*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

Office: ASBS 320

Phone: 512-345-3755

E-mail: [jinlee@txstate.edu](mailto:jinlee@txstate.edu)

**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**

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| **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

**Adjunct Professor**, Department of Education, College of Education, Seoul National University, Seoul, South Korea, March 2021 – June 2021

**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**

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| **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

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| * **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

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

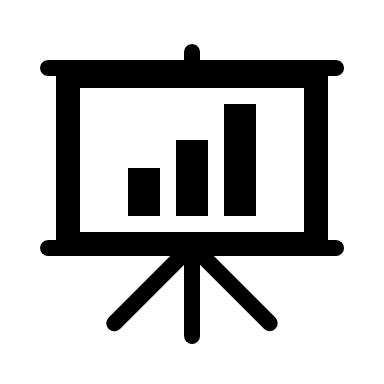
**PUBLICATIONS**

Refereed Journal Articles Published

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

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| **\*Lee, J.** (2021). A dynamic model of employees’ transition to entrepreneur: A cognitive mapping approach. *Human Resource Development Review*. Advance online publication. <https://doi.org/10.1177/15344843211000260> |
| 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 or Abstract submissions*

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| **Lee, J. &** Wang (2021). Construction of middle managers’ corporate entrepreneurial identity in South Korea: A grounded theory study. In Proceedings of *the International Conference of the Academy of Human Resource Development*, Minneapolis, Minnesota, U.S.A.*Presentation with bar chart* |
| **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.*Star* |
| 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.*Presentation with bar chart* |
| 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.*Star* |
| **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.*Star* |
| **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.*Presentation with bar chart* |
| 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.*Star* |
| **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.*Star* |
| **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.*Star* |
| 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. *Star* |
| 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.*Star* |
| 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.*Star* |
| 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.*Star* |
| 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.*Star* |
| **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.*Star* |
| 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.*Star* |
| **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.*Star* |
| **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.*Star* |
| 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.*Presentation with bar chart* |
| 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.*Presentation with bar chart* |
| **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.*Star* |

**GRANTS & FUNDING**

Research Grants

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| **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

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| **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 Other Universities**

*Graduate level, Face-to-Face Courses*

701.883\_001: Leadership Development: Theory and Practice, Seoul National University, Spring 2021

**C. Courses Co-Taught at Texas A&M University**

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| *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**

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| **The Role of HRD: A Change Agent for Organizational Change** (2020, November 26th), “Business Administration and Human Resource Development” (On-campus/Undergraduate Course), Incheon National University, Incheon, South Korea.  Instructor: Dr. Taejun, Cho  **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). Presentationat the 2nd doctoral colloquium, Research Institute for HRD Policy, Korea University, Seoul, South Korea. |
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**CONSULTING & TRAINING EXPERIENCE**

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| **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**

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| * **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 Editorial Board Membership**
  + Human Resource Development Review
* **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]