About the Contributors

Claretha Hughes, PhD, MBA, is Director of the College of Education and Health Professions’ Honors Program and Associate Professor and teaches Human Resource and Workforce Development in the Department of Rehabilitation, Human Resources, and Communication Disorders at the University of Arkansas in Fayetteville, Arkansas. Her research focuses on value creation through the use of human resource development and technology development. She is interested in the impact of the five values of people and technology (1) on teaching and learning processes and motivation, (2) on organizational culture, change strategies, and leadership, and (3) on technology in the workplace environment and employee behavior. She is the 2009 University Council of Workforce and Human Resource Education Outstanding Assistant Professor. Dr. Hughes has a PhD from Virginia Tech, a MT degree from NC State University, a BA from Clemson University, and an MBA from the Sam M. Walton College of Business at the University of Arkansas. She has publications in journals, such as Human Resource Development Review, Workforce Education Forum, the International Journal of Human Resource Development and Management, and the Journal of the North American Management Society. She is the author of Valuing People and Technology in the Workplace: A Competitive Advantage Framework (http://www.igi-global.com/book/valuing-people-technology-workplace/59747) which won the 2013 R. Wayne Pace Book of the Year Award from the Academy of Human Resource Development as well as American Black Women and Interpersonal Leadership Styles.

***

Sharon L. Burton, DBA, is a graduate of the National Graduate School of Quality in the Quality Systems Management Department. She serves as the Director of Publishing Initiatives at American Meridian University. Burton has had over 25 conference proceedings, a journal article, and 2 books published. Burton’s writings are in the areas of Andragogy, Quality Systems Management, Diversity and Inclusion, Quality Customer Service, Training and Development, and Cyber Security. Publications are registered with scholar.google.com, researchgate.net, and academia.edu. She is an advocate for the rights of the people. Burton is a mentor. She guides leaders of all levels to achieve their individual bests.

Marilyn Y. Byrd, PhD, is an assistant professor of Human Relations at the University of Oklahoma in Norman, OK. Dr. Byrd earned a PhD in Human Resource Development from Texas A&M University, College Station, Texas, and MBA from Sam Houston State University in Huntsville, Texas. She is an Associate Editor of Advances in Developing Human Resources and is chairperson of the Workforce Diversity and Inclusion Special Interest Group for the Academy of Human Resource Development. Dr. Byrd’s research interests include organizational social justice and spirituality in the workforce.
Misha Chakraborty is a Doctoral student working towards a PhD in Human Resource Development at Texas A&M University. She holds a Master’s degree in Human Resource Development from the University of Houston. She was awarded the gold medal and Dean’s prize for academic excellence during her undergraduate study. She completed her undergraduate degree and postgraduate diploma from Queen Margaret University and Thames Valley University, UK. Her research interests include emotional intelligence, career development, distance learning, leadership, diversity, and organizational development. She is presently a teaching assistant at Texas A&M University. In this current role, she supports the faculty members at Texas A&M University with designing and delivering online classes.

Anna Duran, PhD, is President of Avatar Research Institute (ARI), a nonprofit organization that does cultural research and analysis to help various sectors make informed decisions about policies and practices that build innovation capacity. A part of the work of ARI is to curate information on cultural variation and multicultural dynamics and to conduct idea labs that help organizations across sectors to build ecosystems that are supportive of out of the box thinkers from diverse backgrounds. Dr. Duran was a professor at Columbia University for 23 years; 13 years of which were at Columbia Business School where she was an Adjunct Research Scholar at the Eugene Lang Center. She has consulted with a wide range of corporations who hire STEMs and has worked with defense-related projects, which included research on the role of leadership in building innovation capacity. Anna received her PhD in Educational Psychology at the University of Minnesota.

Gyongyi Konyu-Fogel, PhD, has 20 years of experience in global business, managing staffing, training, career management, compensation, and human resource development as senior executive in private and public organizations. She consulted small- and medium-size businesses nationally and internationally and served as Vice President of Administration, Finance, and Business, Chair of Management Studies, and Postgraduate Research Fellow and Program Director of Global Leadership Center, Lawrence Technological University. She is Professor of Management at Walsh College, Troy, Michigan, where she teaches graduate courses in human resource management, strategy and leadership, managing a global workforce, and professional human resource certification capstone. She has conducted research on global mindset, leadership behavior, labor relations, and employment in China, the European Union, and Central and Eastern Europe. She holds a DBA, PhD, MBA, MS, and BS, was Eurozentre Scholar, Cambridge, England, and Salzburg Fellow, Salzburg, Austria. Her research has been published in six books and many referred journals.

Patricia Denise Lopez, PhD, is Associate Professor in Organizational Psychology at the California School of Professional Psychology, Alliant International University, Los Angeles, California. She teaches and conducts research in the areas of cultural diversity, global leadership, work motivation, employee engagement, and organization change and development. Prior to teaching at Alliant International University, she served as program director of International Survey Research, a global research consulting firm that is now part of Towers Watson. Over the past 20 years, she has provided Organization Development (OD) consulting services and management training for various U.S., Asian and multinational organizations. She has also taught management courses and executive development workshops in the United States, Philippines, Indonesia, Austria, and Turkey. Dr. Lopez earned her PhD in Organizational Psychology at Columbia University in New York.
About the Contributors

**Cort W. Rudolph**, PhD, is an Assistant Professor of Industrial and Organizational Psychology at Saint Louis University, where he also serves as the Primary Investigator and Director of the Sustainable Employability Across the Lifespan (SEAL) Laboratory. He earned a BA from DePaul University and a MA and PhD from Wayne State University. Dr. Rudolph’s research focuses broadly on issues related to aging and work processes, sustainable employability, and applications of lifespan development theory.

**Chaunda L. Scott**, EdD, is an associate professor and graduate coordinator of the Master of Training and Development Program in the Department of Organizational Leadership in Oakland University’s School of Education and Human Services in Rochester, Michigan. She is also the diversity and inclusion specialist in the school and the founder of the Diverse Voices Initiative, which provides a supportive statewide diversity forum for higher education students and the community. She is published in respected national and international journals and the co-editor and co-author of the 2012 *Handbook on Workforce Diversity in a Global Society: Technologies and Concepts*, and 2014 textbook, *Diversity in the Workforce: Current Issues and Emerging Trends*. She is as well a recipient of the 2009 Academy of Human Resource Development’s cutting-edge research award, and she was named in 2013 as one of the Top 25 Education Professors in Michigan by Online Schools Michigan.

**Cynthia Howard Sims**, EdD, is Associate Professor in the Department of Workforce Education and Development and Women, Gender, and Sexuality Studies at Southern Illinois University in Carbondale, Illinois (SIUC). She holds a Doctor of Education in Adult and Higher Education, a Master of Arts in Social Work, a Master of Science in Public Service Management, and a Bachelor of Science in Business Administration. Her research interests and publication foci include the impact of physical characteristics on the career goals and job opportunities of women globally; implications of workplace power, privilege, and diversity; the recruitment and retention of minority students and employees in STEM programs; and the benefits of service learning. She is a Governor-Appointed Commissioner for Serve Illinois Commission on Volunteerism and Community Service, chairs the Affirmative Action Advisory Council at SIUC, and is a member of the Diversity and Inclusion Standards Development Taskforce for the Society for Human Resource Management.

**Jeanetta D. Sims**, PhD, APR, is an associate professor in the marketing department of the College of Business at the University of Central Oklahoma, where she teaches business communication and marketing communications courses. She has received university and national awards for her teaching (2009, 2012, and 2014) and for her scholarship (2006, 2008, 2009, 2010, 2012, and 2013) and has made more than 60 conference and professional presentations, which have included undergraduate students as co-authors. Her scholarship is in the areas of strategic communication, social influence and persuasion, and workforce diversity, and her research appears in multiple book chapters, as well as in the *Journal of Communication*, *Journal of Public Relations Research*, *Human Communication Research*, *Atlantic Marketing Journal*, *Corporate Reputation Review*, *Communication Research*, *Communication Monographs*, and *Council on Undergraduate Research Quarterly*. Her philosophy and approach to teaching is featured in a university TeTalk, which can be viewed at: http://www.uco.edu/academic-affairs/cettl/tetalks.asp.
Charlotte L.V. Thoms, EdD, is an associate professor at the Rochester Institute of Technology (RIT) in the college of the National Technical Institute for the Deaf (NTID). She serves on the top governance committees including Academic Senate Executive Committee, Chairperson of AALANA Faculty Advisory Committee, RIT Institute Council, Institute Review Board, and NTID Faculty Congress. Dr. Thoms has written and presented papers on alternative pedagogical methodology for teaching deaf and hard-of-hearing students and is a requested facilitator at national and international conferences. Her papers are registered with researchgate.net and academia.edu. She is a community advocate for the rights of the people with disabilities and issues related to women. Dr. Thoms trains leaders worldwide in addressing both these issues and has received citations from the State of Massachusetts and from the US House of Representatives for this work.

Mai P. Trinh is a certified executive coach through the Weatherhead School of Management at Case Western Reserve University, where she’s also a Doctoral candidate in Organizational Behavior. Her research interests include experiential learning, team dynamics, and East-West diversity and integration. To maintain balance, she practices meditation, calligraphy, martial arts, and writes poetry. Mai carries a deep passion for balancing the multiple facets of life and nurturing the whole person in her professional work as well as personal life. She brings perspectives from traditional Chinese philosophies—Daoism and Confucianism—into contemporary management theories and practice. Mai is co-author of *Eastern Experiential Learning: Eastern Principles for Learning Wholeness*, suggesting an Eastern perspective on learning wholeness in one’s life and career through emphasizing being in the here and now—centering, balance, harmony, and flowing in the watercourse way.

Jia Wang, PhD, is an Associate Professor of Human Resource Development at Texas A&M University, College Station, USA. Her research has evolved to focus on contemporary issues facing organizations in changing environments, specifically in three areas: international human resource development, organization crisis management, and learning within organizations. Dr. Wang’s research has been published in a wide range of international journals, and she is an Associate Editor of *Human Resource Development Review* and a member of the Editorial Board for five international journals. Dr. Wang is the recipient of the Early Career Scholar Award by the Academy of HRD, Outstanding Assistant Professor by the University Council for Workforce and Human Resource Education, a number of teaching awards from Texas A&M University. Dr. Wang received her PhD and MEd in Human Resource and Organizational Development from the University of Georgia, USA, and MBA from Aston University, UK.

Jenell Lynn-Senter Wittmer, PhD, is an Associate Professor of Management in the College of Business and Innovation at the University of Toledo, where she teaches Human Resources, Leadership, and Organizational Behavior. Her program of research focuses on nonstandard employment (including part-time work, shift work, and nonstandard schedules), leadership and managerial development, applied statistics and measurement, and the successful employment of people with disabilities. Dr. Wittmer is certified as an assessor for Managerial Assessment Centers and is an expert in mid-level managerial coaching and development. Dr. Wittmer has also held several board of directors positions and currently sits on the board of the Ohio Business Leadership Network and the UT Center for Family and Privately Held Businesses.