Updated: Oct 24, 2020

Curriculum Vitae

Jin Lee, Ph.D.

Assistant Professor, Adult Education
Adult, Professional, and Community Education Doctoral Program
Department of Counseling, Leadership, Adult Education & School Psychology
College of Education
Texas State University, San Marcos, USA

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RESEARCH INTERESTS

I explore entrepreneurship, leadership and organizational change and innovation, and career development through the lens of identity and learning. I am also interested in cultivating a more inclusive workplace, and power and political dynamics in organizations

- **Entrepreneurship**
- **Leadership and Organizational Change and Innovation**
- **Professional Career Development**
- **Organizational inclusiveness and Diversity**
- **Politics and Power in Organizations**

ACADEMIC BACKGROUND

Ph.D.	Texas A&M University, College Station, TX. *Program Area*: **Human Resource Development** **Dissertation:** *Construction of Middle Managers' Corporate Entrepreneurial Identity in South Korea: A Grounded Theory Study*	2020
M.A.	Seoul National University, Seoul, South Korea *Program Area:* **Educational Technology** **Thesis**: *Developing a Model for Rapid Needs Analysis*	2011
B.A.	Inha University, Incheon, South Korea. *Program Area*: **Education** *Minor*: **English Education**	2009

PROFESSIONAL EXPERIENCE IN HIGHER EDUCATION

Assistant Professor, Adult, Professional, and Community Education Program (APCE), Texas State University, San Marcos, TX, September 2020 — Present

Graduate Research Assistant, Department of Educational Administration and Human Resource Development, Texas A&M University, College Station, TX, September 2019 – August 2020

Graduate Assistant, Department of Educational Administration and Human Resource Development, Texas A&M University, College Station, TX, September 2015 – August 2019

PROFESSIONAL EXPERIENCE IN INDUSTRY

Human Resource Analyst, Learning & Development Center, LG CNS, Seoul, South Korea, Jan 2012–Aug 2015

Expert Consultant, Learning & Development Division, Korea Management Association Consulting (KMAC), Seoul, South Korea, Feb – May 2011

Discharged as Sergeant, Army, Republic of Korea, April 2002– May 2004

HONORS & AWARDS

Awards from Academia

- **Graduate Student Achievement Award**, Department of Educational Administration and Human Resource Development, College of Education, Texas A&M University, 2019
- **The Dean's Graduate Award**, College of Education and Human Development, Texas A&M University, 2019
- **Strategic Research Award**, College of Education and Human Development, Texas A&M University, 2019
- **Emerging Scholar,** Department of Educational Administration and Human Resource Development, College of Education, Texas A&M University, 2015
- **Future Researcher,** Brain Korea 21 Academic Leadership Institute for Competency-Based Education, Seoul National University, 2011

Awards from Industry

- **Client Appreciation Plaque**, LG Electronics, 2015
- **Best Performance Team**, Solution Enterprise Division, LG CNS, 2014

PUBLICATIONS

Refereed Journal Articles Published

Note:an asterisk (*) indicates *Correnponding author*

Jeong, S., Bailey, J., ***Lee, J.,** & McLean, G., N. (2020). "It's not about me, it's about us": A narrative inquiry on the social entrepreneurial life. *Social Enterprise Journal, 16*(3), 263-280.

Chai, D. S., Van, H., Wang, C., **Lee, J.,** & Wang, J. (2020). What Do International students need? The role of family and community supports for adjustment, engagement, and organizational citizenship behavior. *Journal of International Students, 10*(3), 571-589.

***Lee, J.,** Shirmohammadi, M., Baumgartner, L., Oh, J., & Han, S. (2019). Warriors in suits: A Bourdieusian analysis on construction and practice of military masculinity of Korean men. *Gender, Work and Organization, 26*(10), 1467-1488.

***Lee, J.** (2019). Rapid needs assessment: An evidence-based model. *European Journal of Training and Development, 43*(1/2), 61-75.

Jeong, S., Han, S., **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.

***Lee, J**., & Wang, J. (2017). Developing entrepreneurial resilience: Implications for HRD. *European Journal of Training and Development. 41*(6), *513-539.*

SELECTED REFEREED CONFERENCE PAPERS

Note:★ = Full-paper / 🖳 = Poster submissions

Lee, J., Wang, J. & Lee, Y. (2020). Intrapreneurial spirit: A grounded theory study on entrepreneurial motivation, learning and career transition of South Korean middle managers. In Proceedings of *the K-HRD 2020 International Conference*, Seoul, South Korea.★

Wang, C., Wang, J., Van, H., Makarem, Y., & **Lee, J.** (2020). What did They do? International students' experiences integrating into U.S. higher education. In Proceedings of *the International Conference of the Academy of Human Resource Development*, Atlanta, Georgia, U.S.A.🖳

Jang, S., Yoo, S., **Lee, J.**, & Lee, Y. (2020). Serving for thriving: A moderated mediation analysis on the relationship between servant leadership and thriving at work. In Proceedings of *the International Conference of the Academy of Human Resource Development*, Atlanta, Georgia, U.S.A.★

Lee, J., Yi, J., & Kang, H. (2020). Backlash at work: Types, antecedents, and coping Strategies. In Proceedings of *the International Conference of the Academy of Human Resource Development*, Atlanta, Georgia, U.S.A.★

Lee, J. (2020). Social construction of celebrity and an alternative entrepreneurship for women's career in the digital era: Celebpreneurship. In Proceedings of *the International Conference of the Academy of Human Resource Development*, Atlanta, Georgia, U.S.A.🖳

Cho, T., **Lee. J.,** & Lee, Y. (2019). The mediating effect of leader-member exchange between cultural intelligence, job dedication and turnover intentions. In Proceedings of *the AHRD International Research Conference in Asia*, Hanoi, Vietnam.★

Lee, J., & Wang, J. (2019). An Interpretivist Approach to Qualitative Research Synthesis: Meta-Ethnography. In Proceedings of *the Annual Meeting of the Korean Association of Human Resource Development*, Seoul, South Korea.★

Lee, J. (2019). Portrait of an entrepreneur: A meta-ethnography of "becoming an entrepreneurial self." In Proceedings of *the International Conference of the Academy of Human Resource Development*, Louisville, Kentucky, U.S.A.★

Lee, Y., Lee. J. Y., & **Lee, J.** (2019). The relationship between work engagement and workaholism: A systematic review and meta-analysis. In Proceedings of *the International Conference of the Academy of Human Resource Development*, Louisville, Kentucky, U.S.A. ★

Ray, S., **Lee, J.,** & Zaretsky, J. (2018). Employment status and its connection to learning: A PIAAC study. *American Association for Adult and Continuing Education 2018 Annual Conference*, Myrtle Beach, South Carolina, U.S.A.★

Yoo, S., **Lee, J.,** Lee. Y., & Zahara, S. (2018). Entrepreneurial team conflict and cohesion: A meta-analytic structural equation modeling. In Proceedings of *2018 Annual the Midwest Academy of Management Conference,* St. Louis, MO, U.S.A.★

Hur, H., **Lee, J.,** Lim, D., Yoo, S., & Ho, Y. (2018). Workforce resilience in human resource development. In Proceedings of *the International Conference of the Academy of Human Resource Development*, Richmond, Virginia, U.S.A.★

Jeong, S., Han, S., **Lee, J.,** Sunalai, S., & Yoon, S. (2018). Integrative literature review on informal learning in the workplace. In Proceedings of *the International Conference of the Academy of Human Resource Development*, Richmond, Virginia, U.S.A.★
Lee, J., Shirmohammadi, M., Oh, J., Han, S., & Baumgartner, L. (2018). Warriors in suits: The military experience and identity transition of Korean men. In Proceedings of *the International Conference of the Academy of Human Resource Development*, Richmond, Virginia, U.S.A.★

Chai, D., Van, H., Wang, C., **Lee, J.**, & Wang, J. (2018). What Do International Students Need? The Role of Family and Community Support for Adjustment, Engagement, and Organizational Citizenship Behavior. In Proceedings of *the International Conference of the Academy of Human Resource Development*, Richmond, Virginia, U.S.A.★

Lee, J. (2017). Hanging on a cliff: Workforce development and sustainability in the face of working age population decrease in South Korea. In Proceedings of *Adult Education Research Conference*, Norman, Oklahoma, U.S.A.★

Lee, J., Oh, J., & Kim, J. (2017). Trends and issues in human resource development of the Korean military: A systematic literature review. In Proceedings of *Annual conference of Korean-American Educational Researcher Association*, San Antonio, Texas, U.S.A.★

Chai, D., Van, H., Wang, C., **Lee, J**., & Wang, J. (2017). A holistic approach to job resources for international students and their organizational citizenship behavior and psychological well-being in the context of an U.S. higher educational institution. In Proceedings of *the International Conference of the Academy of Human Resource Development*, San Antonio, Texas, U.S.A.

Chae, C., & **Lee, J**. (2017). Feedback structures and dynamics in work engagement in system dynamics perspective. In Proceedings of *the International Conference of the Academy of Human Resource Development*, San Antonio, Texas, U.S.A.

Lee, J., & Wang, J. (2017). Developing entrepreneurial resilience: Implications for human resource development. In Proceedings of *the International Conference of the Academy of Human Resource Development*, San Antonio, Texas, U.S.A.★

GRANTS & FUNDING

Research Grants

A Study on the Long-term Development Plan for Life-long Learning of Nowon-Gu, 2019

- **Principal Investigator:** Daeyun Cho
- **Co-Principal Investigators:** Junhee Kim, Yunsoo Lee, Jin Lee, and Sangok Yoo.
- **Funding source:** Nowon-Gu Office, Seoul, Korea

Amount: 45,000,000 KRW (about $40,000, Funded)

Dissertation Grant: Construction of Corporate Entrepreneurial Identity: A Case of

Middle Managers in South Korea, 2019
- **Principal Investigator:** Jin Lee
- **Funding source:** The 2019 Graduate Representative Advisory Board Research Grant, Department of Educational Administration and Human Resource Development, College of Education and Human Development, Texas A&M University
- **Amount:** $1,000 (Funded)

A Study on Life-long Learning Needs and Initiative in Seoul and Gyeonggi Capital Area in South Korea, 2018
- **Principal Investigator:** Daeyun Cho
- **Co-Principal Investigators:** Shinhee Jeong, Yunsoo Lee, Jin Lee, and Sangok Yoo.
- **Funding source:** Lifelong Learning Policy Division, Ministry of Education, Korea
- **Amount:** 50,000,000 KRW (about $45,000, Funded)

Program to Enhance Scholarly and Creative Activities (PESCA) Grant: The Unheard Voices: International Students' Experiences Integrating into U.S. Higher Education, 2018.
- **Principal Investigator:** Jia Wang
- **Co-Principal Investigators:** Huyen Van, Chih-Wei, Jin Lee and Yasmeen Makarem.
- **Funding source:** Texas A&M University Division of Research
- **Amount:** $25,000.00 (Funded)

Korea SIG's International Research on Korea Grant, Warriors in Suits: The Military Experience and Workplace Masculinity in Korea, 2016
- **Principal Investigator:** Jin Lee
- **Co-Principal Investigators:** Melika Shirmohammadi, Soojeong Han, Jihye Oh, & Lisa Baumgartner
- **Funding source:** Academy of Human Resource Development
- **Amount: $**500 (Funded)

Diversity Matters Seed Grant: Cross-cultural Adjustment and Engagement: Perceptions and Experiences of International Students in U.S. Higher Education, 2016
- **Principal Investigator:** Jia Wang
- **Co-Principal Investigators:** Dae Seok Chai, Huyen Van, Chih-Wei and Jin Lee.
- **Funding source:** Texas A&M University Office of the Vice President and Associate Provost for Diversity ($3,000) and College of Education and Human Development ($2,500)
- **Amount: $**5,500 (Funded)

Research funding

Research and Travel Grants, College of Education and Human Development, Texas A&M University
- Amount: $4,132 in total, 2016 Fall – 2020 Spring

Graduate Representative Advisory Board Travel Grants, Department of Educational Administration and Human Resource Development, College of Education and Human Development, Texas A&M University
- Amount: $5,000 in total, 2016 Fall – 2019 Spring

TEACHING

A. Courses Taught at Texas State University

Graduate level, Online Courses

ED 7316: Advanced Studies in Adult Development, Fall 2020
ADED 5335 Applied Research in Adult Education, Spring 2021
ADED 5364/ ED 7364 (Staked) Team Development in Education, Spring 2021

B. Courses Taught at Texas A&M University

Graduate level, Face-to-Face Courses

EHRD 690: Statistics III, Texas A&M University, Spring 2018 – Spring 2019
EHRD 690: Statistics II, Texas A&M University, Fall 2017 – Spring 2019
EHRD 690: Statistics I, Texas A&M University, Spring 2018
Instructor: Dr. Homer Tolson

Graduate level, Online Courses

EHRD 603: Applied Theoretical Foundations of Human Resource Development, Texas A&M University, Fall 2019
Instructor: Dr. Larry M. Dooley

Undergraduate level, Online Courses

EHRD 203: Foundations of Human Resource Development, Texas A&M University, Summer 2018
Instructor: Dr. Rhonda Fowler

INVITED LECTURES, WORKSHOPS, PRESENTATIONS, AND PANELS

Trends and Issues in HRD & The Role of HRD in Organizational Change (2020, September 14th), "Human Resource Development and Organizational Change" (On-campus/Undergraduate Course), Hanyang University, Seoul, South Korea.
Instructor: Dr. Yunsoo, Lee

Academic Writing and Research (2020, June 16th), "Quantitative Methodology in Educational Technology" (On-campus/Graduate Course), Hanyang University, Seoul, South Korea.
Instructor: Dr. Yunsoo, Lee

External Reviewer (2019, Fall), in the "Educational Technology Seminar" (On-campus/Graduate Course), Hanyang University, Seoul, South Korea.
Instructor: Dr. Yunsoo, Lee
Role: Reviewing students e-learning courseware development and giving comments and feedback

Social Science and Qualitative Inquiry (2019, October 31st), in the "Educational Technology Seminar" (On-campus/Graduate Course), Hanyang University, Seoul, South Korea.
Instructor: Dr. Yunsoo, Lee

Global Human Resource Management (2019, June 3rd), in the "Managing and

Developing Human Resources" (On-campus, Undergraduate Course)", Incheon University, Incheon, South Korea.
Instructor: Dr. Taejun, Cho

Qualitative Research Synthesis: Meta-Ethnography (2019, May 23rd). Presentation at the 2nd doctoral colloquium, Research Institute for HRD Policy, Korea University, Seoul, South Korea.

CONSULTING & TRAINING EXPERIENCE

Human Resource Development Consultant, Korea Institute of Human Resources Development in Science and Technology, Cheongju, Chungbuk, South Korea, August–October, 2020

- Analyzed the current HRD trend
- Analyzed the trend of research and practice in online learner-centered instruction
- Designed an instructional model for online learner-centered instruction

Lecturer, Korean Productivity Center (KPC), Seoul, South Korea, June, 2020.

- 2020 Association of Talent Development (ATD) Virtual Conference Debriefing

PROFESSIONAL CERTIFICATES

- **College Teaching Certificate**, College of Education and Human Development, Texas A&M University, 2020
- **Engineer Information Processing**, Ministry of Science and ICT, South Korea, 2013
- **E-learning Specialist**, Korea U-learning Association, South Korea, 2010
- **Secondary School Teaching Certificate**, Inha University, South Korea, 2009

DEPARTMENT & DISCIPLINE SERVICE

- **Journal Reviewer** (listed only actually performed a reviewer role)
    - Entrepreneurship Theory & Practice
    - Journal of Small Business Management
    - Gender, Work and Organization
    - Men and Masculinities
    - Human Resource Development Review
    - The Journal of Training and Development (Korean Journal)

- **Conference Reviewer**
    - Midwest Academy of Management Annual Meeting, 2018
    - International, Global and Cross-Cultural Issues Track, Academy of Human Resource Development Conference in the Americas, 2015-2018
    - Entrepreneurship Division, Academy of Management Annual Meeting, 2018
    - Organization Development and Change Track, The 17th International Asian Conference of the Academy of Human Resource Development, 2018

PROFESSIONAL MEMBERSHIPS & AFFILIATIONS

- Member, Board of Directors, The Korean Association of Human Resource Development [2020 – Present]

- Member, Academy of Human Resource Development [2015 – Present]
- Member, Academy of Management [2017 – Present]
- Member, The Korean Society for Educational Technology [2015 – Present]
- Member, Korean-American Educational Researchers Association [2016 – Present]
- Member, American Educational Researchers Association [2016 – Present]