

Curriculum Vita
Chih-Wei (Amy) Wang

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RESEARCH INTERESTS

- International human resource development and cross-cultural talent development
- Professional development, instructional design, and training transfer in adult and workplace learning
- Knowledge sharing and learning strategies in global organizations
- Workforce development across international contexts

ACADEMIC BACKGROUND

Ph.D.	Human Resource Development Texas A&M University, College Station, TX, USA	2024
M.B.A.	International Business (AACSB accredited) Yuan Ze University, Chung-Li, Taiwan	2016
B.B.A.	International Business , Graduated with Honors Tunghai University, Taichung, Taiwan	2012

PROFESSIONAL CERTIFICATION

G.R.A.D. Aggies Basic Professional Development Certificate <i>Graduate and Professional School, Texas A&M University</i>	2023
Graduate Mentoring Academy Fellow <i>Graduate and Professional School, Texas A&M University</i>	2022
Green Dot Bystander Intervention trained <i>Division of Student Affairs, Texas A&M University</i>	2022
Certification in College Teaching <i>College of Education and Human Development, Texas A&M University</i>	2021
Academy for Future Faculty Fellow Certificate <i>Center for Teaching Excellence, Texas A&M University</i>	2018
Certified CIRTL (Center for the Integration of Research, Teaching, and Learning) Practitioner <i>Center for Teaching Excellence, Texas A&M University</i>	2018
Certified Basic Mediator and Difficult Dialogue Facilitator <i>The Center for Change and Conflict Resolution, Texas</i>	2015

PROFESSIONAL EXPERIENCE

Graduate Research Assistant <i>Texas Center for the Advancement of Literacy & Learning, College Station, TX, USA</i>	June 2015- August 2021
Intern, AHRD Reviewer Development Program <i>Academy of Human Resource Development</i>	July 2021- June 2022
Graduate Teaching Assistant for EHRD647 Education for the Older Adult course (online) <i>Department of Educational Administration and Human Resource Development, Texas A&M University</i>	Spring 2021
Research Assistant & Project Coordinator <i>College of Management, Yuan Ze University, Taiwan</i>	December 2012-July 2014
Teaching Assistant for Psychological Testing and HR Assessment course <i>College of Management, Yuan Ze University, Taiwan</i>	Spring 2013

PUBLICATIONS

Refereed Journal Articles

7. **Wang, C.**, Sainz, A., Rose, G. L. & Alfred, M. V. (2024). Program directors' perspectives on technology integration in adult education and literacy classrooms. *Adult Literacy Education: The International Journal of Literacy, Language, and Numeracy*, 6(2), 4-17.
<http://doi.org/10.35847/CWang.ASainz.GRose.MAlfred.6.2.4>
6. Joshi, S. C., **Wang, C.**, Sainz, A., & Alfred, M. V. (2023). A qualitative case study analyzing leadership characteristics emerged during COVID-19: Implications for management and governance. *SCMS Journal of Indian Management*, 20(2), 5-18. (SCOPUS)
5. Sainz, A. D. & **Wang, C.** (2022). Innovative approaches to adult education professional development in Texas. *COABE Journal: The Resource for Adult Education*, 11(2), 94-101.
4. **Wang, C.**, Sainz, A., Joshi, S. C., & Alfred, M. V. (2022). A case study of adult education and literacy programs and the transition to remote services during the COVID-19 pandemic. *New Horizons in Adult Education and Human Resource Development*, 34(1), 37-50.
<https://doi.org/10.1002/nha3.20352> (ESCI)
3. Chai, D. S., Van, H. T. M., **Wang, C.**, Lee, J., & Wang, J. (2020). What do international students need? The role of family and community supports for adjustment, engagement, and organizational citizenship behavior. *Journal of International Students*, 10(3), 571-589.
<https://doi.org/10.32674/jis.v10i3.1235> (ESCI)
2. Dirani, K. M., Bowman, E., Guyer, T., Kasper, R., Makarem, Y., Ray, S., **Wang, C.**, & Xie, L. (2018). Talent management and development in the United Arab Emirates. *Advances in Developing Human Resources*, 20(4), 479-497. <https://doi.org/10.1177/1523422318803088> (ESCI)
1. **Wang, C.** & Chang, Y. (2018). Perfectionists do not like to share knowledge? Investigating the relationship between perfectionism and knowledge sharing and testing the moderation effect of coaching. *Knowledge Management Research & Practice*, 16(3), 366-375.
<https://doi.org/10.1080/14778238.2018.1493366> (SSCI)

Editorially Reviewed Journal Articles

3. **Wang, C.** (2025). Adult education is a catalyst: Integrating HRD principles in adult ESL instructor professional development. *COABE Journal: The Resource for Adult Education*, 14(1), 119-123.
2. French, P., **Wang, C.**, & Ray, S. M. (2021). Perspectives in Adult Education—We don't know where we will go, but we will go together: Experiences of three PhD students at 2019 Adult Education Research Conference. *New Horizons in Adult Education and Human Resource Development*, 33(1), 74-78. <https://doi.org/10.1002/nha3.20307>
1. **Wang, C.** & Rose, G. L. (2020). Teaching Case—Gamified tech integration coach pathway for AEL teachers and staff. *New Horizons in Adult Education and Human Resource Development*, 32(4), 82-88. <https://doi.org/10.1002/nha3.20300>

Book Chapters

3. **Wang, C.** (2023). Workplace culture and relationships with colleagues. In Gaulee, U., Bista, K., Zhang, B., & Schreiber, B. (Eds.), *Crossing borders, bridging cultures: The narratives of global scholars* (pp. 5-8). STAR Scholars Network.
2. **Wang, C.** (2022). Finding a friend through running conversations. In Arasaratnam-Smith, L. & Deardorff, D. (Eds.), *Developing intercultural competence in higher education: International students' stories and self-reflection* (pp. 147-150). Routledge. <https://doi.org/10.4324/9781003229551-9>
1. **Wang, C.** & Chang, Y. (2018). Taiwan: Conflict management in higher education. In Watson, N. T., Xie, L. & Etchells, M. J. (Eds.), *Cultural impact on conflict management in higher education* (pp. 151-170). Information Age Publishing.

Editorially Reviewed Blog Post

1. **Wang, C.** (2023, September 13). Are virtual conferences the same? Reflections on virtual conference experiences from a doctoral student. *Conference Inference-Blogging the World of Conferences*. <https://conferenceinference.wordpress.com/2023/09/13/are-virtual-conferences-the-same-reflections-on-virtual-conference-experiences-from-a-doctoral-student-chih-wei-amy-wang/>

Refereed Conference Full Paper/Abstract Published in Proceedings

10. **Wang, C.**, Sainz, A., Joshi, S. C., & Alfred, M. V. (2021, February). Leading the transition of Texas adult education and literacy programs during COVID-19. *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, Virtual Conference.
9. **Wang, C.**, Van, H. T. M., & Wang, J. (2021, February). Developing international students' intercultural competences for diversity and inclusion enhancement in the U.S. higher education. *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, Virtual Conference.
8. **Wang, C.**, Sainz, A., & Alfred, M. V. (2020, June). Instructional gaps and strategies for teaching adult English language learners. In Egan, J. P. (Eds.), *Proceedings of the Adult Education in Global Times: An International Research Conference* (pp. 734-740). Canadian Association for the Study of Adult Education. https://edst-educ.sites.olt.ubc.ca/files/2020/06/aegt_proceedings_upload.pdf

7. Wang, J., Van, H. T. M., **Wang, C.**, Makarem, Y., & Lee, J. (2019, November). The unheard voice: International students' experiences integrating into U.S. higher education. *Proceedings of the Academy of Human Resource Development International Research Conference in Asia*, Hanoi, Vietnam.
6. Rose, G. L., **Wang, C.**, Sainz, A., & Joshi, S. (2019, June). Technology use and integration in adult education and literacy classrooms. *Proceedings of the Adult Education Research Conference*, Buffalo, NY, USA. <https://newprairiepress.org/aerc/2019/papers/2>
5. Chai, D. S., Van, H., **Wang, C.**, Lee, J., & Wang, J. (2018, February). What do international students need? The role of family and community support for adjustment, engagement, and organizational citizenship behavior. *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, Richmond, VA, USA.
4. Dirani, K., Bowman, E., Guyer, T., Henthorn, M., Kasper, R., Makarem, Y., Ray, S., **Wang, C.**, & Xie, L. (2018, February). Human resource development practices in the United Arab Emirates: A collaborative autoethnographic reflection. *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, Richmond, VA, USA. (Equal authorship)
3. **Wang, C.** (2016, June). The impact of personality on coaching practices: A systematic literature review. *Proceedings of the International Conference on HRD Research and Practice across Europe*, Manchester, UK.
2. Yang, S. & **Wang, C.** (2016, February). The importance of cross-cultural training on multinational corporations: A conceptual statement. *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, Jacksonville, FL, USA.
1. **Wang, C.** & Chang, Y. (2015, February). Perfectionism and knowledge sharing: Testing the moderation effect of coaching. *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, St. Louis, MO, USA.

RESEARCH GRANTS & FUNDING

Research Grants

2. **Program to Enhance Scholarly and Creative Activities (PESCA) Grant: The unheard voices: International students' experiences integrating into U.S. higher education (2018-2020)**
 PI: Jia Wang; Co-PI: F. Barry Lawrence; Co-Investigators: Huyen Van, Chih-Wei Wang, Yasmeen Makarem, and Jin Lee
 - Funding source: Texas A&M University Division of Research
 - Amount funded: \$25,000
1. **Diversity Matters Seed Grant: Cross-cultural adjustment and engagement: Perceptions and experiences of international students in U.S. higher education (2016-2017)**
 PI: Jia Wang; Co-Investigators: Dae Seok Chai, Huyen Van, Chih-Wei Wang, and Jin Lee
 - Funding source: Texas A&M University Office of the Vice President and Associate Provost for Diversity & College of Education and Human Development
 - Amount funded: \$5,500

Research Funding

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| 2. | CEHD Graduate Research and Travel Award Grants
Amount: Total awarded \$3,977
<i>College of Education and Human Development, Texas A&M University</i> | Spring 2015-
Spring 2020 |
| 1. | GRAB Graduate Travel Grants
Amount: Total awarded \$2,600
<i>Department of Educational Administration and Human Resource Development, Texas A&M University</i> | Spring 2015-
Spring 2020 |

HONORS & AWARDS

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| COABE Google Scholarship
Coalition on Adult Basic Education | 2023 |
| The Dean's Graduate Award - awarded \$4,000
<i>College of Education and Human Development, Texas A&M University</i> | 2020 |
| First Place Winner, Poster Presentation
Poster title: Cross-cultural adjustment and engagement: Perceptions and experiences of international students in U.S. higher education
<i>5th Annual Graduate Representative Advisory Board Symposium, Department of Educational Administration and Human Resource Development, Texas A&M University</i> | 2017 |
| Study Abroad Scholarship - awarded \$2,500
<i>Ministry of Education, Taiwan</i> | 2014 |
| Academic Outstanding Awards
<i>Yuan Ze University, Taiwan</i> | 2013 |
| Academic Excellence Awards
<i>Tunghai University, Taiwan</i> | 2010, 2012 |

REFEREED NATIONAL/INTERNATIONAL CONFERENCE PRESENTATIONS

14. **Wang, C., Sainz, A., Joshi, S. C., & Alfred, M. V.** (2021, February 17-20). *Leading the transition of Texas adult education and literacy programs during COVID-19*. [Paper presentation]. Academy of Human Resource Development International Research Conference in the Americas, virtual.
13. **Wang, C., Van, H. T. M., & Wang, J.** (2021, February 17-20). *Developing international students' intercultural competences for diversity and inclusion enhancement in the U.S. higher education*. [Paper presentation]. Academy of Human Resource Development International Research Conference in the Americas, virtual.
12. **Wang, C., Sainz, A., & Alfred, M.** (2020, October 27-30). *Adult ESL instructional strategies and success factors for retention*. [Paper presentation]. American Association for Adult and Continuing Education 69th Annual Conference, virtual.
11. Sainz, A., **Wang, C., & Alfred, M.** (2020, August 16-19). *Instructional strategies for teaching adult English language learners* [Paper presentation]. Coalition on Adult Basic Education National Conference, Baltimore, MD, United States.

10. **Wang, C.**, Wang, J., Van, H. T. M., Makarem, Y., & Lee, J. (2020, February 26-29). *What did they do? International students' experiences integrating into U.S. higher education* [Poster presentation]. Academy of Human Resource Development International Research Conference in the Americas, Atlanta, GA, United States.
9. Wang, J., Van, H. T. M., **Wang, C.**, Makarem, Y., & Lee, J. (2019, November 5-8). *The unheard voice: International students' experiences integrating into U.S. higher education* [Paper presentation]. Academy of Human Resource Development International Research Conference in Asia, Hanoi, Vietnam.
8. Rose, G. L., **Wang, C.**, Sainz, A., & Joshi, S. (2019, June 6-9). *Technology use and integration in adult education and literacy classrooms* [Paper presentation]. 60th Annual Adult Education Research Conference, Buffalo, NY, United States.
7. Chai, D. S., Van, H., **Wang, C.**, Lee, J., & Wang, J. (2018, February 14-17). *What do international students need? The role of family and community support for adjustment, engagement, and organizational citizenship behavior* [Paper presentation]. Academy of Human Resource Development International Research Conference in the Americas, Richmond, VA, United States.
6. Dirani, K., Bowman, E., Guyer, T., Henthorn, M., Kasper, R., Makarem, Y., Ray, S., **Wang, C.**, & Xie, L. (2018, February 14-17). *Human resource development practices in the United Arab Emirates: A collaborative autoethnographic reflection* [Paper presentation]. Academy of Human Resource Development International Research Conference in the Americas, Richmond, VA, United States. (Equal authorship)
5. Chai, D. S., Van, H., **Wang, C.**, Lee, J., & Wang, J. (2017, May 20-June 3). *What do international students need? The roles of job resources for international students on cross-cultural adjustment, engagement, organizational citizenship behavior, and psychological well-being in the context of a U.S. higher educational institution* [Paper presentation]. 30th Annual National Conference on Race and Ethnicity in American Higher Education, Fort Worth, TX, United States.
4. Chai, D. S., Van, H., **Wang, C.**, Lee, J., & Wang, J. (2017, February 20-March 5). *A holistic approach to job resources for international students and their organizational citizenship behavior and psychological well-being in the context of a U.S. higher educational institution: The mediating effects of cross-cultural adjustment and work engagement* [Poster presentation]. Academy of Human Resource Development International Research Conference in the Americas, San Antonio, TX, United States.
3. **Wang, C.** (2016, June 8-10). *The impact of personality on coaching practices: A systematic literature review* [Paper presentation]. 17th International Conference on HRD Research and Practice across Europe, Manchester, United Kingdom.
2. Yang, S. & **Wang, C.** (2016, February 18-20). *The importance of cross-cultural training on multinational corporations: A conceptual statement* [Paper presentation]. Academy of Human Resource Development International Research Conference in the Americas, Jacksonville, FL, United States.
1. **Wang, C.** & Chang, Y. (2015, February 17-22). *Perfectionism and knowledge sharing: Testing the moderation effect of coaching* [Paper presentation]. Academy of Human Resource Development International Research Conference in the Americas, St. Luis, MO, United States.