

# CURRICULUM VITAE

## RUSSELL KORTE

Associate Professor

The Graduate School of Education and Human Development

The George Washington University, Washington, DC USA

[rkorte@gwu.edu](mailto:rkorte@gwu.edu)

### EDUCATION

DEGREES	UNIVERSITY	FIELD	YEAR
Doctor of Philosophy (PhD)	University of Minnesota St. Paul, Minnesota	Education <i>Major:</i> Work and Human Resource Education <i>Minor:</i> Business Administration: Strategic Management and Organization <i>Graduate Certificate:</i> Adult Education	2007
Dissertation Title: <i>A Case Study of the Socialization of Engineers: How New Engineers Learn the Social Norms of the Organization.</i>			
Dissertation Committee: Advisors: Dr. Richard Swanson (2002-2006), Dr. Baiyin Yang (2007) Members: Drs. Kenneth Bartlett, Theodore Lewis, Karl Smith, Andrew Van de Ven.			
Master of Business Administration (MBA)	University of St. Thomas Minneapolis, Minnesota	Business Administration <i>Specialization:</i> Marketing	1990
Bachelor of Science (BS)	St. Cloud State University St. Cloud, Minnesota	Education <i>Specialization:</i> Art K-12	1977

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### ACADEMIC POSITIONS

POSITION	LOCATION	TIME
Associate Professor Tenured	Graduate School of Education and Human Development The George Washington University, Ashburn, Virginia	2017 - present
Visiting Associate Professor	Graduate Institute of International Human Resource Development National Taiwan Normal University, Taipei, Taiwan	2017 Spring
Associate Professor Tenured	School of Education Colorado State University, Fort Collins, Colorado	2014 - 2017
Assistant Professor	School of Education Colorado State University, Fort Collins, Colorado	2013 - 2014
Core Instructor	Innovation Corps for Learning (I-Corps L) National Science Foundation, Washington, DC	2013 - 2019
Assistant Professor	College of Education University of Illinois at Urbana-Champaign Champaign, Illinois	2008 - 2013
Assistant Professor	College of Business and Technology The University of Texas at Tyler Tyler, Texas	2007 - 2008
Research Contractor	The Collaborative Research Lab Stanford University, Stanford, CA	2006-2008
Graduate Research Assistant	Center for the Advancement of Engineering Education University of Washington, Seattle, WA.	2005 - 2007
Graduate Teaching Assistant	Department of Work and Human Resource Education University of Minnesota, St. Paul, MN.	2005 - 2007

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### RESEARCH

#### PEER-REVIEWED JOURNAL ARTICLES

20. Zehr, S. M., & Korte, R. (2020). Student internship experiences: Learning about the workplace. *Education + Training*, 62(3), 311-324. <https://doi.org/10.1108/ET-11-2018-0236>
19. Korte, R., Brunhaver, S., & Zehr, S. M. (2019). The socialization of STEM professionals into STEM careers: A study of newly hired engineers. *Advances in Developing Human Resources*, 21(1), 92-113. DOI: 10.1177/1523422318814550.
18. Korte, R. (Fall 2018). Identifying as an entrepreneur: A social identity perspective of the entrepreneurial mindset. *Advances in Engineering Education*, 7(1). Retrieved from: <https://advances.asee.org/wp-content/uploads/vol07/issue01/Papers/AEE-Mindset-7-Korte-A.pdf>
17. Korte, R., Smith, K. A., & Li, C. (Fall 2018). The role of empathy in entrepreneurship: A core competency of the entrepreneurial mindset. *Advances in Engineering Education*, 7(1). Retrieved from: <https://advances.asee.org/wp-content/uploads/vol07/issue01/Papers/AEE-Mindset-5-Korte-B.pdf>
16. Korte, R., & Mercurio, Z. (2017). Pragmatism and Human Resource Development: Practical foundations for research, theory, and practice. *Human Resource Development Review*, 16(1), 60-84. **HRDR 2017 Elwood F. Holton III Research Excellence Award.**
15. Korte, R., Brunhaver, S., & Sheppard, S. (2015). (Mis)interpretations of organizational socialization: The expectations and experiences of newcomers and managers. *Human Resource Development Quarterly*, 26(2), 185-208. DOI: 10.1002/hrdq.21206
14. Korte, R., & Li, J. (2015). Exploring the organizational socialization of engineers in Taiwan. *Journal of Chinese Human Resource Management*, 6(1), 33-51. DOI: <http://dx.doi.org/10.1108/JCHRM-01-2014-0002>
13. Han, H., Roberts, N. K., & Korte, R. (2015). Learning in the real place: Medical students' learning and socialization in clerkships. *Academic Medicine*, 90(2), 231-239.
12. Cho, T., & Korte, R. (2014). Managing knowledge performance: Testing the components of a knowledge management system on organizational performance. *Asia Pacific Education Review*, 15(2), 1-15.
11. Korte, R., & Lin, S. (2013). Getting on board: Organizational socialization and the contribution of social capital. *Human Relations* 66(3), 407-428. DOI: 10.1177/0018726712461927

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### RESEARCH

#### PEER-REVIEWED JOURNAL ARTICLES (CONTINUED)

10. Chermack, T. J., Song, J. H., Nimon, K., Choi, M., & Korte, R. F. (2012). The development and assessment of an instrument for measuring mental model styles in Korea. *Learning and Performance Quarterly*, 1(1), 1-20.
9. Korte, R. (2012). Exploring the social foundations of human resource development: A theoretical framework for research and practice. *Human Resource Development Review*, 11(1), 6-30. **Chosen as one of the seminal articles** on theorizing HRD featured in HRDR Special Virtual Issue: *Theorizing 21st Century HRD: Emerging Issues and Debates*. January 2016.
8. Korte, R. (2010). First, get to know them: A relational view of organizational socialization. *Human Resource Development International*, 13(1), 27-43.
7. Korte, R. F. (2009). How newcomers learn the social norms of an organization: A case study of the socialization of newly hired engineers. *Human Resource Development Quarterly*, 20(3), 285-306.
6. Wang, G. G., Korte, R. F., & Sun, J. Y. (2008). Developmental economics and HRD. *Advances in Developing Human Resources*, 10(6), 848-862.
5. Korte, R. F. (2008). Applying scenario planning across multiple levels of organization. *Advances in Developing Human Resources*, 10(2), 179-197.
4. Korte, R. F. (2007). A review of social identity theory with implications for training and development. *Journal of European Industrial Training*, 31(3), 166-180.
3. Korte, R. F., & Chermack, T. J. (2007). Changing organizational culture with scenario planning. *Futures* 39(6), 645-656.
2. Korte, R. F. (2006). Training implementation: Variations impacting delivery. *Advances in Developing Human Resources* 8(4), 514-527.
1. Korte, R. F. (2003). Biases in decision making and implications for human resource development. *Advances in Developing Human Resources* 5(4), 440-457.

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### RESEARCH

#### PEER-REVIEWED JOURNAL ARTICLES (WORKS IN PROGRESS)

4. Robinson, D., & Korte, R. (*under review*). Physician burnout: A qualitative study of hospitalist experiences. *Journal of General Internal Medicine*.
3. Cook, A., Siller, T., Korte, R., & Maciejewski, T. (*under review*). Structured Review of Global Engineering Preparation for Undergraduate Engineering Students in Engineering Education. *Journal of Engineering Education*.
2. Lichtenstein, G., Smith, K. A., Chang, D., Swan, C., Korte, R., McKenna, A., & Chavela Guerra, R. (*under review*). I-Corps for Learning: Diverse customers and complex ecosystems in PK-12 and higher education innovations. *Advances in Engineering Education*.
1. Korte, R. & Bell, A. M. (*revise & resubmit*). Becoming part of the ‘family’: Organizational socialization in a Mexican workplace.

#### EDITOR-REVIEWED ARTICLES

3. Korte, R. (February, 2019). Switching identities: A new theoretical framework aims to shift the educational perspective from engineers thinking entrepreneurially to identifying as entrepreneurs. *PRISM*, 28(6), 37.
2. Korte, R. (April 2018). Getting new faculty on board and up to speed. *The Department Chair: A Resource for Academic Administrators*, 28(4), 9-10.
1. Korte, R. (2016). From methodology to imagination. Reflections on philosophy and theory building in applied disciplines. *Human Resource Development Review*, 15(1), 123-126.

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### RESEARCH

#### BOOK CHAPTERS (PEER REVIEWED)

9. Korte, R. (*in press*). Implications of pragmatism and practice theories for engineering practice. *Philosophy and Engineering Education: Practical Ways of Knowing*. Morgan & Claypool Publishers.
8. Siller, T., Johnson, G., & Korte, R., (*under review*). Broadening engineering identity: Moving beyond problem solving. *Engineering and Philosophy*. Springer.
7. Korte, R. (2019). Learning to practice engineering in business: The experiences of newly hired engineers beginning new jobs. In: S. Christensen, B. Delahousse, C. Didier, M. Meganck, & M. Murphy (Eds), *The Engineering-Business Nexus: Higher Aims or Triumphant Markets?*, (Chapter 16), pp. 341-364. Cham, Switzerland: Springer.
6. Brunhaver, S. R., Korte, R. F., Barley, S. R., & Sheppard, S. D. (2018). Bridging the gaps between engineering education and practice. *The Science and Engineering Workforce Project*, pp. 129-163. Cambridge: National Bureau of Economic Research.
5. Korte, R. (2015). Pragmatism, Practice, and Engineering. *Philosophical perspectives on engineering and technological literacy, II*. Wicklow, Ireland: Reads, Main St. Bray, Co.
4. Gubbins, C. M., & Korte, R. (2015). Social capital theory and HRD: Debates, perspectives, and opportunities. In: R. F. Poell, T. S. Rocco, and G. L. Roth (Eds.) *The Routledge Companion to Human Resource Development*, pp. 124-133. London: Routledge.
3. Korte, R. (2013). The formulation of engineering identities: Storytelling as philosophical inquiry. In D. Michelfelder, N. McCarthy, and D. Goldberg (Eds.) *Philosophy and engineering: Reflections on practice, principles, and process*, Chapter 4. Springer.
2. Korte, R. (2013). Joining existing teams, projects and organizations. *Teamwork and Project Management* (4<sup>th</sup> ed.), Chapter 6. McGraw-Hill BEST Series.
1. Korte, R. (2011). Learning how things work here: The socialization of newcomers in organizations. In R. F. Poell, & M. Van Woerkom. (Eds.) *Supporting workplace learning*. Dordrecht: Springer.

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### RESEARCH

#### BOOK REVIEWS

5. Korte, R. (2012). [Review of the book: Steyaert, C., & Van Looy, B. (Eds.). (2010). *Relational practices, participative organizing*]. *Management Learning* 43(2), 239-242.
4. Korte, R. (2011). [Review of the book: Rosenberg, A. (2008). *The philosophy of social science*]. *Human Resource Development International*, 14(2), 245-248.
3. Korte, R. (2010). [Review of the book: Gold, J., Thorpe, R., & Mumford, A. (2010). *Gower handbook of leadership and management development, 5<sup>th</sup> ed.*]. *Journal of European Industrial Training*, 34(8/9), 878-880.
2. Korte, R. F. (2009). [Review of the book: Van de Ven, A. H. (2009). *Engaged scholarship: A guide for organizational and social research*]. *Human Resource Development International*, 12(2), 233-239.
1. Korte, R. F. (2007). [Review of the book: Perkins, S. J., & Shortland, S. M. (2006). *Strategic international human resource management: Choices and consequences in multinational people management*]. *Human Resource Development Quarterly*, 18(3), 443-448.

#### BOOK MANUSCRIPTS AND PROPOSAL REVIEWS FOR AUTHORS & PUBLISHERS

4. Book Proposal (2018): Harpelund, C. Hojberg, M. T. *Onboarding: A flying start*. Bingley, WA, United Kingdom. Emerald Publishing.
3. Book Proposal (2015): Kopp, D. *Famous and Infamous Training: Selected historical case studies of workplace and community training systems*. New York: Palgrave Macmillan.
2. Book: Swanson, R. A. (2007). *Analysis for Improving Performance*. San Francisco: Berrett-Koehler.
1. Book: Van de Ven, A. H. (2007). *Engaged Scholarship*. Oxford: Oxford University Press.

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### RESEARCH

#### REFEREED CONFERENCE PAPERS

35. Johri, A., Korte, R., Jesiek, B., & Brozina, C. (2020). *Review of novel ethnographic methods for engineering workplace field studies*. Proceedings of the European Society for Engineering Education (SEFI) Conference, 2020. Twente, The Netherlands.
34. Jesiek, B., Johri, A., Brozina, C., & Korte, R. (2020). *Work-in-progress: Novel ethnographic investigations of engineering work practices*. Proceedings of the American Society for Engineering Education Conference, 2020. Montreal, Quebec, Canada.
33. Korte, R., & LeBlanc, S. (2020). *Work-in-progress: Investigating the experiences that develop competence for newly hired engineers in an electric power company*. Proceedings of the American Society for Engineering Education Conference, 2020. Montreal, Quebec, Canada.
32. Siller, T. J., Johnson, G. R., & Korte, R. (2016). *Is there a role for interprofessional education (IPE) in the future of engineering education for sustainable engineering?* Proceedings of the Engineering Education for Sustainable Development Conference, 2016. Bruges, Belgium. **Awarded the Leo Jensen Prize for best paper.**
31. Smith, K. A., Chavela Guerra, R. C., McKenna, A. F., Swan, C., & Korte, R. (2016). *Innovation Corps for Learning (I-Corps<sup>tm</sup> L): Assessing the potential for sustainable scalability of educational innovations*. Proceedings of the American Society for Engineering Education Conference, 2016. New Orleans, Louisiana USA.
30. McKenna, A. F., Smith, K. A., Swan, C., Chavela Guerra, R. C., & Korte, R. (2015). *Achieving scale of educational innovations: A panel session of start-up/entrepreneurial approaches*. Proceedings of the American Society for Engineering Education Conference, 2015. Seattle, Washington USA.
29. Han, H., Roberts, N. K., & Korte, R. (2014). *Transition from classroom to hospitals: Medical students' learning in clerkships*. Proceedings of the Academy of Human Resource Development, 2014. Houston, Texas USA.
28. Korte, R., Li, J., & Lin, C. Y. (2013). *Organizational socialization: Learning and adapting to a new job in Taiwan*. Proceedings of the 12th International Conference of the Asia Chapter of the Academy of Human Resource Development. Taipei, Taiwan.



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### RESEARCH

#### REFEREED CONFERENCE PAPERS (CONTINUED)

27. Deahl, K. T., Walz, E., Korte, R., Werpetinski, V., Hahn, L. D., Sunderman, J. A., & Elliott-Litchfield, B. (2013). *Knowledge, skills, and attitudes acquired through engineering student experiences abroad*. Proceedings of the American Society for Engineering Education Conference, 2013. Atlanta, Georgia USA.

26. Walz, E., Deahl, K. T., Korte, R., Elliott-Litchfield, B., Sunderman, J. A., Werpetinski, V., & Hahn, L. D. (2013). *Using international engineering experiences to inform curriculum development*. Proceedings of the American Society for Engineering Education Conference, 2013. Atlanta, Georgia USA.

25. Han, H. Roberts, N., & Korte R. (2013, March). *Learning in the real place: Medical students' learning and socialization in clerkships*. Central Group on Educational Affairs (CGEA). Cincinnati, Ohio, USA.

24. Ismail, A., & Korte, R. (2013). *Cultural influences on Human Resource Management practices: Implications for Arab subsidiaries of multinational enterprises*. Proceedings of the Academy of Human Resource Development, 2013. Washington, DC USA.

23. Han, H., Roberts, N., & Korte, R. (2012, November). *Jumping into the "real world": Medical students' learning and socialization in clerkships*. Association of American Medical Colleges (AAMC) Annual Meeting 2012. San Francisco, California USA.

22. Korte, R. (2012). *Work in progress: Exploring the essential nature of engineering education through philosophical inquiry*. Proceedings of the 42nd IEEE Frontiers in Education Conference 2012. Seattle, Washington USA.

21. Wee, S., Larson, S. M., Korte, R., Loui, M. C., & Cordova-Wentling, R. (August, 2011). *Individual variability underlying gender differences in students' engineering self-efficacy*. In S. Wee, and C-y. Cheng (Co-Chairs), *New perspectives of gender diversity (and its impact) at work*. Symposium accepted at the 119th Annual Convention of the American Psychological Association. Washington, DC USA.

20. Korte, R., Litchfield, B., Hahn, L., Werpetinski, V., Lewicki, A., & Hong, S. W. (2011). *A participatory investigation of learning in international service projects: The process and content of learning*. Proceedings of the American Society for Engineering Education Conference, 2011. Vancouver, British Columbia Canada.

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### RESEARCH

#### REFEREED CONFERENCE PAPERS (CONTINUED)

19. Korte, R., & Lin, S. (2011). *Investing for success: Newcomer socialization and the development of social capital*. Proceedings of the Academy of Human Resource Development, 2011. Chicago, Illinois USA.
18. Chermack, T. J., Song, J. H., Nimon, K., Choi, M., & Korte, R. F. (2011). *The development and assessment of an instrument for measuring mental model styles*. Proceedings of the Academy of Human Resource Development, 2011. Chicago, Illinois USA. **AHRD Cutting-Edge Paper Award.**
17. Wee, S., Cordova-Wentling, R. M., Korte, R. F., Larson, S. M., & Loui, M. C. (2010). *Why many smart women leave engineering. A preliminary study of how engineering students for career goals*. Proceedings of the 40th IEEE Frontiers in Education Conference, 2010. Washington, DC USA.
16. Korte, R., & Goldberg, D. E. (2010). *Students as the key to unleashing student engagement: The theory, design, & launch of a scalable, student-run learning community at Illinois*. Proceedings of the American Society for Engineering Education Conference, 2010. Louisville, Kentucky USA.
15. Brunhaver, S., Korte, R., Lande, M., & Sheppard, S. (2010). *Supports and barriers that recent engineering graduates experience in the workplace*. Proceedings of the American Society for Engineering Education Conference, 2010. Louisville, Kentucky USA.
14. Korte, R. (2010). *Mapping a social foundation of HRD: A framework for theoretical development*. Proceedings of the Academy of Human Resource Development, 2010. Knoxville, Tennessee USA. **AHRD Cutting-Edge Paper Award.**
13. Heywood, J., Grimson, W., & Korte, R. (2009). *Teaching philosophy to engineering students*. Proceedings of the 39th IEEE Frontiers in Education Conference 2009. San Antonio, Texas USA.
12. Korte, R. F., & DiVittis, M. (2009). *Leader socialization in organizations: The importance of making connections for leadership performance*. Proceedings of the 10<sup>th</sup> International Conference on Human Resource Development Research and Practice across Europe 2009. Newcastle, United Kingdom.

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### RESEARCH

#### REFEREED CONFERENCE PAPERS (CONTINUED)

11. Korte, R. F. (2009) *The impact of culture on the learning and performance of new hires: A cross-cultural comparison of the socialization experiences of newcomers*. Proceedings of the 10<sup>th</sup> International Conference on Human Resource Development Research and Practice across Europe 2009. Newcastle, United Kingdom.

10. Korte, R. F. (2009). *Nothing is Quite So Good as Practical Theory: Some thoughts on Developing Theory for Practice*. Proceedings of the Academy of Human Resource Development, 2009. Washington, DC USA.

9. Smith, K. A. & Korte, R. F. (2008). *What do we know? How do we know it? An idiosyncratic reader's guide to philosophies of engineering education*. Proceedings of the 38th IEEE Frontiers in Education Conference 2008. Saratoga Springs, New York USA.

8. Korte, R. F., Sheppard, S., & Jordan, W. C. (2008). *A study of the early work experiences of recent graduates in engineering*. Proceedings of the American Society for Engineering Education Conference, 2008. Pittsburgh, Pennsylvania USA.

7. Korte, R. F. (2008). *A relational view of organizational socialization: Newcomers' experiences of learning on the job*. Proceedings of the 9<sup>th</sup> International Conference on Human Resource Development Research and Practice across Europe 2008. Lille, France.

6. Korte, R. F. (2008). *A case study of the socialization of engineers: How new engineers learn the social norms of an organization*. Proceedings of the Academy of Human Resource Development, 2008. Panama City, Florida USA. **AHRD Cutting-Edge Paper Award.**

5. Korte, R. F., & Smith K. A. (2007). *Portraying the academic experiences of students in engineering: Students' perceptions of their educational experiences and career aspirations in engineering*. Proceedings of the American Society for Engineering Education Conference, 2007. Honolulu, Hawaii USA.

4. Light, J., Korte, R. F., Yasuhara, K., & Kilgore, D. (2007). *Gender differences in the relationship between engineering students' confidence in their technical abilities and their persistence in engineering*. Proceedings of the American Society for Engineering Education Conference, 2007. Honolulu, Hawaii USA. **Best Paper Award, 2<sup>nd</sup> Place.**

3. Korte, R. F. (2007). *The socialization of newcomers into organizations: Integrating learning and social exchange processes*. Proceedings of the Academy of Human Resource Development, 2007. Indianapolis, Indianapolis USA.

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### RESEARCH

#### REFEREED CONFERENCE PAPERS (CONTINUED)

2. Korte, R. F. (2006). *A review and critique of social identity theory: Implications for HRD*. Proceedings of the Academy of Human Resource Development, 2006. Columbus, Ohio USA.

1. Korte, R. F., & Chermack, T. J. (2006). *Changing organizational culture: Using scenario planning to change the collective mind of organizations*. Proceedings of the Academy of Human Resource Development, 2006. Columbus, Ohio USA.

### RESEARCH

#### REFEREED CONFERENCE ABSTRACTS

6. Siller, T. J., Johnson, G. R., & Korte, R. (2018). Why engineers must be more than problem-solvers: A need for a different approach. *Proceedings of the Forum on Philosophy, Engineering and Technology, 2018*. College Park, Maryland, USA.

5. Han, H., Roberts, N., & Korte, R. (2014). *Transition from classroom to hospitals: Medical students' learning in clerkships*. Proceedings of the Academy of Human Resource Development, 2014. Houston, Texas USA.

4. Han, H., Roberts, N., & Korte, R. (2013). *Learning in the real world: Medical students' learning and socialization in clerkships*. The Central Group on Educational Affairs (CGEA) of AAMC, March 2013. Cincinnati, Ohio USA.

3. Korte, R., Litchfield, B., Hahn, L., Werpetinski, V., Lewicki, A., & Hong, S. W. (2012). *A participatory investigation of learning in international service projects: The process and content of learning*. National Science Foundation Engineering Education Awardees Conference 2012. Arlington, Virginia USA.

2. Litchfield, B., Korte, R., Hahn, L., Werpetinski, V., & Lewicki, A. (2011). *A participatory investigation of learning in international service projects: The process and content of learning*. National Science Foundation Engineering Education Awardees Conference 2011. Reston, Virginia USA.

1. Korte, R. (2010). *Stories of engineering: Narrative perspectives of new engineers*. Proceedings of the Forum on Philosophy, Engineering & Technology, 2010. Golden, Colorado USA.

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### RESEARCH

#### REFEREED CONFERENCE POSTERS

3. Han, H., Roberts, N., & Korte, R. (2012). *Jumping into the “real world”: Medical students’ learning and socialization in clerkships*. The Association of American Medical Colleges (AAMC) Annual Meeting, November 2012. San Francisco, California, USA.
2. Korte, R. F. & Smith, K. A. (2007). *Portraying the academic experiences of students in engineering: Students’ perceptions of their educational experiences and career aspirations in engineering*. 37th IEEE Frontiers in Education Conference, 2007. Milwaukee, Wisconsin USA.
1. Korte, R. F., Sheppard, S., & Jordan, W. (2007). *A case study of the socialization of engineers: How new engineers learn the social norms of the organization*. 37th IEEE Frontiers in Education Conference, 2007. Milwaukee, Wisconsin USA.

#### NON-REFEREED CONFERENCE POSTERS

3. Brunhaver, S. R., Jesiek, B. K., Korte, R., & Coso Strong, A., (2019). *Research on engineering practice: Catalyzing a scholarly community*. 2019 NSF Engineering Education and Centers Grantees Conference, October 2019. Arlington, Virginia, USA.
2. Korte, R., Litchfield, B., Hahn, L., Werpetinski, V., Lewicki, A., & Hong, S. W. (2012). *A participatory investigation of learning in international service projects: The process and content of learning*. National Science Foundation Engineering Education Awardees Conference 2012. Arlington, Virginia USA.
1. Litchfield, B., Korte, R., Hahn, L., Werpetinski, V., & Lewicki, A. (2011). *A participatory investigation of learning in international service projects: The process and content of learning*. National Science Foundation Engineering Education Awardees Conference 2011. Reston, Virginia USA.

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### RESEARCH

#### CONFERENCE WORKSHOPS & SPECIAL SESSIONS

21. Brunhaver, S. R., Jesiek, B. K., Coso Strong, A., Korte, R., & Stevens, R. (2018). *Research on engineering practice: Catalyzing a scholarly community*. Proceedings of the 48th IEEE Frontiers in Education Conference 2018, San Jose, California, USA.
20. Brunhaver, S. R., Jesiek, B. K., Coso Strong, A., & Korte, R. (2018). *Research on engineering practice: Catalyzing a scholarly community*. Workshop prior to the 48th IEEE Frontiers in Education Conference 2018, San Jose, California, USA.
19. Smith, K. A., Korte, R., & Chavela Guerra, R. C. (2017). *Thinking like an entrepreneur: Designing your educational projects for impact*. Workshop at the National Science Foundation Engineering Education Centers Grantees Conference 2017, Arlington, Virginia USA.
18. Smith, K. A., Chavela Guerra, R. C., & Korte, R. (2017). *SMART START: Designing impact-driven projects*. Pre-conference workshop at the 47th IEEE Frontiers in Education Conference 2017, Indianapolis, Indiana USA.
17. Korte, R. (2015). *A brief introduction to cognitive diversity: Peering into the black box*. Proceedings of the American Society for Engineering Education Conference, 2015. Seattle, Washington USA.
16. Korte, R., Krupczak, J., Mina, M., & Grimson, W. (October 2012). *What were we thinking? Critically examining our beliefs about the purposes and goals of engineering and engineering education*. Pre-conference workshop at the 42nd IEEE Frontiers in Education Conference 2012. Seattle, Washington USA.
15. Korte, R., Heywood, J., & Smith, K. A. (October 2011). *Exploring the philosophical foundations of engineering education*. Pre-conference workshop Funded by National Science Foundation, at the 41st IEEE Frontiers in Education Conference 2011. Rapid City, South Dakota USA.
14. Wang, G. G., Gilley, J. W., Sun, J. Y., Yang, B., & Korte, R. (2011). *The "Science of HRD:" Assessing and evaluating HRD Research*. Academy of Human Resource Development, 2011. Chicago, Illinois USA.
13. Goldberg, D. E., Somerville, M., Korte, R., & Kerns, S. E. (2010) *A war of words: The role of language in transforming engineering education*. Special session at the Frontiers in Education Conference, 2010, Washington, DC USA.  
**Winner of the Helen Plants Award for best session.**

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### RESEARCH

#### CONFERENCE WORKSHOPS & SPECIAL SESSIONS (CONTINUED)

12. Korte, R., Goldberg, D. & Somerville, M. (2010). *Introducing the 'missing basics': Redefining the concepts of rigor and basics in engineering education*. Symposium on Engineering and Liberal Education. Union College, Schenectady, New York USA.

11. Wang, G., Korte, R., Chermack, T., Lynham, S., & McGuire, D. (2010) *Exploring theory building methods: Formal language vs. natural language*. Innovative Session 9. In C. M. Graham (Ed.) Proceedings of the Academy of Human Resource Development 2010 International Research Conference. Knoxville, Tennessee. USA

10. Korte, R., & Kuchinke, K. P. (December 2009). *Developing philosophical inquiry skills for HRD professionals*. 8<sup>th</sup> International Conference of the Academy of HRD (Asia Chapter) & 1<sup>st</sup> International Conference of the Academy of HRD (MENA Chapter) 2009, Bahrain.

9. Heywood, J., Grimson, W., & Korte, R. (2009) *Teaching philosophy to engineering students*. Special Session at the 39th IEEE Frontiers in Education Conference 2009, San Antonio, Texas USA.

8. Korte, R. F. & Smith, K. A. (2009). *Developing the Skills of Philosophical Inquiry for Engineering Educators and Students*. Special Session at the 39th IEEE Frontiers in Education Conference 2009. San Antonio, Texas USA.

**Winner of the Helen Plants Award for best session.**

7. Wang, G. G. & Korte, R. F. (2009). *Exploring the operationalization phase of theory building from three different perspectives*. Academy of Human Resource Development, 2009. Washington, DC USA.

6. Heywood, J., Smith, K., McGrann, R. & Korte, R. F. (2008). *Philosophy and engineering education*. Workshop at the 38th IEEE Frontiers in Education Conference 2008. Saratoga Springs, New York USA.

5. Chermack, T. J. & Korte, R. F. (2008). *Theory Smack-Down*. Academy of Human Resource Development Conference in the Americas, 2008. Panama City, Florida USA.

4. Korte, R. F., & Braden, R. A. (2008). *Engaging Scholarship and Practice through Research*. Academy of Human Resource Development Conference in the Americas, 2008. Panama City, Florida USA.

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### **RESEARCH**

#### **CONFERENCE WORKSHOPS & SPECIAL SESSIONS (CONTINUED)**

3. Korte, R. F., & Braden, R. A. (2006). *Work modeling: Analyzing, understanding, and diagnosing work performance*. Academy of Human Resource Development Conference in the Americas, 2006. Columbus, Ohio USA.
2. Buchner, T. W., & Korte, R. F. (2006). *Performance Management: A view from the performer's perspective*. Academy of Human Resource Development Conference in the Americas, 2006. Columbus, Ohio USA.
1. Korte, R. F. (2004). *Decision making processes: Review and critique*. Academy of Human Resource Development Conference in the Americas, 2004. Austin, Texas USA.



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### RESEARCH

#### INVITED SCHOLARLY TALKS: KEYNOTE ADDRESSES

4. Korte, R. (2017, May). *Intercultural talent development*. **Keynote Address** of research to the conference on Intercultural Talent Development in the Era of Globalization at the National Taiwan Normal University. Taipei, Taiwan.
3. Korte, R. (2016, June). *Getting new faculty on board and up to speed successfully*. **Keynote Address** of research to the meeting of the Chairs' Conclave of the American Society for Engineering Education. New Orleans, Louisiana USA.
2. Korte, R. (2012, July). *Getting started: Experiences at a new job*. **Keynote Address** to The Illinois Higher Education Induction Summit. Champaign, Illinois USA.
1. Korte, R. (2012, April). *Getting on-board: Learning the rules of the game*. **Keynote Address** to the University of Illinois Recruiting Forum, University of Illinois at Urbana-Champaign. Champaign, Illinois USA.

#### INVITED SCHOLARLY TALKS

68. Korte, R. (2020, April 10). *Your New Job in Energy*. Professional Development Workshop to the Energy Fellows, Mechanical and Aerospace Department, School of Engineering and Applied Science, The George Washington University. Washington DC USA.
67. Korte, R. & LeBlanc. S. (2020, February 11). *Onboarding New Engineers: What Do Newly Hired Engineers Learn About Their Work—and How Do They Learn?* Presentation of research to Duke Energy Renewables. Charlotte, North Carolina, USA.
66. Korte, R. (2019, December 23). *Exploring The Social Foundations of the Workplace: Implications for the Public Sector*. Presentation of research to the Examination Yuan of the Taiwanese Government, Republic of China. Taipei, Taiwan.
65. Korte, R. (2019, October). *Exploring the Social Foundations of the Workplace*. Presentation of research to Human and Organizational Learning Doctoral Program, The George Washington University. Washington, DC, USA.
64. Korte, R. (2019, April). *Developing Strong Arguments in your Dissertation*. Presentation to the Dissertation Support Group, Graduate School of Education and Human Development. The George Washington University. Washington, DC USA.

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### RESEARCH

#### INVITED SCHOLARLY TALKS (CONTINUED)

63. Korte, R. & LeBlanc, S. (2019, April). *Starting Your Career in Energy*. Professional Development Workshop to the Energy Fellows, Mechanical and Aerospace Department, School of Engineering and Applied Science, The George Washington University. Washington, DC USA.

62. Korte, R. (2019, March). *Building a Stronger Workforce: The Value of Effective Working Relationships*. Webinar presentation of research to the public for the Human and Organizational Learning Program, Graduate School of Education and Human Development, The George Washington University. Ashburn, Virginia USA.

61. Korte, R. (2017, December). *Starting a new job: The onboarding experiences of new engineers*. Presentation of research to the International Human Resource Development Program at the National Taiwan Normal University. Taipei, Taiwan.

60. Korte, R. (2017, November). *Getting onboard: The experiences of engineers starting new jobs*. Presentation of research to the Iron Range Engineering Program, Mesabi Range College, Itasca Community College, Minnesota State University. Virginia, Minnesota USA

59. Korte, R. (2017, June). *Developing new faculty: Systematic mentoring*. Presentation of research to the meeting of the Chairs' Conclave of the American Society for Engineering Education. Columbus, Ohio USA.

58. Korte, R. (2017, June). *Becoming a scholar-practitioner: In Search of a good life*. Presentation of research to Cohort 29 of the Executive Leadership Program, Human and Organizational Learning, The George Washington University. Ashburn, Virginia USA.

57. Korte, R. (2017, April). *Starting a new job: The onboarding experiences of new engineers*. Presentation of research to the College of Engineering, National Chen Kung University. Tainan, Taiwan.

56. Korte, R. (2017, April). *Mapping engineering competencies: An initial report from our Delphi study*. Presentation of research to the Transformation of Undergraduate Engineering Education workshop on engineering competencies, American Society for Engineering Education. Washington DC USA.

55. Korte, R. (2017, March). *Starting up: Developing and testing value propositions*. Presentation to Venture Innovation Program, Business Development for Startups. Global MBA, College of Business, National Chiao Tung University. Hsinchu, Taiwan.

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### RESEARCH

#### INVITED SCHOLARLY TALKS (CONTINUED)

54. Korte, R. (2017, March). *Starting up: Teamworking*. Presentation to Venture Innovation Program, Business Development for Startups. Global MBA, College of Business, National Chiao Tung University. Hsinchu, Taiwan.

53. Korte, R. (2017, March). *Lean start-up and customer discovery*. Presentation to Venture Innovation Program, Business Development for Startups. Global MBA, College of Business, National Chiao Tung University. Hsinchu, Taiwan.

52. Korte, R. (2016, December). *Getting new faculty on board and up to speed successfully: Pilot study of new CSU faculty*. Presentation of research to the Department Chairs Meeting, Colorado State University. Fort Collins, Colorado USA.

51. Korte, R. (2016, November). *Exploring the social foundations of the workplace: Practical research as engaged scholarship*. Presentation of research to the Education Sciences Research Colloquium, Colorado State University. Fort Collins, Colorado USA.

50. Korte, R. (2016, May). *Exploring the social foundations of the workplace*. Presentation of research to the Korean Delegation Seminar. Fort Collins, Colorado USA.

49. Korte, R. (2016, April). Social and human capital: Two sides of the same coin. Presentation to the Human Capital MBA course, College of Business, Colorado State University. Fort Collins, Colorado USA.

48. Korte, R. (2016, March). *Searching for understanding: Practical research as engaged scholarship*. Presentation of research to the Research Methods class, Colorado State University. Fort Collins, Colorado USA.

47. Korte, R. (2016, March). *Lean Startup*. Presentation of research to the Venture Innovation Program, Business Development for Startups. Global MBA, College of Business, National Chiao Tung University. Hsinchu, Taiwan.

46. Korte, R. (2016, March). *Teamworking*. Presentation of research to the Venture Innovation Program, Business Development for Startups. Global MBA, College of Business, National Chiao Tung University. Hsinchu, Taiwan.

45. Korte, R. (2015, December). *Getting a good start in a new place: Learning how things work here*. Presentation of research to the Center for Language, Teaching, and Research, National Chiao Tung University. Hsinchu, Taiwan.

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### RESEARCH

#### INVITED SCHOLARLY TALKS (CONTINUED)

44. Korte, R. (2015, November). *Searching for understanding: Practical research as engaged scholarship*. Presentation of research to the Department of Psychology, University of Auckland. Auckland, New Zealand.
43. Korte, R. (2015, June). *A brief introduction to cognitive diversity: Peering into the black box*. Presentation of research to special session, diversity track. American Society for Engineering Education conference. Seattle, Washington USA.
42. Korte, R. (2014). *Getting started: A practical way to test your new business ideas*. Presentation of research to the Global Masters of Business Administration Program. College of Business, National Chiao Tung University. Hsinchu, Taiwan.
41. Korte, R. (2014, November). *Getting onboard: And getting up to speed*. Presentation of research to the Colorado State University Student Chapter of the Society of Human Resource Management. College of Business, Colorado State University. Fort Collins, Colorado USA.
40. Korte, R. (2014, October). *Organization Design*. Presentation of research to the Executive Council of the College of Veterinary Medicine and Biomedical Sciences, Colorado State University. Fort Collins, Colorado USA.
39. Korte, R. (2014, October). *Searching for answers: Practical research ethnographies and case studies*. Presentation to Introduction to Qualitative Methods graduate course, School of Education, October 2014, Colorado State University. Fort Collins, Colorado USA.
38. Korte, R. (2014, July). *On-boarding a new generation: Reporting the experiences of newly hired graduates in engineering*. Presentation of research to the 2014 Conference for Corporate Executives, College of Business, Colorado State University. Fort Collins, Colorado USA.
37. Korte, R. (2013, October). *A brief introduction to organizational learning, performance and change*. Presentation of research to the Information Science and Technology Center (IsTEC), Colorado State University. Fort Collins, Colorado USA.
36. Korte, R. (2013, October). *Organizational socialization and the role of social systems*. Presentation of research to the Introduction to Leadership Studies course, AGED 260, University of Illinois at Urbana-Champaign. Champaign, Illinois USA.

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### RESEARCH

#### INVITED SCHOLARLY TALKS (CONTINUED)

35. Korte, R. (2013, June). *From school to work: Engaged scholarship for professional education research*. Presentation of research to the Department of Medical Education, Southern Illinois University. Springfield, Illinois USA.

34. Korte, R. (2013, March). *From the academy to practice—and back again: Mapping a pathway of engaged scholarship in engineering education*. Presentation of research to the School of Education, Colorado State University. Fort Collins, Colorado USA.

33. Korte, R. (2013, March). *From the academy to practice—and back again: Mapping a pathway of engaged scholarship in engineering education*. Presentation of research to the School of Engineering Education, Purdue University. West Lafayette, Indiana USA.

32. Korte, R. (2013, March). *Getting on-board: Helping new hires get up to speed*. Presentation of research to the Caterpillar Technology Center HR Department. Peoria, Illinois USA.

31. Korte, R. (2013, March). *Getting on board*. Presentation of research and design thinking to ECE 598, course in Electrical and Computer Engineering, College of Engineering, University of Illinois at Urbana-Champaign. Champaign, Illinois USA.

30. Korte, R. (2013, February). *Starting a new job in engineering*. Presentation of research to the Agricultural & Biological Engineering Department, University of Illinois at Urbana-Champaign. Champaign, Illinois USA.

29. Korte, R. (2013, January). *Getting on-board: Helping new hires get up to speed*. UIUC Student Chapter of the American Society for Engineering Education. University of Illinois at Urbana-Champaign. Champaign, Illinois USA.

28. Korte, R. (2012, August). *Getting on-board: Newcomer experiences in engineering*. Presentation of research to the Academy for Excellence in Engineering Education, College of Engineering, University of Illinois at Urbana-Champaign. Champaign, Illinois USA.

27. Korte, R. (2012, May). *Getting off to a good start: Building a strong network*. Presentation of research to the Graduate Institute of Teaching English to Speakers of Other Languages, National Chiao Tung University. Hsinchu, Taiwan.

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### RESEARCH

#### INVITED SCHOLARLY TALKS (CONTINUED)

26. Korte, R. (2012, May). *Getting off to a good start: Learning how things work on a new job*. Presentation of research to the Graduate Institute of International Human Resource Development, National Taiwan Normal University. Taipei, Taiwan.
25. Korte, R. (2012, May). *Starting a new job in engineering*. Presentation of research to the Agricultural & Biological Engineering Department, University of Illinois at Urbana-Champaign. Champaign, Illinois USA.
24. Korte, R. (2012, April). *Getting on-board and learning the ropes*. Presentation of research to the School of Labor and Employment Relations, University of Illinois at Urbana-Champaign. Champaign, Illinois USA.
23. Korte, R. (2012, March). *Grad school—Five years out*. Presentation to the Human Resource Development Chautauqua, Department of Organizational Leadership, Policy, and Development, University of Minnesota. Minneapolis, Minnesota USA.
22. Korte, R. (2011, April). *Starting a new job in engineering*. Presentation of research to the Agricultural & Biological Engineering Department, University of Illinois at Urbana-Champaign. Champaign, Illinois USA.
21. Korte, R. (2011). *Learning the rules of the game: Understanding how things really work on the job*. Presentation of research to the Department of Engineering Education, Virginia Tech. Blacksburg, Virginia USA.
20. Korte, R. (2010, May). *Starting a new job in engineering*. Presentation of research to the Agricultural & Biological Engineering Department, University of Illinois at Urbana-Champaign. Champaign, Illinois USA.
19. Korte, R. (2010). *Future trends in HRD*. Presentation of research to the Department of Human Resource Education, College of Education, University of Illinois at Urbana-Champaign. Champaign, Illinois USA.
18. Korte, R. (2010). *Starting a new job: Navigating the social systems at work*. Presentation of research to the Illinois Scholars Undergraduate Research Program, College of Engineering, University of Illinois at Urbana-Champaign. Champaign, Illinois USA.

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### RESEARCH

#### INVITED SCHOLARLY TALKS (CONTINUED)

17. Korte, R. (2010). *Discovering new worlds: How new engineers learn the social norms of the workplace*. Presentation of research to the Dublin Institute of Technology. Dublin, Ireland.

16. Korte, R. (2009, September). *Discovering new worlds: Research on organizational socialization*. Presentation to the Collaborative Research Lab, Stanford University. Stanford, California USA.

15. Korte, R., Lombardozzi, C., & Waight, C. (2009, June). *Nothing is quite so good as practical theory: Bridging the theory-to-practice gap*. Webcast presentation to members for the Academy of Human Resource Development. St. Paul, Minnesota USA.

14. Korte, R. (2009). *Starting a new job: Navigating the social systems at work*. Presentation of research to the Technology Management Program at the School of Labor and Employment Relations, University of Illinois at Urbana-Champaign. Champaign, Illinois USA.

13. Korte, R. (2009). *Transitions into the workplace: Learning the social systems of organizations*. Presentation of research to the Inquiries in Engineering Education Seminar Series, College of Engineering, University of Illinois at Urbana-Champaign. Champaign, Illinois USA.

12. Korte, R. (2009). *Pursuing a career in HRD*. Presentation of research to the Department of Human Resource Education, College of Education, University of Illinois at Urbana-Champaign. Champaign, Illinois USA.

11. Korte, R. (2009, January). *Discovering new worlds: How new engineers learn the social norms of the workplace*. Presentation of research to the Agricultural & Biological Engineering Department, University of Illinois at Urbana-Champaign. Champaign, Illinois USA.

10. Korte, R. (2009). *Starting a new job: Navigating the social systems at work*. Presentation of research to the Engineering Education Graduate Student Association (ENEGSA) and the School of Engineering Education, Purdue University. West Lafayette, Indiana USA.

9. Korte, R. (2008). *How New Engineers Learn the Social Norms of the Organization*. Presentation of research to the Collaborative Research Laboratory, Stanford University. Stanford, California USA.

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### **RESEARCH**

#### **INVITED SCHOLARLY TALKS (CONTINUED)**

8. Korte, R. (2007). *How New Engineers Learn the Social Norms of the Organization*. Presentation of research to the Collaborative Research Laboratory, Stanford University. Stanford, California USA.
7. Korte, R. (2007). *The Socialization of New Engineers in Industry*. Presentation of research to the Department of Technology and Human Resource Development, The University of Texas at Tyler. Tyler, Texas USA.
6. Korte, R. (2007). *Case Study of the Socialization of New Engineers*. Presentation of research to the Academic Pathways Studies Group, Stanford University. Stanford, California USA.
5. Korte, R. (2007). *How New Engineers Learn the Social Norms at GM*. Presentation of research to Human Relations at General Motors Inc. Warren, Michigan USA.
4. Korte, R. (2007). *How New Engineers Learn the Social Norms at MnDOT*, Presentation of research to the Minnesota Department of Transportation. St. Paul, Minnesota USA.
3. Korte, R. (2005). *Analysis for Training and Development in Industry*. Presentation of research to the Sun Yat-Sen University Business Executive Training Program Delegation, China Center, Office of International Programs, University of Minnesota. Minneapolis, Minnesota USA.
2. Korte, R. (2004). *Training and Development Consulting*, Presentation of research to the Training and Development course, University of Minnesota. St. Paul, Minnesota USA.
1. Korte, R. (2003). *Training and Development Consulting*. Presentation of research to the Survey of HRD course, University of Minnesota. St. Paul, Minnesota USA.



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### RESEARCH

#### HONORS RECEIVED

**ADHR Outstanding Issue Award.** Challenges and solutions facing science, technology, engineering, and mathematics (STEM) careers in the 21st century: A human resource development perspective. Issue Editors: Alina M. Waite and Kimberly McDonald.

Article in the issue: Korte, R., Brunhaver, S., & Zehr, S. M. (2019). The socialization of STEM professionals into STEM careers: A study of newly hired engineers. *Advances in Developing Human Resources*, 21(1), 92-113.

**HRDR 2017 Elwood F. Holton III Research Excellence Award.** Korte, R., & Mercurio, Z. (2017). Pragmatism and Human Resource Development: Practical foundations for research, theory, and practice. *Human Resource Development Review*, 16(1), 60-84.

**HRDR 2016 Best Reviewer.** Korte, R. (2016). *Human Resource Development Review* (Journal).

**Leo Jensen Prize for Best Paper.** Siller, T. J., Johnson, G. R., & Korte, R. (2016). Is there a role for inter-professional education (IPE) in the future of engineering education for sustainable engineering? *Proceedings of the Engineering Education for Sustainable Development Conference, 2016*. Bruges, Belgium.

**Chosen as a Seminal Article** on theorizing HRD featured in *Theorizing 21st Century HRD: Emerging Issues and Debates*, (2016), a special issue of the journal *Human Resource Development Review*. The article is: Korte, R. (2012). Exploring the social foundations of human resource development: A theoretical framework for research and practice. *Human Resource Development Review*, 11(1), 6-30.

**AHRD Cutting-Edge Paper Award.** Chermack, T. J., Song, J. H., Nimon, K., Choi, M., & Korte, R. F. (2011). The development and assessment of an instrument for measuring mental model styles. *Proceedings of the Academy of Human Resource Development, 2011*. Chicago, Illinois.

**AHRD Cutting-Edge Paper Award.** Korte, R. (2010). Mapping a social foundation of HRD: A framework for theoretical development. *Proceedings of the Academy of Human Resource Development, 2010*. Knoxville, Tennessee.

**AHRD Top Ten Paper Award.** Korte, R. F. (2008). A case study of the socialization of engineers: How new engineers learn the social norms of an organization. *Proceedings of the Academy of Human Resource Development, 2008*. Panama City, Florida.

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### **RESEARCH**

#### **HONORS RECEIVED (CONTINUED)**

**ASEE Best Paper Award, 2<sup>nd</sup> Place.** Light, J., Korte, R. F., Yasuhara, K., & Kilgore, D. (2007). Gender differences in the relationship between engineering students' confidence in their technical abilities and their persistence in engineering. *Proceedings of the American Society for Engineering Education Conference, 2007*. Honolulu, Hawaii.

**FIE Winner of the Helen Plants Award for Best Session.** Goldberg, D. E., Somerville, M., Korte, R., & Kerns, S. E. (2010). Special Session: A war of words: The role of language in transforming engineering education. *40th IEEE Frontiers in Education Conference, 2010*, Washington, DC.

**FIE Winner of the Helen Plants Award for Best Session.** Korte, R. F. & Smith, K. A. (2009). Special Session: Developing the Skills of Philosophical Inquiry for Engineering Educators and Students. *39th IEEE Frontiers in Education Conference 2009*, San Antonio, Texas.

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### RESEARCH

#### GRANTS AND CONTRACTS

26. Contract: *RAPID: Investigating the Moderating Effect of Students' Personality and Resilience on Students' Learning Experiences during the COVID-19 Pandemic*. Fini, E. (PI), Korte, R. (Contractor). Pre-proposal submitted, May 2020.
25. Contract: *Increasing partnerships between USAID and HBCUs*. Fini, E. (PI), Parast, M. (Co-PI), Korte, R. (Contractor). Proposal submitted, May 2020.
24. Contract: National Science Foundation. *Understanding and Reinforcing Factors Cultivating Entrepreneurial Mindset in Engineering Students*. Fini, E. (PI), Korte, R. (Contractor). Submitted, February 2020.
23. Contract: National Science Foundation. *EAGER: Multi-Sited Ethnographies of Engineering Workplaces to Investigate Methodological Implications and the Future of Workforce*. Jesiek, B. (PI), Korte, R. (Contractor). Funded: \$299,921.
22. Contract: National Science Foundation. *Integrated Research, Education and Professional Development in Bio-based Construction Materials*. Fini, E. (PI), Korte, R. (Contractor). Not funded: Resubmitted, February 2020.
21. Grant: National Science Foundation. *Research Initiation: Faculty, Student, and Employer Understanding of Holistic Engineers in the Energy Sector*. LeBlanc, S. (PI), Korte, R. (Co-PI), Zara, J. (Co-PI). Funded: \$199,410, August 2019.
20. Contract: National Science Foundation. *I-Corps for Learning: Fostering Evidence-Based Innovation for STEM Education*. American Society for Engineering Education (NSF DUE-1544449). Korte, R. (Contractor).
19. Grant: Duke Energy Renewables Innovation Fund 2019, The George Washington Sustainability Collaborative, *Living Labs* Grant, LeBlanc, S. (PI), Korte, R. (co-PI). Funded \$25,000.
18. Grant: U.S. Department of Health and Human Services, Human Resources and Services Administration, Health Careers Opportunity Program: *The National HCOP Academies, 2018. Health Sciences Academy and Healthcare Workforce Pipeline Project*. Bushardt, R. (PI) et al., Korte, R. (Co-PI). Funded August 2018 ~\$3.2M, \$640,000 per year for 5yrs.

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### RESEARCH

#### GRANTS AND CONTRACTS (CONTINUED)

17. Grant (Collaborative): National Science Foundation. *Research on engineering practice: Catalyzing a scholarly community*. Workshop on engineering practice. Brunhaver, S. R., Jesiek, B. K., Coso Strong, A., Korte, R., & Stevens, R. (PIs). Funded, June 2018. \$40,000.

16. Grant: Duke Energy Renewables Innovation Fund 2018, The George Washington Sustainability Collaborative, *Living Labs* Grant, LeBlanc, S. (PI), Korte, R. (co-PI). Funded \$40,520.

15. Contract: American Society for Engineering Education 2016-2017. (NSF DUE Grant entitled *Transforming Undergraduate Education in Engineering*). Member of Project Committee and Researcher.

14. Contract: American Society for Engineering Education, National Science Foundation, 2016. *Workshop: I-Corps for Learning: Initiative to Propagate and Scale Educational Innovations*. Core-instructor: R. Korte.

13. Grant: National Science Foundation, 2016. *Inspiring more researchers to become entrepreneurs by building stronger innovation networks from campus to community*. PI: R. Korte, Co-PI: S. Tobet, A. Marchese, D. DeTienne. \$500,000. Not funded.

12. Grant: National Science Foundation, 2015. *Building stronger entrepreneurial pathways to markets and communities*. PI: R. Korte, Co-PI: D. DeTienne, T. Siller. \$297,810. Not funded.

11. Contract: American Society for Engineering Education, National Science Foundation, 2015. *Workshop: I-Corps for Learning: Initiative to Propagate and Scale Educational Innovations*. Core-instructor: R. Korte.

10. Grant: National Science Foundation, 2014. *Center for Innovation, Research, Collaboration, and Learning in Engineering (CIRCLE)*. Co-PI: R. Korte (\$99,504). Not funded.

9. Grant: National Science Foundation, 2014. *Articulating and Mapping Professional Skills in Engineering Practice*. PI: R. Korte, Co-PI: T. Siller. \$248,171. Not funded.

8. Contract: National Science Foundation, 2013-2014. *Workshop: I-Corps for Learning: A Pilot Initiative to Propagate and Scale Educational Innovations*. Co-instructor: R. Korte.

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### RESEARCH

#### GRANTS AND CONTRACTS (CONTINUED)

7. Grant: Provost's Initiative on Teaching Advancement (PITA), 2012-2013: *Student Internship Experiences: Effects of a Mentored Online Course on Internship Performance and the Student Experience*. Sarah Zehr, Russell Korte, Jennifer Delaney. Funded: \$7,450.
6. Contract: National Science Foundation, 2011–2013. *Entrepreneurial Leadership in STEM Teaching & Learning (EnLiST)*. Co PI: Fouad Abd El Khalick; Senior Personnel: R. Korte.
5. Grant: National Science Foundation, 2011. Workshop on the Philosophical Foundations of Engineering and Engineering Education. PI: Russell Korte. Funded: \$37,000.
4. Grant: National Science Foundation *Why Too Many Smart Women Leave Engineering: A Preliminary Study of How Engineering Students Form Career Goals*. S. M. Larson, R. Cordova-Wentling, M. Loui, R. Korte. 2010. Not funded.
3. Grant: Provost's Initiative on Teaching Advancement (PITA), 2009-2010: *Why Too Many Smart Women Leave Engineering: A Preliminary Study of How Engineering Students Form Career Goals*. S. M. Larson, R. Cordova-Wentling, M. Loui, R. Korte. \$12,000, Funded.
2. Grant: National Science Foundation, 2009–2013. *A Participatory Investigation of Learning in International Service Projects*. PI: B. Litchfield, Co-PI: R. Korte, L. Hahn. Funded: \$400,000; \$140,000 sub award to College of Education.
1. Fellowship funding from the Illinois Foundry for Innovation in Engineering Education, College of Engineering, University of Illinois at Urbana-Champaign:  
\$6500 each Fall 2009, 2010, 2011, 2012 + summer months  
\$4000 each Spring 2009, 2010

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### TEACHING

#### COURSES AND WORKSHOPS

#### The George Washington University, Graduate School of Education and Human Development *Students' Evaluation of Instructor: Scale 1 Poor – 5 Excellent, n=respondents/total*

##### Summer 2020

- HOL 8998, *Instructor, ???*

##### Spring 2020

- SEHD 8100: *Foundations of Educational Science II*, Doctoral Seminar, *Instructor, 4.2, n=5/5*
- HOL 8703: *Human Systems Change*, Doctoral Seminar, *Instructor, 5.00, n=7/11*

##### Fall 2019

- HOL 8720: *Applied Research: Conceptual Frameworks*, Doctoral Seminar, *Instructor, 4.90, n=7/13*
- HOL 8721: *Introduction to Scholarly Inquiry*, Doctoral Seminar, *Instructor, 5.00, n=9/13*

##### Summer 2019

- HOL 8721: *Introduction to Scholarly Inquiry*, Doctoral Seminar, *Instructor, 5.00, n=11/13*

##### Spring 2019

- HOL 8724: *Designing and Planning Research that Matters*, Doctoral Seminar, *Instructor, 4.60, n=5/11*

##### Fall 2018

- HOL 8720: *Conceptual Frameworks*, Doctoral Seminar, *Instructor, 4.30, n=7/10*
- HOL 8721: *Introduction to Scholarly Inquiry*, Doctoral Seminar, *Instructor, 5.00/4.90, n=5/8, 7/9 Co-taught with Dr. Storberg-Walker*

##### Summer 2018

- HOL 8721: *Introduction to Scholarly Inquiry*, Doctoral Seminar, *Instructor, 4.94, n=18 Co-taught with Dr. Storberg-Walker*

##### Spring 2018

- HOL 8724: *Designing and Planning Research that Matters*, Doctoral Seminar, *Instructor, 4.91, n=11*
- HOL 8722: *Advanced Research Issues*, Doctoral Seminar, *Instructor, 4.91, n=11*

##### Fall 2017

- HOL 8721: *Learning Community-Scholarly Practicum*, Doctoral Seminar, *Instructor, 4.17, n=12*

## **RUSSELL KORTE**

Associate Professor, The George Washington University, Washington, DC USA

[rkorte@gwu.edu](mailto:rkorte@gwu.edu)

### **TEACHING**

#### **COURSES AND WORKSHOPS (CONTINUED)**

##### **Colorado State University, School of Education**

###### **Spring 2017**

- EDOD 677: Action Research, Action Learning, Master's course
- EDOD 673: Plan and Implement Change Interventions, Master's course,

###### **Fall 2016**

- EDOD 706: Organization Learning, Performance and Change, Doctoral seminar
- EDOD 671: Establish Relations, Diagnose Organizations, Master's course,

###### **Summer 2016**

- EDOD 678: Assess Change Interventions, Master's course,

###### **Spring 2016**

- EDOD 792: Introduction to Applied Research, Doctoral Seminar
- EDOD 673: Plan and Implement Change Interventions, Master's course,

###### **Fall 2015**

- EDOD 677: Action Research, Action Learning, Master's course, *Co-taught with Dr. Chermack*
- EDOD 772: Theory Building in Applied Disciplines, Doctoral Seminar, *Co-taught with Dr. Chermack*
- EDOD 671: Establish Relations, Diagnose Organizations, Master's course,

###### **Summer 2015**

- EDOD 771: Social, Political and Cultural Foundations of the Workplace, Doctoral Seminar
- EDOD 678: Assess Change Interventions, Master's course,

###### **Spring 2015**

- EDOD 769: Theory and Practice of Change, Doctoral seminar
- EDOD 673: Plan and Implement Change Interventions, Master's course,

###### **Fall 2014**

- EDOD 706: Organization Learning, Performance and Change, Doctoral seminar
- EDOD 671: Establish Relations, Diagnose Organizations, Master's course,

###### **Summer 2014**

- EDOD 678: Assess Change Interventions, Master's course,

###### **Spring 2014**

- EDOD 673: Plan and Implement Change Interventions, Master's course,

## **RUSSELL KORTE**

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### **TEACHING**

#### **COURSES AND WORKSHOPS (CONTINUED)**

##### **National Chiao Tung University, Hsinchu, Taiwan**

**November 14, 21, 2018:** International Workshop: *Entrepreneurship, Making the World a Better Place*. National Chiao Tung University, Co-taught with Professor Lin TESOL. Hsinchu, Taiwan.

**December 15, 2015:** International Workshop: *Starting Up: Finding and Testing New Business Ideas—Parts 1, 2*. Venture and Innovation Program, Graduate students, two days. National Chiao Tung University, Hsinchu, Taiwan.

##### **National Taiwan Normal University, Taipei, Taiwan**

**December 25, 2019:** International Workshop: *Organizational Behavior and Organizational Change: A Brief Review of Major Concepts*. International Human Resource Development Program, Graduate students, half day. National Taiwan Normal University, Taipei, Taiwan.

**November 27, 2018:** International Workshop: *HRD and Organizations; New Directions in Organization Development*. International Human Resource Development Program, Graduate students, one day. National Taiwan Normal University, Taipei, Taiwan.

**Spring Semester, Jan. - May 2017:** *Studies in Organization Development & Change*. Graduate Institute of International Human Resource Development, Graduate course, semester. National Taiwan Normal University, Taipei, Taiwan.

**December 23, 2015:** International Workshop: *Organizational Development, Parts 1, 2*. International Human Resource Development Program, Graduate students, one day. National Taiwan Normal University, Taipei, Taiwan.

**January 3, 4, 2013:** International Workshop: *Organizational Development and Change*. International Human Resource Development Program, Graduate students, two days. National Taiwan Normal University, Taipei, Taiwan.



## RUSSELL KORTE

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### TEACHING

#### COURSES AND WORKSHOPS (CONTINUED)

#### University of Illinois at Urbana-Champaign (College of Education, College of Engineering)

##### Spring 2013

- HRE 530: *Organization Development*, Master's and Doctoral levels.

##### Fall 2012

- ENG 199: *The Grand Challenges of Engineering*. First-year engineering students. College of Engineering, University of Illinois at Urbana-Champaign.
- HRE 590: *Adult and Professional Education*, Doctoral seminar.

##### Spring 2012

- HRE 509: *Advanced Theories in HRD*, Doctoral seminar.
- HRE 530: *Organization Development*, Master's and Doctoral levels.

##### Fall 2011

- HRE 590: *Adult and Professional Education*, Doctoral seminar.
- MBA International course (Lublin, Poland; 3-day MBA seminar): *Consulting in Organization Development*, Graduate and post-graduate levels.
- ENG 100: (Developer) *Introduction to Engineering*, College of Engineering, First-year students.

##### Spring 2011

- HRE 509: *Advanced Theories in HRD*, Doctoral seminar.
- HRE 530: *Organization Development*, Master's and Doctoral levels.

##### Fall 2010

- HRE 530: *Organization Development*, Master's and Doctoral levels.
- ENG 198: (Co-instructor and developer) *Introduction to the Missing Basics of Engineering: Preparing for a World of Work & Service in a Creative Era*. College of Engineering,

##### Spring 2010

- HRE 530: *Organization Development*, Master's and Doctoral levels.
- MBA International course (Lublin, Poland; 3-day MBA seminar): *Consulting in Organization Development*, Graduate and post-graduate levels.
- ENG 298: (Co-instructor and developer) *Fundamentals of Business and Entrepreneurship*, Undergraduate level. College of Engineering,

## **RUSSELL KORTE**

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### **TEACHING**

#### **COURSES AND WORKSHOPS (CONTINUED)**

##### **University of Illinois at Urbana-Champaign (continued)**

###### **Fall 2009**

- HRE 530: *Organization Development*, Master's and Doctoral levels.
- MBA International course (Lublin, Poland; 3-day MBA seminar): *Consulting in Organization Development*, Graduate and post-graduate levels.
- ENG 198: (Co-instructor and developer) *Introduction to the Missing Basics of Engineering: Preparing for a World of Work & Service in a Creative Era*. College of Engineering,

###### **Spring 2009**

- HRE 400: *Principles of Human Resource Development*, Master's and Doctoral levels.
- HRE 530: *Organization Development*, Master's and Doctoral levels.
- MBA International course (Lublin, Poland; 3-day MBA seminar): *Consulting in Organization Development*, Graduate and post-graduate levels.

###### **Fall 2008**

- HRE 400: *Principles of Human Resource Development*, Master's and Doctoral levels.
- MBA International course (Lublin, Poland; 3-day MBA seminar): *Consulting in Organization Development*, Graduate and post-graduate levels.

##### **University of Texas at Tyler (School of Human Resource Development and Technology)**

- **Spring 2007:** HRD 5328: *Advanced theory building in Human Resource Development*, Master's and Doctoral levels.

##### **University of Minnesota (College of Education and Human Development)**

- **2005, 2006, 2007:** HRD 5201: *Training and Development*, Master's and Doctoral levels.
- **2006:** HRD 3201: *Training and Development*, Undergraduate level.

##### **Inver Hills Community College (Department of Business)**

- *Introduction to Business* (State Corrections Institution, Max. Security Prison)
- *Relational Sales Skills*

##### **Forest Lake Public Schools (K-12 and Adult Education, Forest Lake, MN)**

- *Art Education* (Middle and High School, Gifted Summer Program, Adult Education)
- *Native American Art* (K-6, Native American Summer Program)
- *Painting and Photography* (High School and Adult Education)

## RUSSELL KORTE

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### TEACHING

#### CONTRIBUTIONS TO INSTRUCTIONAL PROGRAMS

20. Redesigned Doctoral Seminar in Human and Organizational Learning Doctoral Program, Spring 2020. *HOL 8703, Human Systems Change*. The George Washington University. Ashburn, Virginia USA.
19. Redesigned Doctoral Seminar in Education and Inequality CRT PhD Program, Spring 2020. *SEHD 8100, Foundations of Educational Science II*. The George Washington University. Washington DC USA.
18. Developed new Doctoral seminar, Spring 2019—HOL 8724, *Applied Research Methods: Designing and Planning Research that Matters*. The George Washington University. Ashburn, Virginia USA.
17. Developed new Doctoral seminar, Fall 2018—HOL 8720, *Applied Research Methods: Developing Conceptual Frameworks*. The George Washington University. Ashburn, Virginia USA.
16. Developed new Doctoral seminar, Summer, Fall 2018—HOL 8721, *Introduction to Scholarly Inquiry*. The George Washington University. Ashburn, Virginia USA.
15. Developed four Doctoral student workshops as part of Doctoral Seminar, HOL 8722/8724 Spring 2018. The George Washington University. Ashburn, Virginia USA.
  - *The Dissertation Process: Selecting a Chair and Committee*
  - *Conceptual Modeling, Part I*
  - *Conceptual Modeling, Part 2*
  - *Research Methodology*
14. Developed new Doctoral seminar: *Introduction to Applied Research: EDOD 792*, 2016, Colorado State University. Fort Collins, Colorado USA.
13. Development team member for *Innovation Corps for Learning (I-Corps-L)* workshop. National Science Foundation, 2013-2016. Washington, DC; San Francisco, California USA.
12. Co-developed new Doctoral seminar: *Theory Building in Applied Disciplines: EDOD 772*, 2015. Colorado State University. Fort Collins, Colorado USA.
11. Developed new Doctoral seminar. *Theory and Practice of Change: EDOD 769*, 2015. Colorado State University. Fort Collins, Colorado USA.

## RUSSELL KORTE

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### TEACHING

#### CONTRIBUTIONS TO INSTRUCTIONAL PROGRAMS (CONTINUED)

10. Developed new Master's course. *Plan and Implement Change: EDOD 673*, 2015. Colorado State University. Fort Collins, Colorado USA.
9. Developed new Doctoral seminar. *Organizational Learning, Performance and Change: EDOD 706*, 2014. Colorado State University. Fort Collins, Colorado USA.
8. Developed new Master's course: *Establish Relations, Diagnose Organizations: EDOD 671*, 2014. Colorado State University. Fort Collins, Colorado USA.
7. Developed new Master's course: *Assess Change Interventions: EDOD 678*, 2014. Colorado State University. Fort Collins, Colorado USA.
6. Developed new doctoral seminar course: *The Social, Cultural, and Political Foundations of the Workplace: EDOD 771*, 2013, 2015. Colorado State University. Fort Collins, Colorado USA.
5. Member of the core planning and curriculum meeting for the Illinois Foundry for Innovation in Engineering Education (iFoundry) in the College of Engineering. Research and development of student coursework and a learning community, as well as the development of teaching materials. Also co-taught several of the lessons with engineering faculty for ENG 198: Introduction to the Missing Basics of Engineering. ENG 199: *Grand Challenges in Engineering: ENG 199*, 2009-2013. University of Illinois at Urbana-Champaign. Champaign, Illinois USA.
4. Member of the development committee for revising curriculum for Human Resource Development Graduate Program.. 2009-2013, University of Illinois at Urbana-Champaign. Champaign, Illinois USA.
3. Co-developed and co-taught ENG 298, 2010: Fundamentals of Business and Entrepreneurship in the College of Engineering. University of Illinois at Urbana-Champaign. Champaign, Illinois USA.
2. Revised graduate courses: HRE 509: Advanced Theories in HRD; HRE 590: Adult and Professional Education, HRE 530: Organization Development, HRE 400: Principles of Human Resource Development. 2010, 2011. University of Illinois at Urbana-Champaign. Champaign, Illinois USA.
1. Developed new Doctoral seminar/Master's course: Advanced theory building in Human Resource Development: HRD 5328, 2007 University of Texas at Tyler. Tyler, Texas USA.

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### TEACHING

### ADVISING AND MENTORING

#### The George Washington University (2017-present)

##### Doctoral Committees (Advisor\* and/or Committee Member)

1. *Odom, Samuel Jr.	Current	<b>Dissertation:</b> <i>in proposal development</i>
2. *Luccini, Douglas	Current	<b>Dissertation:</b> <i>in proposal development</i>
3. *Xiong, Julie	Current	<b>Dissertation:</b> <i>in proposal development</i>
4. *Hite, David	Current	<b>Dissertation:</b> <i>in proposal development</i>
5. *Norton, Peter	Current	<b>Dissertation:</b> <i>in proposal development</i>
6. *Weed, Erika	Current	<b>Dissertation:</b> <i>in proposal development</i>
7. *Gallagher, Teresa	Current	<b>Dissertation:</b> <i>in proposal development</i>
8. *Brown, Michael	Current	<b>Dissertation:</b> <i>in proposal development</i>
9. *Rosende, Alberto	Current	<b>Dissertation:</b> <i>in proposal development</i>
10. *Lancaster, Todd	Current	<b>Dissertation:</b> <i>in proposal development</i>
11. *Sherlock, Rochelle	Current	<b>Dissertation:</b> <i>proposal defended (4/2019)</i> Integrating Externally Hired Executives: Integration as Complex Responsive Processes
12. Dunlop, Connie	Current	<b>Dissertation:</b> <i>proposal defended (12/2017)</i> Degrees of Relevance: A Qualitative Case Study of Learning that Crosses the Boundary between School and Work
13. Amodeo, Domenico	December 2019	<b>Dissertation:</b> Resilience in Inland Waterways: A Study of Self Organization Mechanisms and Associated Decision Heuristics
14. Schonour, Lane	January 2019	<b>Dissertation:</b> Complexity Leadership, Generative Emergence, and Innovation in High Performing Nonprofit Organizations
15. Sousane, Richard	March 2018	<b>Dissertation:</b> Understanding Federal Cybersecurity Culture: An Expert Perspective on Current and Ideal State
16. Woodard, Eric	March 2018	<b>Dissertation:</b> Soft Skills, Intern: A Qualitative Study of Soft Skill Development Through Internship Experiences

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### TEACHING

#### ADVISING AND MENTORING (CONTINUED)

##### Purdue University

###### Doctoral Committee Member

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Nittala, Swetha	Current	<b>Dissertation:</b> Lived Experiences of Recently Transitioned Engineering Managers: An Interpretive Qualitative Study <i>proposal defended</i> (12/2018)
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##### University of Maryland University College

###### Stakeholder Expert Panel

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Stano, Jennifer	Current	<b>Dissertation:</b> Onboarding Strategies to Increase the Retention of a Diverse Workforce
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##### Universidad de los Andes, Bogotá, Columbia

###### Doctoral Committee Member

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Sanchez, Carlos Augusto	Current	<b>Dissertation:</b>
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##### National Taiwan Normal University (2017-2018)

###### Master's Committee Chair

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Windham, TeQin	2019	<b>Thesis:</b> What Is Your Motive? Exploring the Push-Pull Factors that Lead American Basketball Players to Migrate to the Chinese Basketball Association
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## RUSSELL KORTE

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### TEACHING

#### ADVISING AND MENTORING (CONTINUED)

#### Colorado State University (2014-2019)

**Doctoral advisees:** 7 (continued to advise four students to completion after leaving CSU)

**Doctoral committees:** 9 (6 in Organizational Learning, Performance and Change (OLPC), 2 in Science Education, 1 in Psychology)

#### Doctoral advisees (Advisor\* and/or Committee Member)

*Cook, Alistair	2019	<b>Dissertation:</b> Investigating Engineering Students' Learning for Global Preparedness in Curricular and Cocurricular Engineering Education
*Mercurio, Zachary	2019	<b>Dissertation:</b> The Lived Experience of Meaningful Work in a Stigmatized Occupation: A Descriptive Phenomenological Inquiry. <b>Best Dissertation Award, ATD 2020</b>
*Robinson, Dea	2019	<b>Dissertation:</b> Exploring Social Support Networks Related to Burnout and Engagement: A Multiple Cross-Case Study of Hospital Medicine Physicians
*Thomas, Cliff	2019	<b>Dissertation:</b> An Examination of Decision-Making During Organizational Crises: A Case Study of the 2017 Northern California Firestorm
Elwell-Chalmers, Stacy	2019	<b>Dissertation:</b> The Effects of Scenario-Based Learning on Motivation Regulation and Performance: A Case Study of Multi-Unit Managers in a Fortune 500 Retail Organization
Gagel, Gretchen	2018	<b>Dissertation:</b> The Effects of Leadership Behaviors on Organization Agility: A Quantitative Study of 126 U.S.-Based Business Units
Clapp, Francis Neely	2016	<b>Dissertation:</b> Teachers' and Researchers' Beliefs of Learning and the Use of Learning Progressions
Ljubenko, Bojan	2015	<b>Dissertation:</b> Washington Mutual Failure and HRD
Wilson, Christina	2015	<b>Dissertation:</b> The Effect of Implicit Self-Theories of Intelligence on Task Persistence and Performance in an Adult Sample: Test of a Structural Model

**Master's advisees:** 21, (continued to advise one student to thesis completion after leaving CSU)

*Taylor, Phillip	2018	<b>Thesis:</b> Dialogic Positioning by Teachers and Students in Response to Restorative Practices
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**RUSSELL KORTE**

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**TEACHING**

**ADVISING AND MENTORING (CONTINUED)**

**University of Illinois at Urbana-Champaign (2008-2014)**

**Doctoral advisees:** 15 (Advised 2 to successful defense by 2014)

**Doctoral committees:** 6

**Doctoral Candidates:** 4, 2 completed (Advisor\* and/or Committee Member)

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*Choi, Jeong-Hwan, Ph.D.	2014	<b>Dissertation:</b> The Effects of Autonomous Work Environment and Positive Psychological Capital on Self-Directed Employee Behavior: Evidence from Korea
*Cho, Taejon, Ph.D.	2010	<b>Dissertation:</b> Knowledge Management in Korea Asst. Professor, Dept. of Business Admin. University of Suwon, South Korea

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**Master's advisees:** 38, 1 M.S. thesis (Advisor\* and/or Committee Member)

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*Ismail, Aya, M.S.	2011	<b>Thesis:</b> Cross-cultural practices in Multi-National Corporations in Lebanon
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**International students sponsored:** 2 doctoral students (Brazil, China)



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### TEACHING

### HONORS RECEIVED

**List of Teachers Ranked as Excellent by their Students.** Based on student evaluation scores at the University of Illinois at Urbana-Champaign (2008-2013).

<b>Semester</b>	<b>Course</b>	<b>Score (1-5)</b>
		Teaching, Course
Spring 2013	HRE 530 Organization Development	4.7, 4.8
Fall 2012	HRE 590 Seminar: Adult and Professional Education	4.8, 4.8
Fall 2011	HRE 590 Seminar: Adult and Professional Education	4.7, 4.6
Spring 2010	HRE 530 Organization Development	4.9, 4.6
	ENG 298 Fundamentals of Business & Entrepreneurship (co-taught, undergraduate) *	4.9, 4.9
Fall 2009	HRE 530 Organization Development	4.4, 4.3
Spring 2009	HRE 400 Principles of HRD	4.7, 4.4

\* Teachers ranked as high (top 10%)

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### **SERVICE**

#### **DEPARTMENT AND/OR PROGRAM**

8. *Faculty Search Committee*, 2018: Department of Human and Organizational Learning, The George Washington University. Washington DC USA.
7. *Coordinated Delphi Study to create new Ph.D. program*, 2018: Human and Organizational Learning Department, The George Washington University. Washington DC USA.
6. *Program Review Committee*, 2015-2016: School of Education, Colorado State University. Fort Collins, Colorado USA.
5. *Graduate program co-chair*, 2011-2013: Human Resource Development Graduate Program, University of Illinois at Urbana-Champaign. Champaign, Illinois USA.
4. *Faculty Search Committee*. 2011: Human Resource Development: College of Education, University of Illinois at Urbana-Champaign. Champaign, Illinois USA.
3. *Qualifying Exam Reader*, 2008 – 2013: Human Resource Development, University of Illinois at Urbana-Champaign. Champaign, Illinois USA.
2. *Admissions Committee Member*, 2008-2013: Human Resource Development, University of Illinois at Urbana-Champaign. Champaign, Illinois USA.
1. *Faculty Advisory Committee Member*, 2011: Education Policy, Organization, and Leadership, University of Illinois at Urbana-Champaign. Champaign, Illinois USA.

### **COLLEGE**

9. Elevate Program 2019-2020: Faculty mentor for graduate students, Graduate School of Education and Human Development, The George Washington University. Washington DC USA.
8. *Doctoral Studies Committee*. 2018-present: Graduate School of Education and Human Development, The George Washington University. Washington DC USA.
7. *Task Force for the Development of an Undergraduate Major in Education Studies*. 2011: College of Education, University of Illinois at Urbana-Champaign, Champaign, Illinois USA.
6. *Task Force on the Future of e-Learning in the College of Education*, 2010-2011: College of Education, University of Illinois at Urbana-Champaign. Champaign, Illinois USA.

## **RUSSELL KORTE**

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### **SERVICE**

#### **COLLEGE (CONTINUED)**

5. *Task Force for Re-structuring the Administration of the College of Education*, 2010-2011: College of Education, University of Illinois at Urbana-Champaign. Champaign, Illinois USA.
4. *Task Force for Re-envisioning Teacher Education*, 2010-2012: College of Education, University of Illinois at Urbana-Champaign. Champaign, Illinois USA.
3. *Human Subjects Research Committee*, 2009-2013: College of Education, University of Illinois at Urbana-Champaign. Champaign, Illinois USA.
2. *Faculty and Student Awards Committee (FASAC)*, 2009: College of Education, University of Illinois at Urbana-Champaign. Champaign, Illinois USA.
1. *College Research Committee*: 2008-2009: College of Education, University of Illinois at Urbana-Champaign. Champaign, Illinois USA.

### **SERVICE**

#### **UNIVERSITY**

5. *Professional Development Institute*, January 2017: Getting new faculty on board and up to speed successfully. Faculty Seminar, Colorado State University. Fort Collins, Colorado USA.
4. *CSU Training and Organizational Development Program*, April 2016: Focus Groups on newly hired CSU faculty experiences, Colorado State University. Fort Collins, Colorado USA.
3. *Faculty Search Committee*, 2014-2015: Department of Biology, Colorado State University. Fort Collins, Colorado USA.
2. *Leadership Research Committee*, 2009-2013: Illinois Leadership Center, University of Illinois at Urbana-Champaign. Champaign, Illinois USA.
1. *Fellow*, 2009-2013: Illinois Foundry for Innovation in Engineering Education, University of Illinois at Urbana-Champaign. Champaign, Illinois USA.

## RUSSELL KORTE

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### SERVICE

#### SERVICE TO THE PROFESSION

##### Facilitator

Served as a facilitator for break-out groups during the NSF-sponsored summit on *Engineering Research Framework Visioning Summit*

##### Editorial Boards.

2015 – present. Editorial Board Member for the journal *Human Resource Development Quarterly*.

2009 – present. Editorial Board Member for the journal *Human Resource Development International*.

##### Academy of Human Resource Development.

2010 – 2013. Board Member and Vice President of Membership, Vice President of Strategic Development.

2010 - 2013. Member of the Cutting-Edge Awards Committee.

2008 – 2010. Co-chair of the Theory Special Interest Group (SIG).

2008. Conference Associate Chair.

##### Conference Paper Reviewer

American Society for Engineering Education, 2020

Forum on Philosophy, Engineering, and Technology, 2010, 2012

Academy of Human Resource Development (AHRD) 2007, 2008, 2009, 2017

Asian Academy of Human Resource Development (AHRD) 2006.

##### Journal Reviewer

*European Journal of Engineering Education* 2017

*Journal of Occupational and Organizational Psychology* 2017

*Advances in Engineering Education* 2017

*BMC Medical Education* 2016

*Human Resource Development Review* 2007 – present (**Best Reviewer** 2016)

*Human Resource Development Quarterly*, 2008 – present

*Human Resource Development International* 2008- present

*New Horizons in Adult Education & Human Resource Development* 2007 – present

*Journal of Organizational Behavior*, 2016

*International Journal of Human Resource Management*, 2016

*Human Resource Management Review*, 2015

*Scientometrics*, 2014

*Journal of Engineering Education*, 2010, 2013, 2019

*Journal of European Industrial Training*, 2013

*Techne: Research in Philosophy and Technology*, 2012

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**SERVICE**

**SERVICE TO THE PROFESSION (CONTINUED)**

Grant Reviewer

*Social Sciences and Research Council of Canada*, Reviewer 2018

*National Science Foundation*, Review Panel, 2017

*National Science Foundation*, Review Panel, 2016

*National Science Foundation*, Review Panel, 2015

*National Science Foundation*, Review Panel, 2012

Conference Coordinator

*Adult Education Research Conference*, 2006.

**PROFESSIONAL AFFILIATIONS**

Academy of Management ([aom.org](http://aom.org))

American Society for Engineering Education ([asee.org](http://asee.org))

Academy of Human Resource Development ([ahrd.org](http://ahrd.org))

Association for Talent Development ([atd.org](http://atd.org))

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### **SERVICE**

#### **PUBLIC ENGAGEMENT**

8. December 23, 2019: Invited Speaker: Examination Yuan, Government of the Republic of China (Taiwan).
7. 2019-present: Researcher: Duke Energy Renewables, The George Washington University, NSF Grant.
6. 2016-2017: Consultant: Ascend, Colorado State University
5. 2012-2013: Consultant: Onboarding new employees.  
Cisco Systems Inc.
4. 2007-2008: Consultant: Evaluating onboarding processes for newly hired engineers.  
General Motors (Detroit, MI)  
General Motors (Toluca, Mexico)  
Minnesota Department of Transportation  
General Mills, Inc.  
Hutchinson Technologies
3. 2007: Consultant: Reviewing and redesigning the management training information resources:  
Northwest Airlines (merged with Delta Airlines, 2008).
2. Education Committee Member: *Tyler Economic Development Council*, Tyler, Texas.  
2007-2008.
1. Research Consultant: Collaborative Research Lab, Stanford University, Stanford, CA.  
2008.

## RUSSELL KORTE

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### INDUSTRY BACKGROUND & EXPERIENCE

#### **PRESIDENT, TRAINING AND ORGANIZATION DEVELOPMENT CONSULTANT:** 1997 – present

***Korte & Company***, Strategic Training & Performance Improvement

- Work and performance analysis, instructional design, workforce development, implementation, and evaluation.
- Developed performance support systems for management and sales.
- Developing comprehensive training programs for multi-level sales organization, plus vehicle operator safety training, and new employee orientation programs.
- National safety training computer game – won large contract and directed content development for International Manufacturer’s Education Committee (received Int’l award).
- Business process mapping and analysis for continuous improvement, re-engineering, and ISO certification.
- Research and write best practices articles for management newsletter.

*Clients:* Northwest Airlines, Andersen Windows, Inc., Thomson West Publishing, Medtronic, Arctic Cat Inc., Braden Construction, Toro Company, United Defense, Honeywell, Walker Art Center, Washington Square Securities, Inc., International ATV Manufacturer’s Education and Information Committee

#### **ACCOUNT MANAGER:** 1997 – 2000

***Hanley-Wood Custom Publishing***; Marketing and Publishing Agency, Minneapolis, MN

- Grew client account from zero to \$2,100,000 over three years.
- Directed promotion of revised service for FedEx (incremental sales of \$250,000 in first two months).
- Developed program for co-marketing with key FedEx clients resulting in 900% increased account sales.
- Conducted survey and focus group research for sales force automation program (Kelly Services).
- Consistently won new business (The Home Depot, Home Service Store, FedEx, Andersen Windows).

*Clients:* FedEx (Express, International, Freight, and Retail), Andersen Windows, Kelly Services, The Home Depot, Masco Corp., CertainTeed, The Home Service Store, Mimeo.com

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### INDUSTRY BACKGROUND & EXPERIENCE (CONTINUED)

**DIRECTOR OF MARKETING:** 1997

**SENIOR ACCOUNT MANAGER:** 1995 – 1996

*Applied Learning Systems*; Custom Training Company, Minneapolis, MN

- Developed a customized training and development program for small business managers.
- Designed, developed, and delivered customized training and management programs for dealer/distributor business.

*Clients:* Arctic Cat Inc., Crestliner, Ingram-Micro, Glass Depot, Panasonic DBS, Telecommunications

**VICE PRESIDENT:** 1993 – 1995

**ACCOUNT MANAGER:** 1987 – 1993

**PRODUCTION MANAGER:** 1985 – 1987

*Kauffman Stewart Advertising*; Advertising Agency, Minneapolis, MN

- Developed marketing strategy and led account team on advertising and marketing campaigns, and new product launches (won industry marketing awards).
- Managed promotional campaign reversing 10-year ridership decline for Metropolitan Transit Commission.

*Clients:* Arctic Cat Inc., Berkley Inc., Metropolitan Transit Commission, The Dales Shopping Centers, Fargo Electronics, Waldoch Crafts

**PRODUCTION MANAGER:** 1982-1985

**PRODUCTION ARTIST:** 1981-1982

*Collective Concepts, Inc.*; Graphic Design Studio, Minneapolis, MN

**INSTRUCTOR:** 1977- 1981

*Forest Lake Independent School District*, Forest Lake, MN

### INDUSTRY AWARDS

**Gold CINDY** (*for multi-media in industry*): ATV Education and Communications Committee, 2000

**Silver EFFIE** (*for marketing effectiveness*): Fargo Electronics, 1990

**Bronze EFFIE** (*for marketing effectiveness*): Arctic Cat Inc, 1988

**Bronze EFFIE** (*for marketing effectiveness*): Arctic Cat Inc, 1987