

RUSSELL KORTE
Associate Professor Emeritus
Department of Human and Organizational Learning
The George Washington University
Washington, DC, USA

PROFESSIONAL SUMMARY

I am a practical scholar dedicated to advancing teaching, research, scholarship, and student success. My experience spans roles as professor, advisor, department chair, board member, manager, and entrepreneur, among others, where I have guided curriculum development, obtained funded research, mentored students and colleagues, and contributed to strategic planning and business development.

My passion lies in fostering growth, collaboration, creativity, critical thinking, and entrepreneurship across disciplines, preparing students and professionals to thrive in a complex, changing world. I am committed to bridging practice, research, and theory, as well as creating engaging and inclusive learning environments that empower others to achieve their goals.

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 Dissertation: Korte, R. F. (2007). <i>A Case Study of the Socialization of Engineers: How New Engineers Learn the Social Norms of Organizations</i> (Order No. 3279685). Available from ProQuest Dissertations & Theses Global. (304836771). https://www.proquest.com/dissertations-theses/case-study-socialization-engineers-how-new-learn/docview/304836771/se-2 Dissertation Committee: Advisors: Dr. Richard Swanson (2002-2006), Dr. Baiyin Yang (2007). Members: Drs. Kenneth Bartlett, Theodore Lewis, Karl Smith, and Andrew H. Van de Ven.	2007
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 Education, K-12	1977

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ACADEMIC POSITIONS

POSITION	LOCATION	TIME
Assoc. Prof., Emeritus	Graduate School of Education and Human Development	2025 – present
Associate Professor	The George Washington University, Washington DC, USA	2017 – 2024
Department Chair	Department of Human and Organizational Learning	2023 – 2024
Program Director	Organization Leadership & Learning Master’s Program	2023 – 2024
Affiliated Faculty	Sigur Center, Elliott School of International Studies, GWU	2023 – 2024
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, CO USA	2014 - 2017
Assistant Professor	School of Education Colorado State University, Fort Collins, CO USA	2013 - 2014
Core Instructor	Innovation Corps for Learning (I-Corps L) American Society for Engineering Education (ASEE) National Science Foundation (NSF), Washington, DC USA	2013 - 2019
Assistant Professor	College of Education University of Illinois at Urbana-Champaign Champaign, IL USA	2008 - 2013
Assistant Professor	College of Business and Technology The University of Texas at Tyler, Tyler, TX USA	2007 - 2008
Research Contractor	The Collaborative Research Lab Stanford University, Stanford, CA USA	2006-2008
Graduate Research Assistant	Center for the Advancement of Engineering Education University of Washington, Seattle, WA USA	2005 - 2007
Graduate Teaching Assistant	Department of Work and Human Resource Education University of Minnesota, St. Paul, MN USA	2005 - 2007

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RESEARCH

PEER-REVIEWED JOURNAL ARTICLES

22. Korte, R., Brozina, C., Jesiek, B., & Johri, A. (2025). A typology of learning in the workplace: Exploring the breadth and depth of learning by engineers in an electric utility company. *European Journal of Engineering Education*, 50(3), 472-492. <https://doi.org/10.1080/03043797.2025.2481972>
21. Han, H., Korte, R., Prakash, V., & Hingle, S. (2022). Faculty experiences related to career advancement and success in academic medicine. *Teaching and Learning in Medicine*. <https://doi.org/10.1080/10401334.2022.2104851>
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>

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PEER-REVIEWED JOURNAL ARTICLES (CONTINUED)

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
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.

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PEER-REVIEWED JOURNAL ARTICLES (CONTINUED)

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.

RESEARCH

PEER-REVIEWED JOURNAL ARTICLES (WORKS IN PROGRESS)

3. Korte, R. (*under revision*) Toward a Relational Theory of Organizational Socialization.
2. Jesiek, B., Korte, R., Johri, A., & Leftwich, B. (*under revision*). Refactoring the notification server: An indeterminate episode of software engineering practice in a start-up. *Engineering Studies*.
1. Korte, R. & Bell, A. M. (*under revision*). Becoming part of the ‘family’: Organizational socialization in a Mexican workplace.

EDITOR-REVIEWED ARTICLES

4. Korte, R., & DeLeeuw, S. (Winter 2024) A taxonomy of future engineers’ competencies. *ASEE Prism*, 34(2), 26-27.
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)

11. Korte, R. (*in progress*). Conceptualizing a relational model of socialization. In H. Cooper-Thomas and V. Miller (Eds), *Handbook of Organizational Socialization*. Edward Elgar Publishing.
10. Sisco, S., Korte, R., & Collins, J., (2024) The Role of Social Identity Theory in Human Resource Development. *Handbook of Human Resource Development*: Wiley.
9. Korte, R. (2022). 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., (2021). Broadening engineering identity: Moving beyond problem solving. In: Z. Pirtle et al. (Eds.). *Engineering and Philosophy*, Philosophy, Engineering, Technology, vol. 37, (Chapter 9). SpringerNature.
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: Symbiosis, Tension and Co-Evolution*, (Chapter 16), pp. 341-364. Cham, Switzerland: Springer Nature.
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, MA: 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.

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BOOK CHAPTERS (PEER-REVIEWED) (CONTINUED)

2. Korte, R. (2013). Joining existing teams, projects and organizations. *Teamwork and Project Management* (4th 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.

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*, 5th 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.

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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.

RESEARCH

PEER-REVIEWED CONFERENCE PAPERS

40. Johri, A., Hingle, A., Jesiek, B., Korte, R., & Brozina, C. (2024). *Workplace Learning Ecology of Software Engineers and Implications for Teaching and Learning*. Proceedings of the CSEE&T 2024 conference.
39. Jesiek, B., Leftwich, B. M., Korte, R., Brozina, C., & Johri, A. (2023). *Investigating Engineering Practice Using Ethnographic Methods: Experiences of Student Observers at Multiple Field Sites*. Proceedings of the American Society for Engineering Education Conference, 2023. Baltimore, Maryland USA.
38. Korte, R. & LeBlanc, S. (2023). *Learning to practice engineering at school and work: A bilateral learning ecosystem*. Proceedings of the American Society for Engineering Education Conference, 2023. Baltimore, Maryland USA.
37. Korte, R., Brozina, C., Jesiek, B. & Johri, A. (2023). *Mediation and Maintenance in Engineering Professional Work Practices: Findings from a Utility Company*. Proceedings of the American Society for Engineering Education Conference, 2023. Baltimore, Maryland USA.
36. Korte, R., & LeBlanc, S. (2021). *Studying the Formation of Engineers: A Case Study of a Higher Education Learning Ecology*. Proceedings of the American Society for Engineering Education Conference, 2021. Long Beach, California USA.

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PEER-REVIEWED CONFERENCE PAPERS (CONTINUED)

35. Han, H., Prakash, V., Korte, R., & Hingle, S. (2021). *Faculty's perceptions of culture conducive to career success in academic medicine*. Proceedings of the Academy of Human Resource Development, Virtual Conference, 2021.
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, Virtual Conference, 2020.
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 Virtual Conference, 2020.
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-Corpstm 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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PEER-REVIEWED 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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PEER-REVIEWED 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 10th International Conference on Human Resource Development Research and Practice across Europe 2009. Newcastle, United Kingdom.

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PEER-REVIEWED 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 10th 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 9th 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, 2nd Place.**

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PEER-REVIEWED CONFERENCE PAPERS (CONTINUED)

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.
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.

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PEER-REVIEWED CONFERENCE ABSTRACTS

7. Han, H., Prakash, V., Korte, R., & Hingle, S. (2021) *Faculty's Perceptions of Culture Conducive to Career Success in Academic Medicine*. GEA* Regional Spring Conference 2021. (*Group on Educational Affairs of the Association of American Medical Colleges).
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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PEER-REVIEWED CONFERENCE POSTERS

8. Connor, K., Scott, C. J., Korte, R., Sullivan, B. J., & Velez-Reyes, M. (2021). *Mini-Workshop Series for Minority Serving Institutions with ECE Programs*. NSF Engineering Education and Centers Grantees Conference, October 2021. Long Beach, California, USA.
7. Han, H., Prakash, V., Korte, R., & Hingle, S. (2021). *Faculty's perceptions of culture conducive to career success in academic medicine*. Proceedings of the AMWA LEADS 2021, the 106th Anniversary Meeting of the American Medical Women's Association.
6. 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.
5. 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.
4. 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.
3. 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.
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.

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CONFERENCE WORKSHOPS, SPECIAL SESSIONS, SYMPOSIA, COLLOQUIA

30. Smith, K. A., Korte, R., & Cady, B. (2024). *Building Engineering Education Research Capabilities: Reflections on three past practices, explorations of current practices, and speculation on future practices*. Proceedings of the American Society for Engineering Education Conference, 2024. Portland, Oregon, USA.
29. Korte, R. (2023). *Qualitative Research: Finding Answers to Questions and Solutions to Problems and Opportunities*. Presented to the International Human Resource Development program at the National Taiwan Normal University, Taipei, Taiwan, December 19, 2023.
28. Korte, R. (2023). *HRD: Some Practical Ideas and Research Examples*. Presented to International Human Resource Development program at Marie Curie-Sklodowska University, Lublin, Poland. November 14, 2023.
27. Korte, R., & LeBlanc, S. (2023, September 22). *Preparing for Your New Job in Engineering: What have newly hired engineers learned about their new jobs – and how have they learned?* Presentation to engineering students and practitioners at the School of Engineering and Applied Science Career Fair, The George Washington University. Washington DC, USA.
26. Korte, R. (2023, May 23) *Living and Working in Taiwan: A Part-Time Adventure*. Presentation to scholars at The Sigur Center for Asian Studies, The Elliott School of International Affairs, The George Washington University, Washington DC, USA.
25. Korte, R. (2022). *Preparing the Workforce of the Future*. EquiTECH 2022: Building Equitable Culture for Collaboration. Online panel discussion for the Inclusive Engineering Consortium. June 21, 2022.
24. Han, H., Prakash, V., Korte, R., & Hingle, S. (April 16, 2021). *Faculty's Perception of Culture Conducive to Faculty Career Success in Academic Medicine*. Online presentation for the 11th Annual Teaching and Learning Symposium. Southern Illinois University School of Medicine. April 16, 2021.
23. Korte, R. (2020). *Teaming & Team Formation*. Online presentation to the Inclusive Engineering Consortium. November 6, 2020.
22. Korte, R. (2020) *Team Science*. Online presentation to the Inclusive Engineering Consortium. November. October 24, 2020.

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RESEARCH

CONFERENCE WORKSHOPS, SPECIAL SESSIONS, SYMPOSIA & COLLOQUIA (CONTINUED)

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.

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CONFERENCE WORKSHOPS, SPECIAL SESSIONS, SYMPOSIA & COLLOQUIA (CONTINUED)

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.

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*. 8th International Conference of the Academy of HRD (Asia Chapter) & 1st 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.

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RESEARCH

CONFERENCE WORKSHOPS, SPECIAL SESSIONS, SYMPOSIA & COLLOQUIA (CONTINUED)

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.
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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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

73. Korte, R. (2026). *Practical Scholarship & Scholarly Practice: Pragmatism and Practice Theories for Research that Matters*. Presented to students in the class, *Philosophy of Research*, Organizational Learning, Performance, and Change program at Colorado State University, March 7, 2026.
72. Korte, R. (2023). *Qualitative Research: Finding Answers to Questions and Solutions to Problems and Opportunities*. Presented to the International Human Resource Development program at the National Taiwan Normal University, Taipei, Taiwan, December 19, 2023.
71. Korte, R. (2023). *HRD: Some Practical Ideas and Research Examples*. Presented to International Human Resource Development program at Marie Curie-Sklodowska University, Lublin, Poland. November 14, 2023.
70. Korte, R., & LeBlanc, S. (2023, September 22). *Preparing for Your New Job in Engineering: What have newly hired engineers learned about their new jobs – and how have they learned?* Presentation to engineering students and practitioners at the School of Engineering and Applied Science Career Fair, The George Washington University. Washington DC, USA.
69. Korte, R. (2022, October 22). *The Role of HR & Leadership in the Post-Pandemic Era*. Presentation to the International Human Resource Development Forum, 2022. National Taiwan Normal University. Taipei, Taiwan.

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INVITED SCHOLARLY TALKS (CONTINUED)

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.

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.

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INVITED SCHOLARLY TALKS (CONTINUED)

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.

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.

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INVITED SCHOLARLY TALKS (CONTINUED)

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.

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.

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INVITED SCHOLARLY TALKS (CONTINUED)

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.

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.

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INVITED SCHOLARLY TALKS (CONTINUED)

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.

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.

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INVITED SCHOLARLY TALKS (CONTINUED)

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.
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.

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INVITED SCHOLARLY TALKS (CONTINUED)

15. Korte, R., Lombardozi, 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.

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.

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INVITED SCHOLARLY TALKS (CONTINUED)

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 (2021). 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*.
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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HONORS RECEIVED (CONTINUED)

ASEE Best Paper Award, 2nd 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**

30. Contract, 2023-2024: Evaluator for *International Research Experiences for Students*, project for Virginia Tech IRES and the American Society for Engineering Education, funded by the National Science Foundation.

29. Contract, (2023): Evaluator for I-HEALTH project (Innovative Human-centered Energy-efficient Affordable Living with Timeless Habitability), proposal submitted to Global Centers Program Solicitation NSF 23-557, National Science Foundation. Not Funded

28. Contract, 2022-2023: Rapporteur, adviser, and analyst for *Future-Ready Engineering Ecosystem*. A workshop by the American Society for Engineering Education, funded by the National Science Foundation.

27. Contract, 2021: Evaluator for Business of Energy course, a collaboration between SEAS, Business, and GSEHD, The George Washington University.

26. Pro-Bono Research Project, 2021: *Getting onboard: A study of the experiences of newly hired veterans in a high-tech company*. Amazon Web Services.

25. Pro-Bono Research Project, 2021: *Job search process: An investigation of the processes used by unemployed persons to find a new job*. MN Crossroads Career Network, Minneapolis, MN

24. Grant, 2020: *Impacts of Interdisciplinary Education on Engineering and Business Students' Learning and Professional Development*. LeBlanc, S., (PI), Korte, R., (Co-PI), Helm, A. (Co-PI). Proposal submitted to GW University Facilitating Fund, December 2020 (not funded).

23. Contract, 2020: *Increasing partnerships between USAID and HBCUs*. Fini, E. (PI), Parast, M. (Co-PI), Korte, R. (Contractor). Proposal submitted, May 2020.

22. Contract, 2020: National Science Foundation (award 1938744, US\$65,930). *Collaborative EAGER: Novel Ethnographic Investigations of Engineering Workplaces to Advance Theory and Research Methods for Preparing the Future Workforce*. S. Brozina. (PI), R. Korte (Contractor). January 2020.

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GRANTS AND CONTRACTS (CONTINUED)

21. Contract, 2020: 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.
20. Grant, 2019: National Science Foundation (award 1926957, US\$199,410). *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).
19. Grant, 2019: 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, 2018: U.S. Department of Health and Human Services, Human Resources and Services Administration, Health Careers Opportunity Program: The National HCOP Academies, 2018 (~\$3.2M, \$640,000 per year for 5yrs). *Health Sciences Academy and Healthcare Workforce Pipeline Project*. Bushardt, R. (PI) et al., Korte, R. (Co-PI).
17. Grant (Collaborative Conference), 2018: National Science Foundation (award 1833055, US\$4228). *Research on engineering practice: Catalyzing a scholarly community*. R. Korte (PI).
16. Grant, 2018: 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, 2016-2017: American Society for Engineering Education funded by the National Science Foundation. (award 1448876, US\$388,315). *Transforming Undergraduate Education in Engineering*. Member of Project Committee and Project Researcher.
14. Grant, 2016: National Science Foundation. *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.
13. Contract, 2015-2016: American Society for Engineering Education funded by the National Science Foundation (award 1544449, US\$1,074,816). *I-Corps for Learning: Fostering Evidence-Based Innovation for STEM Education*. R. Chavala Guerra (PI), R. Korte (Core Instructor).

RUSSELL KORTE
Associate Professor Emeritus
The George Washington University

RESEARCH

GRANTS AND CONTRACTS (CONTINUED)

12. Grant, 2015: National Science Foundation. *Building stronger entrepreneurial pathways to markets and communities*. PI: R. Korte, Co-PI: D. DeTienne, T. Siller. Not funded.
11. Contract, 2014: American Society for Engineering Education funded by the National Science Foundation (award 1450644, US\$362,796). *I-Corps for Learning: Propagating and Scaling Educational Innovations*. A. Agrawal, (PI), R. Korte (Core-Instructor).
10. Grant, 2014: National Science Foundation. *Center for Innovation, Research, Collaboration, and Learning in Engineering (CIRCLE)*. R. Korte (Co-PI). Not funded.
9. Grant, 2014: National Science Foundation. *Articulating and Mapping Professional Skills in Engineering Practice*. PI: R. Korte, Co-PI: T. Siller. Not funded.
8. Contract, 2013-2014: National Science Foundation (award 1355431, US\$815,579). *Workshop: I-Corps for Learning: A Pilot Initiative to Propagate and Scale Educational Innovations*. K. Smith (PI), R. Korte (Co-Instructor).
7. Grant, 2012-2013: Provost's Initiative on Teaching Advancement (PITA): *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, 2011-2013: National Science Foundation. *Entrepreneurial Leadership in STEM Teaching & Learning (EnLiST)*. F. Abd El Khalick (Co-PI), R. Korte (Sr. Personnel).
5. Grant, 2011: National Science Foundation (award 1129489, US\$37,244). Workshop on the *Philosophical Foundations of Engineering and Engineering Education*. R. Korte (PI).
4. Grant, 2010: 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. Not funded.

RUSSELL KORTE
Associate Professor Emeritus
The George Washington University

RESEARCH

GRANTS AND CONTRACTS (CONTINUED)

3. Grant, 2009-2010: Provost's Initiative on Teaching Advancement (PITA). *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. Funded \$12,000.

2. Grant, 2009-2013: National Science Foundation (award 0935057). *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, 2009-2012: Illinois Foundry for *Innovation in Engineering Education*, College of Engineering, University of Illinois at Urbana-Champaign: \$34,000.

RUSSELL KORTE
Associate Professor Emeritus
The George Washington University

TEACHING
COURSES, SEMINARS, AND WORKSHOPS

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

Spring, Summer 2025 (Adjunct)

- Administrative Projects
- Advising

Summer, Fall 2024

- Administrative Projects

Spring 2024

- HOL 8720: *Laboratory of Practice: Adult Learning*, Instructor, 4.9, n=7/14

Fall 2023

- HOL 8721: *Introduction to Scholarly Inquiry*, Instructor, 4.8, n=6/14

Spring, Summer 2023

- Administrative Projects

Fall 2022

- Sabbatical

Summer 2022

- HCOP Summer Program: *Amplify your Learning through Mentoring and Networking*.
Online module for the HCOP Summer Program offered in the GW School of Medicine and Health Sciences

Spring 2022

- HOL 8721: *Introduction to Scholarly Inquiry 2*, Doctoral Seminar, Instructor, 5.0, n=7/9

Fall 2021

- HOL 8703: *Human Systems Change*, Doctoral Seminar, Instructor, 5.0, n=9/12
- HOL 8721: *Introduction to Scholarly Inquiry 1*, Doctoral Seminar, Instructor, 5.0, n=9/12

Summer 2021

- HOL 8702: *Organizational Diagnosis*, Doctoral Seminar, Instructor, 4.9, n=7/9

RUSSELL KORTE
Associate Professor Emeritus
The George Washington University

TEACHING

COURSES, SEMINARS, AND WORKSHOPS (CONTINUED)

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

Spring 2021

- HOL 8703: *Human Systems Change*, Doctoral Seminar, Instructor, 4.8, n=5/10
- HOL 8721: *Introduction to Scholarly Inquiry 2*, Doctoral Seminar, Instructor, 4.8, n=6/9

Fall 2020

- HOL 8703: *Human Systems Change*, Doctoral Seminar, Instructor, 4.8, n=8/9
- HOL 8721: *Introduction to Scholarly Inquiry 1*, Doctoral Seminar, Instructor, 4.9, n=7/9

Summer 2020

- HOL 8998, *Predissertation Seminar*, Doctoral Seminar, Instructor, 4.7, n=9/13

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, 5.0, n=7/11

Fall 2019

- HOL 8720: *Applied Research: Conceptual Frameworks*, Doctoral Seminar, Instructor, 4.9, n=7/13
- HOL 8721: *Introduction to Scholarly Inquiry*, Doctoral Seminar, Instructor, 5.0, n=9/13

Summer 2019

- HOL 8721: *Introduction to Scholarly Inquiry*, Doctoral Seminar, Instructor, 5.0, n=11/13

Spring 2019

- HOL 8724: *Designing and Planning Research that Matters*, Doctoral Seminar, Instructor, 4.6, n=5/11

Fall 2018

- HOL 8720: *Conceptual Frameworks*, Doctoral Seminar, Instructor, 4.3, n=7/10
- HOL 8721: *Introduction to Scholarly Inquiry 2*, Doctoral Seminar, Instructor, 5.0/4., n=5/8, 7/9 Co-taught with Dr. Storberg-Walker

RUSSELL KORTE
Associate Professor Emeritus
The George Washington University

TEACHING
COURSES, SEMINARS, AND WORKSHOPS (CONTINUED)

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

Summer 2018

- HOL 8721: *Introduction to Scholarly Inquiry I*, 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

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 Chermack*
- EDOD 671: *Establish Relations, Diagnose Organizations*, Master's course,

RUSSELL KORTE
Associate Professor Emeritus
The George Washington University

TEACHING

COURSES, SEMINARS, AND WORKSHOPS (CONTINUED)

Colorado State University, School of Education *continued*

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
Associate Professor Emeritus
The George Washington University

TEACHING

COURSES, SEMINARS, AND WORKSHOPS (CONTINUED)

National Taiwan Normal University, Taipei, Taiwan

December 19, 2023. International Seminar: *Qualitative Research: Finding Answers to Questions and Solutions to Problems/Opportunities*. Presented to the International Human Resource Development program at the National Taiwan Normal University, Taipei, Taiwan.

November 1, 8, 15 & 22, 2022. International Seminar: *Organization Development and Managing Organizational Change*. International Human Resource Development Program, Graduate students, four half days. National Taiwan Normal University, Taipei, Taiwan.

December 15 & 22, 2020. International Seminar: *Organization Development and Managing Organizational Change*. International Human Resource Development Program, Graduate students, two half days. National Taiwan Normal University, Taipei, Taiwan.

December 25, 2019. International Seminar: *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 Seminar: *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
Associate Professor Emeritus
The George Washington University

TEACHING
COURSES, SEMINARS, AND WORKSHOPS (CONTINUED)

National Yang Ming Chiao Tung University, Hsinchu, Taiwan

Spring 2026: Guest Lectures (8), *Entrepreneurship*. Global Masters of Business Administration.

Spring 2025: Guest Lectures (7), *Entrepreneurship*. Global Masters of Business Administration.

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.

RUSSELL KORTE
Associate Professor Emeritus
The George Washington University

TEACHING
COURSES, SEMINARS, 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
Associate Professor Emeritus
The George Washington University

TEACHING

COURSES, SEMINARS, 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
Associate Professor Emeritus
The George Washington University

TEACHING
CONTRIBUTIONS TO INSTRUCTIONAL PROGRAMS

23. Designed and developed a series of three courses for a new doctoral program (EdD in Human and Organizational Learning, GWU). The courses were titled Laboratories of Practice: Adult Learning, Laboratories of Practice: Leadership, and Laboratories of Practice: Change. They were based on the *Laboratories of Practice Signature Pedagogy* from the Carnegie Project for Education Doctorate
22. Designed and developed a two-part online tutorial for undergraduate and graduate students in the Health Careers Opportunity Program (HCOP). Title: *Amplify Your Learning through Mentoring and Networking*. The George Washington University. Washington DC, USA.
21. Designed and developed an online tutorial for doctoral students to develop their knowledge and skills of argumentation. The George Washington University. Ashburn, Virginia USA.
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 Doctoral seminar, Fall 2018—HOL 8720, *Applied Research Methods: Developing Conceptual Frameworks*. The George Washington University. Ashburn, VA, 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*

RUSSELL KORTE
Associate Professor Emeritus
The George Washington University

TEACHING

CONTRIBUTIONS TO INSTRUCTIONAL PROGRAMS (CONTINUED)

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.
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.

RUSSELL KORTE
Associate Professor Emeritus
The George Washington University

TEACHING

CONTRIBUTIONS TO INSTRUCTIONAL PROGRAMS (CONTINUED)

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.

RUSSELL KORTE
Associate Professor Emeritus
The George Washington University

TEACHING
ADVISING AND MENTORING

The George Washington University (2017-present)
Doctoral Committees (Advisor* and/or Committee Member/Reader)

1.	*Coleman, Colette	05 Mar. 2026	Dissertation: A Seat at the Table Is Not Enough: A Study of the Socialization of Black Women During Their Onboarding to Cabinet-Level Positions
2.	* Butler, Patsy	14 Nov. 2025	Dissertation: Empowering Employees: The Experience of Facilitating Empowerment From the Perspective of African American Women Leaders in the U.S. Federal Government
3.	*Jorgensen, Eric	09 June 2025	Dissertation: Exploring the Nexus between One-on-One Coaching and Coaching Culture: Examining How Employee Experiences of Coaching in the Workplace May Lead to Cultural Change
4.	*Gallagher, Teresa	06 Mar. 2025	Dissertation: Pleading for Freedom: A Qualitative Study of the Decision-Making Process of Factually Innocent Defendants during Plea Bargaining
5.	*Law, Sydnae	02 Dec. 2024	Dissertation: The Learning Experiences of Undergraduate Nursing Students in Community-Engaged Clinical Rotations Serving Underrepresented and Vulnerable Communities
6.	*Rookwood, Renee	13 Mar. 2024	Dissertation: Project Leaders' Perspectives on Team Resilience
7.	*Odom, Samuel E. Jr.	01 Nov. 2022	Dissertation: Adapt and Thrive: Management Perceptions and Behaviors that Affect Double-Loop Learning in a Federal Organization
8.	*Sherlock, Rochelle	09 Dec. 2021	Dissertation: Integrating Externally Hired Executives: Integration as Complex Responsive Processes
9.	*Kuenta Diaho	Transferred	Dissertation: <i>in proposal development</i>
10.	*Anton Ray	Transferred	Dissertation: <i>in proposal development</i>
11.	*Washington, Jessica	Withdrawn	Dissertation: <i>in proposal development</i>
12.	*Talley, Steven	Transferred	Dissertation: <i>in proposal development</i>
13.	*Hune, Tavarus	Withdrawn	Dissertation: <i>in proposal development</i>
14.	*Luccio, Douglas	Transferred	Dissertation: <i>in proposal development</i>
15.	*Xiong, Julie	Transferred	Dissertation: <i>in proposal development</i>
16.	*Hite, David	Withdrawn	Dissertation: <i>in proposal development</i>
17.	*Weed, Erika	Transferred	Dissertation: <i>in proposal development</i>

RUSSELL KORTE
Associate Professor Emeritus
The George Washington University

The George Washington University (2017-present)

Doctoral Committees (Advisor* and/or Committee Member/Reader)

Committee Member/Reader		
18. Walden, Maura E. A.	21 Oct. 2024	Dissertation: An Exploration of Healthcare Leaders' Experience as they Endeavor to Cultivate a Climate of Psychological Safety
19. Lombardo, Frank J.	31 May 2023	Dissertation: Procedural Justice as Organizational Legitimation: A Police Perspective
20. Dykstra, Michele	20 Apr. 2023	Dissertation: A Critical Discourse Study: Dominant Discourse and Medical Resource Procurement
21. Dupree, Cindy Helene	24 Jan. 2023	Dissertation: Collective Mindfulness in the Workplace: A Narrative Research Study Exploring Individual Mindfulness Practices and the Influence on Collective Mindfulness Practices of Workgroups
22. Flores, Rachael	06 Dec. 2022	Dissertation: Being Well, Being Me: Attaining Eudaimonic Wellbeing Through Multiple Social Identity Inclusion
23. Lav-Archer, Adina	Withdrew	Dissertation: <i>proposal defended</i> (09/December/2020) The Employability, Social Capital, and Diminishing Education Premium of Returning High-Skilled Migrants to China (<i>Haigui</i>) After Earning Degrees in the West
24. Dunlop, Connie	November 2020	Dissertation: Degrees of Relevance: A Basic Qualitative Study of How MBA Students Make Their Education Relevant as They Cross Boundaries Between School and Work
25. Amodeo, Domenico	December 2019	Dissertation: Resilience in Inland Waterways: A Study of Self Organization Mechanisms and Associated Decision Heuristics
26. Schonour, Lane	January 2019	Dissertation: Complexity Leadership, Generative Emergence, and Innovation in High Performing Nonprofit Organizations
27. Sousane, Richard	March 2018	Dissertation: Understanding Federal Cybersecurity Culture: An Expert Perspective on Current and Ideal State
28. Woodard, Eric	March 2018	Dissertation: Soft Skills, Intern: A Qualitative Study of Soft Skill Development Through Internship Experiences

RUSSELL KORTE
Associate Professor Emeritus
The George Washington University

TEACHING

ADVISING AND MENTORING (CONTINUED)

Auckland University of Technology, New Zealand

Master's Thesis External Examiner (2024)

Aditya Nair	August 2024	Thesis: The Investigation of the Formation of Newcomer-Co-worker Work Relationships during the Organisational Socialisation Process
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Universidad de los Andes, Bogotá, Columbia

Doctoral Committee Member (2018-present)

Sanchez Gomez, Carlos Augusto	June 2, 2023	Dissertation: A Case Study of the Practice of Engineering to Nurture the Education of Engineers in Columbia
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Purdue University

Doctoral Committee Member (2018-2020)

Nittala, Swetha	Dec. 3, 2020	Dissertation: Lived Experiences of Recently Transitioned Engineering Managers: An Interpretive Qualitative Study
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National Taiwan Normal University (2017-2018)

Master's Committee Chair

Windham, TeQin	2019	Thesis: 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
Associate Professor Emeritus
The George Washington University

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	Dissertation: Investigating Engineering Students' Learning for Global Preparedness in Curricular and Cocurricular Engineering Education
*Mercurio, Zachary	2019	Dissertation: The Lived Experience of Meaningful Work in a Stigmatized Occupation: A Descriptive Phenomenological Inquiry. Best Dissertation Award, ATD 2020
*Robinson, Dea	2019	Dissertation: Exploring Social Support Networks Related to Burnout and Engagement: A Multiple Cross-Case Study of Hospital Medicine Physicians
*Thomas, Cliff	2019	Dissertation: An Examination of Decision-Making During Organizational Crises: A Case Study of the 2017 Northern California Firestorm
Elwell-Chalmers, Stacy	2019	Dissertation: 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	Dissertation: The Effects of Leadership Behaviors on Organization Agility: A Quantitative Study of 126 U.S.-Based Business Units
Clapp, Francis Neely	2016	Dissertation: Teachers' and Researchers' Beliefs of Learning and the Use of Learning Progressions
Ljubenko, Bojan	2015	Dissertation: Washington Mutual Failure and HRD
Wilson, Christina	2015	Dissertation: 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	Thesis: Dialogic Positioning by Teachers and Students in Response to Restorative Practices
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RUSSELL KORTE
Associate Professor Emeritus
The George Washington University

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)

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

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

*Ismail, Aya, M.S.	2011	Thesis: 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).

Semester	Course	Score (1-5)
		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

10. *Department Chair of Human and Organizational Learning, 2023-present.* Department of Human and Organizational Learning, The George Washington University. Washington DC USA.
9. *Director of Organizational Leadership & Learning 2023-present.* Department of Human and Organizational Learning, The George Washington University. Washington DC USA.
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.

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SERVICE
COLLEGE/SCHOOL

11. *Executive Committee*. 2023-present: Graduate School of Education and Human Development, The George Washington University. Washington DC USA.
10. *Curriculum Committee*. 2023-present: Graduate School of Education and Human Development, The George Washington University. Washington DC USA.
9. *Doctoral Studies Committee*. 2018-present: Graduate School of Education and Human Development, The George Washington University. Washington DC USA.
8. *Elevate Program* 2019-2020: Faculty mentor for graduate students, 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.
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.

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**SERVICE
UNIVERSITY**

8. *Post-COVID Academic Innovations Task Force*, January-May 2020. Provost's Task Force: The George Washington University. Washington DC USA.
7. *Advisory Council on Research*, 2020-2022: The George Washington University. Washington DC USA.
6. *Teaching Day 2020*: Designing a Course Around Professional Skills Instead of Content Knowledge. Co-presented with Dr. Saniya LeBlanc. The George Washington University, Washington DC, USA.
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.

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SERVICE

SERVICE TO THE PROFESSION (CONTINUED)

Journal Reviewer

Engineering Studies 2020
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

Grant Reviewer

Marsden Fund, New Zealand, Reviewer 2021
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)
American Society for Engineering Education (asee.org)
Association for Talent Development (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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The George Washington University

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