

SANGOK YOO

Department of Human Resource Development, Soules College of Business
 The University of Texas at Tyler, Tyler, TX, USA
 Tel: 612-458-8525 | Email: syoo@uttyler.edu

RESEARCH INTERESTS

- Team dynamics in interdisciplinary/entrepreneurial teams
- Learning, knowledge sharing and creation, and creativity
- Leadership and task design
- Quantitative analysis - Multilevel research, Social network analysis

ACADEMIC POSITIONS

Assistant Professor September 2022 –
 Department of Human Resource Development, Soules College of Business
 The University of Texas at Tyler, Tyler, TX, USA.

Assistant Professor of Management August 2020 – August 2022
 The Melvin D. and Valorie G. Booth School of Business
 Northwest Missouri State University, MO, USA.

EDUCATION

Ph.D. in Human Resource Development September 2015 - July 2020
 Department of Organizational Leadership, Policy and Development,
 University of Minnesota, Minneapolis, MN, USA.
Minor. Strategic Management & Entrepreneurship (Carlson School of Management)
Minor. Quantitative Methods in Education (Department of Educational Psychology)
Thesis. The Effects of Expertise Diversity and Task Interdependence on Project Team
 Effectiveness: The Moderating Role of Individual Autonomy*
 *Awarded: 2021 ATD Dissertation Award; UCWHRE Outstanding Dissertation Nominee

M.A. in Life-Long Education March 2012 - February 2014
 Department of Education, Seoul National University, Seoul, South Korea
Thesis. Analysis on The Role and Its Influencing Factors of Key Players in Team Learning

B.S. in Chemistry Education and B.A. in Education (double major) March 2006 - February 2012
 Seoul National University, Seoul, South Korea
Graduation Cum Laude

PUBLICATIONS

Peer-Reviewed Publications

- Jang, S., Yoo, S., Lee, J., & Lee, Y. (2023). Serving for thriving: A moderated mediation analysis on the relationship between servant leadership and thriving at work. *Personnel Review*, 52(5), 1345-1361. <https://doi.org/10.1108/PR-08-2021-0602>
- Yoo, S., Joo, B-K., & Noh, J. H. (2022). Team Emergent States and Team Effectiveness: The Roles of Inclusive Leadership and Knowledge Sharing. *Journal of Organizational Effectiveness: People and Performance*, 9(2), 353-371. <https://doi.org/10.1108/JOEPP-05-2021-0120>

15. **Yoo, S.**, Lee, S., Kim, S., Jang, S., & Cho, D. (2022). Training and development investment and financial performance: The bidirectional relationship and the moderating effect of financial slack. *Human Resource Development Quarterly*, 33(2), 115-136. <https://doi.org/10.1002/hrdq.21449>
14. **Yoo, S.**, Lee, J., & Lee, Y. (2021). Entrepreneurial team conflict and cohesion: Meta-analytic structural equation modeling. *Entrepreneurship Research Journal*, 000010151520200501. <https://doi.org/10.1515/erj-2020-0501>
13. Ou, S.-R., **Yoo, S.**, & Reynolds, A. J. (2021). Educational growth trajectories in adulthood: Findings from an inner-city cohort. *Developmental Psychology*, 57(7), 1163–1178. <https://doi.org/10.1037/dev0001198>
12. **Yoo, S.**, Jeong, S., Song, J. H., & Bae, S. (2021). Transformational leadership and knowledge creation practices in Korean and US schools: Knowledge assets as mediators. *Knowledge Management Research & Practice*, 19, 263-275. <https://doi.org/10.1080/14778238.2020.1767519>
11. Lee, Y., & **Yoo, S.** (2020). Individual profiles and team classes based on the climate for creativity: A multilevel latent profile analysis. *Creativity and Innovation Management*, 29, 438-452. <https://doi.org/10.1111/caim.12371>
10. Hur, H., Lim, D. H., Ho Y., **Yoo, S.**, & Yoon, S. W. (2020). Workforce Resilience: Integrative Review for HRD and Human Performance Improvement. *Performance Improvement Quarterly*, 33, 77-101. <https://doi.org/10.1002/piq.21318>
9. Ou, S., Mondri, C. F., **Yoo, S.**, Park, K., Warren, B., & Reynolds A. J. (2020). Thirty years later: Locating and interviewing participants of the Chicago Longitudinal Study. *Early Childhood Research Quarterly*, 51, 1-13. <https://doi.org/10.1016/j.ecresq.2019.08.002>
8. **Yoo, S.**, Jang, S., Byun, S. W., & Park, S. (2019). Exploring HRD research themes: A keyword network analysis. *Human Resource Development Quarterly*, 30, 155-174. <https://doi.org/10.1002/hrdq.21336>
7. **Yoo, S.**, Jang, S., Ho, Y., Seo, J., & Yoo, M. H. (2019). Fostering creativity in the workplace: Examining the roles of job design and organizational context. *Asia Pacific Journal of Human Resources*, 57, 127-149. <https://doi.org/10.1111/1744-7941.12186>
6. Lee, J. Y., **Yoo, S.**, Lee, Y., Yoon, S. W., & Park, S. (2019). Individual and organisational factors affecting knowledge workers' perceptions of the effectiveness of informal learning: A multilevel analysis. *Vocations and Learning*, 12, 155-177. <https://doi.org/10.1007/s12186-019-09218-z>
5. Lim, D. H., Jeong, S., **Yoo, S.**, & Yoo, M. H. (2018). Older workers' education and earnings among OECD countries. *European Journal of Training and Development*, 42, 170-190. <https://doi.org/10.1108/EJTD-08-2017-0069>
4. Park, S., Kim, E., **Yoo, S.**, & Song, J. H. (2018). Validation of the Workplace Adaptation Questionnaire (WAQ) in Korea: Focusing on learning in the workplace. *Performance Improvement Quarterly*, 31, 83-102. <https://doi.org/10.1002/piq.21268>
3. Jeong, S., McLean, G. N., McLean, L. D., **Yoo, S.**, & Bartlett, K. R. (2017). The moderating role of non-controlling supervision and organizational learning culture on employee creativity: The influences of domain expertise and creative personality. *European Journal of Training and*

Development, 41, 647-666. <https://doi.org/10.1108/EJTD-03-2017-0025>

2. Oh, H., Seo, D., **Yoo, S.**, & Kim, J. (2017). Analysis of strength and weaknesses in the national human resource development systems of BRICS. *Human Resource Development International*, 20, 268-281. <https://doi.org/10.1080/13678868.2017.1285523>
1. Oh, H., Seo, D., Kim, J., **Yoo, S.**, & Seong, H. (2015). Assessment and evaluation of national human resource development system competitiveness in emerging countries. *Asia Pacific Education Review*, 16, 477-490. <https://doi.org/10.1007/s12564-015-9390-9>

In Korean

4. Han, S., Park, H., **Yoo, S.**, & Lee, Y. (2023). A validation study of the Korean short version of TREO measurement. *Journal of Corporate Education and Talent Research*, 25(2), 129-151.
3. Yoon, S., **Yoo, S.**, & Lee, Y. (2020). Mediating effects of distributive and procedure justice in the relationship between path-goal leadership style and thriving at work: Focusing on achievement-oriented leadership and participative leadership. *The Journal of Training and Development*, 40(2), 23-45.
2. **Yoo, S.** & Oh, H. (2015). Analysis on influencing factors of key players in team learning: Focused on leadership and expertise. *The Korean Journal of Human Resource Development*, 17(2), 93-124.
1. Kim, D., Bae, H., Oh, H., & **Yoo, S.** (2013). The developmental dynamics and success factors of an interdisciplinary education system. *The Journal of Educational Research*, 11(2), 21-51.

PRESENTATIONS

Peer-Reviewed Conference Proceedings

21. **Yoo, S.** (2023). Individual Autonomy and Growth Experience in Healthcare Project Teams: Nonlinearity and Contingency. *2023 AHRD International Research Conference in the Americas*, Minneapolis, MN, USA.
20. **Yoo, S.**, Lee, Y., Lee Y., & Bae, T. J. (2022). Entrepreneurial Passion and Team Performance: Leader Passion and Passion Diversity as Moderators. *2022 Annual Meeting of the Academy of Management*, Online.
19. **Yoo, S.** (2021). Expertise Diversity, Task Design, and Project Team Effectiveness: Project Teams in Healthcare. *2021 AHRD International Research Conference in the Americas*, Online.
18. **Yoo, S.**, Lee S., Kim, S., Jang, S., Cho, D., Park, E. S., Choi, M., & Park, S. (2020). Associations between Training and Development Investment and Financial Performance: Multilevel Autoregressive Modeling. *2020 AHRD International Research Conference in the Americas*, Atlanta, GA, USA.
17. 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. *2020 AHRD International Research Conference in the Americas*, Atlanta, GA, USA.
16. **Yoo, S.**, & Lee, Y. (2019). Individual profiles and team classes based on the climate for creativity: A multilevel latent profile analysis. *2019 AHRD International Research Conference in the Americas*,

Louisville, KY, USA.

15. **Yoo, S.**, & Lee, Y. (2019). Team diversity and leadership: A review and research agenda. *2019 AHRD International Research Conference in the Americas*, Louisville, KY, USA.
14. **Yoo, S.**, Lee, J., Lee, Y., & Zahra, S. (2018). Entrepreneurial team conflict and cohesion: Meta-analytic structural equation modeling. *2018 Annual the Midwest Academy of Management Conference*. St. Louis, MO, USA.
13. **Yoo, S.**, Jeong, S., Song, J. H., & Bae, S. (2018). Knowledge creation practices of teachers in South Korea and the United States: A multigroup structural equation modeling analysis. *2018 AHRD International Research Conference in the Americas*. Richmond, VA, USA.
12. Lee, J. Y., Lee, Y., **Yoo, S.**, Park, S., & Yoon, S. W. (2018). Individual and organizational factors affecting knowledge workers' informal learning: A multilevel analysis. *2018 AHRD International Research Conference in the Americas*. Richmond, VA, USA.
11. Hur, H., Lee, J., Lim, D. H., Ho Y., & **Yoo, S.** (2017). Workforce resilience in human resource development. *2018 AHRD International Research Conference in the Americas*. Richmond, VA, USA.
10. **Yoo, S.**, Ho, Y., Seo, J., Yoo, M. H., & Jang, S. (2017). Fostering creativity in the workplace: Examining the roles of job design and organizational context. *2017 Annual the Midwest Academy of Management Conference*. Chicago, IL, USA.
9. Ho, Y., Quast, L., Tkachenko, O., **Yoo, S.**, & Aroonsri, P. (2017). Importance of managerial competencies across organizational levels: A comparative study between Germany, China, India, and U.S. *2017 Annual the Midwest Academy of Management Conference*. Chicago, IL, USA.
8. **Yoo, S.**, Jang, S., Byun, S. W., & Park, S. (2017). Examining HRD research themes using keyword network analysis. *18th International Conference on Human Resource Development Research and Practice across Europe*. Lisbon, Portugal.
7. **Yoo, S.** & Ardichivili, A. (2017). Conceptualizing a model emphasizing the potential relationship between individual and team adaptability: A Multi-level approach. *2017 AHRD International Research Conference in the Americas*. San Antonio, TX, USA.
6. Joo, B-K., **Yoo, S.**, & Noh, J. H. (2017). The effects of compelling direction, team identity, and psychological safety on team effectiveness: Inclusive leadership as a moderator and knowledge sharing as a partial mediator. *2017 AHRD International Research Conference in the Americas*. San Antonio, TX, USA.
5. Lim, D. H., Jeong, S., **Yoo, S.**, & Yoo, M. H. (2017). The effect of education, social capital, and skills use on older generations' income: A cross-level analysis among OECD countries. *2017 AHRD International Research Conference in the Americas*. San Antonio, TX, USA.
4. Jeong, S., McLean, G. N., McLean, L. D., **Yoo, S.**, & Bartlett, K. R. (2016). Influences of domain expertise, creative personality, non-controlling supervision, and organizational learning culture on employee creativity: an interactionist perspective. *The 2016 AHRD International Research Conference in Asia and MENA*. Ifrane, Morocco.

3. Jang, S., Quast, L. N., **Yoo, S.**, Clark, J. M., Byun, S. W., & Song, W. (2016). The relationship between adaptive expertise, integrity, and job performance. *The 17th International Research Conference on HRD across Europe*. Manchester, UK.
2. Oh, H., Park, D., Seo, D-I., Kim, J., & **Yoo, S.** (2013). Assessment and evaluation of national human resource development system competitiveness in developing countries. *The 12th International Conference of the Asia Chapter of Academy of Human Resource Development*, Taipei, Taiwan.
1. Oh, H., Park, D., Seo, D-I., Kim, J., **Yoo, S.**, & Seong, H. C. (2013). Efficiency analysis on national human resource development system competitiveness. *The 12th International Conference of the Asia Chapter of Academy of Human Resource Development*, Taipei, Taiwan.

In Korean

3. **Yoo, S.**, Lee, J., & Lee, Y. (2021). Entrepreneurial team conflict and cohesion: Meta-analytic structural equation modeling. *2021 Korea Human Resource Development Conference*, Online.
2. Oh, H., Choi, Y., Bae, H., **Yoo, S.**, Lee, D., Park, H., Kyeong, H., & Lee, J. (2013). Korean Pioneer Project: Who Made First “Made-in Korea’s”? *The 2013 Korean Educational Conference*, Cheong-Ju, South Korea.
1. Oh, H., Park, D., Seo, D-I., Kim, J., & **Yoo, S.** (2013). Comparison Analysis on Global Human Resource Development System Competitiveness in Developing Countries. *The 2013 Korean Educational Conference*, Cheong-Ju, South Korea.

Peer-Reviewed Conference Posters

2. **Yoo, S.**, Leasure, E., & Kang, J. Y. (2020). Applying social network analysis to evaluation in HRD: A case of the interprofessional clinic team development project. *2020 AHRD International Research Conference in the Americas*, Atlanta, GA, USA.
1. **Yoo, S.**, Seong, H., Im, K., Seo, D., & Choi, Y. (2014). Competency modeling for hospital call center operators. *The 15th International Conference on Education Research*, Seoul, Korea.

Invited Talks/Consulting

Institutions/Projects

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| Advisory Committee of the “Team Body” Development Project HRD Consulting Team Hyundai Motor Group, Seoul, South Korea | Jul. 2021– |
| BK21 invited speaker series <i>Topic: Team Diversity in HRD: Is it good or bad?</i> Hanyang University, Seoul, South Korea | Jun. 26, 2021 Inviter: Brian Green |
| Voices from around the World <i>Topic: Graduate student’s life in South Korea and the US</i> Osher Lifelong Learning Institution, MN | Nov. 14, 2019 Coordinator: Brian Green |

Graduate-level Courses

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| HRD6359: Advanced Research Seminar in HRD Research | Feb. 25, 2023 |
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- Topic: ***Social Network Analysis***
The University of Texas at Tyler, Texas, USA Instructor: Dr. Kim Nimon
- VNT6019: Qualitative and Quantitative Method in Entrepreneurship (*On-campus/Conference call*)
Topic: ***Hierarchical Linear Modeling (aka. Multilevel analysis)*** Jun. 19, 2021
Hanyang University, Seoul, South Korea Instructor: Dr. Bae Tae Jun
- Quantitative research in educational technology (*Online*) Jun. 12, 2020
Topic: ***Publishing strategy: Collaborative research***
Hanyang University, Seoul, South Korea Instructor: Dr. Yunsoo Lee
- Educational Technology Research Seminar (*On-campus/Conference call*) Oct. 31, 2019
Topic: ***Social Network Analysis in Organizations and Education***
Hanyang University, Seoul, South Korea Instructor: Dr. Yunsoo Lee
- OLPD 5080: Writing for Publication (Grad-level, *On-campus*) Oct. 29, 2019
Topic: ***Scholarly collaboration: As a leader and follower***
University of Minnesota Instructor: Dr. Joshua Collins
- 701.825A: Lifelong Education Management Seminar (*On-campus*) Jun. 1, 2018
Topic: ***Explored HRD research themes: A keyword network analysis***
Seoul National University, Seoul, South Korea Instructor: Dr. Dae Joong Kang

Undergraduate-level Courses

- OLPD 3620: Introduction to Training and Development (undergrad-level, *On-campus*) Nov. 18, 2019
Topic: ***How to evaluate training effectiveness: Team development project at Mayo Clinic***
University of Minnesota Instructor: Pimsiri Aroonsri
- OLPD 3620: Introduction to Training and Development (undergrad-level, *On-campus*) Nov. 18, 2019
Topic: ***Interprofessional team development project in Mayo Clinic
: A practical example of training***
University of Minnesota Instructor: Pimsiri Aroonsri
- OLPD 3828: Diversity in the Workplace (undergraduate-level, *On-campus*) Oct. 24, 2019
Topic: ***Team diversity: Multiple perspectives***
University of Minnesota Instructor: Dr. Joshua Collins
- OLPD 3424: Sales Training (undergraduate-level, *On-campus*) Oct. 17, 2019
Topic: ***Selling in a multicultural world***
University of Minnesota Instructor: Dr. Minjung Kim

Others

- Cultural Preparation Session for High School Students Sep. 19, 2019
Topic: ***Experiences as an international student and Korean culture***
Edina High School, Edina, MN Coordinator: Brian Green

GRANTS AND CONTRACTS

Principal Investigator

From Surviving to Thriving in Healthcare: How Residents Use Social Capital to Thrive Through Challenges

The University of Texas at Tyler 2023

Co-PI: Kim Nimon, PhD., Alan Cook, MD., Elza Mylona, PhD, the University of Texas at Tyler

~~\$27,759.00 (Not Funded)~~**Co-Investigator****Act to Prevent Spread of infectious diseases: Improving timeliness in Infectious Disease Reporting**

The University of Texas at Tyler 2023

PI: Venugopal Gopalakrishna-Remani (Venu), Ph.D., the University of Texas at Tyler

~~\$20,623.00 (Not Funded)~~**Needs assessment on re-employment and vocational training of elderly retirees**

Ministry of Employment and Labor

PI: Yunsoo Lee, PhD, Hanyang University 2023

~~50,000,000 Won (about \$50,000, Not Funded)~~**A Study on Asan*-type Entrepreneurship*****Founder of Hyundai Groups**

Asan Nanum Foundation

PI: Tae Jun Bae, PhD, Hanyang University 2023

30,000,000 Won (about \$30,000, Funded)

Development of Working Style Assessment based on Individuals' Strengths

Lotte Engineering & Construction Co., Ltd.

PI: Yunsoo Lee, PhD, Hanyang University 2022

30,000,000 Won (about \$30,000, Funded)

Development of Car Recommendation Web Service by Understanding Vehicle Buyer's Preferences

PI: Yunsoo Lee, PhD, Hanyang University

Hyundai Motor Company 2022

30,000,000 Won (about \$30,000, Funded)

FBSEs in the U.S. Workforce Viewed through the Human Resource Development Lens: Qualitative, Quantitative, and Big Data Solutions

PI: Greg G. Wang, PhD, The University of Texas at Tyler

2021

~~\$1,202,032 (3y budget) (Not Funded)~~**Long-term Plan for Lifelong Education in Nowon-gu, Seoul**

PI: Yunsoo Lee, PhD, Korea University

Nowon-gu, South Korea. 2019

45,000,000 Won (about \$45,000, Funded)

A Study on Life-long Learning Needs and Initiative in Seoul and Gyeonggi Capital Area

PI: Daeyun Cho, PhD, Korea University

Lifelong Learning Policy Division, Ministry of Education, South Korea. 2018

50,000,000 Won (about \$50,000, Funded)

A Study on Hwasun County as a Lifelong Learning City and Specialized Educational Zone

PI: Hunseok Oh, PhD, Seoul National University

Hwasun County Office, South Korea. 2015
39,000,000 Won (about \$39,000, Funded)

Development of Competences Diagnostic Scale for Instructor of Republic of Korea Air Force

PI: Hunseok Oh, PhD, Seoul National University
Republic of Korea Air Force Education and Training Command, South Korea. 2014
20,000,000 Won (about \$20,000, Funded)

Development of Competences Diagnostic Scale for UNIES' Customer Care Center Employees

PI: Hunseok Oh, PhD, Seoul National University
Memorandum of Understanding (MOU) with UNIES (HR service company), South Korea 2014

AWARDS, HONORS, and SCHOLARSHIPS

2022 UT Tyler Research Fellow Fall 2022
Office of Research, Scholarship, and Sponsored Programs, The University of Texas – Tyler

2022 ACBSP Teaching Excellence Award Nominee January 2022
Accreditation Council for Business Schools and Programs

2021 ATD Dissertation Award August 2021
ATD 2021 International Conference & Exposition
Title The Effects of Expertise Diversity and Task Interdependence on Project Team Effectiveness: The Moderating Role of Individual Autonomy

UCWHRE Outstanding Dissertation Nominee March 2021
Presented at UCWHRE Outstanding Dissertations Presentations
Title The Effects of Expertise Diversity and Task Interdependence on Project Team Effectiveness: The Moderating Role of Individual Autonomy

AHRD Cutting Edge Awards February 2020, 2018
2020 AHRD International Research Conference in the Americas.
Title Associations between training and development investment and financial performance: Multilevel autoregressive modeling
2018 AHRD International Research Conference in the Americas.
Title: Knowledge creation practices of teachers in South Korea and the United States: A multigroup structural equation modeling analysis

A Top 20 Most Read Paper in Asia Pacific Journal of Human Resources 2017-2018
Fostering creativity in the workplace: Examining the roles of job design and organizational context

Sharan and Louis Quast Memorial Fellowship Award (\$1,000) Fall 2018
Department of Organizational Leadership, Policy and Development, University of Minnesota.

2018 Highly Commended Article Award Summer 2018
European Journal of Training and Development.
Title: The moderating role of non-controlling supervision and organizational learning culture on employee creativity

SNUAA Scholarship Award (\$2,000) June 2018
Seoul National University Alumni Association in the United States

- Research Paper Award (\$500)** February 2018
 Korean Academy of Human Resource Development in the Americas (KAHRDA).
Title: Individual and organizational factors affecting knowledge workers' informal learning: A multilevel analysis
- Best Paper Nominated** October 2017
 2017 Annual the Midwest Academy of Management Conference.
Title: Importance of managerial competencies across organizational levels: A comparative study between Germany, China, India, and U.S.
- SNUAA-MN Scholarship Award (\$500)** December 2016
 Seoul National University Alumni Association in Minnesota.
- The Ray Price Endowed Fellowship (\$2,000)** Spring 2016
 Department of Organizational Leadership, Policy and Development, University of Minnesota.
- Best Paper Finalist** November 2013
 The 12th International Conference of the Asia Chapter of Academy of Human Resource Development.
Title: Assessment and evaluation of national human resource development system competitiveness in developing countries.

TEACHING

The University of Texas at Tyler

- GENB 2033: Business Analytics (*On-campus/Online*) Fall 2022 ~
 HRD 4331: Workforce and Organizational Development (*On-campus/Online*) Fall 2022 ~
 HRD 3333: Human Relations (*On-campus/Online*) Spring 2023 ~

Northwest Missouri State University

- MGMT 54318: Entrepreneurship (*On-campus/Online*) Fall 2020 ~ Summer 2022
 MGMT 54315: Operations Management (*On-campus*) Fall 2020 ~ Spring 2022
 MGMT 54313: Principles of Management (*On-campus*) Fall 2020 ~ Fall 2021
 MGMT 54662: Business Decision Support Modeling (*Online*) Summer 2021, 2022

Co-teaching

Graduate-level Courses

- OLPD 5607: Organizational Development (*Online*) Summer 2018, 2019
 University of Minnesota Instructor: Dr. Joshua Collins
- OLPD 5819: Evaluating and Using Research in Organizations and Education (*Online*)
 University of Minnesota Instructor: Dr. Joshua Collins Summer 2018, 2019

Undergraduate-level Courses

- OLPD 3308 (Section 001 & 002): Data-Driven Decision-Making (*On-campus*) Fall 2019
 University of Minnesota Instructor: Dr. Minjung Kim
- OLPD 3310: Data-Driven Decision-Making (*On-campus*) Fall 2018
 University of Minnesota Instructor: Dr. Sehoon Kim

Teaching-related Training/Professional Development Programs

- ODL Best Practices in Online Education August 2022

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| Office of Digital Learning, the University of Texas at Tyler | |
| Learning & Teaching Academy Northwest Missouri State University | Fall 2021 |
| GRAD 8101: Teaching in Higher Education (Preparing Future Faculty) University of Minnesota | Spring 2017 |

SERVICE and LEADERSHIP

Track Chair Editors 2023 ~ 2024
Assessment and Analytics, Evaluation, and HRD Research Methodology Track
2024 AHRD International Research Conference in the Americas.
Academy of Human Resource Development (AHRD)

Faculty Advisor 2023 Fall ~
Student Society of Human Resource Development (SSHRD)
The University of Texas at Tyler

Research Committee Chair 2023 Spring ~
Korean Academy of Human Resource Development in the Americas

College Governance Committee 2023 ~ 2025
Soules College Of Business
The University of Texas at Tyler

College Student Awards and Scholarship Committee 2022 ~ 2024
Soules College Of Business
The University of Texas at Tyler

Faculty Moderator 2022 Fall
Non-Profit Organizational Leadership Panel
2022 Career Success Conference, The University of Texas at Tyler

Journal and Conference Reviewer (listed only actually performed a reviewer role within 12 months)

- Human Resource Development Quarterly; Group & Organization Management; The Journal of Creative Behavior; The Journal of Managerial Psychology; The International Journal of Human Resource Management; The Korean Journal of Human Resource Development
- Academy of Human Resource Development Conference in the Americas; Annual Conference of the Academy of Management

Faculty Research Committee 2021 Fall
Northwest Missouri State University

The Esworthy Malcolm S. Knowles Dissertation of the Year Award Committee 2021
Academy of Human Resource Development (AHRD)

MBA John Sublet Logan Scholarship Committee 2021 Summer – 2021 Fall
The Melvin D. and Valorie G. Booth School of Business
Northwest Missouri State University

Instructor of Management Search Committee 2021 Spring

The Melvin D. and Valorie G. Booth School of Business
Northwest Missouri State University

Ad Hoc Student Relations Committee

2020 Fall

The Melvin D. and Valorie G. Booth School of Business
Northwest Missouri State University

PROFESSIONAL EXPERIENCE

Advisory Committee

March 2022 –

Hyundai Motor Company, South Korea

Research Assistant

February 2016 – July 2020

Chicago Longitudinal Study, Institute of Child Development,
University of Minnesota, Minneapolis, MN

Research Assistant

September 2015 – May 2016

Department of Organizational Leadership, Policy, and Development,
University of Minnesota, Minneapolis, MN

Researcher

June 2014 – July 2015

Novice to Expert (HR Consulting Group), Seoul, South Korea

Research Assistant

March 2012– July 2015

Korea Human Resource Research Center, Seoul, South Korea

Professional Reports (In Korean)

Oh, H., Choi, Y., **Yoo, S.**, & Im, K. (2014). *A Study on Revising Policy of the Right People in Korean Award*.
Seoul: Korea Human Resource Research Center.

Oh, H., Park, D., Seo, D-I., Kim, J., & **Yoo, S.** (2013). *Strong HR Country Report*. Seoul: Korea Human Resource
Research Center.

Oh, H., Choi, Y., **Yoo, S.**, & Park, H. (2013). *Korean Pioneer Project*. Seoul: Korea Human Resource Research
Center.

Oh, H., Seo, D-I., **Yoo, S.**, & Kim, J. (2012). *Research for Developing Global Human Resource Development
Competitiveness Index III: Report of Global Human Resource Development Competitiveness for Developing
Countries*. Seoul: Korea Human Resource Research Center.

Oh, H., Seong, E., Bae, H., **Yoo, S.**, & Lee, D. (2012). *Qualifications for Future-Oriented Human Resource*.
Seoul: Korea Human Resource Research Center.

Intern

Summer 2011

CREDU (education and learning services company), Seoul, South Korea

SOFTWARE

R, HLM, SPSS, UCINet, NetMiner, AMOS