

# JIHYE OH

## CURRICULUM VITAE

August 2021

Azusa Pacific University  
*Management*  
*School of Business and Management*

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[jihyeoh@apu.edu](mailto:jihyeoh@apu.edu)

### RESEARCH INTEREST

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Leadership, leadership development, social capital/network, career development, social network analysis, quantitative methods, qualitative methods

### EDUCATION

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| 2021 | <b>Ph.D.</b> Educational Human Resource Development (HRD)<br>Texas A&M University, College Station, USA |
| 2015 | <b>M.A.</b> Adult Continuing Education<br>Korea University, Seoul, South Korea                          |
| 2012 | <b>B.A.</b> Korean Language and Literature<br>Dongduk Women University, Seoul, South Korea              |

### PROFESSIONAL EXPERINCE

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| 2016.02. – 2016.04  | <ul style="list-style-type: none"><li>• <b>Intern</b><br/>Leadership training and executive development, CJ<br/>HumanVille, Seoul, South Korea</li></ul>      |
| 2015.09. – 2015.10. |   |
| 2014.09. – 2014.11. |   |
| 2014.03. – 2014.06. |   |
| 2013 – 2014         | <ul style="list-style-type: none"><li>• <b>General Manager</b><br/>The Education and Training Institute at Korea University,<br/>Seoul, South Korea</li></ul> |
| 2012.04. – 2012.10. | <ul style="list-style-type: none"><li>• <b>HRD Specialist</b><br/>Human Resource Development, HanulEdu Inc., Seoul,<br/>South Korea</li></ul>                 |

## TEACHING EXPERIENCE

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### Co-Instructor

2019 Fall (face-to-face)	EHRD 690L. <i>Theory of EHRD Research: Literature Review</i> (4.57 out of 5) Co-Instructor
2019 Spring (face-to-face)	EHRD 408. <i>Globalization and Diversity in the Workplace</i> (4.26 out of 5) Guest Lecturer
2018 Fall (face-to-face)	EHRD 408. <i>Globalization and Diversity in the Workplace</i> Guest Lecturer
2018 Spring (face-to-face)	EHRD 408. <i>Globalization and Diversity in the Workplace</i> Guest Lecturer

### Teaching Assistant

2020 Fall	EHRD 618. <i>Evaluation Models in HRD</i> (online) EHRD 627. <i>Research and Development in EHRD</i> (online)
2018 Fall	EHRD 408. <i>Globalization and Diversity in the Workplace</i> (face-to-face)
2018 Summer	EHRD 289. <i>Self-identity development in College</i> (face-to-face)
2017 Fall	EHRD 408. <i>Globalization and Diversity in the Workplace</i> (face-to-face)

## PUBLICATIONS

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### Peer-Reviewed Journal Articles

1. **Oh, J.**, Shirmohammadi, M., Jeong, S., & Wang, J. (2021). Leaving the military to work in civilian society: Career adaptability by South Korean short- and mid-term veterans. *Career Development International*, 26(3), 415-434. <https://doi.org/10.1108/CDI-09-2020-0227>
2. Wood, J., **Oh, J.**, Park, J., & Kim, W. (2020). The Relationship between Work Engagement and Work-Life Balance in Organizations: A Review of the Empirical Research. *Human Resource Development Review*, 19(3), 240-262. <http://https://doi.org/10.1177/1534484320917560>
3. **Oh, J.**, & Wang, J. (2020). Spiritual Leadership: Current Status and Agenda for Future Research and Practice. *Journal of Management, Spirituality, & Religion*, 17(3), 223-248. <http://doi.org/10.1080/14766086.2020.1728568>

- Lee, J., Shirmohammadi, M., Baumgartner, L., **Oh, J.**, & Han, S. J. (2019). Warriors in suits: The military experience and masculine identity change of Korean men. *Gender, Work & Organization*, 26(10), 1467-1488. <http://10.1111/gwao.12358>
- Oh, J.**, Cho, D., & Lim, D. H. (2018). Authentic leadership and work engagement: The mediating effect of practice of core values. *Leadership and Organizational Development Journal*, 39(2), 276-290. <https://doi.org/10.1108/LODJ-02-2016-0030>

### **Manuscripts Under Review/Revision**

- Han, S. J., & **Oh, J.** (under review). Social networks in design teams: Implications for shared leadership for creativity. *Small Group Research*, Spring.  
\* All authors contributed equally by demonstrating shared leadership, therefore we share the first authorship
- Oh, J.**, Xie, L., & Kim, S. (under review). In pursuit of career self-efficacy of international students: A multigroup path analysis by marital status. *Career Development Quarterly*, Summer.
- Han, S. J., Yim, J., **Oh, J.**, Kwon, K., & Lee, J. (under review). Exploring shared leadership in the South Korean business context. *Journal of Leadership & Organizational Studies*, Spring.  
\* All authors contributed equally by demonstrating shared leadership, therefore we share the first authorship
- Oh, J.**, Jeong, S., Yoon, S. W., & Cho, D. (under review). The link between HRD professionals' social capital and career adaptability: A moderated mediation analysis of social network. *Asian Pacific Journal of Human Resources*, Spring.

### **Book Chapters**

- Lim, D. H., Han, S. J., **Oh, J.**, & Jang, C. S. (2018). Application of virtual and augmented reality for training and mentoring of higher education instructors. In J. S. Keengwe (Ed.), *Handbook of research on virtual training and mentoring of online instructors*. Hershey, PA: IGI Global.

### **Peer-Reviewed Conference Proceedings**

- Oh, J.** (2021). International Students' Career Self-Efficacy and Its Interrelationships with Social Support, Cultural Adjustment, and Protean Career Attitude: A Multigroup Path Analysis by Marital Status. Proceedings of the 2021 *Academy of Human Resource Development International Research Conference in the Americas*, Virtual Conference
- Han, S. J., & **Oh, J.** (2021). The Emergence of Shared Leadership in Innovative Design Teams: A Social Network Analysis. Proceedings of the 2021 *Academy of Human Resource Development International Research Conference in the Americas*, Virtual Conference.
- Oh, J.**, Jeong, S., Yoon, S. W., & Cho, D. (2020). The Link between HRD Professionals' Social Capital and Career Adaptability: A Moderated Mediation Analysis of Social Network. *Proceedings of the 2020 Academy of Human Resource Development International Research Conference in the Americas*, Atlanta, GA, USA
- Oh, J.**, Sung, M., Yoon, S., & Yoon, S. W. (2020). Understanding the millennials and

- HRD's roles: What are the missing links?. *Proceedings of the 2020 Academy of Human Resource Development International Research Conference in the Americas*, Atlanta, GA, USA
5. **Oh, J., & Wang, J.** (2020). Career transition of military veterans: A systematic literature review and agenda for future research and practice. *Proceedings of the 2020 Academy of Human Resource Development International Research Conference in the Americas*, Atlanta, GA, USA.
  6. Shin, J., **Oh, J.**, Yoon, S. W., Han, S., Kim, J., & Sung, M. (2020). Exploring Top Executive Leaders' Knowledge Sharing: A Social Network Analysis Approach. *Proceedings of the 2020 Academy of Human Resource Development International Research Conference in the Americas*, Atlanta, GA, USA
  7. Park, J., Yoon, S. W., Han, S., Kim, J., Sung, M., & **Oh, J.** (2020). The Present and Future of National Human Resource Development: The Case of Industrial Skills Council in South Korea. *Proceedings of the 2020 Academy of Human Resource Development International Research Conference in the Americas*, Atlanta, GA, USA.
  8. Han, S. J., **Oh, J.**, Yim, J., Kwon, K., & Lee, J. (2019). Exploring shared leadership in the South Korea business context: A qualitative study. *Proceedings of the 79th Annual Meeting of the Academy of Management*, Boston, MA, USA.
  9. **Oh, J.** (2019). Career transition of military veterans: A systematic literature review and agenda for future research and practice. *Proceedings of the 2019 Adult Education Research Conference*, Buffalo State College, NY, USA.
  10. Han, S. J., Jin, B., & **Oh, J.** (2019). Exploring growth and fixed mindsets in work teams at one of the Korean big corporations. *Proceedings of the 2019 Adult Education Research Conference*, Buffalo State College, NY, USA.
  11. Ahn, N. Y., **Oh, J.**, & Sheehan, Z. (2019). The relationship between social capital and leadership styles and potential implications for agricultural education: A meta-analysis. *Proceedings of the 2019 American Association Agricultural Education*, Des Moines, IA, USA.
  12. **Oh, J.**, Shirmohammadi, M., & Jeong, S. H. (2019). The transition from military careers to civilian careers: Experiences of short- and mid-term South Korean veterans. *Proceedings of the 2019 Academy of Human Resource Development International Research Conference in the Americas*, Kentucky, KY, USA.
  13. **Oh, J.**, Sung, M., Yoon, S., & Yoon, S. W. (2019, February). Understanding the millennials and HRD's roles: What are the missing links?. *Proceedings of the 2019 Academy of Human Resource Development International Research Conference in the Americas*, Kentucky, KY, USA.
  14. Kwon, K., Han, S. H., **Oh, J.**, Jeong, S. H., & Yoon, S. W. (2019). Social capital and organizational knowledge: An integrative literature review. *Proceedings of the 2019 Academy of Human Resource Development International Research Conference in the Americas*, Kentucky, KY, USA.
  15. You, J., Shin, H. Y., **Oh, J.**, Kim, J. H., & Jin, B. (2019). Understandings of career transition and implications for HRD *Proceedings of the 2019 Academy of Human Resource Development International Research Conference in the Americas*, Kentucky, KY, USA.
  16. **Oh, J.**, Han, S. J., Lim, D. H., & Jang, C. S. (2018). Application of Virtual and Augmented Reality to the Field of Adult Education. *Proceedings of the 2018 Adult*

*Education Research Conference, University of Victoria, Canada.*

17. **Oh, J.**, & Wang, J. (2018). Spiritual leadership: Current status and agenda for future research and practice. *Proceedings of the 2018 Academy of Human Resource Development International Research Conference in the Americas, Virginia, VA, USA.*
18. Han, S. J., **Oh, J.**, & Jang, C. S. (2018). Application of Virtual & Augmented Reality for Training and Development. *Proceedings of the 2018 Academy of Human Resource Development International Research Conference in the Americas, Virginia, VA, USA.*
19. Lee, J., Shirmohammadi, M., **Oh, J.**, & Han, S. J. (2018). Warriors in suits: The military experience and masculine identity change of Korean men. *Proceedings of the 2018 Academy of Human Resource Development International Research Conference in the Americas, Virginia, VA, USA.*
20. **Oh, J.**, & Han, S. J. (2017). A new research direction of authentic leadership in the field of adult education. *Proceedings of the 2017 Adult Education Research Conference, University of Oklahoma, OK, USA.*
21. Lee, J., & **Oh, J.** (2017). Human resource development of the Korean military: A systematic literature review. *Proceedings of the 2017 Korean-American and Korean Educational Researchers Conference, Texas, TX, USA.*
22. **Oh, J.**, & Cho, D. (2017). Reaching a consensus on conceptualization of authentic leadership and examining the diversifying research context. *Proceedings of the 2017 Academy of Human Resource Development International Research Conference in the Americas, Texas, TX, USA.*
23. **Oh, J.**, & Cho, D., & Lim, D. (2014). The mediating effect of the practice of core values between core values development activities and work engagement. *Proceedings of the 2014 Academy of Human Resource Development International Research Conference in the Asia, Seoul, South Korea.*
24. Lim, D., **Oh, J.**, & Yoon, S. (2014). Corporate core values: Typologies and implications for organization development and HRD. *Proceedings of the 2014 Academy of Human Resource Development International Research Conference in the Asia, Seoul, South Korea.*

## **PROFESSIONAL SERVICE**

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|---------------------|---|
| 2018.08. – present  | <ul style="list-style-type: none"><li>• <b>Academic Writing Consultant</b> (7 hours)<br/>P.O.W.E.R. Writing Services, Texas A&amp;M University</li></ul>  |
| 2019.02. – present  | <ul style="list-style-type: none"><li>• <b>Korean Academy of Human Resource Development in the Americas</b><br/>- Role: Student President</li></ul>   |
| 2017.09. – 2019.05. | <ul style="list-style-type: none"><li>• <b>The Graduate Representative Advisory Board</b><br/>- Role: Vice President (2018-2019) &amp;<br/>The Grants and research representative (2017-2018)</li></ul> |
| 2017.09. – 2018.05. | <ul style="list-style-type: none"><li>• <b>The Graduate and Professional Student Council</b></li></ul>  |

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- Role: delegate

2012.03. – 2012.06.

• **P.S. 84 Assistant teacher in NYC, U.S.**

2009.11. – 2014.03.

• **Vocalist in Band, Katharos** – releasing albums and taking part in band as a vocalist & rapper

### **Refereed Review Work**

Reviewer	Career Development International
Reviewer	<i>Academy of Human Resource Development in Americas</i> , Virtual Conference [2021]
Reviewer	Human Resource Development Review
Reviewer	Journal of Management, Spirituality, & Religion
Reviewer	<i>Academy of Human Resource Development in Americas</i> , Atlanta, GA, USA [2019]
Reviewer	<i>Academy of Human Resource Development in Americas</i> , Richmond, VA, USA [2018]
Reviewer	<i>Annual Meeting of the Academy of Management</i> , Boston, MA, USA [2018]
Reviewer	<i>Academy of Human Resource Development in Asia</i> , The Sukosol Bangkok, Thailand [2018]
Reviewer	<i>Academy of Human Resource Development in Americas</i> , San Antonio, TX, USA [2017]
Reviewer	<i>Academy of Human Resource Development in Asia and MENA</i> , Ifrane, Morocco [2016]

### **Professional Certifications**

Center for the Integration of Research, Teaching and Learning (CIRTL) Associate Certificate – Academy for Future Faculty Fellow, Texas A&M University

Graduate Certificate in Educational and Social Sciences Advanced Research Methods (ARM), College of Education & Human Development, Texas A&M University

Certificate in College Teaching, Certified by the College of Education, Texas A&M University

Certificate of the second-level Adult Educator, Ministry of Education, South Korea

Accredited Certified Executive and Life Coach (*In progress*), International Coach Federation (ICF)

### **Professional Affiliations**

2017 – present

Textbook & Academic Authors Association

2016 – present

Academy of Human Resource Development

## **GRANTS**

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## Research

- 2021 Graduate Representative Advisory Boards Student Research Grant - Title: *The Impact of Social Capital in the Workplace: A Systematic Review and Quantitative Study*  
- Role: Principal Investigator (PI) - \$1,000.00 (**Funded**)
- 2019 College of Education and Human Development Graduate Research Grant - Title: *Brain Circulation: International Students' Intentions to Remain Abroad*  
- Role: Principal Investigator (PI) - \$1,132.00 (**Funded**)
- 2019 Korea SIG's International Research on Korea Grant, Academy of Human Resource Development - Title: *Brain Drain: The Experiences of South Korean Doctoral Recipients Following Degree Completion in the United States*  
- Role: Principal Investigator (PI) - \$500.00 (**Funded**)
- 2018 - 2019 Chang Shin Inc. - Title: *A Network Analysis for Optimizing Organizational Performance at Chang Shin (the "Organization") in South Korea*  
- PI: Dr. Seung Won Yoon, Texas A&M Univ. – Commerce  
- Role: Co-Investigator - \$ 50,000.00 (**Funded**)
- 2018 College of Education and Human Development Graduate Research Grant - Title: *Transition from Military Careers to Civilian Careers: Experiences of Short- and Mid-Term South Korean Veterans*  
- Role: Principal Investigator (PI) - \$845.00 (**Funded**)
- 2018 Korea SIG's International Research on Korea Grant, Academy of Human Resource Development - Title: *Transition from Military Careers to Civilian Careers: Experiences of Short- and Mid-Term South Korean Veterans*  
- Role: Principal Investigator (PI) - \$500.00 (**Funded**)
- 2017 Korea SIG's International Research on Korea Grant, Academy of Human Resource Development - Title: *Warriors in Suit: The Military Experience and Workplace Masculinity in Korea*  
- PI: Jin Lee, Texas A&M Univ.  
- Role: Co-Investigator: \$500.00 (**Funded**)
- 2018 The Graduate Representative Advisory Board Student Research Grant - The GRAB Student Research Grant  
- Role: Principal Investigator (PI) - \$1,500.00 (**Not Funded**)

## Travel

2021 **Graduate and Professional Student Council**, Texas A&M University (\$300.00)

2020 **EAHR Graduate Travel Award Grant**, Texas A&M

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- University (\$500.00)
- 2019 **Graduate and Professional Student Council**, Texas A&M University (\$500.00)
- 2016 – 2021 **Graduate Representative Advisory Board**, Department of Educational Administration and Human Resource Development, Texas A&M University (\$4,060.00)
- 2016 – 2017 **College of Education and Human Development**, Texas A&M University (\$1,000.00)

## **HONORS AND AWARDS**

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- 2020 – 2021 • Recipient of **Strategic Research Award** for the Department of Educational Administration and human Development (\$ 34,000.00)
- 2020 • Recipient of the **Texas Public Education Grant – International** (\$ 1,000.00)
- 2020 • First runner-up in **Student Research Competition**, the Graduate Representative Advisory Board Symposium
- 2019 • Recipient of **the Graduate Student Research Award**, the 2019 Adult Education Research Conference  
- Title: *Career transition of military veterans: A systematic literature review and agenda for future research and practice*
- 2019 • Finalist for **Outstanding Graduate Research Award**, Korean American Academy of Lifelong Education  
- Title: *Career transition of military veterans: A systematic literature review and agenda for future research and practice*
- 2019 • Recipient of **the Best Research Award** from Korean Academy of Human Resource Development in the Americas  
- Title: *The transition from military careers to civilian careers: Experiences of short- and mid-term South Korean veterans*
- 2019 • Nominated to **Graduate Student Achievement Award**, the Department of Educational Administration and Human Resource Development, Texas A&M University
- 2018 • Recipient of **the International Student Service (ISS) International Education Fee Scholarship** (\$ 1,000.00)
- 2018 • First runner-up in **poster presentation**, Student Research



Week

- 2017
- Finalist for **Best Research Paper**, the Korean American Educational Researchers Association Conference  
- Title: *Human resource development of the Korean military: A systematic literature review*
- 2017
- First runner-up in **poster presentation**, the Graduate Representative Advisory Board Symposium
- 2016 – 2019
- Recipient of **the Merit Fellowship** from College of Education and Human Development, Texas A&M University (\$ 68,000.00)
- 2015
- Recipient of **Best Paper of the Year**, Korea University  
- Title: *The mediating effect of practice of core values on the relationship between authentic leadership and work engagement*
- 2011
- 2nd runner-up of **the Best Teaching Demonstration Award**, Dongduk Women's University
- 2007 – 2011
- Scholarship for the **Top of the Department** (\$ 4,000.00)
  - Scholarship for the **Outstanding Student** (\$ 4,500.00)