combined effect of instructional and learner variables on course outcomes within an online learning environment. *Journal of Interactive Online Learning*, 5(3), 255-269.
- Yoon, S. W., & Kuchinke, P. (2005). Systems theory and technology: Lenses to analyze an organization. *Performance Improvement Journal*, 44(4), 15-20.
- Yoon, S. W. (2003). In search of meaningful online learning experiences. *New Directions for Adult and Continuing Education*, 100, 19-30.
- Johnson, S. D., Suriya, C., Yoon, S. W., Berrett, J. V., & LaFleur, J. L. (2002). Team development and group processes of virtual learning teams. *Computers & Education*, 39(4), 379-393. (SSCI)

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| RESEARCH GRANTS AND AWARDS |
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- 2015 Top 2 Outstanding Research Paper. "Author Collaboration Networks: Social Network Analysis," Academy of Human Resource Development (AHRD)

- 2014 Evaluating the Effectiveness and Impact of the Nationwide Consortia of HRD (Human Resource Development) Programs for Supporting Midsize and Small Companies in South Korea, South Korea, \$50,000. Co-Principle Investigator.
- 2014 Two Top 7 Outstanding Research Papers. AHRD
1. "Knowledge Sharing: The impacts of learning organization culture and learning goal orientation"
 2. "The Effects of Empowering Leadership on Psychological Well-being and Job Engagement: The Mediating Role of Psychological Capital"
- 2014 Provost Award, Excellence in Teaching with Technology, Western Illinois University, Macomb IL
- 2013 Top 10 Outstanding Research Paper. "Learning organization and innovative behavior: The mediating effect of work engagement," AHRD
- 2012 Provost Award, Excellence in Research (selected based on three years' research and scholarly work), Western Illinois University, Macomb, IL
- 2011 Top 10 Outstanding Research Paper. "Structural determinants of team performances: The mutual influence of learning culture, creativity, and knowledge," AHRD
- 2010 College Faculty Scholar, College of Education and Human Services, WIU
- 2009 Top 10 Outstanding Research Paper. "Team learning and performance and collaboration between online and blended delivery groups," AHRD
- 2008 Top 10 Faculty Professional Awards, College of Education and Human Services, WIU
- 2007 Top 10 Faculty Professional Awards, College of Education and Human Services, WIU
- 2006 Top 10 Outstanding Research Paper. "Instructional and learner Awards factors influencing learning outcomes within online learning Environment," AHRD
- 2005 Top 10 Outstanding Research Paper. "Toward a strategic blending model: A conceptual framework to improve learning and performance," AHRD
- 2004 Selected for Faculty Innovator, College of Education and Human Services, WIU
- 2003 Lupert Evans Award, Human Resource Education, UIUC
- 1993 Army Recommendation Medal, Highest Recognition for Service Excellence, 34th Support Group, U.S. Army
- 1989 Yoolgok Scholarship, Given to top five freshmen based on college entrance examination, Sung Kyun Kwan University, Seoul, Korea
- 1989 Summa Cum Laude, An-Beob High School, An-Seong Si, Kyung-gi Do, Korea

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| PROFESSIONAL SERVICES | |
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| Associate Editor (2015 – Present) | Human Resource Development Quarterly (SSCI, Wiley & Sons) |
| Lead Editor | Human Resource Development International, HRD in Korea (Taylor & Francis) |
| Co-Issue Editor (2008) | Performance Improvement Quarterly Improving team performance through design & technology. 24(3) |
| President (2009 – 2011) | Illinois Association for Ed. Communications and Technology |
| President (2010 – 2011) | Korean Academy of Human Resource Development in America (KAHRDA) |
| Conference track co-chair (2010 - 2012) | International/global issues track, Academy of Human Resource Development |
| Korean SIG Co-chair (2012 – Present) | Academy of Human Resource Development |
| Board Member (2013 – Present) | Academy of Human Resource Development |
| Board Member (2013 – Present) | Korean Association of Data Science |
| Board Member (2006 – 2015) | Illinois Association for Ed. Communications and Technology |
| Editorial Board (2013 – Present) | Human Resource Development Quarterly |
| Editorial Board (2013 – Present) | Korean HRD Research |
| Editorial Board (2009 – Present) | Advances for Developing Human Resources |
| Editorial Board (2006 – Present) | Quarterly Review of Distance Education |
| Editorial Review Board (2005 – 2013) | International Journal on E-Learning |
| Member at Large (2006 – 2007) | Div. of Training & Performance, AECT |
| Reviewer (2007 – Present) | Human Resource Development Quarterly |
| Reviewer (2007 – Present) | Human Resource Development International |
| Reviewer (2005 – Present) | Human Resource Development Review |

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| Reviewer (2010 – Present) | International Review of Research in Open and Distance Learning |
| Reviewer (2010 – Present) | Higher Ed. and Research Development |
| Reviewer (2011 – Present) | Leadership and Organizational Development Journal |
| Reviewer (2012 – Present) | Journal of Online Learning and Teaching |
| Member (2008 – Present) | Malcolm Knowles Dissertation of the Year Award Committee, AHRD |
| Member (2008 – Present) | International Special Interest Group (SIG), AHRD |
| Member (2011 – Present) | Virtual Human Resource Development (vHRD) SIG |
| Judge (2007 – Present) | Brandon Hall E-Learning Excellence |