

Chungil Chae (Chad), Ph.D

Curriculum Vitae

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<http://chadchae.github.io>

Employment

Assistant Professor, Business Analytics major, Department of Management, Marketing and International Business, College of Business and Public Management (AACSB), Wenzhou-Kean University, 2020 Fall - Current

Post-Doctoral Scholar, Applied Cognitive Science Lab, College of Information Sciences and Technology, Penn State University, 2018 - 2020.

Assistant Product Manager, KCPMED, 2011 - 2012.

Education

Ph.D. in Workforce Education and Development and Comparative and International Education, Pennsylvania State University, August 2018.

M.S. in Human Resource Development, Indiana State University, December 2010.

B.A in Business Administration, College of Business, Chung-Ang University, Korea, August 2004.

Certificate of Achievement, DAT204x: Introduction to R Programming from edX, <https://s3.amazonaws.com/verify.edx.org/downloads/46878a3e6d014f5eb779f1049afa979a/Certificate.pdf>

Certificate of Achievement, The Data Scientist's Toolbox from Coursera <https://www.coursera.org/account/accomplishments/certificate/LCK8SKDTFT>

Certificate of Completion, 2009, 2010: Facilitation Skill Workshop, Indiana State University

Publications (orcid: 0000-0002-7364-1525)

https://scholar.google.com/citations?hl=en&user=c4lRBrkAAAAJ&view_op=list_works&sortby=pubdate

Refereed journals

Choi, J., Lee, S., **Chae, C.**, & Vaccaro, V. (2025). Gendered Morality and Positivity in Social Entrepreneurship: A Trend Analysis across Global Crises. *Journal of Social Entrepreneurship*, 1–25. <https://doi.org/10.1080/19420676.2025.2498742>. (ABDC: B; SCOPUS)

Lee, J., **Chae, C.**, Lee, J. M., & Fontinha, R. (2024). Understanding the evolution of international human resource management research: a bibliometric review over the past 25 years (1995–2019). *Journal of Global Mobility: The Home of*

- Expatriate Management Research*, 12(4), 691-714. <https://doi.org/10.1108/JGM-09-2023-0062> (ABDC: B; SCOPUS)
- Yoon, S. W., **Chae, C. I.**, & Feng, Y. (2023). Research Topics and Intellectual Structure in Human Resource Development International 1998–2022: A Bibliometric and Topic Modelling Review. *Human Resource Development International*, (online first). <https://doi.org/10.1080/13678868.2023.2279885> (ABDC: B; SCOPUS)
- Yoon, S. W., Han, S. H., & **Chae, C.** (2023). People Analytics and Human Resource Development–Research Landscape and Future Needs Based on Bibliometrics and Scoping Review. *Human Resource Development Review*, (online first). <https://doi.org/10.1177/15344843231209362> (ABDC: B; SSCI)
- Ritter, F. E., Qin, M. Q., MacDougall, K., & **Chae, C.** (2023). Lessons from a Broad Survey of Tutoring Tools: It's a Big World out There. *Interactive Learning Environments*, 31(4), 2444-2451. <https://doi.org/10.1080/10494820.2021.1890620> (SSCI)
- Passmore, D.L., Baker, R.M. and **Chae, C.**, (2022). Powder Metallurgy Part Manufacturing Concentrated in North-Central Pennsylvania. *Journal of Technology Studies*, 48(1), p.9–17. <https://doi.org/10.21061/jts.413>
- Yoon, S. W., & **Chae, C.** (2022). Research Topics and Collaboration in Human Resource Development Review 2012–2021: A Bibliometrics Approach. *Human Resource Development Review*, 21(1), 24-47. <https://doi.org/10.1177/15344843211068807> (ABDC: B; SSCI)
- Lin, Y., Marjerison, R. K., Choi, J., & **Chae, C.** (2022). Supply Chain Sustainability during COVID-19: Last Mile Food Delivery in China. *Sustainability*, 14(3), 1484. <https://doi.org/10.3390/su14031484> (SSCI)
- Chai, D. S., **Chae, C.**, & Lee, J. (2022). International Students' Psychological Capital in Japan: Moderated Mediation of Adjustment and Engagement. *Journal of Student Affairs Research and Practice*, 59(1), 101-115. <https://doi.org/10.1080/19496591.2021.1943417> (SCOPUS)
- Marjerison, R. K., Chae, C., & Li, S. (2021). Investor Activity in Chinese Financial Institutions: A Precursor to Economic Sustainability. *Sustainability*, 13(21), 12267. <https://doi.org/10.3390/su132112267> (SSCI)
- Chae, C.**, Yim, J. H., Lee, J., Jo, S. J., & Oh, J. R. (2020). The Bibliometric Keywords Network Analysis of Human Resource Management Research Trends: The Case of Human Resource Management Journals in South Korea. *Sustainability*, 12(14), 5700. <https://doi.org/10.3390/su12145700> (SSCI)
- Han, S. H., Yoon, S. W., & **Chae, C.** (2020). Building Social Capital and Learning Relationships through Knowledge Sharing: A Social Network Approach of Management Students' Cases. *Journal of Knowledge Management*, 24(4), 921-939. <https://doi.org/10.1108/JKM-11-2019-0641> (ABDC: A)

- Passmore, D. L., & **Chae, C.** (2019). Potential for Meta-scientific Inquiry to Improve the Usefulness of HRD Research Outcomes for Practice. *Advances in Developing Human Resources*, 21(4), 409-420. <https://doi.org/10.1177/1523422319870173> (ABDC: C)
- Chae, C.**, Yoon, S. W., Jo, S., & Han, S. (2019). Structural Determinants of Human Resource Development Research Collaboration Networks: A Social Network Analysis of Publications between 1990 to 2014. *Performance Improvement Quarterly*, 33(1), 7-30. <https://doi.org/10.1002/piq.21314> (SCOPUS)
- Lee, J. & **Chae, C.** (2019). Differences and Multi-Dimensionality of Career Success in Korean Employees: A Topic Modeling Approach. *The Journal of the Korea Contents Association*, 19(6), 58-71. (KCI)
- Fusar-Poli, P., Solmi, M., Brondino, N., Davies, C., **Chae, C.**, Politi, P., Borgwardt S., Lawrie, S. M., Parnas, J., & McGuire, P. (2019). Transdiagnostic Psychiatry: A Systematic Review. *World Psychiatry*, 18(2), 192-207. <https://doi.org/10.1002/wps.20631> (SSCI)
- Han, S, **Chae, C.**, & Passmore, D. L. (2019) Social Network Analysis and Social Capital in Human Resource Development Research: A Practical Introduction to R Use. *Human Resource Development Quarterly*, 30(2), 219-243. <https://doi.org/10.1002/hrdq.21341> (ABDC: B; SSCI)
- Han, S., Yoon, D., Suh, B., Li, B., & **Chae, C.** (2019). Organizational Support on Knowledge Sharing: A Moderated Mediation Model of Job Characteristics and Organizational Citizenship Behavior. *Journal of Knowledge Management*, 23(4), 687-704. <https://doi.org/10.1108/JKM-03-2018-0213> (ABDC: A; SSCI)
- Passmore, D. L., Baker, R. M. & **Chae, C.** (2019), Networks for Performance. *Performance Improvement*, 58(3), 20-25. <https://doi.org/10.1002/pfi.21838> (SCOPUS)
- Passmore, D. L., **Chae, C.**, Borkovskaya, V., Baker, R., & Yim J. (2019). Severity of U.S. Construction Worker Injuries, 2015-2017. *E3S Web of Conferences*, 97, 06038. <https://doi.org/10.1051/e3sconf/20199706038> (SCOPUS)
- Passmore, D. L., **Chae, C.**, Kustikova, Y., Baker, R. M., & Yim, J. (2018). An Exploration of Text Mining of Narrative Reports of Injury Incidents to Assess Risk. *MATEC Web of Conferences*, 251, 06020. <https://doi.org/10.1051/matecconf/201825106020> (SCOPUS)
- Kim, S., Lee, S., & **Chae, C.** (2018). Research Trends Analysis in Community Network for Sustainable RHRD. *The Korean Journal of Human Resource Development Quarterly*, 20(3), 265-298. <https://doi.org/10.18211/kjhrdq.2018.20.3.010> (KCI)
- Han, H., Kim, Y., Kim, S., Cho, Y., & **Chae, C.** (2018). Looking into the Labyrinth of Gender Inequality: Women Physicians in Academic Medicine. *Medical Education*, 52(10), 1083-1095. <https://doi.org/10.1111/medu.13682> (SSCI)

- Han, S., **Chae, C.**, Han, S. J., & Yoon, S. W. (2017). Conceptual Organization and Identity of HRD: Analyses of Evolving Definitions, Influence, and Connections, *Human Resource Development Review*, 16(3), 294-319. <https://doi.org/10.1177/1534484317719822> (ABDC: B; SSCI)
- Han, S., **Chae, C.**, Macko, P., & Park, W. (2017). How Virtual Team Leaders Cope with Creativity Challenges. *European Journal of Training and Development*, 41(3), 261-276. <https://doi.org/EJTD-10-2016-0073> (ABDC: C; SCOPUS)
- Park, S., & **Chae, C.** (2017). Intervention Research and its Influence on Nonintervention Research in Human Resource Development. *European Journal of Training and Development*, 41(5), 410-433. <https://doi.org/10.1108/EJTD-08-2016-0062> (ABDC: C; SCOPUS)
- Bonafini, F. C., **Chae, C.**, Park, E. & Jablokow, K. W. (2017). How much Does Student Engagement with Videos and Forums in a MOOC Affect their Achievement? *Online Learning*, 21(4), 223-240. Retrieved May 16, 2019 from <https://www.learntechlib.org/p/183772/>
- Chae, C.**, Han, S., & Kim, J. (2017). Research Trends in HRD (2006-2015): A Keyword Network Analysis of Articles in AHRD journals. *The Korean Journal of Human Resource Development Quarterly*, 19(1) 99-127. <https://doi.org/10.18211/kjhrdq.2017.19.1.004> (KCI)

Conference proceedings, presentations, lectures, workshops, and posters

- Tehranchi, F., & Ritter, F. E. **Chae, C.** (2020). *Visual Attention during E-Learning: Eye-tracking Shows that Making Salient Areas more Prominent Helps Learning in Online Tutors*. In Proceedings of the 42nd Annual Meeting of the Cognitive Science Society (CogSci 2020). 3164-3170.
- Ritter, F.E., Dixon, M., **Chae, C.**, Garrison, C. (12 October 2019) Declarative to Procedural (D2P) Nursing Trauma Care Tutors. A talk in IST department.
- Ritter, F. E., Stager, S., Brener, M., **Chae, C.**, Weyhrauch, P., Niehaus, J., & McDermott, A. (2019). Maintenance training under uncertainty: Expanding smart tutoring to support skill learning and retention. ONR Cognitive Science of Learning Program Review
- Harford, J., & **Chae, C.** (2019 August). *Helping and hindering factors for inmates meeting the challenges for successful community reentry*. Academy of Management Proceedings, 1. <https://doi.org/10.5465/AMBPP.2019.13372abstract>
- Yim, J., **Chae, C.**, & Crowder, C. (2019 June). *Comparing HRD research semantic structure between U.S. and Korea: A keyword network analysis approach*. Presentation at the University Forum for Human Resource Development Annual Conference 2019, Nottingham, England.
- Passmore, D., Park, M., & **Chae, C.** (2019 June). *National accounting for human capital*. Presentation at the University Forum for Human Resource Development Annual Conference 2019, Nottingham, England.

- Chae, C.** (2019). *Using research skills beyond publishing*. Presentation for emerging leaders in career and technical education, organization development, and human resource development. Pennsylvania State University, University Park, PA.
- Passmore, D., **Chae, C.**, Borkovskaya, V., Baker, R. M., & Yim, J. (2019 April). *Severity of U.S. construction worker injuries, 2015-2017*. Paper presented at XXII International Scientific Conference on Advanced in Civil Engineering: Construction - The Formation of Living Environment 2019, Tashkent, Uzbekistan.
<https://doi.org/10.1051/e3sconf/20199706038>
- Chae, C.** (2019, May). *How to organize R projects*. Presented at “Starting with R” workshop, Penn State University, University Park, PA.
- Passmore, D., **Chae, C.**, & Baker, R. M. (2019 February). *Selectivity and specificity of automated decisions based on p-value calculations: A study design*. Poster presented at the 2019 Academy of Human Resource Development International Research Conference in the Americas, Louisville, Kentucky.
- Lee, J., Ahn, J., **Chae, C.**, & Yim, J. (2019 February). *A sequence analysis of changing perceptions of decent work among Korean employees*. Paper presented at the 2019 Academy of Human Resource Development International Research Conference in the Americas, Louisville, Kentucky.
- Passmore, D., Baker, R. M., & **Chae C.** (2018 May). *Can you trust your algorithm?* Paper presented at the EdTech 2018 meeting of the Irish Learning and Technology Association, Carlow, Ireland.
- Suh, B., Li, B., **Chae, C.**, & Han, S. (2018). *Organizational support on knowledge sharing: a moderated mediation model of job characteristics and organizational citizenship behavior*. Paper presented at the 2017 Academy of Human Resource Development International Research Conference in the Americas, San Antonio, Texas.
- Han, H., Kim, Y., Cho, Y., **Chae, C.**, & Kim, S. (2017). Female physicians’ lived experience in career development in Korean academic medicine. *Academy of Management Proceedings*, 2017(1), 12200. doi:10.5465/AMBPP.2017.12200abstract
- Chae, C.** (2017). *Basic statistics with R*. Lecture and workshop at Lao Statistics Bureau sponsored by the Korea Statistics Promotion Institute, Vientiane, Lao People’s Democratic Republic.
- Chae, C.** (2017). *Open-source research tools and social network analysis for HR/HRD researchers*. Presentation sponsored by The Korean Association of Human Resource Development, Chung-Ang University, Korea.
- Chae, C.** (2017). *Social network analysis for HR/HRD professionals*. Workshop presented at the 2017 Academy of Human Resource Development International Research Conference in the Americas, San Antonio, Texas, and sponsored by Korea Academy of Human Resource Development in America.
- Baker, R. M., Baker, F., Passmore, D., & **Chae, C.** (2017 March) *Mixed methods models and use in Academy of Human Resource Development publications*. Paper presented at the

- 2017 Academy of Human Resource Development International Research Conference in the Americas, San Antonio, Texas.
- Chae, C.,** Al-Khadhuri, J., Passmore, D., Baker, R. M., & Turner, J. (2017 March). *Structural model of topics in Academy of Human Resource Development journals, 1990-2015*. Paper presented at the 2017 Academy of Human Resource Development International Research Conference in the Americas, San Antonio, Texas.
doi:10.6084/m9.figshare.4725577.v1
- Chae, C.,** You, J., Passmore, L., & Baker, R. (2017, March). *Social network analysis for human resource development/organization development professionals*. Invited pre-conference workshop at the 2017 Academy of Human Resource Development International Research Conference in the Americas, San Antonio, Texas.
- Chae, C.,** Han, S., & Kim, J. (2017). *Research trends in adult education (2006-2015): A topic modeling analysis*. Paper presented at the meeting of 2017 Adult Education Research Conference, Norman, Oklahoma.
- Chae, C.** (2016). A series of lectures and workshops on social network analysis applications in organizational practice. Presented at Universidad ECCI, Bogota, Columbia.
- Kim, Y., **Chae, C.,** Macko, P., Spencer, M., & Cassie, G. (2016, February). *Defining workforce development profession and professionals: A content analysis of occupation*. Paper presented at the meeting of 2016 Academy of Human Resource Development International Research Conference in the Americas, Jacksonville, Florida.
- Chae, C.,** Al-Khadhuri, J., Park, W., Harford, J., & Luke, T. (2016, February). *Revealing socio-cultural complexity of knowledge sharing motif among Korean and U.S. companies*. Paper presented at the meeting of 2016 Academy of Human Resource Development International Research Conference in the Americas, Jacksonville, Florida.
- Chae, C.,** Yang, H., & Yoon, S. (2016, February). *Mapping the HRD knowledge: Keyword network perspective*. Paper presented at the meeting of 2016 Academy of Human Resource Development International Research Conference in the Americas, Jacksonville, Florida.
- Chae, C.,** Al-Khadhuri, J., Yang, H., Park, W (2016, February). *A study on research trends in the recent human resource development: Topic modeling approach*. Paper presented at the meeting of 2016 Academy of Human Resource Development International Research Conference in the Americas, Jacksonville, Florida.
- Chae, C.** (2015). *Stochastic social network analysis*. Presented at Korean R User Conference, Korea.
- Nicholas, J., Mohammad, H. A., **Chae, C.,** & Mohd, R. (2015, November). *School-to-work experiential learning and outcomes for students in career and technical education*. Paper presented at the meeting of the Career and Technical Research and Professional Development Conference, New Orleans, Louisiana.

Chae, C., Yoon, S., & Jo, S. (2015, February). *Structural determinants of human resource development research collaboration networks: Social network perspectives*. Paper presented at the meeting of 2015 Academy of Human Resource Development International Research Conference in the Americas, St. Louis, Missouri.

Passmore, D., Baker, R., **Chae, C.,** Fu, I., & Donahue, W. (2014, March). *Hybrid course design*. Presented at 2014 Symposium for Teaching and Learning with Technology, University Park, PA.

Eversole, B., & **Chae, C.** (2010, February). *Decision-making styles of CEOs: A new model for human relations problems*. Paper presented at 2010 Academy of Human Resource Development International Research Conference in the Americas, Knoxville, Tennessee.

Chae, C. (2009). *Kirkpatrick's four levels evaluation model*. Presentation to the Wabash Valley SHRM chapter, Terre Haute, IN.

Book chapters

Yoon, S. W., **Chae, C.,** Kim, S., Lee, J., & Jo, Y. (2020). Human Resource Analytics in South Korea: Transforming the Organization and Industry. *Human Resource Development in South Korea: Theory and Cases*, 159-180. https://doi.org/10.1007/978-3-030-54066-1_9

Chae, C., Suh, B., Han, S., & Han, H. (2018). Enhancing learner-driven informal learning in a virtual practice community: The Massive Open Online Course (MOOC) as a learning solution for professional development. In Keengwe. (Eds.), *Handbook of research on digital content, mobile learning and technology integration models in teacher education*. (pp. 207-226). Harrisburg, PA: IGI Global. doi:10.4018/978-1-5225-2953-8.ch011

Non-refereed journals

Nicholas, J., **Chae, C.,** Mohammed H. A., Zulkifli, R. M., & Passmore, D. (2015). School-to-work revisited: Did work-based learning experiences improve prospects for students in career and technical education? *SSRN Electronic Journal*. doi:10.2139/ssrn.2703854

Teaching

Undergraduate Courses Taught

- Python Programming for Business
- Foundation of Business Analytics
- Data Mining in Business
- Integrative Application of Business Analytics
- Principles of Management
- Research Technology

Graduate Courses Developed

- People Analytics
- Business Analytics

MGS 3001, Python Programming for Business, College of Business and Public Management, Wenzhou-Kean University

- Spring & Summer 2021, Summer 2022, Spring 2023, Spring 2024, Spring 2025
- Programming is a core component of the analytics field, as it facilitates data cleaning, preparation, and mining. Python scripting language is widely used in the data science field for data exploration and analysis. Through this course, students learn fundamental programming concepts and python programming syntax. The course familiarizes the students with Python's built-in modules, libraries, and functions that are essential for pattern and knowledge discovery.
 - Python

MGS 3101, Foundation of Business Analytics, College of Business and Public Management, Wenzhou-Kean University

- Fall 2021, Fall 2022, Fall 2023, Fall 2024
- Foundations of Business Analytics in an introductory course that demonstrates and elaborates the power of continuous iterative analysis of past business performance on decision making across different domains using python. The course equips the students with the skills and techniques that they need for the Business Analytics Program. Through the course, students explore the applications of Business Analytics, Business Intelligence, Data Mining, and Big Data from a managerial perspective.
 - R, Python, Tableau

MGS 3701 / MKG 3950, Data Mining in Business, College of Business and Public Management, Wenzhou-Kean University

- Spring 2022, Spring 2024, Spring 2025
- MGS 3701: Data is one of the most valuable and strategic assets that organizations have. Data mining is a continuous process that is crucial for many organizations to discover and extract information and patterns from their data to make business-related decisions using data-driven approaches. The objective of the course is to familiarize the students with the data mining process and applications from a managerial perspective to help discover information and knowledge in large data sets to support the business needs.
 - R, Python

MGS 4701, Integrative Application of Business Analytics, College of Business and Public Management, Wenzhou-Kean University,

- Fall 2023, Fall 2024, Fall 2025
- The purpose of this course is to provide students with hands-on experience to apply and integrate the knowledge and skills learned from all Business Analytics core courses to tackle real business problems. This is a rigorous team-based and project-intensive course. Moreover, the course challenges students to originate innovative solutions from strategic and technical perspectives.
 - R, Python, Tableau

As of November 22, 2025

MGS 2030, Principles of Management, College of Business and Public Management, Wenzhou-Kean University

- Fall 2020, Spring 2021, Fall 2022
- This course is designed to explain the contemporary management challenges stemming from a changing work environment, globalization, new technological developments, and an increasingly diverse workforce. It identifies and reviews critical management principles involved in planning, organizing, leading, and controlling. Students will learn to apply their knowledge to recognize, analyze and solve the complex problems of the contemporary management context.

GE 2021, Research Technology, College of Business and Public Management, Wenzhou-Kean University

- Fall 2024, Spring 2025, Fall 2025
- Introduction to the research process for students with majors in the College of Business and Public Management. Preparation of a formal research paper. Emphasizes the use of library resources and interdisciplinary approaches to designing, investigating, and reporting research activities. Writing Intensive.

Course Development for Master Program

- ***Supply Chain and Business Analytics Master Program Development***, collaboration work with Kean University (Union) and Wenzhou-Kean University
 - Business Analytics (MGS 5000) (*Completed*)
 - In an era dominated by massive data influxes, the Business Analytics Graduate Master Program serves as a beacon for those seeking mastery in data-driven decision-making. The curriculum, synced with industry trends, covers data mining, statistical analysis, and predictive modeling, emphasizing clear communication of complex insights. This program uniquely blends academic depth with practicality, drawing from data science, business strategy, and ethics.
 - People Analytics (MGS 5540) (*Completed*)
 - This course delves into the realm of data-driven strategies to enhance the understanding of people and human resources management within organizations. Building on the momentum of this emerging "people analytics" trend, this course is designed to equip students with the tools and insights to be adept managers and astute analysts. The course aims to provide a well-structured blend of lectures, interactive case studies, and practical data analysis exercises, all geared towards molding students into competent managers and discerning analysts

Guest lecturer in university courses

Basic Statistics and Data Analysis, Kongju University, Korea, 2018 Spring.

Big Data Analysis for Humanities, Chung-Nam University, Korea, 2017 Fall.

As of November 22, 2025

Data Analysis, Hankyung University, Korea, 2017 Fall.

Computational Social Science Method: Social Network Analysis, Hanyang University, Korea, 2017 Fall.

History and evolution of human resource development, University of Georgia, Athens, GA 2016 Fall.

Knowledge Structure Analysis in R: Pathfinder network, Pennsylvania State University, University Park, PA, 2015 Fall.

Instructional designer & teaching assistant

Teaching assistant, WF ED 540, Data Analysis, Pennsylvania State University, University Park, PA, 2014-2016 Fall.

Instructional designer, ENGR 409, Leadership in Organizations, Pennsylvania State University, University park, PA, 2015 fall & 2016 Spring.

Instructional designer, course design and development in Master of Professional Studies in Organization Development and Change (MPS-OD&C) program.

Service

Editorial work & reviewer

Human Resource Development Quarterly 2022

Human Resource Development Review 2022, 2023, 2024

Performance Improvement Quarterly 2018, 2019

Industrial and Commercial Training 2019

Knowledge Management Research & Practice 2018

Academic service & internships

Curriculum Committee Chair, Department of Management, Marketing and International Business, Wenzhou-Kean University, Fall 2022 - Fall 2024

Search Committee, Department of Management, Marketing and International Business, Wenzhou-Kean University, Fall 2021 - Fall 2024

AHRD Enrollment Analysis, Academy of Human Resource Development in America, 2019.

Communication Officer, Korean Academy of Human Resource Development in America, 2015-2016.

As of November 22, 2025

Proceedings Editor's Assistant, Academy of human resource development international conference, 2010-2011.

Webmaster / Newsletter Editor, student chapter of society of human resource management, Indiana State University, 2009-2010.

Database Administrator, Workforce Education and Development student performance database development project, Pennsylvania State University, 2014.

Seminar Coordinator, Brownbag seminar: Raspberry Pi at college of education, Pennsylvania State University, Pennsylvania State University, 2013.

Seminar Coordinator, Bootcamp R at the College of Education, Pennsylvania State University, PA, 2013.

Intern, Indiana State University Career Center, Terre Haute, IN, 2010.

Staff, Independent digital movie making group, 118system, Korea, 2004-2005.

Intern, Korea Electronics Technology Institute, Korea, 1999-2000.

Military service

Sergeant, Korean military, discharged in 2002

Academic Advisor

Advisor, undergraduate business analytics, management, finance, and accounting, major students, Department of Management, Marketing and International Business, Wenzhou-Kean University, 2020 – Present

Collaboration in Funded Projects

System maintenance & content management, VITAMMINS Tutor, 2018-2019

Project PI & Advisor: Dr. Frank Ritter.

- The purpose of the VITAMMINS Tutor is to train military trauma nursing assessment and interventions sponsored by Congressionally Directed Medical Research Program (CDMRP) and the U.S. Army Medical Research Acquisition Activity (CDMRP) and the U.S. Army Medical Research Acquisition Activity (USAMRAA), contract W81XWH-17-C-0002, through and with Charles River Analytics.

System maintenance & content management, Moving Target Tutor, 2018-2019

Project PI & Advisor: Dr. Frank Ritter

- Sponsored by The Office of Naval Research and MCWL, ONR contracts: N000014-11-1-0275, N000014-10-C-0281, and N000014-11-M-0342

System maintenance & content management, KRK (Theory of Skill Learning and Retention) Study Maintenance Tutor, 2018-2019

Project PI & Advisor: Dr. Frank Ritter

- The purpose of this tutor is to teach about the Ben Franklin Radar system and how to trouble shoot its operation.

NSF Engineering Research Center for Building Energy System Transformation (BEST ERC)

Project PI & Advisor: Sez Atamturktur

- BEST ERC will catalyze fundamental scientific breakthroughs and advanced engineering technologies through work integrating, and thus transforming, the building industry and electric power sectors. We envision a critically important new field in building science, one in which buildings are designed to be distributed nodes of integrated energy generation, storage and utilization capable of coordinated control of onsite energy systems and transactive energy exchange with their neighbors (Geidl and Andersson, 2007; Lee, et al. 2015). (Pending)

Software Development

Web based tool

- *Revision and maintains* on a cognitive based intelligent tutoring tool, D2P2 (Declarative to Procedural 2).
 - The Declarative to Procedural (D2P) tutoring system [large figure] is designed to support tutoring procedural skills that can be and need to be described to learners initially with declarative knowledge (Ritter et al., 2013). D2P is a page-based system. Pages are created in XML (in a page editor that can escape into HTML) and the D2P Ruby-based engine displays them. Pages can have tutorial information including videos, images, sound files, text, questions, and simulations.
 - <https://acs.ist.psu.edu/projects/d2p/d2p.html>
- *Student Performance Tracker* on MGS3101, Foundation of Business Analytics, Fall 2023, Wenzhou-Kean University
 - https://chadchae.shinyapps.io/studentperformance_dev/

Awards

Highly Commended Paper Award for *Comparing HRD research's semantic structure between U.S. and Korea: A keyword network analysis approach*. Presentation at the University Forum for Human Resource Development Annual Conference, Nottingham, England, 2019.

https://www.ntu.ac.uk/_data/assets/pdf_file/0032/796433/Conference-Proceedings.pdf

Outstanding Paper in the 2018 Emerald Literati Awards for *Intervention Research and Its Influence on Nonintervention Research in Human Resource Development* published in European Journal of Training and Development.

Park, S., & Chae, C. (2017). Intervention research and its influence on nonintervention research in human resource development. *European Journal of Training and Development*, 41(5), 410-433. <https://doi.org/10.1108/EJTD-08-2016-0062>

Cutting Edge Paper Award, Academy of Human Resource Development, 2017.

As of November 22, 2025

Suh, B., Li, B., Chae, C., & Han, S. (2017). *Organizational support on knowledge sharing: a moderated mediation model of job characteristics and organizational citizenship behavior*. Paper presented at the 2017 Academy of Human Resource Development International Research Conference in the Americas, San Antonio, Texas.

https://www.ahrd.org/page/cutting_edge_awards

Cutting Edge Paper Award, Academy of Human Resource Development, 2014.

Chae, C., Yoon, S., Jo, S. (2014). *Structural Determinants of Human Resource Development Research Collaboration Networks: Social Network Perspectives*. Paper presented at the meeting of 2014 Academy of Human Resource Development International Research Conference in the Americas, Houston, Texas. The same paper won Best Korean graduate student paper award, Korean Academy of Human Resource Development in America, 2014.

https://www.ahrd.org/page/cutting_edge_awards

Service Award, Korean Academy of Human Resource Development in America, 2016.

International Korean Student Scholarship, Pennsylvania State University, 2012.

References

Dr. David L. Passmore

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Dr. Jeonghwan Choi

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University of Maine at Presque Isle

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