

Newsletter

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Contents

- 1-2 **Greetings**
- 3 **2021 Annual Meeting**
- 3 **KAALE Awards**
- 4 **KAALE Speaker Series**
- 5 **Website Update**
- 6-7 **New Board of Directors**
- 8-10 **School News**
- 11-13 **Publications**
- 14 **Honors**
- 15 **A Member's Reflection**
- 16 **Executive Committee**

KAALE

The Korean American Academy of
Lifelong Education

Jieun You named as the next president of KAALE

KAALE has elected Dr. Jieun You as the second KAALE president. Dr. You is a Senior Researcher in the Institute for Educational Research at Yonsei University. She also serves as an Institutional Effectiveness Planner and Instructor at the Henry Appenzeller University in America. She received her Ph.D. in Workforce Development and Education from the Ohio State University.



Dr. You has been involved in various aspects of lifelong learning and adult education, leadership, and workplace learning. Her research was selected as the *Best Paper of Gender and Diversity SIG at the Academy of Management Annual Meeting* and a *Winner of Highly Commended in the Emerald Literati Awards*.

Dr. You has served for KAALE since its foundation. As a founding member and the new president, she said, "I would like to contribute to advancing this great community by furthering the bond among KAALE members." Congratulations, Dr. You! We, as members of KAALE, look forward to your leadership.

Thank you, Junghwan Kim!

We wish to thank Dr. Junghwan Kim, the founder and first president of KAALE, for his unwavering and dedicated effort in establishing the organizational foundation. "I thoroughly enjoyed working with the previous and current executive officers and board of directors of KAALE. Without their tireless passion and support, it was not possible to grow KAALE."

While stepping down, Dr. Kim wants to keep contributing to KAALE as the past president. "I will continue to help KAALE to build collaborative networks with other domestic and international scholars, associations, and institutions. My aspiration is that our first speaker series beginning this year would be a good starting point for more collaborations."

Beyond his role, Dr. Kim asked the next leadership team to create a platform that allows members to communicate in more interactive and participative ways. “I hope future KAALE will have not only a space to routinize dialogues among members but also a systemic practice to work closely between executive officers and the board of directors.” Finally, he stated, “I expect KAALE would build up its true identity internally and externally while finalizing the current revision of existing bylaws and creating the KAALE logo.”

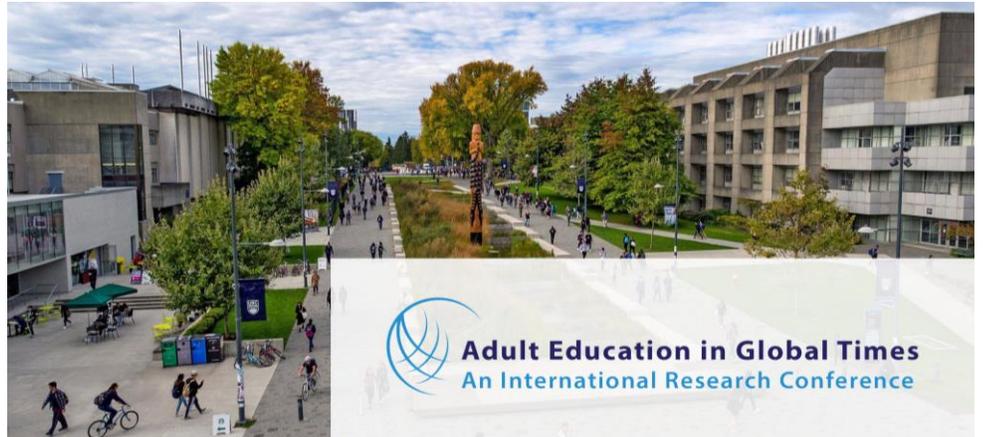
KAALE was founded in 2018 and currently has 39 members from 19 universities in North America and South Korea. Join KAALE via our website, <https://kaalehome.wixsite.com/kaale>, and get benefits at no charge!



10th KAALE Executive Officers' Meeting via Zoom, October 2020

If you have any questions or news to share with the members of the KAALE, please feel free to contact us at kaale2018@gmail.com

2021 Annual Meeting



KAALE's 2021 Annual Meeting will be held in conjunction with the virtual conference of the Adult Education in Global Times 2021 (AEGT 2021), scheduled June 3-6, 2021.

When 7:00 pm – 7:30 pm, Friday, June 4 (CST) | 9:00 am – 9:30 am, Saturday, June 5 (KST)

The Zoom link for the meeting will be emailed to the members closer to the event.

KAALE Awards

KAALE Outstanding Graduate Research Award

The KAALE Outstanding Graduate Research Award is designed to encourage, support, and recognize Korean American and Korean students' research contributions in the field of Lifelong Education (see further information at <https://kaalehome.wixsite.com/kaale/outstanding-graduate-research-award>).

2021 Award

The AEGT 2020 was postponed to 2021 due to the worldwide COVID-19 pandemic. As the AEGT 2021 will take place with proposals originally submitted for the 2020 conference, there was no call for papers for the award this year. The call for the 2022 Award will be made in April 2022.

The award ceremony for **Jinhee Choi** (Penn State; **North Korean women entrepreneurs learning from failure**), the awardee for the 2020 Award, will be held during the **2021 Annual Meeting**.

KAALE Service Award

The KAALE Service Award is designed to reward and acknowledge a KAALE member who has shown sustained and excellent dedication to furthering the aims of the association. The award will be conferred only when there is a suitable recipient for it.

This year's recipient will be announced during the **2021 Annual Meeting**.

KAALE Speaker Series

KAALE invites you to join its first Speaker Series, which will be held virtually in conjunction with the KAALE's Annual Meeting.

Topic Work and Learning of Contemporary Masters, and Masterity
Speaker Wonsup Chang (Professor, Yonsei University, South Korea)
When 7:30 pm – 8:30 pm, Friday, June 4 (CST) | 9:30 am – 10:30am, Saturday, June 5 (KST)

Please **RSVP** by May 31 midnight (CST). We will send out the Zoom link and passcode only to RSVPers before the event.



KAALE

The Korean American Academy of
Lifelong Education

SPEAKER SERIES



초청 연사: 장원섭 교수

연세대학교 교육학부

강연 주제: 현대 장인의 일과 배움, 그리고 장인성

Work and Learning of Contemporary Masters, and Masterity

일시: 6월 4일(금) 7:30 - 8:30pm CST(미국 중부시간)

참가신청 방법 및 상세안내



구글폼 접속 후 KAALE 회원 가입
등록 마감: 5월 31일(월) 자정(CST)

[RSVP HERE](#)



KAALE 회원이자 등록하신 분들께 Zoom 링크 추후 발송



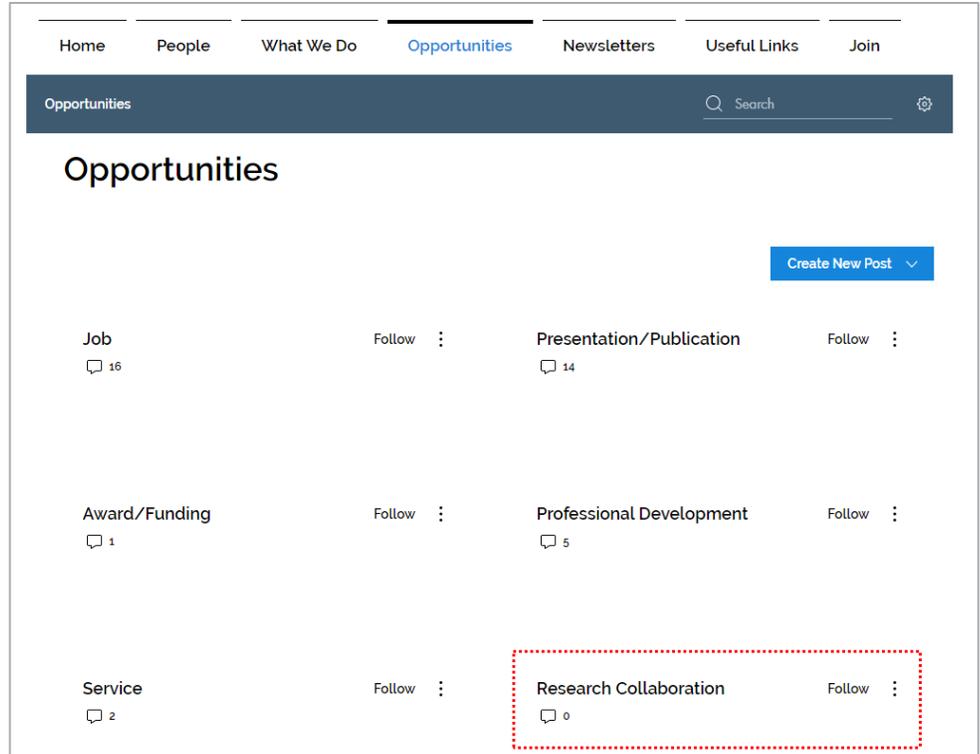
kaale2018@gmail.com



<https://kaalehome.wixsite.com/kaale>

Website Update

Updated! Research Collaboration through KAALE Website



In the KAALE website (<https://kaalehome.wixsite.com/kaale>), we created a space for research collaboration in the “Opportunities” section. KAALE members can use this space to propose a collaborative study, recruit fellow researchers, and discuss academic issues with each other. The Research Collaboration page will provide members an excellent opportunity to grow into professional researchers and improve the research capacities of our academic community. We encourage you to enjoy the Research Collaboration function!

How to Follow the Opportunities?

KAALE members can receive a new post notification from the section “Opportunities.” If you sign up on the KAALE homepage and then click the “Follow” button in the section “Opportunities,” KAALE will notify your email each time a new post is uploaded. Please refer to the instructions as follows.

- 1) Click the “Join” and then sign up
- 2) Move on to the “Opportunities”
- 3) Click the “Follow” of the section in which you are interested

We hope you can grasp good chances and valuable information to develop your academic career through the “Follow” function.

New Board of Director

Please join us in welcoming the newly joined board of directors in 2021(alphabetical order by the last name)!



Heeyoung Han, Ph.D.

Heeyoung Han is an Associate Professor in the Department of Medical Education at Southern Illinois University School of Medicine. Dr. Han holds a Bachelor's degree in Social Studies and a Master's degree in Educational Technology at Ewha Woman's University in South Korea. She also earned a Ph.D. in Human Resource Education at the University of Illinois at Urbana-Champaign in the USA. She is a medical educator and researcher, and her work has been recognized nationally and internationally. She serves as a deputy editor of *Teaching and Learning in Medicine* and an editorial board member of *Human Resource Development Review* and *Korean Journal of Medical Education*. She serves as a board member of AHRD (Academy of Human Resource Development). She serves as a reviewer of numerous journals, including *Medical Education*, *Advances in Health Sciences Education*, *Journal of Graduate Internal Medicine*, *Human Resource Development Review*, *Human Resource Development Quarterly*, *Behaviour & Information Technology*, and *American Journal of Distance Education*.

"Hello. I am excited to be part of the KAALE community and look forward to learning and growing with you all."



Boreum Ju, Ph.D.

Boreum Ju received her Ph.D. in Human Resource Development from the University of Illinois at Urbana-Champaign. Dr. Ju is an instructor in the School of Business at the Slippery Rock University of Pennsylvania. Her research interests focus on learning organization, performance improvement, and leadership in workplace settings. Her further research interests include learning technologies and Massive Open Online Courses (MOOC).

"I'm pleased to join the Board of Directors of KAALE and take a leadership role in the academic community for adult education."

**Chang-Kyu Kwon, Ph.D.**

Chang-Kyu Kwon is an Assistant Professor of Human Resource Development at Oakland University in Rochester Hills, Michigan. Dr. Kwon received his Ph.D. in Learning, Leadership & Organization Development from the University of Georgia, his M.A. in Organizational Behavior & Evaluation from Claremont Graduate University, and his B.A. in Education from Korea University. His research uses adult learning, leadership, and organizational development lenses to promoting diversity, equity, and inclusion in organizations. His scholarly goal is to create an organizational culture where individuals with marginalized identities can be fully themselves without compromising important aspects of themselves. With his background and expertise in disability inclusion, he is currently serving as a member of the University Council on Diversity, Equity, and Inclusion, working with a team of faculty, staff, and senior administrators to achieve inclusive excellence at my institution. He is also active in continuing my professional development and will have completed Cornell University's Diversity and Inclusion Certificate this August.

"I am excited to be part of the KAALÉ's board and look forward to advancing the mission of KAALÉ with other experienced and well-respected board members."

School News



Pennsylvania State University

The **Lifelong Learning and Adult Education** program at Penn State (University Park), one of the earliest adult education programs in the United States, fosters adult educators who help learners build on their existing knowledge and continue to learn purposefully. The program includes six professors whose research interests include, but are not limited to, indigenous knowledge systems, family literacy, social movement learning, community development, and distance education. Dr. José Cossa joined the faculty in Fall 2020. As of Spring 2021, there are three doctoral students from Korea enrolled in the program – Heh Youn Shin, Hye-Su Kuk, and Jaeung Kim. Hye-Su Kuk successfully passed her proposal defense and is currently engaging in fieldwork in South Korea. Dr. Jinhee Choi, who graduated from the program last summer, is currently working as a post-doc at Seoul National University. Junghyun Kim will join the program as an incoming doctoral student this coming fall.



Texas A&M University

Howdy! **Adult Education and Human Resource Development** (HRD) are two critical constituents of the **Educational HRD program** (EHRD) at Texas A&M University. Our program has long established a culture of developing adult education and HRD researchers and practitioners who critically reflect and commit to social/workplace justice beyond the continuous growth of individuals and organizations. EHRD has several Korean faculty and outstanding students: Drs. Junghwan Kim and Jihee Hwang, three existing students (Bora Jin, Jihye Oh, and Jieun Yi), and two incoming students this fall. Two graduates, Drs. Jin Lee and Hyeonju Kang joined Texas State University and Gyeongsang National University, respectively, as Assistant Professor. While Bora Jin has graduated from EHRD this Spring as the Distinguished Honor Student, Jihye Oh has successfully passed her dissertation defense and will graduate this summer. Please join us in congratulating them on all of their significant achievements!



The University of British Columbia

Welcome to the UBC! Here is our **Adult Learning and Education** (ALE) program's mission statement:

"Our ALE (Adult Learning and Education) programs are oriented to lifelong education for all and to education and learning that supports social justice, community development and democratic engagement. Students learn about theories, philosophies, histories, practices, policies and current issues in the broad field of adult learning and education. We began in 1957 and were the first graduate program in Canada and one of the oldest in North America."

This program is located under the Department of Educational Studies (EDST), consisting of diverse faculty members - sociologists, historians, and philosophers in the field of education. As of Spring 2021, there are two Korean Ph.D students in Educational Studies: Hyunok Ryu and Yeonjoo Kim.

Hyunok, a Ph.D. candidate, studies death education for her dissertation, and her other research interests include educational gerontology, workplace learning, ethics in Big Data research, and mixed methods. Yeonjoo, a Ph.D. student, is working on gaining new understanding of Korean millennials work, learning, and lives. Her theoretical interests is political economy of education approaches and practice-turn in learning. Her methodological interest is biographical narrative inquiry.



University of Georgia

University of Georgia Ph.D. program in **Learning, Leadership, and Organization Development** (LLOD), located within the Department of Lifelong Education, Administration, and Policy at the University of Georgia, is to help future scholars and scholar-practitioners to develop the knowledge and skills to foster learning and

change in adults and systems during complex times. A unique framework of the program emphasizes both the mindsets and skillsets required for research and scholarship focused on leading adult learning and change that can students investigate the real-world problems and advance the knowledge base related to learning, leadership, and organization development.

As of Spring 2021, we have five students from Korea, Shin Hee Kim; Sumi Lee; Ahreum Lim; Jiyea Park; and Sung-Eun Yang.



University of Oklahoma

The **Adult and Higher Education** (EDAH) program at the University of Oklahoma offers two doctoral emphases for graduate students who are interested in advancing their career in adult education and human resource development (HRD) fields: (1) Adult and Continuing Education (ACE) and (2) Workforce Learning and Development (WLD). The ACE provides opportunities for advanced studies in the theoretical and historical foundations of adult education, adult learning and teaching, brain-based adult learning and development, (inter-)national lifelong education, and continuing higher education, along with the application of such knowledge to practice. Meanwhile, WLD's curriculum focuses on diverse scholarly issues of training and development, contemporary approaches of HRD, organization development, workplace performance, technology-mediated interventions, and cross-cultural aspects of knowledge and workplace issues.

Chang Sung Jang, a Ph.D. candidate in EDAH, is the only Korean student currently enrolled in the program. By collaborating with faculty and other peers from diverse backgrounds, he is studying various topics such as cross-national analysis of adult education and HRD policy, workplace learning and development, and work-to-school transition.

Publications

Representative or adult education-related publications (peer-reviewed, up to three), June 2020 – May 2021

Han, Soo Jeoung (Ph.D.), Assistant Professor, Yonsei University

- Han, S. J., Abadi, M., Jin, B., & Chen, J. (2020, in print). Cultivating interdisciplinary team creativity through an intensive design competition. *Higher Education, Skills and Work-Based Learning*.
<https://doi.org/10.1108/HESWBL-06-2020-0141>
- Han, S. J., & Stieha, V. (2020). Growth mindset for human resource development: A scoping review of the literature with recommended interventions. *Human Resource Development Review*, 19(3), 309-331.
<https://doi.org/10.1177/1534484320939739>
- Han, S. J., Kim, M., Beyerlein, M., & DeRosa, D. (2020). Leadership role effectiveness as a mediator of team performance in new product development virtual teams. *Journal of Leadership Studies*, 13(4), 20-36.
<https://doi.org/10.1002/jls.21677>

Jang, Chang Sung (Ph.D. candidate), University of Oklahoma

- Jang, C. S., Lim, D. H., You, J., & Cho, S. (accepted). Brain-based learning research for adult education and human resource development. *European Journal of Training and Development*.
- Lim, D. H., Ryu, H., & Jang, C. S. (2020). Aging issues and HRD in South Korea. In D. H. Lim, S. W. Yoon, & D. Y. Cho (Eds.), *Human resource development in South Korea: Theory and cases* (pp. 37-55). Palgrave Macmillan.
https://doi.org/10.1007/978-3-030-54066-1_3

Jeong, Shinhee (Ph.D.), Assistant Professor, Louisiana State University

- Jeong, S. (accepted). A cross-level analysis of organizational knowledge creation: How do transformational leaders interact with their subordinates' expertise and interpersonal relationships? *Human Resource Development Quarterly*.
- Lee, Y., Jeong, S., & Cho, D. (accepted). Assessing adult and continuing education needs in South Korea metropolitan areas using Borich's needs assessment model. *European Journal of Training and Development*.
- Jeong, S., Bailey, J., Lee, J., & McLean, G. (2020). It's not about me, it's about us: A narrative inquiry on living life as a social entrepreneur. *Social Enterprise Journal*, 16, 263-280.

Kim, Junghwan (Ph.D.), Associate Professor, Texas A&M University

- Kim, J., Miller, S. M., Hwang, J., & Olson, J. S. (2021). Female first-generation college students: A review of challenges and successes. *Journal of Global Education and Research*, 5(2), 136-150. Advance online publication <https://www.doi.org/10.5038/2577-509X.5.2.1076>
- Kim, J., You, J., Choi, J., & Park, H. (2020). North Korean defectors and human resource development in South Korea. In D. H. Lim, S. W. Yoon, & D. Y. Cho (Eds.), *Human resource development in South Korea: Theory and cases* (pp. 83-100). Palgrave Macmillan. https://doi.org/10.1007/978-3-030-54066-1_5
- Park, H., Kim J., & Prins, E. S. (2020). Becoming an active learner: Reconstructing identity of North Korean millennial defectors in South Korea. In J. A. Gammel, S. L. Motulsky, & A. Rutstein-Riley (Eds.), *Identity and lifelong learning: Becoming through lived experience* (pp. 137-160). Information Age.

Kim, Yeonjoo (Ph.D. student), University of British Columbia

- Košmerl, T., Gontarska, M., Kim, Y., & Guiimarães, P. C. E. (2020). Helping to postpone the last whimper: Adult learning and education for sustainable development in the National Energy and Climate Plans of Poland, Portugal and Slovenia. *Andragoške Studije, Broj 1*, 53-76. <http://www.as.edu.rs/search?l=en>

Kuk, Hye-Su (Ph.D. candidate), Pennsylvania State University

- Kuk, H. S., & Tarlau, R. (2020). The confluence of popular education and social movement studies into social movement learning: A systematic literature review. *International Journal of Lifelong Education*, 39(5-6), 591-604. <https://doi.org/10.1080/02601370.2020.1845833>
- Kuk, H. S. (2020). Adult education and the state: A review of literature. *Proceedings of Adult Education in Global Times*, 393-400. https://edst-educ.sites.olt.ubc.ca/files/2020/06/aegt_proceedings_upload.pdf

Kwon, Chang-Kyu (Ph.D.), Assistant Professor, Oakland University

- Kwon, C. (accepted). Resisting ableism in Deliberately Developmental Organizations: A discursive analysis of the identity work of employees with disabilities. *Human Resource Development Quarterly*.
- Kwon, C., Han, S., & Nicolaidis, A. (2020). The impact of psychological safety on transformative learning in the workplace: A quantitative study. *Journal of Workplace Learning*, 32(7), 533-547.
- Kwon, C. (2021, February). A discursive analysis of the identity work of employees with disabilities in deliberately developmental organizations. Paper presented at the *28th Academy of Human Resource Development International Research Conference in the Americas*. (virtual)

Lim, Doo Hun (Ph.D.), Professor, University of Oklahoma

- Lim, D. H., Ryu, H. O., & Jin, B. (2020). A latent class analysis of older workers' skill proficiency and skill utilization in South Korea. *Asia Pacific Education Review, 21*(3), 365-378. <https://doi.org/10.1007/s12564-020-09632-2>
- Lim, D. H., Yoon, S. W., Paek, J., & Choi, Y. (2020). Does leader-member similarity in prosocial personality affect informal learning transfer? *European Journal of Training and Development, 44*(2/3), 121-139. <https://doi.org/10.1108/EJTD-07-2019-0115>
- Park, Y., Lim, D. H., Kim, W., & Kang, H. (2020). Organizational support and adaptive performance: The revolving structural relationships between job crafting, work engagement, and adaptive performance. *Sustainability, 12*(12), <https://doi.org/10.3390/su12124872>

Park, Hyewon (Ph.D.), Senior Researcher, Yonsei University

- Park, H. (2021). Career development of young adult North Korean defectors in South Korea. *Adult Learning, 32*(1), 17-28.
- Kim, J. Y., & Park, H. (2020). An activity theory analysis of Korean secondary vocational education curriculum: A case study of Electronics and Media Meister high school. *KEDI Journal of Educational Policy, 17*(1), 3-22.
- Park, H., Kim, J., & Prins, E. S. (2020). Becoming an active learner: Reconstructing identity of North Korean millennial defectors in South Korea. In S. L. Motulsky, J. A. Gammel & A. Rutstein-Riley (Eds.), *Identity and lifelong learning: Becoming through lived experience* (pp. 137-160). Information Age Publishing.

You, Jieun (Ph.D.), Senior Researcher, Yonsei University

- Cho, Y., Kim, S., You, J., Han, H., Kim, M., & Yoon, S. (2021). Assimilation and resistance: The token status of women leaders in South Korea. *Human Resource Development International* (online first).
- Cho, Y., Kim, S., You, J., Moon, H., & Sung, H. (2020). Application of ESG measures for gender diversity and equality at the organizational level. *European Journal of Training and Development* (ahead-of-print).
- You, J., Kim, S., Cho, A., Kim, K., & Chang, W. (2020). Conceptualizing meaningful work and its implications for HRD. *European Journal of Training and Development, 45*(1), 36-52.

Honors

Association

Dr. Doo Hun Lim (University of Oklahoma) was invited to serve as an executive advisor of the Korean Association of Human Resource Development beginning in 2021 for a two-year term.

Yeonjoo Kim (University of British Columbia) was selected to serve as a graduate student representative in the Canadian Association for the Study of Adult Education (CASAE).

Fellowship & Grant

Dr. Shinhee Jeong (Louisiana State University) received the *ADVANCE Catalyst Award* from the National Science Foundation (NSF) and the *LSU Alumni Association Rising Faculty Research Award* from Louisiana State University, respectively.

Dr. Junghwan Kim (Texas A&M University) received the *Annenberg Research Scholar Fellowship* (\$150,000.00) from the Barbara Bush Foundation for Family Literacy and the *T3 Research Grant* (\$30,000.00) from Texas A&M University, respectively.

Yeonjoo Kim (University of British Columbia) was selected to work as a graduate research assistant for a federally funded research project in Canada on diversity work with an immigrant services organization, funded by *Social Sciences and Humanities Research Council (SSHRC)*.

Journal

Dr. Junghwan Kim (Texas A&M University) was invited to serve as a consulting editor of *Adult Education Quarterly*.

Promotion & Transition

Dr. Junghwan Kim has taken the leadership role in coordinating adult education programs at Texas A&M University.

Dr. Soo Jeoung Han (Boise State University) was transitioned to Yonsei University as an assistant professor of Lifelong Education and Human Resource Development in the Graduate School of Education from Spring 2021.

A Member's Reflection

Embodying Collective Learning through KAALE

Hye-Su Kuk (Ph.D. candidate)
Pennsylvania State University

It was at Buffalo in 2019 that I first attended the Adult Education Research Conference (AERC). While I was excited, conferences inherently embed the pressure to get to know a lot of people in the field within a short amount of time. I was nervous about whether I was 'fitting in' to the academic conference culture of AERC, particularly as a foreigner. Attending the KAALE meeting – although I was sleepy due to its early morning schedule – allowed me to feel grounded. I could speak in my mother tongue and assume that the other person would share a similar culture while sharing academic interests. And thus, I got to know a few friendly faces to say “hi” to during the conference.

I willingly took up the position of communications manager at KAALE when I was recommended. I felt grateful about being invited into KAALE during AERC. I wanted to contribute to making such spaces available for other fellow colleagues. One of the major works I focused on was to create a website for KAALE. Although this was a new challenge for me, I felt a sense of accomplishment that contributed to creating an online space that KAALE can utilize. I received support and feedback from the regular meetings with other executive officers and my predecessor during this process. Through the meetings, we kept each other updated on how each person's academic interests developed in-between the talks, beyond merely discussing our work at KAALE.

Contrary to theories about the “sociocultural dimensions of learning” and how learning is a collective process, it is easy to assume that academic work is an individual process. Participating in KAALE was an opportunity for me to break away from this tendency and understand myself through the relations with others – an experience that I hope will continue to be shared through KAALE.



KAALE @ the 60th AERC, June 2019

Executive Committee

KAALE Executive Committee for 20-21

EXECUTIVE OFFICERS

President	<i>Junghwan Kim, Ph.D.</i> (Texas A&M University)
Chair of the Research & Election Committee	<i>Jieun You, Ph.D.</i> (Yonsei University)
General Administrator	<i>Heh Youn Shin</i> (Pennsylvania State University)
Communications Manager	<i>Jaeung Kim</i> (Pennsylvania State University)
Chair of the Graduate Student Committee	<i>Chang Sung Jang</i> (University of Oklahoma)

BOARD OF DIRECTORS (alphabetical order by the last name)

<i>Dae Seok Chai, Ph.D.</i> (Colorado State University)	<i>Dae Joong Kang, Ph.D.</i> (Seoul National University)
<i>Heeyoung Han, Ph.D.</i> (Southern Illinois University)	<i>Chang-Kyu Kwon, Ph.D.</i> (Oakland University)
<i>Soo Jeoung Han, Ph.D.</i> (Yonsei University)	<i>In Tak Kwon, Ph.D.</i> (Jeonbuk National University)
<i>Shinhee Jeong, Ph.D.</i> (Louisiana State University)	<i>Doo Hun Lim, Ph.D.</i> (University of Oklahoma)
<i>Boreum Ju, Ph.D.</i> (Slippery Rock University)	<i>Sunyoung Park, Ph.D.</i> (Louisiana State University)

For 2021-2022, newly-appointed executive officers will serve for KAALE. Thank you for your service and support, KAALE Executive Committee for 2020-2021!
