**Curriculum Vitae**

***Shaoping Qiu***

Dept. of Leadership Studies

College of Education & Human Development

Louisiana State University Shreveport \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Google Scholar page: <https://scholar.google.com/citations?user=WWwcJ7gAAAAJ&hl=en>

ResearchGate page: <https://www.researchgate.net/profile/Shaoping-Qiu>

**RESEARCH INTERESTS**

* **Organizational Leadership**
* **Human Resource Development**
* **Job stress and Employees’ Health**
* **STEM Education**
* **Service-Learning in Engineering**
* **Statistics and Quantitative Methods**
* Multiple regression
* Structural equation modeling (SEM)
* Hierarchical linear model (HLM)
* Item response theory (IRT)
* Meta-analysis

**EDUCATION**

**Ph.D**. Human Resource Development

Texas A&M University, College Station, TX. 2019

**M.A**. Educational Administration

South China Normal University 2003

**B.A**. Education (Minor: School Psychology)

Hunan Normal University 1994

**WORK EXPERIENCE**

8/2023- Assistant Professor

Department. of Leadership Studies

College of Education & Human Development

Louisiana State University-Shreveport

3/2023-7/2023 Research Scientist,

Director of MentorCorps

Texas A&M Institute for Technology-Infused Learning (TITIL)

School of Education & Human Development

5/2022-2/2023 Postdoc,

Director of MentorCorps

Texas A&M Institute for Technology-Infused Learning (TITIL)

1/2020-5/2022, Postdoc,

Department of Engineering Technology & Industrial Distribution, Texas A&M University, College Station,

TX, USA

9/2014-8/2019, Teaching Assistant (TA) and Research Assistant (RA),Department of Educational Administration & HRD, Texas A&M University.

**Courses Co-taught:** Applied Theoretical Foundations of HRD (online course), Training and Development in HRD (online course), and Principles and Practices of Leadership in HRD.

6/2003-7/2012, Program chair and Lecturer,

Guangzhou City Polytechnic, Guangzhou, China

**Courses Taught**: Leadership, Human Resources

Management, Management, Tourism Economics, Statistics, etc.

6/1994-8/2000, Human Resources Manager, Training Director. Hotels

**Courses Taught:**

Introduction to Leadership Development

Communication for Leaders

Statistics

Ethics, Values, and Principled Leadership

Leadership in Complex Organizations

Applied Theoretical Foundations of HRD (online course),

Training and Development in HRD (online course),

Principles and Practices of Leadership in HRD (Hybrid),

Hospitality Management, Human Resources Management,

Organizational behavior & leadership,

Management,

Tourism Economics, etc.

**PUBLICATIONS**

**2023**

1. **Qiu, S**., Sankar, S., Dooley, L. M., Huang, N., & Tang, W. (2023). How materialism relates to attitude toward corporate social responsibility among Chinese college students? Mediation role of environmental concern. *Environment and Social Psychology*, *8*(2).doi: 10.54517/esp.v8i2.1591
2. **Qiu, S.,** & Natarajarathinam, M (2023). Fifty‐three years of the Journal of Engineering Education: A bibliometric overview. *Journal of Engineering Education*. (SSCI). 2022 IF: 3.4, Q2. 2022 CiteScore: 9.9

DOI: 10.1002/jee.20547

**2022**

1. **Qiu, S.,** Fan. J., & Huang, N. (2022). Incivility experiences and mental health among college nursing students: The moderating role of rumination. *Journal of Psychology in Africa, 32*(4). **(SSCI). 2022 IF: 1.2, Q4. 2022 CiteScore: 1.6**

DOI: 10.1080/14330237.2022.2066339

1. **Qiu, S.** & Dooley, L. (2022). How servant leadership affects organizational citizenship behavior: The mediating roles of organizational justice and trust. *Leadership & Organization Development Journal, 43*(3), 350-369. doi: 10.1108/LODJ-04-2021-0146. **(SSCI). 2022 IF: 4.9, Q2. 2022 CiteScore: 5.7**
2. **Qiu, S**. Zhang, R\*. Jabarkhail, S., & Dooley, L. M. (2022). Linking servant leadership to customer-oriented organizational citizenship behavior: The moderating role of perceived interactional justice. *Journal of Psychology in Africa, 32*(3), 209-215. doi:10.1080/14330237.2021.2017605. **(SSCI). 2022 IF: 1.2, Q4. 2022 CiteScore: 1.6**
3. **Qiu, S**.& Zhang, R.\* (2022). The relationship between workplace incivility and psychological distress: The moderating role of servant leadership. *Workplace Health & Safety*. [https://doi.org/10.1177/21650799221084067](https://doi.org/10.1177%2F21650799221084067). (SSCI). **Q1 2022 IF: 2.6.** **2022 CiteScore: 3.2**
4. Alizadeh, A., Kurian, D., **Qiu, S.**, & Dirani, K. (2022). Ethics, corporate social responsibility, and the role of human resources development: The academic experts’ view. *European Journal of Training and Development*. **CiteScore 2022: 4.0.**
5. Natarajarathinam, M., **Qiu, S**.\*, & Lu, W. (2022). The relationships between purpose in life, civic mindedness, and class engagement in service-learning: The moderating effect of personal need for structure. *Journal of Service-Learning in Higher Education, 14*.

\* Corresponding author

1. Xie, L., Natarajarathinam, M., Johnson, M.D., **Qiu, S**.\* (2022). [Current trends in supply chain training programs in the context of Industry 4.0 technologies](https://scholar.google.com/scholar?cluster=2252027028072186974&hl=en&oi=scholarr)**.** *International Journal of Engineering Education, 38*(2), 466-481. **(SCI). 2022 IF: 1.0, Q4. 2022 CiteScore: 2.9**

\* Corresponding author

1. Natarajarathinam, M., **Qiu, S.**\*, & Lu, W. (2022). Designing and assessing a multidisciplinary service-learning course of supply chain management course for the Industrial Distribution Program.  *INFORMS Transactions on Education*. **2022 CiteScore: 1.2** \*Corresponding author

https://doi.org/10.1287/ited.2022.0280

1. Okundaye, O., Natarajarathinam, M., **Qiu, S.**\*, Mathew, M., Kuttolamadom, A., Chu, S., & Quek, F. (2022). Making STEM Real: The Design of a Making-Production Model for Hands-On STEM Learning. *European Journal of Engineering Education.*<https://doi.org/10.1080/03043797.2022.2121685>

**2022 CiteScore: 5.8**

\* Corresponding author

**2021**

1. Natarajarathinam, M., **Qiu, S**\*., & Lu, W. (2021). Community engagement in engineering education: A systematic literature review. *Journal of Engineering Education, 110*(4), 1049-1077. **(SSCI). 2022 IF: 3.4**, Q1. **2022 Sitecore: 9.9.**

**\* Corresponding author.**

1. Huang, N†. **Qiu, S†\*.,** Yang, S**\***. & Deng, R. (2021). Ethical Leadership and Organizational Citizenship Behavior: Mediation of Trust and Psychological Well-Being. *Psychology Research and Behavior Management*, 14, 655-664. https://doi.org/10.2147/PRBM.S311856 **(SSCI).2021 IF:4.3, Q1**; **CiteScore 2022:** **4.7**

**† Co-first author, \* Corresponding author**

1. Xie, L., **Qiu, S.**, & Biggs, M. J. (2021). The influence of altruistic leadership behavior and learning culture on work-family relationship in Chinese SMEs. *Industrial and Commercial Training*. [http://doi.org/10.1108/ICT-07-2020-0092.](http://doi.org/10.1108/ICT-07-2020-0092.%20) **CiteScore 2022: 3.1**
2. Zeng, Y.†, **Qiu, S.†\*,** Alizadeh, A., & Liu, T. (2021).How challenge stress affects mental health among college students: The moderating role of self-efficacy***.*** *International Journal of Mental Health Promotion, 23*(2), 167-175. doi: 10.32604/IJMHP.2021.015937. **(SSCI). 2022 IF: 1.3, Q4**. **2022 Sitecore: 1.3**

**† Co-first author, \* Corresponding author**

1. Xie, L., **Qiu, S**., & Bian, X. (2021). The curvilinear relationship between servant leadership and work-family conflict: The moderating role of age in Chinese female workers. *Industrial and Commercial Training.* <https://doi.org/10.1108/ICT-12-2020-0114>**CiteScore 2022:3.1**

**2020**

1. **Qiu, S**., Dooley, L. M., & Xie, L. (2020). How servant leadership and self-efficacy interact to affect service quality in the hospitality industry: A polynomial regression with response surface analysis*. Tourism Management, 78,* 1-12. https://doi.org/10.1016/j.tourman.2019.104051**(SSCI). 2022 IF: 12.7, Q1, 2022 CiteScore: 22.9**
2. Wu, H., **Qiu, S.\*,** Dooley, L. M., & Ma, C. (2020). The Relationship between Challenge and Hindrance Stressors and Emotional Exhaustion: The Moderating Role of Perceived Servant Leadership. *International Journal of Environmental Research and Public Health*, *17*(1), 282**. (SCI, SSCI). 2021 IF: 4.614**, Q1

**\* Corresponding author.**

1. **Qiu, S**., Dooley, L. M, Deng, R., & Li, L. (2020). Does Ethical Leadership Boost Nurses’ Patient-Oriented Organizational Citizenship Behaviors? A cross-sectional study. *Journal of Advanced Nursing*, DOI:10.1111/jan.14366 **(SCI, SSCI). 2022 IF: 3.8, Q1. CiteScore: 5.3**
2. Huang, N.†, **Qiu,S.†\*,** Alizadeh, A.,& Wu, H. (2020).How incivility and academic stress influence psychological health among college students: The moderating role of gratitude*. International Journal of Environmental Research and Public Health.,17*(9), 3237*.* **(SCI, SSCI). 2021 IF: 4.614, Q1**
3. Dooley, L. M., Alizadeh, A., **Qiu, S.\***, & Wu, H. (2020). Does servant leadership moderate the relationship between job stress and physical health? *Sustainability, 12*, 6591.doi:10.3390/su12166591. **(SCI, SSCI). 2022 IF: 3.9, Q2****2022 CiteScore*: 5.8***

**\* Corresponding author**

1. Zhang, R. J., **Qiu, S.\*,** Dooley, L.M. & Choudhury, T. (2020). Managerial

aspiration: Does gender and gender role identity make a difference in the

Chinese context? *Gender in Management: An International Journal*.

<https://doi.org/10.1108/GM-11-2019-0221> **(SSCI). 2021 IF: 3.7, Q1; 2022 CiteScore: 4.8**

**\* Corresponding author**

1. Alizadeh, A., Dirani, K., & **Qiu, S.** (2020). Ethics, code of conduct and ethical climate: Implications for Human Resource Development*. European Journal of Training and Development*. Doi:10.1108/EJTD-04-2020-0077**. CiteScore 2022: 4.0**

**2019**

1. **Qiu, S**. & Dooley, L. (2019). Servant leadership: Development and validation of a multidimensional measure in the Chinese hospitality industry. *Leadership & Organization Development Journal, 40*(2), 193-212. [doi:10.1108/LODJ-04-2018-0148](https://doi.org/10.1108/LODJ-04-2018-0148) **(SSCI). 2022 IF: 4.9, Q2. 2022 CiteScore: 5.7**
2. Zhou, G., Peng, Z., Hu, X., & Qiu, S. (2019). Extending critical race theory to Chinese education: Affordance and constraints. *Compare: A Journal of Comparative and International Education, 49*(5), 837-850. doi:10.1080/03057925.2019.1602966 (SSCI). **2022 IF: 1.8, Q3**; **CiteScore 2022: 4.3**
3. **Qiu, S**., Alizadeh, A., Dooley, L. M., &. Zhang, R. (2019). The effects of authentic leadership on trust in leaders, organizational citizenship behavior and service quality in the Chinese hospitality industry. *Journal of Hospitality and Tourism Management, 40*, 77-87*.* **(SSCI). 2022 IF: 8.3, Q1;** **CiteScore 2022: 10.1** Most cited article.
4. **Qiu, S**., & Gonzalez, E. (2019). Travel decisions and behaviors of Chinese families who visited Space Center Houston*. International Journal of Hospitality & Tourism Systems, 12*(1), 25-33. (CiteScore 2022: 0.8)
5. Xie, L., Dirani, K., Beyerlein, M, & **Qiu, S**. (2019). Learning culture in a Chinese SME: the unique role of work-family enrichment. *European journal of Training and Development.* <https://doi.org/10.1108/EJTD-06-2019-0085> (**CiteScore 2022: 4.0)**

**2018**

1. **Qiu, S**. & Dooley, L. (2018). Gender differences in leadership style: A study on graduate students’ task and relationship orientations. *International  
   Journal on Leadership*, *6*(2), 1-13.

**2017**

1. **Qiu, S**., Dooley, L., & Palkar, T. (2017). What factors influence the career choice of hotel management major students in Guangzhou? *Independent Journal of Management & Production, 8*(3), 1092-1115.DOI: 10.14807/ijmp.v8i3.618 **(ESCI) 2022 IF: 0.5.**

**RESEARCH GRANTS**

* + - 1. Collaborative Research: Science Modeling through Physical Computing: Contextualized Computational and Scientific Learning in the Grade 5-6 Classroom. (Award No. 1934173). Grant funded by the National Science Foundation. Funded for $1,823,813.00 for 4 years (January 1, 2020- December 31, 2023).

Investigators: Francis Quek (PI), Joanne Olson (Co-PI), & Rebecca Schlegel (Co-PI)

***Role****: Director of MentorCorps program*

*Supervise a group of undergraduate mentors, conduct research for this project.*

* + - 1. Broadening Participation for Remote Communities: Situated Distance Telepresence Mentoring through Embodied Communications.

(Award No. 1949439). Grant funded by the National Science Foundation. Funded for $1,190,040.00 for 4 years (May 1, 2020- April 32, 2024).

Investigators: Francis Quek (PI), Malini Natarajarathinam (Co-PI), Rebecca Schlegel (Co-PI), Mathew Kuttolamadom (Co-PI), &Rodney Boehm (Co-PI)

***Role****: Conduct research for this project.*

* + - 1. Making in The Colonias: Motivating STEM Participation through a Making as Micro-Manufacturing Model (Award No. 1623543). Grant funded by the National Science Foundation. Funded for $284,985.00 for 4 years (August 27, 2016- august 31, 2020).

Investigators: Francis Quek (PI), Malini Natarajarathinam (Co-PI), Mathew Kuttolamadom (Co-PI), &Sharon Lynn Chu (Co-PI)

**Role:** Conducted research for this project.

1. Famine to Feast: Engaging Texas Food Banks: Project from the Tier One Program (TOP). Grant funded by Texas A&M University Dean of Faculties and the Office of the Provost. Funded for $ 300,000.00 for 4 years (August 27, 2016- august 31, 2020).

Investigators: Malini Natarajarathinam (PI), Robert Jones (Co-PI), & Mary Campbell (Co-PI)

**Role**: *Conducted research for this project*.

1. Houston Food Bank Needs Assessment. Grant funded by Houston Food Bank. Funded for $50,000 for 1 year (June 2021-May 2022)

Investigators: Malini Natarajarathinam (PI), Shaoping Qiu.

**Role**: *Proposal writing, investigating, data collecting, data analyzing, Report writing.*

1. Exploratory research on factors influencing career choice of hospitality management students in Guangzhou. Funded by College of Education and Human Development, Texas A&M University. Funded for $500.00 for 1 year (December 2016-November 2017).

Investigators: Shaoping Qiu & Larry Dooley

1. Servant leadership behaviors and related constructs in China’s hospitality industry. Funded by College of Education and Human Development, Texas A&M University. Funded for $500.00 for 1 year (December 2017-November 2018).

Investigators: Shaoping Qiu & Larry Dooley

1. Effects of authentic leadership on trust in leaders, organizational citizenship behavior, and service quality Funded by College of Education and Human Development, Texas A&M University. Funded for $500.00 for 1 year (July 2018-June 2019).

Investigators: Shaoping Qiu & Larry Dooley

**REFEREED CONFERENCE PRESENTATION**

1. Qiu, S. (2014, February 14-16). Atomic physics and organizational development. Presented at the 2014 Academy of Human Resource Development International Research Conference in the Americas. Houston, TX., USA.
2. Qiu, S., Palkar. T. & Dooley, L. (2017, March 2-4). Exploratory research on factors influencing career choice of hospitality students. Presented at the 2017 Academy of Human Resource Development International Research Conference in the Americas. San Antonio, TX., USA.
3. Qiu, S., Dooley, L. M., & Isna, N. (2018, February 14-17). Servant Leadership: Development of a Multidimensional Measure in the Chinese Hospitality Industry. Poster presented at the 2018 Academy of Human Resource Development International Research Conference in the Americas. Richmond, VA, USA.
4. Alizadeh, A., Isna, N., & Qiu, S., (2018) Corporate Social Responsibilities: Future Implications for HRD Session. Presented to 24th Annual Academy of Human Resource Development Conference of the Americas, Richmond, VA, USA.
5. Qiu, S., & Dooley, L. M. (2018, July 4-6). Servant Leadership: Examining Moderating Effects of Justice Culture and Gender Using Unconstrained Approach. Presented at 2nd Biennial Lead in Asia Conference. Bali, Indonesia.
6. Qiu, S., Dooley, L. M., & Alizadeh, A. (2018, October 24-27). The Effects of Authentic Leadership on Trust in Leaders, Organizational Citizenship Behavior, and Service Quality. Presented at 20th Annual ILA Global Conference. Palm Beach, FL, USA.
7. Qiu, S., Dooley, L. M., & Alizadeh, A. (2019, February 14-16). Does Authentic Leadership Make a Difference in the Chinese Hospitality Industry? Presented at the 2019 Academy of Human Resource Development International Research Conference in the Americas. Louisville, KY, USA.
8. Alizadeh, A., Qiu, S., & Dirani, K. M.(2020, February 26-29). Employee Trust and HRD: Current Insights and Future Directions. Presented at the 2020 Academy of Human Resource Development International Research Conference in the Americas. Atlanta, Georgia, USA.
9. Qiu, S., Natarajarathinam, M., Johnson, M., & Roumell, A.(2021, July 26-29). The Future of Work: Identifying Future-ready Capabilities for the Industrial Distribution Workforce. Presented at the 2021 ASEE Annual Conference & Exposition, Virtual Meeting.
10. Alizadeh, A., Qiu, S., & Kurian, D. Perceived justice climate and CSR on employee trust: Comparison of Millennials and generation “Z” in the US retail industry (2021, October 12-13). Presented at the CRRC-2021: Corporate Responsibility Research Conference.Virtual.
11. Alizadeh, A, Qiu, S., & Palkar, T. (2022, April 19-21). A bibliometric analysis of 20 years of research and theory on E-mentoring. Presented at the 2022 Academy of Human Resource Development International Research Conference in the Americas. Virtual..
12. Qiu, S., Alizadeh, A, & Palkar, T. (2022, April 19-21). Servant Leadership Impacts Customer-Oriented Organizational CitizenshipBehavior: The Moderating Role of Perceived Interactional Justice. Presented at the 2022 Academy of Human Resource Development International Research Conference in the Americas. Virtual.
13. Qiu, S. & Natarajarathinam, M. (2022, June, 26-29). Detecting food pantry clients’ needs post-COVID-19: A project design for future service-learning courses. Presented at the 2022 ASEE Annual Conference. Minneapolis, Minnesota, USA.
14. Okundaye, O., Li, Q., Qiu, S., Natarajarathinam, M., Chu, S. L., Kuttolamadom,M., & Quek, F. (2022). How deep is your knowledge? Consideration to the breadth and depth of knowledge of CAD/CAM in M3 powered technology CTE classes. Presented at the 2022 ASEE Annual Conference. Minneapolis, Minnesota, USA.
15. Qiu, S., Quek, F., Natarajarathinam, M., & Liu, T. (2023, June). Recruiting and Mentoring the Mentors: Practices from the STEM+ C MentorCorps Project. In 2023 ASEE Annual Conference & Exposition. Baltimore, Maryland, USA.
16. Pomeroy, K. D., Qiu, S., Xie, L., Natarajarathinam, M., & Johnson, M. (2023, June). Effects of the COVID Pandemic on Industrial Warehouse Personnel Training and Education. In *2023 ASEE Annual Conference & Exposition*. Baltimore, Maryland, USA
17. Qiu, S., Quek, F., Natarajarathinam, M., Powell, L., Liu, T., & Gorjian, M. (2023, October 18-21). *Diversity among Mentors in STEM+Computing MentorCorps*. In 2023 IEEE ASEE Frontiers in Education Conference. College Station, Texas , USA.
18. Pomeroy, M.K., Qiu, S., Xie, L., Natarajarathinam, M., & Johnson, M. (2023, October 18-21). *Application of Organizational Systems Theory to Identify Education and Training Needs for Industry 4.0*. In 2023 IEEE ASEE Frontiers in Education Conference. College Station, Texas , USA.
19. Qiu, S., Al-Asfour, A., Baxter, K., & Natarajarathinam, M. (2024, February 21-24). *A bibliometric review of studies on engineering leadership*. Submitted to the 2024 Academy of Human Resource Development International Research Conference in the Americas. Arlington, VA, USA .

**PROFESSIONAL SERVICES**

1. *2023-Assocaite Editor for Environment and Social Psychology (Scopus)*

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| --- |
| 1. 2022- Review Editor for *Frontiers in Psychology (Organizational Psychology) (SSCI and Scopus)* |

1. 2007-2011, Member, Curriculum Committee, Tourism Management, College of Tourism, GCP.
2. 2008-2011, Member, Hotel Management Committee for Guangdong Vocational Colleges.
3. 2012- Present, Member, Hotel and Restaurant Association.
4. 2017- Reviewer for *Independent Journal of Management & Production.*
5. *2018-* Reviewer for *Asia Pacific Business Review.*
6. 2019- Reviewer for *Leadership & Organization Development Journal*
7. 2019- Reviewer for *European Journal of Training and Development*
8. 2019- Reviewer for *International Journal of Hospitality Management*
9. 2018- Reviewer for 2019 Academy of Human Resource Development (AHRD) Conference in the Americas.
10. 2019- Reviewer for 2020 Academy of Human Resource Development (AHRD) Conference in the Americas.
11. 2020- Reviewer for *Industrial and Commercial Training*
12. 2020- Reviewer for *Journal of Business Ethics.*
13. 2020- Reviewer for *Asian Academy of Management Journal*
14. 2020- Reviewer for *International Journal of Environmental Research and Public Health*
15. 2020- Reviewer for *Sustainability*
16. 2020- Reviewer for *Rheumatic Diseases and Treatment Journal*
17. 2021- Reviewer for *Psychology Research and Behavior Management*
18. 2021- Reviewer for *Journal of Healthcare Leadership*
19. 2021- Reviewer for *SAGE Open*
20. 2021- Reviewer for *International Journal of Contemporary Hospitality Management*
21. 2021- Reviewer for *Relations Industrielles-Industrial Relations*
22. 2021- Reviewer for *BMC- Nursing*
23. 2021- Reviewer for *Applied Sciences*
24. 2021-Reviewer for *2022 Academy of Human Resource Development (AHRD) International Research Conference in the Americas*
25. 2021- Reviewers for *INQUIRY*
26. 2021- Reviewer for *Current Psychology*
27. 2022- Reviewer for *International Journal of Hospitality & Tourism Administration*
28. 2022- Reviewer for *Journal of Engineering Education*
29. 2022- Reviewer for *Humanities and Social Sciences Communications*
30. *2023- Reviewer for Management Decision*
31. *2023- Reviewer for Environment and Social Psychology*
32. *2023- Reviewer for Journal of nursing Management*
33. *2023- Reviewer for 2023 IEEE ASEE Frontiers in Education Conference*

**AWARDS**

1. Guangzhou Excellent Teacher, May 2009. By Bureau of Education of Guangzhou Municipality.
2. 2005 Outstanding Teacher of the Year, Assessed by Guangzhou City Polytechnic.
3. 2008 Outstanding Teacher of the Year, Assessed by Guangzhou City Polytechnic.
4. 2009 Outstanding Teacher of the Year, Assessed by Guangzhou City Polytechnic.
5. 2010 Excellent Number, Guangzhou Committee of China Democratic League.
6. 2013 Conoley Fellowship, Texas A&M University.
7. 2013 Strategic Fellowship, Teas A&M University.
8. 2018 Strategic Award, Texas A&M University

**PROFESSIONAL ASSOCIATIONS**

1. Academy of Human Resource Development (AHRD) (2013-)
2. International Leadership Association (ILA) (2018-)
3. American Society for Engineering Education (ASEE) (2021-)

**PROFESSIONAL ACTIVITIES**

1. 2006 Vocational Education Curriculum Seminar (July 2006), Shanghai, East China Normal University.
2. Seminar for Issues on Vocational Skills in tourism (November 2008), Guangzhou, Guangdong AIB Polytechnic.
3. Guangdong-Queensland Seminar for Vocational Training in tourism and Hospitality (December 2008), Baiyun Hotel, Guangzhou.
4. Third National Tourism Talent Training Seminar (July 2009), Beijing, Beijing Normal University.
5. Certificate of Achievement, Professional Development: Introduction to Hospitality and Tourism Training in Western Australia, January-February 2009, West Coast TAFE, Perth, Western Australia.
6. Hospitality Research Training. July-December 2011. University of Waikato, Hamilton, New Zealand.
7. February 13-17, 2013, Academy of Human Resource Development, 2013 AHRD

International Research Conference in the Americas, Arlington, VA.

1. February 19-22, 2014, Academy of Human Resource Development, 2014 AHRD

International Research Conference in the Americas, Houston, TX.

1. March 2-4, 2017, Academy of Human Resource Development, 2017 AHRD

International Research Conference in the Americas, San Antonio, TX.

10. February 14-17, 2018, Academy of Human Resource Development, 2018 AHRD

International Research Conference in the Americas, Richmond, VA.

1. July 4-6, 2018, Second Biennial Lead in Asia Conference. Bali, Indonesia.
2. October 24-27, 2018, 20th Annual ILA Global Conference. Palm Beach, FL, USA.

**CERTIFICATION**

1. Certified Training Professional, Texas A& M University.
2. Advanced Research Methods Certificate, Texas A& M University.