



Curriculum Vita Fall 2020

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

Academic Department: Department of Higher Education & Learning Technologies

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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 Technologies, Texas A&M University-Commerce

August 2015 – August 2016, Associate Professor of Educational Leadership, TAMUC 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

- Han, S. H., Yoon, S. W., & Chae, C. (2020). Building social capital and learning relationships through knowledge sharing: a social network approach of management students' cases. *Journal of Knowledge Management*. (SSCI)
- Lim, D. H., Hur, H., Ho, Y., Yoo, S., & Yoon, S. W. (2020). Workforce Resilience: Integrative Review for Human Resource Development. *Performance Improvement Quarterly*, 33(1), 77-101. (Scopus)
- Chae, C., Yoon, S. W., Jo, S. J., & Han, S. H. (2020). Structural Determinants of Human Resource Development Research Collaboration Networks: A Social-Network Analysis of Publications Between 1990 to 2014. *Performance Improvement Quarterly*, 33(1), 7-30. (Scopus)
- Ra, S., Shrestha, U., Khatiwada, S., Yoon, S. W., & Kwon, K. (2019). The rise of technology and impact on skills. *International Journal of Training Research*, 17(sup1), 26-40. (Scopus)
- Lim, D. H., Yoon, S. W., Paek, J., & Choi, Y. (2019). Does leader-member similarity in prosocial personality affect informal learning transfer? *European Journal of Training and Development*. (Scopus)
- Lee, J. Y., Lee, Y. S., Yoo, S. O., Park, S. Y., & Yoon, S. W. (2019). Individual and organizational factors affecting knowledge workers' informal learning: Multi-level analysis. *Vocations and Learning*, 12(1), 155-177. (SSCI)
- Yoon, S. W. (2018). Innovative data analytic methods in human resource development: Recommendations for research design. *Human Resource Development Quarterly*, 29(4), 299-306. (SSCI)
- Yoon, S. W., Lim, D. H., Park, C. G., & Shin, H. Y. (2018). 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*. (pp. 81-99) Information Age Publications.
- Jeong, S., Han, S. J., Lee, J., Sunalai, S., & Yoon, S. W. (2018). Integrative Literature Review on Informal Learning: Antecedents, Conceptualizations, and Future Directions. *Human Resource Development Review*, 17(2), 128-152. (SSCI)
- Park, S., Jeong, S., Jang, S., Yoon, S. W., & Lim, D. H. (2018). Critical Review of Global Leadership Literature: Toward an Integrative Global Leadership Framework. *Human Resource Development Review*, 17(1), 95-120. (SSCI)

- Yoon, S. W., Lim, D. H., Park, C. G., & Shin, H. Y. (2017). 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.
- Park, S. Y., Jung, S. H., Jang, S. B., Yoon, S. W., & Lim, D. H. (2017). Critical Review of Global Leadership Literature: Toward an Integrative Global Leadership Framework. *Human Resource Development Review*, 16(3), 294-319. (SSCI)
- Yoon, S. W., Kim, D. H., Kim, N., & Cheon, J. P. (2017). *Big data in education and learning*. Communication Books, Seoul, Korea. (In Korean language)
- Han, S. H., Chae, C. I., Han, S. J., & Yoon, S. W. (2017). Conceptual organization and identify of HRD: Analyses of evolving definitions, influence, and connections. *Human Resource Development Review*, 16(3), 294-319. (SSCI)
- Yoon, S. W., Shin, J. G., Kim, S. J., & Chai, D. S. (2017). 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 (pp. 187-206*. Palgrave Macmillan. * *Book has been chosen as the book of the year by the Academy of Human Resource Development*.
- Park, J. G., Kim, J. S., Yoon, S. W., & Joo, B. K. (2017). 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)
- Kim, J., Watkins, S., & S. W., Yoon. (2016). Social justice alerts: Future innovators and leaders fall behind in academic achievement. *NCPEA Education Leadership Review*, 17(1). 129-141.
- Han, S. H., Seo, G., Yoon, S. W., & Yoon, D. Y. (2016). Transformational leadership and knowledge sharing: Mediating roles of employee's empowerment, commitment, and citizenship behaviors. *Journal of Workplace Learning*, 28(3), 130-149. (SCOPUS, ESCI)
- Han, S., Seo, G., Li, J., & Yoon, S. W. (2016). The mediating effect of organizational commitment and employee empowerment: How transformational leadership impacts employee knowledge sharing intention. *Human Resource Deveolopment International*, 19(2), 98-115 (SCOPUS), DOI: 10.1080/13678868.2015.1099357
- 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)

RESEARCH GRANTS AND AWARDS

- 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

PROFESSIONAL SERVICES

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 – 2016)	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
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