Dae Seok Chai, Ph.D.

979-446-2670

daeseokchai@tamu.edu

# ****Biography****

*My scholarship, teaching, and service revolve around the areas of culture and Human Resource Development (HRD). Given my expertise in cross-cultural and international research areas and methodologies, I have collaborated with interdisciplinary research teams, which have led to 21 refereed articles in high-quality journals, 5 book chapters, and 38 conference proceedings. I have also made an effort to garner external and internal funds ($115,916 funded a total). My scholarship has also been recognized internationally with the Academy of Human Resource Development Early Career Award and multiple Cutting-Edge Awards.*

*Based on my teaching philosophy rooted in several adult learning theories, I have developed and taught online, face-to-face, and hybrid courses for both graduate and undergraduate students on various HRD topics. I have incorporated international and global aspects into my courses, taught and advised students using a student-centered perspective.*

*I take service work seriously because it allows me to have unique opportunities to learn, lead, and collaborate with scholars and practitioners. I have engaged in various leadership and voluntary roles for professional, institutional, and community services. My scholarship, teaching, and service was recognized with the Outstanding Assistant Professor Award by the University Council of Workforce Human Resource Education.*

# ****Degrees****

|  |  |
| --- | --- |
| 2011-2016 | Ph.D., Human Resource Development, Texas A&M University, College Station, TX, USA |
| 2006-2008 | M.Ed., Human Resource Development, University of Minnesota, Minneapolis-St. Paul, MN, USA |
| 2003-2006 | B.S.Ed., Business Education, University of Georgia, Athens, GA, USA |

# ****Professional Licensures****

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Effective Date** | **Expiration Date** | **Title** | **Organization** | **License Number** | **Month-Year Recertification** | **State of Issue** | **Country (if international licensure)** | **Type** | **Description** |
| May 13 2006 | June 30 2011 | Georgia Educator Certificate | Georgia Professional Standards Commission | 693077 | N/A | Georgia | U.S.A. |  |  |

# ****Texas A&M - Rank and Promotion History****

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Effective Date of Rank** | **End Date of Rank** | **Faculty Title** | **Tenure Classification** | **Department** | **College** |
| 9/1/2023 |  | Associate Professor | Tenured | Department of Educational Administration and Human Resource Development | School of Education and Human Development |

# ****Career Work Experience****

|  |  |
| --- | --- |
| 2023 – Present | Associate Professor, Texas A&M University, Department of Educational Administration and Human Resource Development, College Station, Texas, United States |
| 2022 – 2023 | Associate Professor, Colorado State University, School of Education, Fort Collins, Colorado, United States |
| 2022 – 2023 | Affiliated Faculty, Colorado State University, College of Business, Fort Collins, Colorado, United States |
| 2022 – 2022 | Visiting Faculty, University of Canterbury, College of Business, Christchurch, New Zealand |
| 2018 – 2022 | Assistant Professor, Colorado State University, School of Education, Fort Collins, Colorado, United States |
| 2016 - 2018 | Assistant Professor, Western Michigan University, Department of Educational Leadership, Research and Technology, Kalamazoo, Michigan, United States |
| 2012 | Intern, Texas A&M University, Center for Teaching Excellence, College Station, Texas, United States |
| 2008 - 2012 | Assistant Manager, CJ Corporation, Human Resource Development Center, Seoul, South Korea |
| 2007 | Intern, LG Corporation, Human Resource Development Center, Duckpyung, South Korea |
| 2000 – 2002 | Sergeant, Korean Air Force, Yangpyung, South Korea |

# ****Awards and Honors****

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Year Conferred** | **Award and Honor Title** | **Conferring Organization** | **Award Classification** | **Award and Honor Level** | **Detailed Description of Award** |
| 2023 | Cutting Edge Award | Academy of Human Resource Development | Research Award | International Level | Outstanding Research Paper |
| 2022 | Outstanding Assistant Professor Award | University Council of Workforce Human Resource Education | Research/Teaching/Service Award | National Level | Outstanding Assistant Professorship |
| 2022 | Early Career Scholar Award | Academy of Human Resource Development | Research/Teaching/Service Award | International Level | Outstanding Research, Teaching, and Service |
| 2021 | Tenure-Track Faculty Scholarly Excellence Award | School of Education, Colorado State University | Research Award | Department Level | Outstanding Achievement in Research |
| 2019 | Cutting Edge Award | Academy of Human Resource Development | Research Award | International Level | Outstanding Research Paper |
| 2017 | First Place Poster Presentation | Department of Educational Administration and Human Resource Development, Texas A&M University | Research Award | Department Level | Outstanding Research Paper |
| 2014 | Cutting Edge Award | Academy of Human Resource Development | Research Award | International Level | Outstanding Research Paper |

# ****Teaching****

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Course Title** | **Course** | **Credit Hours** | **Instruction Mode** | **Student Credit Hours** | **Enrollment** | **If co-taught, % contributed to course** | **Semester** | **Multidisciplinary Collaboration Activities Included** |
| Design, Develop, Implement Workplace Learning | EDOD675 | 3 | Online | 45 | 15 | 100 | Summer 2023 | N |
| Human Resource Development | EDOD506 | 3 | Online | 30 | 10 | 100 | Summer 2023 | N |
| Theory and Practice of Change | EDOD769 | 3 | Face to Face | 51 | 17 | 100 | Spring 2023 | N |
| Analyze Workplace Learning | EDOD674 | 3 | Online | 48 | 16 | 100 | Spring 2023 | N |
| Global Challenges and Collaborations in BME | BIOM380A2 | 2 | Face to Face | 22 | 11 | 20 | Spring 2023 | Y (Biomedical Engineering) |
| Quantitative Data Collection Methods/Analysis | EDRM707 | 3 | Hybrid | 42 | 14 | 100 | Fall 2022 | Y (Higher Ed., K-12 Ed.Leadership) |
| Evaluate Workplace Learning | EDOD676 | 3 | Online | 66 | 22 | 100 | Fall 2022 | N |
| Global Water Challenges | CIVE480A | 3 | Hybrid | 105 | 35 | 20 | Fall 2022 | Y (Civil and Environmental Engineering) |
| Quantitative Research Methods | EDRM700 | 3 | Hybrid | 42 | 14 | 100 | Summer 2022 | Y (Higher Ed., K-12 Ed.Leadership) |
| Design, Develop, Implement Workplace Learning | EDOD675 | 3 | Online | 75 | 25 | 100 | Summer 2022 | N |
| Analyze Workplace Learning | EDOD674 | 3 | Online | 48 | 16 | 100 | Spring 2022 | N |
| Human Resource Development | EDOD506 | 3 | Online | 30 | 10 | 100 | Spring 2022 | N |
| Global Challenges and Collaborations in BME | BIOM380A2 | 2 | Face to Face | 20 | 10 | 20 | Spring 2022 | Y (Biomedical Engineering) |
| Evaluate Workplace Learning | EDOD676 | 3 | Online | 78 | 26 | 100 | Fall 2021 | N |
| Research\_Capstone | EDRM698 | 3 | Online | 21 | 7 | 100 | Fall 2021 | N |
| Design, Develop, Implement Workplace Learning | EDOD675 | 3 | Online | 81 | 27 | 100 | Summer 2021 | N |
| Theory and Practice of Change | EDOD769 | 3 | Hybrid | 36 | 12 | 100 | Spring 2021 | N |
| Analyze Workplace Learning | EDOD674 | 3 | Online | 36 | 12 | 100 | Spring 2021 | N |
| Quantitative Data Collection Methods/Analysis | EDRM707 | 3 | Hybrid | 33 | 11 | 100 | Fall 2020 | Y (Higher Ed., K-12 Ed.Leadership) |
| Research\_Capstone | EDRM698 | 3 | Online | 21 | 7 | 100 | Fall 2020 |  |
| Quantitative Research Methods | EDRM700 | 3 | Hybrid | 42 | 14 | 100 | Summer 2020 | Y (Higher Ed., K-12 Ed.Leadership) |
| Analyze Workplace Learning | EDOD674 | 3 | Online | 33 | 11 | 100 | Spring 2020 | N |
| Human Resource Development | EDOD506 | 3 | Online | 42 | 14 | 100 | Spring 2020 | N |
| Human Resource Development | EDOD506 | 3 | Online | 30 | 10 | 100 | Fall 2019 | N |
| Evaluate Workplace Learning | EDOD676 | 3 | Online | 30 | 10 | 100 | Fall 2019 | N |
| Design, Develop, Implement Workplace Learning | EDOD675 | 3 | Online | 42 | 14 | 100 | Summer 2019 | N |
| Theory and Practice of Change | EDOD769 | 3 | Face to Face | 33 | 11 | 100 | Spring 2019 | N |
| Quantitative Data Collection Methods/Analysis | EDRM707 | 3 | Face to Face | 42 | 14 | 100 | Fall 2018 | Y (Higher Ed., K-12 Ed.Leadership) |
| Organizational Culture and Globalization | OCL6410 | 3 | Hybrid | 24 | 8 | 100 | Spring 2018 | N |
| Foundations of Organizational Change Leadership | OCL6400 | 3 | Face to Face | 30 | 10 | 100 | Spring 2018 | N |
| Organizational Culture and Globalization | OCL6410 | 3 | Hybrid | 36 | 12 | 100 | Fall 2017 | N |
| Foundations of Organizational Change Leadership | OCL6400 | 3 | Face to Face | 51 | 17 | 100 | Fall 2017 | N |
| Organizational Effectiveness & Learning | OLP6440 | 3 | Online | 51 | 17 | 100 | Summer 2017 | N |
| Principles of Human Resource Development | OLP6400 | 3 | Hybrid | 18 | 6 | 100 | Spring 2017 | N |
| Independent Research Study | EDLD7100 | 3 | Hybrid | 3 | 1 | 100 | Spring 2017 | N |
| Principles of Human Resource Development | OLP6400 | 3 | Hybrid | 48 | 16 | 100 | Fall 2016 | N |
| STAT II | EHRD690B | 3 | Face to Face | 75 | 25 | 10 | Spring 2016 | N |
| STAT I | EHRD690A | 3 | Face to Face | 90 | 30 | 10 | Spring 2016 | N |
| STAT I | EHRD690A | 3 | Face to Face | 120 | 40 | 10 | Fall 2015 | N |
| STAT II | EHRD690B | 3 | Face to Face | 60 | 20 | 10 | Spring 2015 | N |
| STAT I | EHRD690A | 3 | Face to Face | 90 | 30 | 10 | Fall 2014 | N |
| Foundation of Human Resource Development | EHRD303-500 | 3 | Face to Face | 150 | 50 | 100 | Spring 2014 | N |
| Foundation of Human Resource Development | EHRD303-501 | 3 | Face to Face | 150 | 50 | 100 | Spring 2014 | N |
| Training and Development in HRD | EHRD372-502 | 3 | Face to Face | 120 | 40 | 100 | Fall 2013 | N |
| Training and Development in HRD | EHRD372-599 | 3 | Face to Face | 120 | 40 | 100 | Fall 2013 | N |
| Organization Development | EHRD374-502 | 3 | Face to Face | 123 | 41 | 100 | Spring 2013 | N |
| Organization Development | EHRD374-512 | 3 | Face to Face | 123 | 41 | 100 | Spring 2013 | N |
| Training and Development in HRD | EHRD372-502 | 3 | Face to Face | 114 | 38 | 100 | Fall 2012 | N |

# ****Undergraduate Advising****

|  |  |
| --- | --- |
| Jan 2021 - May 2023 | Number of Undergraduate(s): 20, Description: Faculty Advisor, Korean Student Association, Colorado State University |
| Sep 2020 - Dec 2022 | Activity Advised/Mentored: Research, Undergraduate Name: Madelin Risch, Description: Research Project, Paper presented at the 2022 AHRD Virtual International Research Conference in the Americas |
| Sep 2019 – Sep 2020 | Activity Advised/Mentored: Research, Undergraduate Name: Yelim Yang, Description: Research Project |
| Jan 2017 - May 2018 | Number of Undergraduate(s): 16, Description: Faculty Advisor, Korean Student Association, Colorado State University |

# ****Graduate Advising****

## Member

### Fall 2018 - Ongoing

Status: AS - Active, Tiara Chivers, Program: PHD-OLPC, Degree: PHD, Major: Organizational Learning, Performance and Change [Role: Member]

Status: AS - Active, Christina Grant, Program: PHD-OLPC, Degree: PHD, Major: Organizational Learning, Performance and Change [Role: Member]

Status: AS - Active, Daniel Lee, Program: PHD-OLPC, Degree: PHD, Major: Organizational Learning, Performance and Change [Role: Member] Academy of Human Resource Development Cutting Edge Award in 2023.

Status: AS - Active, Marina Brito, Program: PHD-OLPC, Degree: PHD, Major: Organizational Learning, Performance and Change [Role: Member]

Status: AS - Active, Chad Hoseth, Program: PHD-HEL, Degree: PHD, Major: Higher Education Leadership [Role: Member]

### Fall 2018 - Spring 2023

Student Name: Donghoon Shin, Program: MA-DEMD, Degree: MA, Major: Design and Merchandising, Graduation Date: May 2023 [Role: Member]

Student Name: Hyemi Woo, Program: MA-MTD, Degree: MA, Major: Music, Theatre and Dance, Graduation Date: May 2022 [Role: Member]

Student Name: Abdelrahman Medhat, Program: PHD-CEE, Degree: PHD, Major: Civil and Environmental Engineering, Graduation Date: December 2021 [Role: Member]

Student Name: Chanjin Noh, Program: MA-MTD, Degree: MA, Major: Music, Theatre and Dance, Graduation Date: May 2020 [Role: Member]

Student Name: Laura Coons, Program: PHD-OLPC, Degree: PHD, Major: Organizational Learning, Performance and Change, Graduation Date: December 2019 [Role: Member]

## Chair

### Fall 2023 - Ongoing

Status: AS - Active, Student Name: ABC, Program: PHD-EHRD, Degree: PHD, Major: HRD [Role: Chair]

### Fall 2018 - Spring 2023

Student Name: Travis Sisson, Program: MED-OLPC, Degree: MED, Major: Organizational Learning, Performance and Change, Graduation Date: May 2022, [Role: Chair]

Student Name: Dusty Cayssials, Program: MED-OLPC, Degree: MED, Major: Organizational Learning, Performance and Change, Graduation Date: May 2022, [Role: Chair]

Student Name: Brooke Jackson, Program: MED-OLPC, Degree: MED, Major: Organizational Learning, Performance and Change, Graduation Date: May 2020, [Role: Chair]

Student Name: Christopher McFarren, Program: MED-OLPC, Degree: MED, Major: Organizational Learning, Performance and Change, Graduation Date: May 2020, [Role: Chair]

Student Name: Natalie Garza, Program: PHD-OLPC, Degree: PHD, Major: Organizational Learning, Performance and Change, Graduation Date: December 2019, Thesis: EFFECTS OF SCENARIO PLANNING ON PARTICIPANTS’ PERCEIVED LEVELS OF ORGANIZATIONAL TRUST [Role: Co-Chair]

Student Name: Erin Cunningham Ritter, Program: PHD-OLPC, Degree: PHD, Major: Organizational Learning, Performance and Change, Graduation Date: May 2022, Thesis: HEART RATE VARIABILITY (HRV) TRAINING LEADS TO IMPROVEMENTS IN MEASURES OF EMPLOYEE MENTAL AND PHYSICAL HEALTH DURING COVID-19 PANDEMIC, WITH IMPLICATIONS FOR THEORY BUILDING AND HRD [Role: Co-Chair]

# ****Faculty Mentoring (nonstudents)****

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| --- | --- |
| Aug 2018 - May 2023 | Mentee Name: Shinhee Jeong, Department: Human Resource Development, Louisiana State University, Mentee Position: Assistant Professor |

# ****Publications, Conference Proceedings, Patents and Creative Products/Innovations****

## Book Chapter

### Completed/Published

Chai, D. S. (2022). Globalization impacting human resource development. In R. A. Swanson (Ed.), Foundation of human resource development (3rd ed., pp. 451-465). *Berrett Koehler*. Author: 1

Chai, D. S., Kim S., Kim M. (2020). A new government-private sector collaboration model of HRD in Korea: A work and learning dual system model for talent development. In D. H., Lim, S. W. Yoon, & D. Cho (Eds.), Human resource development in South Korea (pp. 135-155). *Palgrave Macmillan*. Author: 1

Chai, D. S., Jeong, S., Kim, S., & Hamlin, R. G. (2019). A case of critical incident technique: Perceived managerial and leadership effectiveness. SAGE research methods cases. *Sage Publishing*. Author: 1

Yoon, S. W., Shin, J., Kim, S., & Chai, D. S. (2017). Effective leadership and leadership development in South Korea: Lessons learned from two large conglomerates. In A. Ardichvili & K. Dirani (Eds.), Leadership development in emerging market economies (pp. 187-206). *Palgrave Macmillan*. Author: 4

Lim, A., & Chai, D. S. (2015). Action research applied with two single case studies. In K. D. Strang (Ed.), The Palgrave handbook of research design in business and management (pp. 375-392). *Palgrave*. Author: 2

## Conference Proceedings

### Completed/Published

Chai, D. S., Park, S. (2023, April). Personal resources and career decision self-efficacy for postsecondary international students: The moderating role of cultural adjustment. Paper presented at *the 2023 American Educational Research Association Annual Meeting*, Chicago, IL. Author: 1

Grant, C., & Chai, D. S. (2023, March). Agile Team Definitions. Paper presented at *the 2023 AHRD International Research Conference in the Americas*, Minneapolis, MN. Author: 2

Chai, D. S., Park, S. (2023, March). Personal resources and career decision self-efficacy for postsecondary international students: The moderating role of cultural adjustment. Paper presented at *the 2023 AHRD International Research Conference in the Americas*, Minneapolis, MN. Author: 1

Lee, D., & Chai, D. S. (2023, March). Organizational memory: An integrative literature review. Paper presented at *the 2023 AHRD International Research Conference in the Americas*, Minneapolis, MN. Author: 2

Park, S., & Chai, D. S. (2022, October). Artificial intelligence opportunities for organization development. Paper presented at *the 2022 Association for Educational Communications & Technology Conference*, Las Vegas, NV. Author: 2

Chai, D. S., & Han, S. (2022, October). Educational technology in the human resource development (HRD) in the post-COVID19 era: From a national HRD framework. Paper presented at *the 2022 Association for Educational Communications & Technology Conference*, Las Vegas, NV. Author: 1

Chai, D. S. (2022, February). Highly educated, new foreign workers’ acculturation stress and coping mechanism in a large Korean company. Paper presented at *the 2022 AHRD Virtual International Research Conference in the Americas*. Author: 1

Chai, D. S., & Risch, M. (2022, February). Mental and behavioral health of international students in U.S. higher education: Mediation effects of cultural adjustment and engagement. Paper presented at *the 2022 AHRD Virtual International Research Conference in the Americas*. Author: 1

Kim, S., Chai, D. S., Kim, S., Kim, J., & Song, Y. (2021, February). Does work context matter to employee well-being? Links between life satisfaction and organizational, supervisory, and individual characteristics. Paper presented at *the 2021 AHRD Virtual International Research Conference in the Americas*. Author: 2

Chai, D. S. (2020, May). Highly educated, new foreign employees’ perceptions of their acculturation into a large Korean company in Korea. Paper published at *the 2020 Adult Education in Global Times: An International Research Conference*, Vancouver, Canada. Author: 1

Chai, D. S., Chae, C., & Lee, J. (2020, February). Cross-cultural adjustment and engagement: Perceptions and experiences of international students in Japanese higher education. Paper presented at *the 2020 AHRD International Research Conference in the Americas*, Atlanta, GA. Author: 1

Chai, D. S., Kim, W., & Shuck, B. (2020, February). Employee engagement scale (EES): A validation study in the South Korean context. Paper presented at *the 2020 AHRD International Research Conference in the Americas*, Atlanta, GA. Author: 1

Kim, S., Cho, Y., Chai, D. S., Moon, H., & Park, Y. (2019, November). National HRD in South Korea: Contemporary cases. Paper presented at *the International Asian Conference of AHRD*, Hanoi, Vietnam. Author: 3

Chai, D. S., Chae, C., & Lee, J. (2019, November). Cross-cultural adjustment and engagement: Perceptions and experiences of international students in Japanese higher education. Paper presented at *the International Asian Conference of AHRD*, Hanoi, Vietnam. Author: 1

Lim, D. H., Chai, D. S., Park, S., & Doo, M. Y. (2019, February). The neuroscience of workplace learning: An integrative review and implications for HRD. Paper presented at *the 2019 AHRD International Research Conference in the Americas*, Louisville, KY. Author: 2

Chai, D. S., Jeong, S. H., & Joo, B. (2019, February). The multi-level effects of HR practices and paternalistic leadership on organizational commitment. Paper presented at *the 2019 AHRD International Research Conference in the Americas*, Louisville, KY. Author: 1

Chai, D. S., Kim, S., & Kim, M. (2018, November). A work and learning dual system model for talent development in South Korea: A multiple stakeholder view. Paper presented at *the International Asian Conference of AHRD*, Bangkok, Thailand. Author: 1

Chai, D. S., Van, H., Wang, C., Lee, J., & Wang, J. (2018, February). What do international students need? The role of family and community supports for adjustment, engagement, and organizational citizenship behavior. Paper presented at *the 2018 AHRD International Research Conference in the Americas*, Richmond, VA. Author: 1

Chai, D. S., Kim, S., Kim, M., & Bae, C. (2018, February). A new government-private sector collaboration model for talent development in Korea (Work and Learning Dual System): A multiple stakeholder view. Poster presented at *the 2018 AHRD International Research Conference in the Americas*, Richmond, VA. Author: 1

Shuck, B., Kim, W., & Chai, D. S. (2018, February). The chicken and egg conundrum: Satisfaction or employee engagement and implications for HRD. Poster presented at *the 2018 AHRD International Research Conference in the Americas*, Richmond, VA. Author: 3

Hamlin, R. G., Kang, H., Chai, D. S., & Kim, S. (2018, February). Perceived managerial and leadership effectiveness within South Korea: A cross-sector comparative analysis. Paper presented at *the 2018 AHRD International Research Conference in the Americas*, Richmond, VA. Author: 3

Chai, D. S., & Dirani, K. M. (2017, June). Dimensions of the learning organization questionnaire (DLOQ): Validating the 21-item Arabic version in a Lebanese context. Paper presented at *the 2017 International Conference on Human Resource Development Research and Practice across Europe*, Lisbon, Portugal. Author: 1

Chai, D. S., Wang, J., Van, H., Wang, C., & Lee, J. (2017, June). What do international students need? The roles of job resources for international students on cross-cultural adjustment, engagement, organizational citizenship behavior, and psychological well-being in the context of an U.S. higher educational institution. Paper presented at *the 2017 National Conference on Race & Ethnicity (NCORE)*, Fort Worth, TX. Author: 1

Chae, C., & Chai, D. S. (2017, March). Dimensions of work engagement: A person-oriented perspective. Poster presented at *the 2017 AHRD International Research Conference in the Americas*, San Antonio, TX. Author: 2

Chai, D. S., Van, H., Wang, C., Lee, J., & Wang, J. (2017, March). 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. Poster presented at *the 2017 AHRD International Research Conference in the Americas*, San Antonio, TX. Author: 1

Chai, D. S., Jeong, S., Kim, J., Kim, S., & Hamlin, R. G. (2016, August). Perceived managerial effectiveness in a Korean context: A qualitative study on indigenous management. Paper presented at *the 2016 Academy of Management Annual Meeting*, Anaheim, CA. Author: 1

Chai, D. S., Song, J., & Shin, Y. (2016, February). The effects of psychological ownership on openness to change: The mediating impacts of work engagement and knowledge creation. Paper presented at *the 2016 AHRD International Research Conference in the Americas*, Jacksonville, FL. Author: 1

Chai, D. S., Hwang, S. J., & Joo, B. (2015, February). The impact of transformational leadership on organizational commitment: The mediating effects of shared vision and team-goal commitment. Paper presented at *the 2015 AHRD International Research Conference in the Americas*, St. Louis, MO. Author: 1

Hamlin, R. G., Kim, S., Chai, D. S., Kim, J., & Jeong, S. (2015, February). Perceived managerial and leadership effectiveness within South Korean and British private sector companies. Paper presented at *the 2015 AHRD International Research Conference in the Americas*, St. Louis, MO. Author: 3

Kang, H., & Chai, D. S. (2015, February). An intersectionality and hope-based career development model for female international marriage immigrants. Paper presented at *the 2015 AHRD International Research Conference in the Americas*, St. Louis, MO. Author: 2

Song, J., Chai, D. S., Kim, J., & Bae, S. (2015, February). Job performance in learning organization: The mediating impacts of self-efficacy and work engagement. Paper presented at *the 2015 AHRD International Research Conference in the Americas*, St. Louis, MO. Author: 2

Chai, D. S., Nam, K, & McLean, G. N. (2014, February). Voices from expatriates: A component of improved expatriate cross-cultural training. Paper presented at *the 2014 AHRD International Research Conference in the Americas*, Houston, TX. Author: 1

Song, J., Kim, W., Chai, D. S., Bae S. H., & Ahn, B. (2014, February). The impact of innovative climate on creating knowledge: The mediating relationships of knowledge sharing and work engagement in the workforce education school context. Paper presented at *the 2014 AHRD International Research Conference in the Americas*, Houston, TX. Author: 3

Chai, D. S. (2013, August). Organizational culture formation: Beyond traditional theoretical mechanisms. Paper presented at *the 2013 APA Annual Convention*, Honolulu, HI. Author: 1

Chai, D. S., Claus, V. A., & McLean, G. N. (2013, February). Improving expatriation training: The “It Depends” model. Paper presented at *the 2013 AHRD International Research Conference in the Americas*, Washington, DC. Author: 1

Chai, D. S. (2012, November). Global leadership research: An integrative literature review on definition and dependent variables. Paper presented at *the* *Academy of Human Resource Development International Conference in Asia*, Istanbul, Turkey. Author: 1

Chai, D. S. (2012, June). Yin Yang: An ancient, but cutting-edge perspective on Korean culture. Paper presented at *the 2012 Yin Yang Conference*, Stockholm, Sweden. Author: 1

Chai, D. S., & McLean, G. N. (2012, February). Highly educated, new foreign employees’ perceptions of their acculturation into a large Korean company in Korea. In J. Wang (Ed.) *2012 AHRD International Research Conference in the Americas* (pp. 1953-1961). Denver, CO: Academy of Human Resource Development. Author: 1

## Journal Article

### Completed/Published

Kim, S., Chai, D. S., Kim, J., Kim, S., & Song, Y. (2022). Between work conditions and job outcomes: Testing a nomological network of life satisfaction. *Applied Research in Quality of Life, 17*, 1407-1431. Author: 2

Chai, D. S., & Park, S. (2022). The Increased Use of Virtual Teams during the Covid-19 Pandemic: Implications for Psychological Well-Being. *Human Resource Development International, 25*(2), 199-218. Author: 1

Hamlin, R. G., Kang, H., Chai, D. S., & Kim, S. (2022). Deducing an emergent South Korean behavioural taxonomy of perceived managerial and leadership effectiveness. *European Journal of Training and Development, 46*(1/2), 41-69. Author: 3

Chai, D. S., Chae, C., & Lee, J. (2021). International students’ psychological capital in Japan: Moderated mediation of adjustment and engagement. *Journal of Student Affairs Research and Practice, 59*(1), 101-115. Author: 1

Park, S., Jeong, S. H., & Chai, D. S. (2021). Remote e-workers’ well-being and career development in the era of COVID-19: Challenges, success factors, and the roles of HRD professional. *Advances in Developing Human Resources, 23*(3), 222-236. Author: 1

Yoon, S. W., Han, H., Han, S., & Chai, D. S. (2021). The power of ethics and standards when the scholarly system fails. *Human Resource Development Review, 20*(2), 136-142. Author: 4

Shuck, B., Kim, W., & Chai, D. S. (2021). The chicken and egg conundrum: Satisfaction or employee engagement and implications for HRD. *New Horizon of Adult Education and Human Resource Development, 33*(1), 4-24. Author: 3

Chai, D. S., Song, J. H., & Yoo, Y. (2020). Psychological ownership and openness to change: The mediating effects of work engagement and knowledge creation. *Performance Improvement Quarterly, 33*(3), 305-326. Author: 1

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. Author: 1

Chai, D. S., Jeong, S. H., & Joo, B. (2020). The multi-level effects of developmental opportunities, pay equity, and paternalistic leadership on organizational commitment. *European Journal of Training and Development, 44*(4/5), 405-424. Author: 1

Lim, D. H., Chai, D. S., Park, S., & Doo, M. Y. (2019). Neuroscientism, the neuroscience of learning: An integrative review and implications for learning and development in the workplace. *European Journal of Training and Development, 43*(7/8), 619-642. Author: 2

Chai, D. S., Kim, S., & Kim, M. (2018). A work and learning dual system model for talent development in South Korea: A multiple stakeholder view. *Advances in Developing Human Resources, 20*(4), 410-427. Author: 1

Phuong, T. T., & Chai, D. S. (2018). Talent development for faculty: The case of Vietnam. *Advances in Developing Human Resources, 20*(4), 428-443. Author: 2

Chai, D. S., & Dirani, K. M. (2018). Dimensions of the Learning Organization Questionnaire (DLOQ): A validation study in the Lebanese context. *The Learning Organization, 25*(5), 320-330. Author: 1

Song, J. H., Chai, D. S., Kim, J., & Bae, S. H. (2018). Job performance in learning organization: The mediating impacts of self-efficacy and work engagement. *Performance Improvement Quarterly, 30*(4), 249-271. Author: 2

Chai, D. S., Hwang, S. J., & Joo, B. (2017). Transformational leadership and organizational commitment in teams: The mediating roles of shared vision and team-goal commitment. *Performance Improvement Quarterly, 30*(2), 137-158. Author: 1

Chai, D. S., Jeong, S., Kim, J., Kim, S., & Hamlin, R. G. (2016). Perceived managerial effectiveness in a Korean context: A qualitative study on indigenous management. *Asia Pacific Journal of Management, 33*, 789-820. Author: 1

Hamlin, R. G., Kim, S., Chai, D. S., Kim, J., & Jeong, S. (2016). Perceived managerial and leadership effectiveness within South Korean and British private sector companies: A derived etic comparative study. *Human Resource Development Quarterly, 27*, 237-269. Author: 3

Kang, H., Chai, D. S., & McLean, G. N. (2015). An Intersectionality and hope-based career development model for female international marriage immigrants in Korea. *Human Resource Development International, 18*, 538-555. Author: 2

Kim, M., Chai, D. S., Kim, S., & Park, S. (2015). New employee orientation: Cases of Korean corporations. *Human Resource Development International, 18*, 481-498. Author: 2

Song, J. H., Kim, W., Chai, D. S., & Bae, S. H. (2014). The impact of an innovative school climate on teachers’ knowledge creation activities in Korean schools: The mediating role of teachers’ knowledge sharing and work engagement. *KEDI Journal of Education Policy, 11*(2), 179-204.

# ****Service****

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| --- | --- |
| Mar 2023 - Present | Committee Name/Activity: Board of Director, Organization: Academy of Human Resource Development, Service Type: Professional, Service Role: Board member, Regionality: International |
| Mar 2023 - Present | Committee Name/Activity: International HRD SIG, Organization: Academy of Human Resource Development, Service Type: Professional, Service Role: Chair, Regionality: International |
| Jan 2020 – Present | Committee Name/Activity: Editorial Board, Organization: Human Resource Development International Journal, Service Type: Professional, Service Role: Board Member, Regionality: International |
| Jan 2020 – Present | Committee Name/Activity: Editorial Board, Organization: Korean Corporation Management Association Journal, Service Type: Professional, Service Role: Board Member, Regionality: National |
| Jan 2018 - Present | Committee Name/Activity: Editorial Board, Organization: Human Resource Development Quarterly (HRDQ), Service Type: Professional, Service Role: Reviewer, Regionality: International |
| Jan 2018 - Present | Committee Name/Activity: Conference Committee, Organization: Academy of Human Resource Development (AHRD) Conference in Asia, Service Type: Professional, Service Role: Reviewer, Regionality: International |
| Jan 2017 - Present | Committee Name/Activity: Editorial Board, Organization: Human Resource Development Review (HRDR), Service Type: Professional, Service Role: Reviewer, Regionality: International |
| Jan 2017 - Present | Committee Name/Activity: Editorial Board, Organization: New Horizons in Adult Education and Human Resource Development, Service Type: Professional, Service Role: Reviewer, Regionality: International |
| Mar 2016 – Present | Committee Name/Activity: Board of Director, Organization: Korean Academy of Human Resource Development in the Americas, Service Type: Professional, Service Role: Member, Regionality: International |
| Jan 2015 - Present | Committee Name/Activity: Editorial Board, Organization: Human Resource Development International (HRDI), Service Type: Professional, Service Role: Reviewer, Regionality: International |
| Jan 2012 - Present | Committee Name/Activity: Conference Committee, Organization: Academy of Human Resource Development (AHRD) Conference, Service Type: Professional, Service Role: Reviewer, Regionality: International |
| Jan 2022 – May 2023 | Committee Name/Activity: Korean Student Association, Organization: Colorado State University, Service Type: Institutional/University, Service Role: Faculty Advisor, Regionality: Local |
| Jan 2022 – May 2023 | Committee Name/Activity: International Student Task Force, Organization: The Office of International Programs, Colorado State University, Service Type: Institutional/University, Service Role: Member, Regionality: Local |
| Mar 2022 – Feb 2023 | Committee Name/Activity: Conference Committee, Organization: Academy of Human Resource Development, Service Type: Professional, Service Role: Program Chair, Regionality: International |
| Mar 2022 – Feb 2023 | Committee Name/Activity: Korea HRD SIG, Organization: Academy of Human Resource Development, Service Type: Professional, Service Role: Chair, Regionality: International |
| Mar 2022 – Mar 2022 | Committee Name/Activity: Research Committee, Organization: College of Health and Human Sciences, Colorado State University, Service Type: Institutional/College, Service Role: Research Week Poster Judge, Regionality: Local |
| Sep 2022 – May 2023 | Committee Name/Activity: Grant Committee, Organization: School of Education, Colorado State University, Service Type: Institutional/Department, Service Role: Member, Regionality: Local |
| Sep 2022 – May 2023 | Committee Name/Activity: Research Course Workgroup, Organization: School of Education, Colorado State University, Service Type: Institutional/Department, Service Role: Member, Regionality: Local |
| Sep 2022 – May 2023 | Committee Name/Activity: Tenure/Promotion Revision Committee, Organization: School of Education, Colorado State University, Service Type: Institutional/Department, Service Role: Member, Regionality: Local |
| Sep 2021 – May 2023 | Committee Name/Activity: Social Justice, Equity, Diversity & Inclusion Committee (S-JEDI), Organization: School of Education, Colorado State University, Service Type: Institutional/Department, Service Role: Co-Chair, Regionality: Local |
| Sep 2018 – May 2023 | Committee Name/Activity: Faculty and Staff Awards Committee, Organization: School of Education, Colorado State University, Service Type: Institutional/Department, Service Role: Member, Regionality: Local |
| Mar 2021 – Feb 2022 | Committee Name/Activity: Conference Committee, Organization: Academy of Human Resource Development, Service Type: Professional, Service Role: Proceeding Editor, Regionality: International |
| Mar 2021 – Feb 2022 | Committee Name/Activity: Board of Director, Organization: Korean Academy of Human Resource Development in the Americas, Service Type: Professional, Service Role: President, Regionality: International |
| Jan 2020 – Sep 2022 | Committee Name/Activity: Diversity and Equity Advisory Committee, Organization: Colorado State University, Service Type: Institutional/College, Service Role: Member, Regionality: Local |
| Mar 2018 – Feb 2022 | Committee Name/Activity: Conference Committee, Organization: Academy of Human Resource Development, Service Type: Professional, Service Role: Session Host, Regionality: International |
| Dec 2021 – Dec 2021 | Committee Name/Activity: Graduate School Commencement Committee, Organization: Colorado State University, Service Type: Institutional/University, Service Role: Marshal, Regionality: Local |
| Mar 2021 – Mar 2021 | Committee Name/Activity: Research Committee, Organization: College of Health and Human Sciences, Colorado State University, Service Type: Institutional/College, Service Role: Research Week Poster Judge, Regionality: Local |
| Mar 2020 – Feb 2021 | Committee Name/Activity: Best Paper Award Committee, Organization: Korean Academy of Human Resource Development in the Americas, Service Type: Professional, Service Role: Chair, Regionality: International |
| Mar 2020 – Feb 2021 | Committee Name/Activity: Conference Committee, Organization: Academy of Human Resource Development, Service Type: Professional, Service Role: Associate Proceeding Editor, Regionality: International |
| Mar 2018 – Feb 2021 | Committee Name/Activity: Board of Director, Organization: Korean-American Academy of Adult and Lifelong Education, Service Type: Professional, Service Role: Member, Regionality: International |
| Mar 2019 – Feb 2020 | Committee Name/Activity: Conference Committee, Organization: Asian Academy of Human Resource Development, Service Type: Professional, Service Role: Track Chair, Regionality: International |
| Mar 2018 – Feb 2020 | Committee Name/Activity: Board of Director, Organization: Korean Academy of Human Resource Development in the Americas, Service Type: Professional, Service Role: Treasurer, Regionality: International |
| Jan 2018 – Dec 2020 | Committee Name/Activity: The Esworthy Malcolm S. Knowles Dissertation of the Year Award Committee, Organization: Academy of Human Resource Development, Service Type: Professional, Service Role: Reviewer, Regionality: International |
| Mar 2016 – Feb 2020 | Committee Name/Activity: Conference Committee, Organization: Academy of Human Resource Development, Service Type: Professional, Service Role: Track Chair, Regionality: International |
| Dec 2019 – Dec 2019 | Committee Name/Activity: Graduate School Commencement Committee, Organization: Colorado State University, Service Type: Institutional/University, Service Role: Marshal, Regionality: Local |
| Dec 2019 – Dec 2019 | Committee Name/Activity: OLPC Faculty Search Committee, Organization: School of Education, Colorado State University, Service Type: Institutional/Department, Service Role: Member, Regionality: Local |
| Mar 2018 – Feb 2019 | Committee Name/Activity: Tenure/Promotion Revision Committee, Organization: School of Education, Colorado State University, Service Type: Institutional/Department, Service Role: Member, Regionality: Local |
| Mar 2018 – Feb 2019 | Committee Name/Activity: Conference Committee, Organization: Academy of Human Resource Development, Service Type: Professional, Service Role: Conference Ambassador, Regionality: International |
| Mar 2018 – Feb 2019 | Committee Name/Activity: Conference Committee, Organization: Asian Academy of Human Resource Development, Service Type: Professional, Service Role: Track Chair, Regionality: International |
| Jan 2017 – May 2018 | Committee Name/Activity: Korean Student Association, Organization: Western Michigan University, Service Type: Institutional/University, Service Role: Faculty Advisor, Regionality: Local |
| Jan 2016 – May 2018 | Committee Name/Activity: Faculty Advisory Committee, Organization: Western Michigan University, Service Type: Institutional/College, Service Role: Member, Regionality: Local |
| Jan 2015 – Dec 2018 | Committee Name/Activity: Conference Committee, Organization: Academy of Management, Service Type: Professional, Service Role: Reviewer, Regionality: International |
| Jan 2016 – Dec 2017 | Committee Name/Activity: Curriculum Change, Organization: Organizational Learning and Performance program, Western Michigan University, Service Type: Institutional/Department, Service Role: Member, Regionality: Local |
| Mar 2015 – Feb 2016 | Committee Name/Activity: Conference Committee, Organization: Academy of Human Resource Development, Service Type: Professional, Service Role: Associate Track Chair, Regionality: International |
| Jan 2014 – Dec 2016 | Committee Name/Activity: Editorial Board, Organization: Asia Pacific Journal of Management (APJM), Service Type: Professional, Service Role: Reviewer, Regionality: International |
| Sep 2012 – May 2013 | Committee Name/Activity: Graduate Representative Advisory Board, Organization: Department of Educational Administration and Human Resource Development, Texas A&M University, Service Type: Institutional/Department, Service Role: President, Regionality: Local |
| Sep 2011 – May 2012 | Committee Name/Activity: Graduate Representative Advisory Board, Organization: Department of Educational Administration and Human Resource Development, Texas A&M University, Service Type: Institutional/Department, Service Role: Treasurer, Regionality: Local |

# ****Professional Affiliations and Memberships****

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| --- | --- |
| Jan 2013 - Present | Organization Name: Society for Intercultural Education Training and Research USA (SIETAR), Membership Status: Member |
| Jan 2007 - Present | Organization Name: Association for Talent Development (ATD), Membership Status: Member |
| Sep 2006 - Present | Organization Name: Academy of Human Resource Development (AHRD), Membership Status: Member |
| Sep 2015 – Dec 2020 | Organization Name: Academy of Management (AOM), Membership Status: Member |

# ****Professional Presentations/Invited Speaker/Media****

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| --- | --- |
| July 2023 | Date: 2019-07-15, Presentation Title: Epistemology & How to Conduct a Qualitative Research, Location: Cheonan, Korea, Sponsoring Organization: Korea University of Technology and Education, Role: Guest Speaker, Number of Participants: 15 graduate students, Regionality of Activity: National |
| Apr 2022 | Date: 2022-04-02, Presentation Title: How to Conduct a Qualitative Research, Location: Athens, GA, Sponsoring Organization: Department of Lifelong Education, Administration, and Policy at the University of Georgia, Role: Guest Speaker, Number of Participants: 30 EdD students, Regionality of Activity: Local |
| November 2020 | Date: 2020-11-01, Presentation Title: Strategic Direction of Global Leadership under COVID-19, Location: Seoul, Korea (Virtual), Sponsoring Organization: Korea HRD, Role: Keynote Speaker, Number of Participants: 150 executives and employees, Regionality of Activity: National |
| February 2020 | Date: 2020-02-01, Presentation Title: Culture & Diversity and Implications in Research, Location: Athens, GA, Sponsoring Organization: Department of Lifelong Education, Administration, and Policy at the University of Georgia, Role: Guest Speaker, Number of Participants: 7 graduate students, Regionality of Activity: Local |
| October 2019 | Date: 2019-10-01, Presentation Title: What do international students need?, Location: Fort Collins, CO, Sponsoring Organization: Office of Vice President for Diversity at Colorado State University, Role: Guest Speaker, Number of Participants: 45 faculty, administrators, graduate students, Regionality of Activity: Local |
| July 2019 | Date: 2019-07-15, Presentation Title: Culture & Diversity, Location: Cheonan, Korea, Sponsoring Organization: Korea University of Technology and Education, Role: Guest Speaker, Number of Participants: 8 graduate students, Regionality of Activity: National |
| July 2019 | Date: 2019-07-01, Presentation Title: How to Write a Peer-Review Journal Paper, Location: Seoul, Korea, Sponsoring Organization: College of Education at Korea University, Role: Guest Speaker, Number of Participants: 15 graduate students, Regionality of Activity: National |
| February 2018 | Date: 2018-02-01, Presentation Title: Organizational Change Models and Processes, Location: Fort Collins, CO, Sponsoring Organization: Center for Collaborative Conservation at Colorado State University, Role: Guest Speaker, Number of Participants: 10 faculty and graduate students, Regionality of Activity: Local |
| July 2017 | Date: 2017-07-20, Presentation Title: How to Write a Peer-Review Journal Paper, Location: Seoul, Korea, Sponsoring Organization: College of Education at Hanyang University, Role: Guest Speaker, Number of Participants: 15 graduate students, Regionality of Activity: National |
| June 2017 | Date: 2017-06-30, Presentation Title: Korean Indigenous Leadership Model, Location: Seoul, Korea, Sponsoring Organization: College of Education at Korea University, Role: Guest Speaker, Number of Participants: 30 faculty and graduate students, Regionality of Activity: National |
| June 2017 | Date: 2017-06-17, Presentation Title: The Roles of Job Resources for International Students, Sponsoring Organization: Hitotsubashi University, Japan, Role: Guest Speaker, Number of Participants: 50 students, Regionality of Activity: National |
| May 2017 | Date: 2017-05-16, Presentation Title: Culture & Diversity, Sponsoring Organization: Kalamazoo Valley Community College, Role: Guest Speaker, Number of Participants: 13 staff, faculty, and students, Regionality of Activity: Local |

# ****Professional Development Activities****

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| --- | --- |
| May 2021 - May 2021 | Course Title: NSF/NIH Grant Writing Seminar, Organization: Grant Writers’ Seminars and Workshops, CE/CPE/CEU/CLE Hours: 12 (05/18-05/20), Course Format: Online |
| April 2021 - April 2021 | Course Title: Major NSF funding opportunities for social, behavioral and economic sciences researchers, Organization: National Science Foundation, CE/CPE/CEU/CLE Hours: 3 (04/15), Course Format: Online |
| February 2021 - February 2021 | Course Title: Cutting-Edge Quantitative and Computational Methods for STEM Education Research, Organization: AERA-ICPSR-PEERS, CE/CPE/CEU/CLE Hours: 3 (02/18), Course Format: Online |
| April 2021 - April 2021 | Course Title: Race is, Race Ain’t: Creating Racially-Engaged Campuses and Classrooms, Organization: The College of Health and Human Sciences Diversity and Equity Advisory Committee, Colorado State University, CE/CPE/CEU/CLE Hours: 3, Course Format: Online, Location: Fort Collins, CO |
| April 2020 - April 2020 | Course Title: Equity in Online Teaching, Organization: The RISE Center at Colorado State University & Reinvention Collaborative, CE/CPE/CEU/CLE Hours: 4 (04/01), Course Format: Online, Location: Fort Collins, CO |
| January 2019 - May 2019 | Course Title: Creating Inclusive Excellence Program, Organization: Office of the Vice President for Diversity, Colorado State University, CE/CPE/CEU/CLE Hours: 20, Course Format: In person, Location: Fort Collins, CO |
| February 2017 - February 2017 | Course Title: Implicit Bias Workshop for Search Committees, Organization: Office of Faculty Development, Western Michigan University, CE/CPE/CEU/CLE Hours: 4, Course Format: In person, Location: Kalamazoo, MI |
| January 2012 - May 2016 | Course Title: Graduate Certificate in Education & Social Sciences Advanced Research Methods, Organization: College of Education and Human Development, Texas A&M University, CE/CPE/CEU/CLE Hours: 200, Course Format: In person, Location: College Station, TX |
| January 2013 – December 2013 | Course Title: Certificate for College Teaching, Organization: Dept. of Organizational Leadership, Policy, and Development, University of Minnesota, CE/CPE/CEU/CLE Hours: 72, Course Format: In person, Location: College Station, TX |
| January 2007 – May 2008 | Course Title: Certificate in Adult Education, Organization: Center for Teaching Excellence, Texas A&M University, CE/CPE/CEU/CLE Hours: 108, Course Format: In person, Location: St. Paul, MN |

# ****Grants & Contracts****

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| **Title** | **Collaborators** | **Funding Agency-Sponsor** | **Start Date** | **End Date** | **Total Funding** | **Status** | **% Effort Contributed** | **Internal / External** | **Research $ attributed to faculty member** |
| Personal Resources and Career Decision Self-Efficacy of Postsecondary International Students: The Moderating Role of Cultural Adjustment | None | S-JEDI fund, School of Education, Colorado State University | 2023-01-01 | 2023-05-31 | $1,000 | Funded | 100.00 | Internal | 1000 |
| Institute for Entrepreneurship Course Integration | None | College of Business, Colorado State University | 2023-01-01 | 2023-05-31 | $1,200 | Funded | 100.00 | Internal | 1200 |
| BME Global: Training Biomedical Engineering Students for Cross-Cultural Competence | None | School of Education, Colorado State University | 2023-01-01 | 2023-05-31 | $2,499 | Funded | 100.00 | Internal | 2499 |
| Training New Generation of Engineers to Face Global Water Challenges | PI: P. Omur-Ozbek, Co-PI: K. Popat, D. S. Chai  C. Peebles | the Central Asia University Partnerships Grant, The U.S. Embassy in Uzbekistan | 2022-09-01 | 2023-02-01 | $24,000 | Funded | 30.00 | External | 24000 |
| BME Global: Training Biomedical Engineering Students for Cross-Cultural Competence | PI: K. C. Popat, Co-PI: D. S. Chai | College of Health and Human Sciences & School of Education, Colorado State University | 2021-09-01 | 2022-08-31 | $16,014 | Funded | 90 | Internal | 16014 |
| Cross-cultural Adjustment and Engagement: Perceptions and Experiences of International Students in U.S. Higher Education | None | Office of  International Programs, Colorado State University | 2021-05-01 | 2022-08-31 | $6,000 | Funded | 100 | Internal | 6000 |
| Mental and Behavioral Health of International Students in U.S. Higher Education: Mediation Effects of Cultural Adjustment and Engagement | None | Mini-grant, College of Health and Human Sciences, Colorado State University | 2021-03-01 | 2022-05-31 | $6,913 | Funded | 100 | Internal | 6913 |
| Cross-Cultural Adjustment and Engagement: Perceptions and Experiences of International Students in U.S. Higher Education | None | Office of International Programs, Colorado State University | 2020-05-01 | 2021-04-30 | $1,425 | Funded | 100 | Internal | 1425 |
| Cross-Cultural Adjustment and Engagement: Perceptions and Experiences of International Students in U.S. Higher Education | None | Office of International Programs, Colorado State University | 2019-05-01 | 2020-08-31 | $15,000 | Funded | 100 | Internal | 15000 |
| Organizational Learning, Performance, and Change Program Student Recruitment | None | Student Recruitment  Mini-Grants, CSU Graduate School, Colorado State University | 2018-02-01 | 2020-01-31 | $1,000 | Funded | 100 | Internal | 1000 |
| WMU CEHD Global Engagement  Research Group | PI: D. Talbot, E. Archer, & D. S. Chai | College of Education and  Human Development Grant, Western Michigan University | 2018-09-01 | 2019-08-31 | $10,000 | Funded | 10 | Internal | 10000 |
| Cross-Cultural Adjustment and Engagement: Perceptions and Experiences of International Students in Japanese Higher Education | None | College of Education and  Human Development Mini-Grant, Western Michigan University | 2017-09-01 | 2018-05-31 | $2,000 | Funded | 100 | Internal | 2000 |
| Cross-Cultural Adjustment and Engagement: Perceptions and Experiences of International Students in Japanese Higher Education | None | Faculty Research Travel Fund, Western Michigan University | 2016-11-01 | 2017-05-31 | $800 | Funded | 100 | Internal | 800 |
| Cross-Cultural Adjustment and Engagement: Perceptions and Experiences of International Students in the U.S. Higher Education | PI: J. Wang; Co-PI: D. S. Chai, H. Van, C. Wang, & J. Lee | Diversity Matter Seed Grant, Office for Diversity; Matching Fund, College of Education and Human Development, Texas A&M University | 2016-08-01 | 2017-07-31 | $5,500 | Funded | 70 | Internal | 5500 |
| “Culture & Diversity”  Mobile Learning Program Development | PI: S. S. Lee; Co-PI: D. S. Chai | Ministry of Employment and Labor, HRD Service of Korea, Meganext | 2013-09-01 | 2014-05-31 | $8,000 | Funded | 40 | External | 8000 |
| “Cross-cultural Training”  Blended Learning Program Development | PI: S. S. Lee; Co-PI: D. S. Chai | Hyundai Automobile, Meganext | 2013-09-01 | 2014-05-31 | $7,000 | Funded | 40 | External | 7000 |
| CEHD travel grant | None | College of Education and Human Development, Texas A&M University | 2012-09-01 | 2015-05-31 | $1,500 | Funded | 100 | Internal | 1500 |
| Graduate Representative Advisory Board travel grant | None | Department of Educational Administration and Human Resource Development, Texas A&M University | 2012-09-01 | 2016-05-31 | $3200 | Funded | 100 | Internal | 3200 |
| CEHD research grant | None | College of Education and Human Development, Texas A&M University | 2012-09-01 | 2016-05-31 | $1,465 | Funded | 100 | Internal | 1465 |
| Yin Yang: A new perspective on culture | PI: T. Fang; Co-Investigator: D. S. Chai | College of Business, Stockholm University | 2012-05-01 | 2013-04-30 | $1400 | Funded | 100 | External | 1400 |
| Scale Development of Career Grit and Its Nomological Network Mapping: A Cross Cultural Comparison among Korea, the U.S., and Thailand | PI: W. Kim, CoPI: D. S. Chai, J. Kim, H. Woo | National Research Foundation of Korea | 2023 | 2026 | $183,509 | Not Funded | 30 | External |  |
| A Longitudinal Study of Engagement, and Mental Health of Doubly Marginalized International Students with Intersectional Identities in the Higher Education Context | PI: D. S. Chai, Co-PI: C. Han | Spencer Foundation | 2023 | 2025 | $249,347 | Not Funded | 60 | External |  |
| BME Global: Training Biomedical Engineering Students for Cross-Cultural Competence: Community Engaged Scholars Seed Grant | None | Grant, The Office of Engagement and Extension, Colorado State University | 2022 | 2023 | $9,838 | Not Funded | 100 | Internal |  |
| Coping with the COVID-19 Crisis: Experiences of International Students in U.S. Higher Education | PI: D. S. Chai, Co-PI: J. Wang | Spencer Foundation | 2021 | 2022 | $49,872 | Not Funded | 60 | External |  |
| Employee Engagement Scale Validation and Its Structural Relationships with Antecedents and Outcomes in the Korean and the U.S. Cultural Contexts for Improvement of Organizational Sustainability in the 4th Industrial Evolution Era | PI: W. Kim, CoPI: D. S. Chai, J. Kim | National Research Foundation of Korea | 2021 | 2024 | $204,946 | Not Funded | 30 | External |  |
| BME Global: Training Biomedical Engineering Students for Cross-Cultural Competence | PI: K. C. Popat; Co-PI: D. S. Chai, J. Zarestky, E. Brennan-Pierce | National Science Foundation | 2021 | 2024 | $300,000 | Not Funded | 40 | External |  |
| Coping with the COVID-19 Crisis: Experiences of International Students in U.S. Higher Education | PI: D. S. Chai, Co-PI: J. Wang | Spencer Foundation | 2021 | 2022 | $49,904 | Not Funded | 60 | External |  |
| A Longitudinal Study of International Students’ Mental Health in U.S. Higher Education: Mediation Effects of Cultural Adjustment and Engagement | None | Spencer Foundation | 2021 | 2022 | $49,974 | Not Funded | 100 | External |  |
| Coping with the COVID-19 Crisis: Experiences of International Students in U.S. Higher Education | PI: D. S. Chai, Co-PI: J. Wang | Spencer Foundation | 2020 | 2021 | $49,882 | Not Funded | 60 | External |  |
| Mental and Behavioral Health of International Students in U.S. Higher Education: Mediation Effects of Cultural Adjustment and Engagement | None | CHHS Mini-grant, College of Health and Human Sciences, Colorado State University | 2020 | 2021 | $6,973 | Not Funded | 100 | Internal |  |
| Cross-cultural Adjustment and Engagement: Perceptions and Experiences of International Students in U.S. Higher Education | None | CHHS Mini-grant, College of Health and Human Sciences, Colorado State University | 2019 | 2020 | $7,000 | Not Funded | 100 | Internal |  |
| Cross-cultural Adjustment and Engagement: Perceptions and Experiences of International Students in U.S. Higher Education | None | Office of Vice President Research Quarterly Investment, Colorado State University | 2019 | 2020 | $21,867 | Not Funded | 100 | Internal |  |
| Cross-cultural adjustment and engagement: Perceptions and experiences of international students in Korean higher education | None | Faculty Research and Creative Activities Award Grant, Western Michigan University | 2018 | 2019 | $10,000 | Not Funded | 100 | Internal |  |
| The impacts of positive psychological capital, cross-cultural training, and perceived support on work performance of Korean and U.S. expatriates | None | OGAPS Grant Proposal, Texas A&M University | 2015 | 2016 | $750 | Not Funded | 100 | Internal |  |
| The impacts of positive psychological capital, cross-cultural training, and perceived support on work performance of Korean and U.S. expatriates | PI: D. S. Chai, Co-PI: J. Wang | SHRM Foundation | 2015 | 2016 | $55,234 | Not Funded | 50 | Internal |  |
| Cultural values and organizational justice: Retaining a global & diverse workforce through formal mentoring | PI: R. Ghosh; Co-PI: M. A. Gupta, C. Kuo, & D. S. Chai | SHRM Foundation | 2015 | 2016 | $17,250 | Not Funded | 10 | External |  |
| Cultural values and organizational justice: Retaining a global & diverse workforce through formal mentoring | PI: R. Ghosh; Co-PI: M. A. Gupta, C. Kuo, & D. S. Chai | AHRD Foundation | 2014 | 2015 | $2,500 | Not Funded | 10 | External |  |