

# *Curriculum Vita*

## *Susan A. Lynham, Ph.D.*

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(Current as of February 2020)

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### ACADEMIC BACKGROUND

**Doctor of Philosophy** (Ph.D.), University of Minnesota, Minneapolis-St. Paul, MN. June 2000.

- Work, Community and Family Education – specialization in Human Resource Development (HRD).
- Dissertation: The Development and Operationalization of A Theory of Responsible Leadership for Performance.

**Master of Education** (M.Ed.), University of Minnesota, Minneapolis, MN. June 1997.

- Work, Community and Family Education – specialization in Organization Development-HRD.

**Master of Arts** (M.A.), College of St. Catherine, St. Paul, Minnesota. December 1992.

- Organizational Leadership
- Thesis: Towards Effective, Ethical, and Enduring Leadership in a New South African Era: Sustaining Organisations through Major Challenges and Changes.

**Bachelor of Economics** (B.Econ), University of Stellenbosch, Stellenbosch, South Africa. December 1980.

- Majors - Business Economics and Industrial Psychology.

### PROFESSIONAL BACKGROUND AND EXPERIENCE

**Associate Professor**, School of Education, Colorado State University, August 2008 to present.

**Associate Professor**, Department of Educational Administration and Human Resource Development, Texas A&M University, August 2006 – July 2008.

**Assistant Professor**, Department of Educational Administration and Human Resource Development, Texas A&M University, January 2001 – July 2006.

**Assistant Professor**, Department of Human Resources and Leadership Development, Louisiana State University, August 2000-December 2000.

**Instructor**, Department of Work, Community & Family Education. University of Minnesota, August 1995 – May 2000.

**Research Associate & Consultant**, Right Management Consulting, Edina, MN. June 1994-January 2000.

**Internal Consultant**, Minnesota Life, St. Paul, MN. April – May 1994.

**Research Assistant**, McLagan International, St. Paul, MN. December 1991- February 1992.

**OD Consultant and Personal Advising Assistant to the Director of Human Resources**, Southern Life Association Limited, Cape Town, South Africa. January 1985 – March 1994.

**Personnel Officer, Electricity Supply Commission (Eskom)**, Johannesburg, South Africa. January 1981 – June 1984.

## RESEARCH FUNDING

### APPLIED FOR

#### 2013-2016+

22. CSU OnlinePlus Grant for Curriculum Redevelopment for OLPC Ph.D. Degree. Compiled, submitted, and managed by OPC faculty (2 tenured and 1 special appointment). \$32,000.00 awarded Spring 2013 to OPC program for redevelopment (over three+ year period).

#### 2013-2015+

21. CSU OnLinePlus Grant for Curriculum Audit and Alignment for OnLine Master's Degree. Compiled, submitted, and managed by OPC faculty (2 tenured and 1 special appointment). \$28,000.00 awarded Spring 2013 (over two+ year period).

#### 2012

20. CSU OnlinePlus Grant for Curriculum Redevelopment for Online OPC Master's Degree. Compiled, submitted, and managed by OPC faculty (tenured), SOE Interim-Director, and CE-SOE Associate Director. \$182,000.00 awarded Spring 2012 to OPC program for redevelopment (over two year period).
19. An Engineered Teacher Preparation Model: Effects on Teaching Integration of Procedural and Propositional Knowledge Using Engineering Science. (Rated fundable 2012). NSF, DR K-12, Exploratory Project. PI: Dr. R. De Miranda. Collaborating Faculty and member of five-person application and research team. \$500,000 over three years (2012-2015). Application approved but no funding left to support it!

#### 2011

18. An Engineered Teacher Preparation Model: Effects on Teaching Integration of Procedural and Propositional Knowledge Using Engineering Science. NSF, DR K-12, Exploratory Project. PI: Dr. R. De Miranda. Collaborating Faculty and member of five-person application and research team. \$500,000 over three years (2011-2014).
17. Scenario Planning Institute, CSU: Strategizing Workshop for Design and Merchandizing Department, CAHS. PI's: Drs. Susan A. Lynham & Thomas J. Chermack. \$800, awarded spring 2011.
16. Scenario Planning Institute, CSU: Project for Continuing Distance Education. PI: Dr. Thomas J. Chermack; Co-PI, Dr. Susan A. Lynham. \$39,000+ for three months. Awarded Spring 2011.

#### 2010

15. An Engineered Teacher Preparation Model: Effects on Teaching Integration of Procedural and Propositional Knowledge Using Engineering Science. NSF, DR K-12, Exploratory Project. Principal Investigator: Dr. R. De Miranda. Collaborating Faculty and member of six-person application and research team. \$450,000 over three years (2010-2013).
14. How do firms use scenario planning to develop leadership? NSF. PI: Dr. Thomas Chermack; Dr. Susan A. Lynham: Co-PI. \$190,548 (2010-2012).
13. Scenario Planning Institute, CSU: A workshop for CEOs and launch of the Institute. PI: Dr. Thomas Chermack; Co-PI; Dr. Susan A. Lynham. \$2,350.00 for 9 months. Awarded Spring 2010.

#### 2005

12. The Lived Experience of Business Leadership: Insights from South Africa. Awarded research, write-up and dissemination funding for study from the Deloitte Foundation, South Africa. Principal investigator: Dr. S.A. Lynham; Co-investigators: R.G. Taylor. \$50,000 (Summer 2005 – December 2012+). Awarded by South African Company, SA Rand equivalent @ \$1:R7.5 = R375,000.
11. The Lived Experience of Business Leadership: Insights from South African Business Leaders. International Travel and Research Assistance Grant (IRTAG) program from the International Office of TAMU. Principal Investigator and Sole Grant Writer: Susan A. Lynham. \$2,500 (Summer 2005).

#### 2004

10. The Lived Experience of Business Leadership: Insights from South Africa. International Research and Travel Grant (IRTAG) program, International Office TAMU. Principal Investigator and Sole Grant Writer: Susan A. Lynham. \$2,800 for 3 months (Summer 2004).

#### 2003

9. The Lived Experience of Business Leadership: Insights from South Africa. Deloitte & Touche, South Africa, research grant for international research in South Africa. Principal Investigator and

- Sole Grant Writer: Susan A. Lynham. \$4,000 for 12 months (2003-2004). South African based award: SA Rand equivalent @ \$1:R7.5 = R30,000.
8. The Lived Experience of Business Leadership: Insights from South Africa. Anonymous study donor. Principal Investigator: Susan A. Lynham. \$1,000 for 3 months (Summer 2003). South African based award: SA Rand equivalent @ \$1:R7.5 = R7,500.
  7. The Lived Experience of Business Leadership: Insights from South Africa. TAMU College of Education and Human Development, International Travel Grant program. Principal Investigator and Sole Grant Writer: Susan A. Lynham. \$750 for 3 months (Summer 2003).
  6. The Lived Experience of Business Leadership: Insights from South Africa. International Travel and Research Assistance Grant (IRTAG) program from the International Office of TAMU. Principal Investigator and Sole Grant Writer: Susan A. Lynham. \$2,200 for 3 months (Summer 2003).
  5. The Role and Nature of Leadership in Building Sustainable Community Development. TAMU College of Education, International Travel Grant program. Principal Investigator and Sole Grant Writer: \$750 for 3 months (Summer 2003).
  4. The Lived Experience of Business Leadership: Insights from South African Business Leaders. TAMU College of Education and Human Development, Seed Grant Program. Principal Investigator and Sole Grant Writer: Susan A. Lynham: \$4,995 (2003-2004).

**2002**

3. The Role and Nature of Leadership in Building Sustainable Community Development. TAMU College of Education, Seed Grant program. Principal Investigator and Sole Grant Writer: Dr. Susan A. Lynham. \$3,975 for 12 months (2002-2003).
2. The Role and Nature of Leadership in Building Sustainable Community Development. International Travel and Research Assistance Grant (IRTAG) program from the International Office TAMU. Principal Investigator and Sole Grant Writer: Dr. Susan A. Lynham. \$1,500 for 3 months (Summer 2002).

**1995**

1. Ongoing Graduate Research Internship Scholarship from Right Management Consulting, MN, through the HRD Research Center at the University of Minnesota. Sole recipient of \$116,000.00 over four years (1995-1999).

[Total funding applied for to date = \$2,115,168.00]

**FUNDED****2005-2019**

16. The Lived Experience of Business Leadership: Insights from South Africa. Awarded research, write-up and dissemination funding for study from the Deloitte Foundation, South Africa. Principal investigator: S.A. Lynham; Co-investigator: R.G. Taylor. \$50,000 (Summer 2005 – December 2019+). Publisher: Palgrave-MacMillan, 2020.

**2013-2016+**

15. CSU Online Grant for Curriculum Redevelopment for OLPC Ph.D. Degree. Compiled, submitted, and managed by OPC faculty (2 tenured and 1 special appointment). \$32,000.00 awarded Spring 2013 to OPC program for redevelopment (over three+ year period).

**2013-2017+**

14. CSU OnLine Grant for Curriculum Audit and Alignment for OnLine Master's Degree. Compiled, submitted, and managed by OPC faculty (2 tenured and 1 special appointment). \$28,000.00 awarded Spring 2013 (over four+ year period).

**2012-2015+**

13. CSU OnlinePlus Grant for Curriculum Redevelopment for Online OPC Master's Degree. Compiled, submitted, and managed by OPC faculty (2 tenured), SOE Interim-Director, and CE-SOE Associate Director. \$182,000.00 awarded Spring 2012 to OPC program for redevelopment (over three+ year period).

**2011**

12. Scenario Planning Institute, CSU: Strategizing Workshop for Design and Merchandizing Department, CAHS. PI's: Susan A. Lynham & Thomas J. Chermack. \$800, awarded Spring 2011.

11. Scenario Planning Institute, CSU: Project for Continuing Distance Education. PI: Thomas J. Chermack; Co-PI, Susan A. Lynham. \$39,000+ for three months. Awarded Spring 2011.
- 2010**
10. Scenario Planning Institute, CSU: A workshop for CEOs and launch of the Institute. PI: Thomas Chermack; Co-PI; S.A. Lynham. \$2,350.00 for 9 months. Awarded Spring 2010.
- 2004**
9. The Lived Experience of Business Leadership: Insights from South Africa. International Research and Travel Grant (IRTAG) program, International Office TAMU. Principal Investigator and Sole Grant Writer: Susan A. Lynham. \$2,800 for 3 months (Summer 2004).
- 2003**
8. The Lived Experience of Business Leadership: Insights from South Africa. Deloitte & Touche, South Africa, research grant for international research in South Africa. Principal Investigator and Sole Grant Writer: Dr. Susan A. Lynham. \$4,000 for 12 months (2003-2004). South African based award: SA Rand equivalent @ \$1:R7.5 = R30,000.
7. The Lived Experience of Business Leadership: Insights from South Africa. Anonymous study donor. Principal Investigator: Dr. Susan A. Lynham. \$1,000 for 3 months (Summer 2003). South African based award: SA Rand equivalent @ \$1:R7.5 = R7,500.
6. The Lived Experience of Business Leadership: Insights from South Africa. TAMU College of Education and Human Development, International Travel Grant program. Principal Investigator and Sole Grant Writer: Dr. Susan A. Lynham. \$750 for 3 months (Summer 2003).
5. The Lived Experience of Business Leadership: Insights from South Africa. International Travel and Research Assistance Grant (IRTAG) program from the International Office of TAMU. Principal Investigator and Sole Grant Writer: Dr. Susan A. Lynham. \$2,200 for 3 months (Summer 2003).
- 2002**
4. The Role and Nature of Leadership in Building Sustainable Community Development. TAMU College of Education, International Travel Grant program. Principal Investigator and Sole Grant Writer: Dr. Susan A. Lynham; \$750 for 3 months (Summer 2002).
3. The Role and Nature of Leadership in Building Sustainable Community Development. TAMU College of Education, Seed Grant program. Principal Investigator and Sole Grant Writer: Susan A. Lynham. \$3,975 for 12 months (2002-2003).
2. The Role and Nature of Leadership in Building Sustainable Community Development. International Travel and Research Assistance Grant (IRTAG) program from the International Office TAMU. Principal Investigator and Sole Grant Writer: Susan A. Lynham. \$1,500 for 3 months (Summer 2002).
- 1995-1999**
1. Awarded ongoing Graduate Research Internship Scholarship from Right Management Consulting, MN, through the HRD Research Center at the University of Minnesota. Sole recipient of \$116,000.00 over four years (1995-1999).

[Total funding awarded to date = \$467,125.00]

## PUBLICATIONS

### Refereed Journal Articles<sup>1</sup>

#### **2019**

31. MacTaggart, R.A., & Lynham, S.A. (2018). The lived experience of responsible leadership: A transcendental phenomenological study of five middle school teachers. *Leadership, Accountability and Ethics*, 16(3), pp. 81-95. doi: <https://doi.org/10.33423/jlae.v16i3.2157>. 2017 h-index of 20.

#### **2018**

30. MacTaggart, R.A., & Lynham, S.A. (2018). An integrative literature review of responsible leadership: Knowns, Unknowns, and Implications. *Leadership, Accountability and Ethics*, 15(3), 56-69. 2017 h-index of 20.

#### **2016**

29. Nafukho, F.M., Muya, M.H., Forouzan, F., Kacirek, K., & Lynham, S.A. (2016). Developing emotional intelligence skills among practicing leaders: Reality or myth? *Performance*

<sup>1</sup> (\* Data based; # With graduate student/s)

- Improvement Quarterly*, 29(1), 71-87. DOI: 10.1002/piq.21215\*
- 2014**
28. McWhorter, R. R., & Lynham, S.A. (2014). An initial conceptualization of virtual scenario planning. *Advances in Developing Human Resources*, 16(3), 335-355.
27. Hurt, A.C., Lynham, S.A., & McLean, G.N. (2014). Investigating the HRD cube and explicating extant paradigms of HRD. *European Journal of Training and Development*, 38(4), 323-346. \* #
- 2013**
26. Taylor, R. G., & Lynham, S. A. (March 2013). Systemic leadership for socio-political stewardship. *South African Journal of Business Management* 44(1), 15-27.\*
- 2011**
25. Lincoln, Y.S., & Lynham, S. A. (2011). Criteria for assessing theory in human resource development from an interpretive perspective. *Human Resource Development International*, 14(1), 3-22.
- 2010**
24. Johnson, M.H., Bartlett, K.R., Cunningham, P.W., Lynham, S.A., & von der Marwitz, J. (2010). A necessary dialogue: The role of national human resource development in HIV/AIDS non-government organizations. *Human Resource Development International*, 13(2) \*#
- 2008**
23. McWhorter, R., Lynham, S.A., & Porter, D.E. (2008). Scenario planning as a leadership capacity and capability development. In T.J. Chermack & G. Burt (Eds.), *Scenario Planning: Human Resource Development's Strategic Learning Tool. Advances in Developing Human Resources*, 10(2), 258-284. \*#
- 2006**
22. Lynham, S.A., Taylor, R.G., Naidoo, V., & Dooley, L.M. (2006). Corporate leadership for economic, social and political change: Principles and practices learned from South African business leaders. *Journal of Business and Society*, 19(1&2). \*
21. Upton, M., Egan, T.M., & Lynham, S.A. (2006). Career development: Load-Bearing wall of window dressing? Exploring definitions, theories, and prospects for HRD-related theory building. *Human Resource Development Review*, 5(4), 1-36.
20. Chermack, T.J., Lynham, S.A., & van der Merwe, L. (2006). Exploring the relationship between scenario planning and perceptions of strategic conversation. *Technological Forecasting and Change*, 7(4), 73-88. \*
19. Chermack, T.J., van der Merwe, L., & Lynham, S.A. (2006). Exploring the relationship between scenario planning and perceptions of learning organization characteristics. *Futures*, 38, 767-777. \*
18. Lynham, S.A., & Chermack, T.J. (in 2006). Responsible leadership for performance: A theoretical model and hypotheses. *Journal of Leadership Studies*, 12(4), 73-88.
17. Lynham, S.A., & Cunningham, P.W. (2006). HRD in transitioning societies in the developing world: A model and synthesis of perspectives. In S.A. Lynham, K.E. Paprock & P.W. Cunningham (Eds.), *HRD in Transitioning Societies in the Developing World* (pp.116-135). *Advances in Developing Human Resources*, 8(1).
16. Cunningham, P.W., Lynham, S.A., & Weatherly, G. (2006). National human resource development in transitioning societies: South Africa. In S.A. Lynham, K.E. Paprock & P.W. Cunningham (Eds.), *HRD in Transitioning Societies in the Developing World* (pp. 62-83). *Advances in Developing Human Resources*, 8(1), 435-448. #
- 2005**
15. Cox, J. B., Estrada, S. D., Lynham, S. A., & Motii, N. (2005). Human resource development in Morocco: An exploratory inquiry. *Human Resource Development International*, 8(4). #
- 2004**
14. Lynham, S.A., & Cunningham, P.W. (2004). Human resource development: The South African case. In G. McLean, A. Osman-Gani & E. Cho (Eds.), *Human Resource Development as National Policy* (pp. 315-325). *Advances in Developing Human Resources* 6(3). Thousand Oaks, CA: Sage.
13. Chermack, T.J., & Lynham, S.A. (2004). Scenario planning as a critical science research tool. *Futures Research Quarterly* 20(2), 41-60.
12. Lynham, S.A., Chermack, T.J., & Noggle, M. (2004). OD theory from an HRD perspective. *Human Resource Development Review* 3(2), 151-172. #
11. Ruona, W.E., & Lynham, S.A. (2004). A philosophical framework for thought and practice in human resource development. *Human Resource Development International*, 7(2), 151-164.

**2003**

10. Chermack, T.J., Lynham, S.A., & Ruona, W.E.A. (2003). Critical uncertainties confronting human resource development. In D.C. Short & J. W. Bing (Eds.), *Shaping the future of HRD* (pp. 257-271). *Advances in Developing Human Resources*, 5(3). \*#
9. Ruona, W.E.A., Lynham, S.A., & Chermack, T.J. (2003). Insights on emerging trends and the future of human resource development. In D.C. Short & J. W. Bing (Eds.), *Shaping the future of HRD* (pp. 272-282). *Advances in Developing Human Resources*, 5(3). \*#

**2002**

8. Lynham, S.A. (2002). The general method of theory building in applied disciplines. In S. A. Lynham (Ed.), *Theory Building in Applied Disciplines* (pp. 222-241). *Advances in Developing Human Resources*, 4(3).
7. Lynham, S.A. (2002). Quantitative research and theory building: Dubin's method. In S. A. Lynham (Ed.), *Theory Building in Applied Disciplines* (pp. 242-276). *Advances in Developing Human Resources*, 4(3).
6. Chermack, T.J., & Lynham, S.A. (2002). Definitions and outcome variables of scenario planning. *Human Resource Development Review*, 1(3), 366-383. #

**2001**

5. Chermack, T.J., Lynham, S.A., & Ruona, W.E.A. (2001). Scenario planning: A review of the literature. *Futures Research Quarterly*, 17(2), 7-31.

**2000**

4. Lynham, S.A. (2000). Theory building in the human resource development profession. *Human Resource Development Quarterly*, 11(2), 159-178.
3. Holton, E.F. III, & Lynham, S.A. (2000). Performance-driven leadership development. In E.F. Holton III & S.S. Naquin (Eds.), *Developing High Performance Leadership Competency* (pp. 1-16). *Advances in Developing Human Resources*, 6.

**1998**

2. Lynham, S.A. (1998). The development and evaluation of a model of responsible leadership for performance: Beginning the journey. *Human Resource Development International*, 1(2), 207-220.
1. Provo, J.M., Ruona, W.E.A., Lynham, S.A., & Miller, R.F. (1998). Scenario planning: An integrated methodology for learning, decision-making, and human resource development. *Human Resource Development International*, 8(3), 327-240.

**Refereed Special Topic Journals<sup>1</sup>****2006**

2. Lynham, S.A., Paprock, K.E., & Cunningham, P.W. (Eds.). (2006). National human resource development in transitioning societies in the developing world. *Advances in Developing Human Resources*, 8(1). Thousand Oaks: Sage.

**2002**

1. Lynham, S.A. (Ed.). (2002). *Theory building in applied disciplines*. *Advances in Developing Human Resources*, 4(3). Thousand Oaks, CA: Sage.

**Refereed Book Chapters****2009**

3. Lynham, S.A., Nafukho, F.M., & Cunningham, P.W. (May, 2009). The cultural context of human resource development paradigms and practices in South Africa. In C.D. Hansen & Y. Lee (Eds.), *The Cultural Context of Human Resource Development* (pp. 57-76). Hampshire, UK: Palgrave Macmillan.

**2006**

2. Lynham, S.A., Taylor, R.G., Dooley, L.M., & Naidoo, V. (July 2006). Corporate leadership for economic, social and political change: Lessons from South Africa. In W. Visser, M. McIntosh & C. Middleton (Eds.), *Corporate Citizenship in Africa: Lessons from the Past; Paths to the Future* (pp. 32-44). Sheffield, UK: Greenleaf Publishing. \*

**2003**


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(\* data based article; # publication with graduate student/s)

1. Gilley, J.W., Quatro, S.A., & Lynham, S.A. (2003). Strategic HRD and its transformation. In A.M. Gilley, J.L. Callahan & L. Bierma (Eds.), *Critical Issues in Human Resource Development* (pp. 23-48). New York: Perseus.

### **Invited Book Chapters/Chapter Sections**

#### **2017**

5. Lincoln, Y.S., Lynham, S.A., & Guba, E. (2017). Paradigmatic controversies, contradictions, and emerging influences: Revisited. In N. K. Denzin & Y.S. Lincoln (Eds.), *The Sage Handbook of Qualitative Research* (5<sup>th</sup> ed.). Thousand Oaks, CA: Sage.

#### **2013**

4. Lynham, S.A. (2013). The general method of theory building in applied disciplines. In R.A. Swanson & T.J. Chermack, *Theory Building in Applied Disciplines* (ch.3, pp. 29-45). San Francisco, CA: Berrett-Koehler.

#### **2011**

3. Lincoln, Y.S., Lynham, S.A., & Guba, E.G., (2011). Paradigmatic controversies, contradictions, and emerging influences: Revisited. In N. K. Denzin & Y.S. Lincoln (Eds.), *The Sage Handbook of Qualitative Research* (4<sup>th</sup> ed.). (pp. 97-128). Thousand Oaks, CA: Sage.

#### **2009**

2. Lynham, S.A., Nafukho, F.M., & Cunningham, P.W. (2009). The cultural context of human resource development (HRD) paradigms and practice in South Africa. In C. Hansen (Ed.), *The Cultural Context of Human Resource Development* (pp. 57-76). Hampshire, UK: Palgrave Macmillan.

#### **2005**

1. Lynham, S.A. (2001). The organization development for performance system (ODPS). In Swanson, R.A., & Holton, E.F. III, *Foundations of human resource development* (pp. 275-280). San Francisco: Berrett-Koehler.

### **Journal Editorial/s**

#### **2011**

1. Lynham, S.A., & McDonald, K.S. (Eds.). (2011). Data for decision making: Three instances of inquiry for improved action. *Advances in Developing Human Resources*, 13(2). Thousand Oaks, CA: Sage.

### **Refereed Journal Issues: Produced during term as Editor-In-Chief**

(*Advances in Developing Human Resources*, Sage Publications, 145+ pages/Issue)

#### **2012**

14. Madsen, S.R. (Issue Editor). (May, 2012). Women and leadership in higher education: Current realities, challenges, and future directions. *Advances in Developing Human Resources*, 14(2). Thousand Oaks, CA: Sage.
13. Madsen, S. R. (Issue Editor). (February, 2012). Women and leadership in higher education: Learning and advancement in leadership programs. *Advances in Developing Human Resources*, 14(1). Thousand Oaks, CA: Sage.

#### **2011**

12. Shuck, B. Reio, G.R., & Wollard, K.K. (Issue Editors). (November, 2011). Employee engagement & HRD: Linking theory and scholarship to practice. *Advances in Developing Human Resources*, 13(4). Thousand Oaks, CA: Sage.
11. Waples, E.P., & Shelton, P.M. (Issue Editors). (August, 2011). Exploring the bodies of knowledge that inform leading for innovation: Implications for theory, research, and practice. *Advances in Developing Human Resources*, 13(3). Thousand Oaks, CA: Sage.
10. Ghosh, R., Jacobs, J., & Reio, T.G. (Issue Editors). (February, 2011). HRD's role in addressing workplace incivility and violence. *Advances in Developing Human Resources*, 13(1). Thousand Oaks, CA: Sage.

#### **2010**

9. McWhorter, R.R., & Bennett, E.E. (Issue Editors). (December, 2010). Virtual HRD. *Advances in Developing Human Resources*, 12(6). Thousand Oaks, CA: Sage.

8. Garavan, T.N., & McGuire, D. (Issue Editors). (October 2010). HRD And society: HRD's role in embedding sustainability, CSR And ethics In organizations. *Advances in Developing Human Resources, 12*(5). Thousand Oaks, CA: Sage.
7. Roessler, R., & Nafukho, F.M. (Issue Editors). (August 2010). Disability, diversity, and discharge issues at the workplace: Implications for human resource development. *Advances in Developing Human Resources, 12*(4). Thousand Oaks, CA: Sage.
6. Hite, L.M., & McDonald, K.S. (Issue Editors). (June 2010). Exploring diversity in the HRD curriculum. *Advances in Developing Human Resources, 12*(3). Thousand Oaks, CA: Sage.
5. Marquardt, M., & Banks, S. (Issue Eds.). (February 2010). Action learning theory to practice. *Advances in Developing Human Resources, 12*(2). Thousand Oaks, CA: Sage.
4. Gilley, J., & Waite, A. (Issue Eds.). (January 2010). An eclectic approach to building effective teams: Eight separate but interrelated components. *Advances in Developing Human Resources, 12*(1). Thousand Oaks, CA: Sage.

#### 2009

3. Nafukho, F.M., Muyia, M.H., & Kacirek, K. (Issue Eds.) (December 2009). Emotional intelligence and performance: A collage of workplace evidence. *Advances in Developing Human Resources, 11*(6). Thousand Oaks, Sage.
2. Byrd, M.Y., & Stanley, C.A. (Issue Eds.). (October, 2009). Giving voice: The socio-cultural realities of African American women's leadership experiences. *Advances in Developing Human Resources, 11*(5). Thousand Oaks, Sage.
1. Short, D.C., Kormanik, M.B., & Ruona, W.E.A. (Issue Eds.) (August, 2009). Bridging the gap: Scholar-practitioners in human resource development. *Advances in Developing Human Resources, 11*(4). Thousand Oaks, Sage.

[Note: Although Issue still produced under the name of the preceding Editor-in-Chief, I acted in same capacity for half of Issue production...due to early hand-over of journal at end of June, 2009]

#### Refereed Conference Proceedings Articles<sup>12</sup>

##### **International (Outside USA)**

#### 2010

5. Lynham, S.A., Taylor R.G., & Naidoo, V. (2010). Responsible leadership for performance: The description of a theoretical framework and its application to a South African case study on business leadership. *2010 Conference Proceedings*. Center for Responsible Leadership, University of Pretoria, South Africa. ^
4. Taylor, R.G., Lynham, S.A., & Naidoo, V. (2010). Leadership stewardship for socio-political change. *2010 Conference Proceedings*. Center for Responsible Leadership, University of Pretoria, South Africa. ^

#### 2007

3. Van der Zwan, A., Lynham, S.A., & Taylor, R.G. (2007). Commerce for conflict or constructive change: An integrative contrast of two cases—the Democratic Republic of Congo (DRC) and South Africa (SA). *The Eighth International Conference on HRD Research and Practice across Europe* (n.p.). Oxford Brookes, Oxford: UFHRD. \*#^
2. McWhorter, R.R., Lynham, S.A., Porter, D., Van der Merwe, L., & Chermack, T.J. (2007). Scenario planning as leadership development. *The Eighth International Conference on HRD Research and Practice across Europe* (n.p.). Oxford Brookes, Oxford: UFHRD. \*#^

#### 2004

1. Lynham, S.A. (2004). A theory of responsible leadership for performance: Viewing leadership as a system. In T. N. Garavan, E. Collins, M.J. Morely, R. Carbery, C. Gubbins & L. Prendeville (Eds.), *Proceedings of the Fifth UFHRD/AHRD Conference* (n.p.). Limerick, Ireland: The University of Limerick. ^

##### International (within USA)

#### 2019

<sup>1</sup> (\* Data based; # With graduate students)

<sup>2</sup> (^ Article converted to journal publication)

41. MacTaggart, R., & Lynham, S.A. (2019). The lived experience of Responsible Leadership: A transcendental phenomenological study of five middle school teachers. *Proceedings of the Academy of Human Resource Development*. Minneapolis, MN: AHRD. #
- 2018**
40. MacTaggart, R., & Lynham, S.A. (2018). An integrative review of responsible leadership: Knowns, unknowns, and implications. *Proceedings of the Academy of Human Resource Development*. Minneapolis, MN: AHRD. #
- 2017**
39. Ziegler, C., & Lynham, S.A. (2017). Organizational knowledge: What do we know and not know about it? *Proceedings of the Academy of Human Resource Development*. Minneapolis, MN: AHRD. #
- 2013**
38. Hurt, A.C., Lynham, S.A., & McLean, G.N. (2013). Exploring paradigms of human resource development. *Proceedings of the Academy of Human Resource Development*. Minneapolis, MN: AHRD.
- 2012**
37. Lynham, S. A., Taylor, R. G., & Naidoo, V. (2012). The Application of a Theoretical Framework of Responsible Leadership to a South African Study on Business Leadership. *Proceedings of the Academy of Human Resource Development*. Minneapolis, MN: AHRD.\*
- 2011**
36. Chermack, T.J., Lynham, S.A., Lincoln, Y.S., & McWhorter, R. (2011). Towards a social constructivist theory of scenario planning. *2011 Proceedings of the Academy of Human Resource Development*. Minneapolis, MN, MN: AHRD. \*#^
- 2010**
35. Demps, E., Lynham, S.A., Lincoln, Y.S., & Cifuentes, L. (2010). Understanding the faculty experience of teaching using educational technology at public research universities in the USA in the academic capitalism era: An interpretive critical inquiry. In Carroll M. Graham (Ed.), *Proceedings of the Academy of Human Resource Development* (8-3). Knoxville, TN: AHRD. \*#^
34. Lynham, S.A., Lincoln, Y.S., Hurt, A.C., & McLean, G.N. (2010). The HRD cube: A heuristic for understanding, locating and investigating HRD theory, research, and practice. In Carroll M. Graham (Ed.), *Proceedings of the Academy of Human Resource Development* (pp. 3331-3339). Knoxville, TN: AHRD.
33. Okafor, E.N., Frank, C.A., Lynham, S.A., & Nafukho, F.M. (2010). Human resource development (HRD) at the national level. In Carroll M. Graham (Ed.), *Proceedings of the Academy of Human Resource Development* (pp. 4051-4059). Knoxville, TN: AHRD.
- 2009**
32. Johnson, M.H., Bartlett, K.R., Cunningham, P.W., von der Marwitz, J., & Lynham, S.A. (2009). *A necessary dialogue: The role of national human resource development in HIV/AIDS non-government organizations*. 2009 Academy of HRD International Conference Proceedings. Washington DC: AHRD. \*#^
- 2007**
31. Lincoln, Y.S., & Lynham, S.A. (2007). Criteria for assessing good theory in applied disciplines from an interpretive perspective. In F. Nafukho & T. J Chermack (Eds.), *Proceedings of the Academy of Human Resource Development International Conference* (n.p.). Bowling Green, OH: AHRD. ^
30. McWhorter, R., Lynham, S.A., Porter, D.E., & Chermack, T.J. (2007). *Scenario planning as the development of leadership*. In F. Nafukho & T. J Chermack (Eds.), *Proceedings of the Academy of Human Resource Development International Conference* (n.p.). Bowling Green, OH: AHRD. \*#
29. Kenzhegaranova, M.K., Kabdulsharipova, M., & Lynham, S.A. (2007). *Defining human resource development in Kazakhstan: A beginning*. In F. Nafukho & T. J. Chermack (Eds.), *Proceedings of the Academy of Human Resource Development International Conference* (n.p.). Bowling Green, OH: AHRD. \*#
- 2006**
- xx. Lynham, S.A., Taylor, R.G., & Naidoo, V. (2006: accepted, but withdrawn). "Crashing Boundaries and Facing Down the Charging Elephant". The Experience of Facilitating Change Makers for

- 'Socially Responsible Free Enterprise': A South African Case Study. *International Association of Business and Society, 2006 Annual Conference*, Merida: Mexico. \*
28. Alvarado, M., & Lynham, S.A. (2006). Factors inhibiting and enabling the advancement of Hispanic executives in the USA workplace: An exploratory review. In F.M. Nafukho & H. Chen (Eds.), *Proceedings of the Academy of Human Resource Development International Conference*. Bowling Green, OH: AHRD. #
27. Chermack, T.J., Lynham, S.A., & Van der Merwe, L. (2006). The effects of scenario planning on perceptions of learning organizations. In F.M. Nafukho & H. Chen (Eds.), *Proceedings of the Academy of Human Resource Development International Conference*. Bowling Green, OH: AHRD. \*^
26. Chermack, T.J., van der Merwe, L., & Lynham, S.A. (2006). Examining the effects of scenario planning on perceptions of strategic conversation quality. In F.M. Nafukho & H. Chen (Eds.), *Proceedings of the Academy of Human Resource Development International Conference*. Bowling Green, OH: AHRD. \*^
- 2005**
25. Lynham, S.A., Taylor, R.G., & Dooley, L.M. (2005). Behind the miracle: Emerging insights from South African business leadership experiences. *Proceedings of the Academy of Human Resource Development* (pp. 1004-1011). Bowling Green, OH: AHRD. \*^
24. Alvarado, M., & Lynham, S.A. (2005). Experiences of Hispanic executives in the U.S. workplace: An exploratory overview of our knowledge and understanding. *Proceedings of the Academy of Human Resource Development* (pp. 890-897). Bowling Green, OH: AHRD. #^
23. Cox, J.B., Estrada, S.M., & Lynham, S.A. (2005). The emergence of HRD in Morocco. *Proceedings of the Academy of Human Resource Development* (pp. 757-764). Bowling Green, OH: AHRD. #^
- 2004**
22. Rushing, J., & Lynham, S.A. (2004). Safety leadership development in the Oilfield: Operationalization of Lynham's theory of responsible leadership for performance. In T.M. Egan & M.L. Morris (Eds.), *Proceedings of the Academy of Human Resource Development* (pp. 1162-1168). Bowling Green, OH: AHRD. #
21. Noggle, M., & Lynham, S.A. (2004). Theories of motivation and how they inform individual performance. In T.M. Egan & M.L. Morris (Eds.), *Proceedings of the Academy of Human Resource Development* (pp. 705-712). Bowling Green, OH: AHRD. #
20. Seaman, D., Lynham, S.A., Ruona, W.E.A., & Chermack, T.J., & (2004). Adult literacy: Issues and directions impacting HRD. In T.M. Egan & M.L. Morris (Eds.), *Proceedings of the Academy of Human Resource Development* (pp. 42-49.). Bowling Green, OH: AHRD. \*
19. Hasler, M., Thompson, M., Lynham, S.A., & Paprock, K.E. (2004). HRD in Latin America: An exploratory review of the literature. In T.M. Egan & M.L. Morris (Eds.), *Proceedings of the Academy of Human Resource Development* (pp. 463-470). Bowling Green, OH: AHRD. #^
18. Jie, K., Paprock, K.E., & Lynham, S.A. (2004). The role of HRD in Chinese state-owned banks and implications for future HRD policies and practices. In T.M. Egan & M.L. Morris (Eds.), *Proceedings of the Academy of Human Resource Development* (pp. 176-182). Bowling Green, OH: AHRD. #^
17. Lee, H., Lin, J., Paprock, K.E., Lynham, S.A., & Li, J. (2004). A review of HRD research in three areas of East Asia: Mainland China, Japan, and Taiwan. In T.M. Egan & M.L. Morris (Eds.), *Proceedings of the Academy of Human Resource Development* (pp. 455-462.). Bowling Green, OH: AHRD. #^
- 2003**
16. Chermack, T.J., & Lynham, S.A. (2003). Scenario planning as a critical science research tool. In S.A. Lynham & T.M. Egan (Eds.), *Proceedings of the Academy of Human Resource Development* (pp. 540-547). Bowling Green, OH: AHRD. #^
15. Dooley, L.M., & Lynham, S.A. (2003). Using phenomenology to come to know and understand in HRD. In S.A. Lynham & T.M. Egan (Eds.), *Proceedings of the Academy of Human Resource Development* (pp. 225-232). Bowling Green, OH: AHRD.
14. Upton, M., Egan, T.M., & Lynham, S.A. (2003). Career development: Definitions, theories, and dependent variables. In S.A. Lynham & T.M. Egan (Eds.), *Proceedings of the Academy of Human Resource Development* (pp. 728-735). Bowling Green, OH: AHRD. #^
- 2002**

13. Lynham, S.A. (2002). A theory of responsible leadership for performance (RLP): Development and operationalization. In U. Pareek, A.M. Osman-Gani, S. Ramnarayan & T.V. Rao (Eds.), *Human resource development in Asia: Trends and challenges* (pp. 645-652). Conference Proceedings of The First International Conference on Human Resource Development in Asia. New Delhi, India: Oxford & IHB Publishing Co. Pvt. Ltd. ^
  12. Chermack, T.J., & Lynham, S.A. (2002). Scenario planning: An examination of definitions and dependent variables. In T.M. Egan & S.A. Lynham (Eds.), *Proceedings of the Academy of Human Resource Development* (pp. 592-599). Bowling Green, OH: AHRD. #^
  11. Ruona, W.E.A., Lynham, S.A., & Chermack, T.J. (2002). Searching for the future in human resource development. In T.M. Egan and S.A. Lynham (Eds.), *Proceedings of the Academy of Human Resource Development* (pp. 286-293). Bowling Green, OH: AHRD. \*#^
  10. Dooley, L.M., Lynham, S.A., Egan, T.M., Dooley, K.E., Taylor, R., Woog, R., & Debashis, C. (2002). International leadership development: A four continent perspective. In U. Pareek, A.M. Osman-Gani, S. Ramnarayan & T.V. Rao (Eds.), *Human resource development in Asia: Trends and challenges* (pp. 685-694). Conference Proceedings of The First International Conference on Human Resource Development in Asia. New Delhi, India: Oxford & IHB Publishing Co. Pvt. Ltd.
- 2001**
9. Chermack, T.J., & Lynham, S.A. (2001). Considering OD theories from the theoretical foundations of HRD and Performance Improvement. In O. Aliago (Ed.), *Proceedings of the Academy of Human Resource Development* (pp. 372-379). Baton Rouge, LA: AHRD. #^
- 2000**
8. Lynham, S.A. (2000). Leadership Development: A review of the theory and literature. In P. Kuchinke (Ed.), *Proceedings of the Academy of Human Resource Development Conference* (pp. 285-292). Baton Rouge, LA: AHRD. ^
  7. Lynham, S.A. (2000). The role of theory building in maturing the human resource development profession. In P. Kuchinke (Ed.), *Proceedings of the Academy of Human Resource Development* (pp. 1131-1139). Baton Rouge, LA: AHRD. ^
- 1999**
6. Ruona, W.E., & Lynham, S.A. (1999). Towards a philosophical framework for thought and practice. In P. Kuchinke (Ed.), *Proceedings of the Academy of Human Resource Development* (pp. 209-215). Baton Rouge, LA: AHRD. ^
- 1998**
5. Lynham, S.A., Provo, J.M., & Ruona, W.E.A. (1998). The role of scenarios in business strategy and human resource development. In R.J. Torracco (Ed.), *Proceedings of the Academy of Human Resource Development* (pp. 169-177). Baton Rouge, LA: AHRD.
  4. Swanson, R.A., Lynham, S.A., Ruona, W.E.A., & Provo, J.M. (1998). Human resource development's role in supporting strategic organizational planning. In R.J. Torracco (Ed.), *Proceedings of the Academy of Human Resource Development* (pp. 589-594). Baton Rouge, LA: AHRD.
- 1997**
3. Lynham, S.A., & Swanson, R.A. (1997). The development and evaluation of a model of responsible leadership for performance. In R. J. Torracco (Ed.), *Proceedings of the Academy of Human Resource Development* (pp. 570-577). Baton Rouge, LA: AHRD. ^
  2. Miller, R.F, Lynham, S.A., Provo, J.M., & St. Claire, J.M. (1997). Examination of the use of scenarios as learning and decision-making tools for human resource development. In R.J. Toracco (Ed.), *Proceedings of the Academy of Human Resource Development* (pp. 80-86). Baton Rouge, LA: AHRD. ^
- 1995**
1. Lynham, S.A. (1995). Embracing the humanism of Africa in the thought and practice of HRD. In E.F. Holton III (Ed.), *Proceedings of the Academy of Human Resource Development* (23-5). Baton Rouge, LA: AHRD.

**Refereed Conference Proceedings Abstracts/Research Roundtables  
International (Outside USA)**

**2008**

1. Lynham, S.A., & McLean, G.N. (2008). The HRD cube. *The Ninth International Conference on HRD Research and Practice across Europe* (n.p.). Lille, France: UFHRD.

**International (inside USA)****2017**

12. McWhorter, R.M., & Lynham, S.A. (2017). Virtual Scenario Planning: A Research Agenda. 2017 *Academy of HRD International Conference Proceedings*. Minneapolis, MN: AHRD

**2016**

11. Nafukho, F., Muya, H., Forouzan, F., Lynham, S.A., & Kacirek, K. (2016). Developing emotional intelligence skills among practicing leaders: Where is the evidence? 2016 *Academy of HRD International Conference Proceedings*. Minneapolis, MN: AHRD.

**2014**

10. Sturgeon, J., & Lynham, S.A. (2014). HRD's role in corporate social responsibility: Time to rethink? 2014 *Academy of HRD International Conference Proceedings*. Minneapolis, MN: AHRD.#

**2013**

9. Lincoln, Y.S., Lynham, S.A., Nafukho, F., & Frank C. (2013). Squishy theory in applied fields. *International Congress on Qualitative Inquiry (ICQI)*. Champagne-Urbana, IL: ICQI.

**2012**

8. Nafukho, F.M., Muya, H.M.A., Lynham, S.A., & Kacirek, K. (2012). Leadership development training and its impact on emotional intelligence skills. 2012 *Academy of HRD International Conference Proceedings*. Minneapolis, MN: AHRD.\*

**2011**

7. McWhorter, R. R., & Lynham, S. A. (2011). Virtual scenario planning: A strategic learning tool for the small business and non-profit organization. In the *Proceedings of the Annual Meeting of the Southern Management Association* (pp. 491-494), November 9-12, 2011, Savannah, Georgia, USA.
6. Nafukho, F.M., Kacirek, K., Lynham, S.A., & Muya, H. (2011). Emotional intelligence and leadership development training in an international organization. 2011 *Proceedings of the Academy of Human Resource Development*. Minneapolis, MN: AHRD. \*

**2010**

5. Brinkman, L., Chenhall, E., Lynham, S.A., & Gloekner, G. (2010). Uses of mixed methods research methodology in Academy of Human Resource Development journals. 2010 *Proceedings of the Academy of HRD* (RR2-5). #
4. Lynham, S.A., Lincoln, Y.S., Hurt, A.C., & McLean, G.N. (2010). The HRD cube: A heuristic for understanding, locating and investigating HRD theory, research, and practice. 2010 *Proceedings of the Academy of Human Resource Development* (41-1).
3. McWhorter, R.R., Lynham, S.A., & Chermack, T.J. (2010). Scenario planning as the development of leadership capability and capacity development: A social constructivist case study. 2010 *Proceedings of the Academy of Human Resource Development* (41-4).
2. McWhorter, R.R., Lynham, S.A., & Chermack, T.J. (2010). Scenario planning as the development of leadership capacity and capability: Interviews with experts. *Proceedings of the Academy of Human Resource Development* (10-3).
1. Okafor, E.N., Frank, C., Nafukho, F., & Lynham, S.A. (2010). Human resource development at the national level. 2010 *Proceedings of the Academy of Human Resource Development* (31-4).

**Local (USA)****2009**

1. Lynham, S.A., Scott, M., Sanders, E., Anderson, S., Jennings, L., & Mason, A. (2009). Experiences of faculty of color at CSU: A pilot study in CAHS. *Colorado State University's 9<sup>th</sup> Annual Diversity Conference Program*. Fort Collins, CO.

**Refereed Proceedings****2003**

2. Lynham, S.A., & Egan, T.M. (Eds.). (2003). *Proceedings of the Academy of Human Resource Development*. Bowling Green, OH: AHRD.

**2002**

1. Egan, T.M., & Lynham, S.A. (Eds.) (2002). *Proceedings of the Academy of Human Resource Development*. Bowling Green, OH: AHRD.

### **Non-refereed Journal Articles (invited)**

#### **2009**

- McLean, G.A., Lynham, S.A., Azevedo, R.E., Lawrence, J.E.S., & Nafukho, F.M. (2009). A response to Wang and Swanson's (2008) article on national human resource development and theory development. *Human Resource Development Review*, 7(2), 241-258.

### **Journal Editorials<sup>2</sup>**

#### **2011**

- Lynham, S.A., & McDonald, K. S. (2011). There's nothing quite as practical as good research. *Advances in Developing Human Resources*, 13(2), 131-134.

#### **2002**

- Chermack, T.J., & Lynham, S.A. (2002). Assessing institutional sources of scholarly productivity in human resource development from 1995-2000. *Human Resource Development Quarterly*, 13(3), 341-345. #

### **Book Reviews**

#### **1998**

- Miller, R.F., Provo, J.M., Lynham, S.A., & Ruona, W.E.A. (1998). Scenarios: The art of strategic conversation. [Review of book]. *Human Resource Development Quarterly*, 9(2), 193-198.

### **Technical Reports**

#### **2000**

2. Lynham, S.A. (2000). *The organization development for performance system (ODPS)*. (Tech. Rep.). St. Paul, MN: University of Minnesota, Human Resource Development Research Center.
1. Lynham S.A. (2000). *The development of a theory of responsible leadership for performance*. (Tech. Rep.). St. Paul, MN: University of Minnesota, Human Resource Development Research Center.

### **Book in Progress<sup>1</sup>**

#### **2019+**

1. Lynham, S.A., Taylor, R.A., & Naidoo, V. (in progress, Fall 2020). *Leadership for Social and National Change: Lived Experiences of South African Business Leaders*. Cham, Switzerland: Palgrave-Macmillan. \*

### **SCHOLARSHIPS AND AWARDS<sup>1</sup>**

#### **2019**

11. College of Health and Human Sciences, Colorado State University: 2019 Advising Excellence Award.

#### **2018**

10. School of Education, Colorado State University: 2018 Advising Excellence Award.

#### **2017**

9. 2017 Cutting Edge Award – Outstanding Papers (top 10) in the 2017 Academy of HRD Conference Proceedings:  
Ziegler, C., & Lynham, S.A. (2017). Organizational Knowledge: What Do We Know and Not Know About It? Refereed paper presented at the 2017 Academy of HRD International Conference. San Antonio, TX.

#### **2014**

8. School of Education, Colorado State University: 2014 Advising Excellence Award.

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(\* data based; # With graduate student/s)

**2012**

7. Monica M. Lee Research Excellence Award – Outstanding refereed paper in journal for 2011. Academy of HRD and Routledge Award. *Human Resource Development International* journal, Routledge: UK:  
Lincoln, Y.S., & Lynham, S. A. (2011). Criteria for assessing theory in human resource development from an interpretive perspective. *Human Resource Development International*, 14(1), 3-22.

**2011**

6. 2011 Cutting Edge Award – Outstanding Papers (top six) in the 2011 Academy of HRD Conference Proceedings:  
Chermack, T.J., Lynham, S.A., Lincoln, Y.S., & McWhorter, R. (2011). Towards a social constructivist theory of scenario planning. *2011 Proceedings of the Academy of Human Resource Development*. Minneapolis, MN: AHRD. \*#

**2009**

5. Advances in Developing Human Resources: Best Issue Award-Academy of HRD 2009:  
McWhorter, R., Lynham, S.A., & Porter, D.E. (2008). Scenario planning as a leadership capacity and capability development. In T.J. Chermack & G. Burt (Eds.), *Scenario Planning: Human Resource Development's Strategic Learning Tool. Advances in Developing Human Resources*, 10(2), 258-284. \*#

**2008**

4. Fall, 2008 Faculty Development Sabbatical – Texas A&M University. Award not taken up due to relocation to CSU.

**2004**

3. 2003-2004 Cutting Edge Award – Outstanding Papers from the 2004 Academy of HRD Conference Proceedings:  
Hasler, M.G., Thompson, M.D., Lynham, S.A., & Paprock, K.E. (2004). HRD in Latin America: An exploratory review of the Literature. In T.M. Egan (Ed.), *Proceedings of the Academy of Human Resource Development* (pp. 463-470). Bowling Green, OH: AHRD. #

**2003**

2. 2002-2003 Cutting Edge Award – Outstanding Papers from the 2003 Academy of HRD Annual Research Conference Proceedings:  
Dooley, L.M., & Lynham, S.A. (2003). Using phenomenology to come to know and understand in HRD. In S.A. Lynham & T.M. Egan (Eds.), *Proceedings of the Academy of Human Resource Development* (pp. 225-232). Bowling Green, OH: AHRD.
1. 2002-2003 Outstanding New Faculty Award, College of Education and Human Development – an Advisory Council Award (university wide).

**EDITORIAL/REFEREED REVIEW WORK**

22. **Screening Committee**: HRDQ, Best Issue Award, for 2014, 2015, 2016 and 2017 Issues
21. **Editorial Board Member** (ex-officio, continuous), *Advances in Developing Human Resources*, July 2012+.
20. **Editorial Board Member**, *Human Resource Development Quarterly*, January 2013-December 2018.
19. **Editorial Board Member**, *European Journal of Training and Development*, June 2011 to 2014.
18. **Editor-in-Chief**, *Advances in Developing Human Resources* (ADHR), June 2009 to June 2012.
17. **Associate Editor-in-Chief**, *Advances in Developing Human Resources* (ADHR), 2007 to 2009.
16. **Review Committee Chair**, *Advances in Developing Human Resources Award: Best Issue Volumes 7-9*. December 2007-January 2008.
15. **Editorial Board Member**, *Human Resource Development International* (HRDI), March 2004 to June 2011 (Associate Editor, Africa Region).
14. **Editorial Board Member**, *New Horizons in Adult Education and Human Resource Development*, August 2006 to August 2011.
13. **Editorial Board Member**, *Advances in Developing Human Resources* (ADHR), 2003 to 2007.
12. **Editorial Board Member**, *The International Journal of Servant-Leadership* (IJSLS), December 2004 to 2008.

11. **Advisory Board Member**, *Human Resource Development International journal*, 1999 to 2003.
10. **Co-editor**, *Academy of Human Resource Development Annual International Conference Proceedings*, 2002 & 2003.
9. **Review Committee Chair**, Malcolm Knowles Dissertation of the Year Award, Academy of Human Resource Development (2001-2003).
8. **Review Committee Chair**, Richard A. Swanson Research Award, Academy of Human Resource Development (2001-2003).
7. **Editorial Board Member**, *Perseus Publishers Organizational Learning, Performance, and Change Series*, 2002-2004.
6. **Reviewer**, *Journal of European and Industrial Training (JEIT)*, 2008 to present (now EJTD).
5. **Reviewer**, *Advances in Developing Human Resources (ADHR)*, 2000 to 2012.
4. **Reviewer**, *Human Resource Development International (HRDI)*, 1999 to present.
3. **Reviewer**, *Human Resource Development Quarterly (HRDQ)*, 1999 to present.
2. **Reviewer**, *Human Resource Development Review (HRDR)*, 2002 to 2007.
1. **Reviewer**, *Academy of Human Resource Development Annual International Conference papers*, 2000 to 2003.

### **REFEREED CONFERENCE PRESENTATIONS3**

#### **International (outside USA)**

##### **2010**

5. Lynham, S.A., Taylor R.G., & Naidoo, V. (2010). Responsible leadership for performance: The description of a theoretical framework and its application to a South African case study on business leadership. Paper accepted for presentation at the 1<sup>st</sup> International Conference on Responsible Leadership. Pretoria, South Africa: University of Pretoria. \*
4. Taylor, R.G., Lynham, S.A., & Naidoo, V. (2010). Leadership stewardship for socio-political change. Paper accepted for presentation at the 1<sup>st</sup> International Conference on Responsible Leadership. Pretoria, South Africa: University of Pretoria. \*

##### **2007**

3. Van der Zwan, A., Lynham, S.A., & Taylor, R.G. (accepted). Commerce for conflict or constructive change: An Integrative Contrast of Two Cases--the Democratic Republic of the Congo (DRC) and South Africa (SA). Paper accepted for presentation at The Eighth International Conference on HRD Research and Practice across Europe. Oxford Brookes, Oxford: UFHRD. \*#
2. McWhorter, R.R., Lynham, S.A., Porter, D., Van der Merwe, L., & Chermack, T.J. (2007). Scenario planning as leadership development. Paper accepted for presentation at The Eighth International Conference on HRD Research and Practice across Europe. Oxford Brookes, Oxford: UFHRD. \*#

##### **2006**

- XX. Lynham, S.A., Taylor, R.G., & Naidoo, V. (2006). Crashing Boundaries and Facing Down the Charging Elephant: The Experience of Facilitating National Change Makers – A South African Case Study. Paper accepted for presentation at the International Association of Business and Society Annual Conference. Merida, Yucatan: Mexico. [Withdrawn from presentation due to lack of funding to attend conference]. \*

##### **2004**

1. Lynham, S.A. (2004). A Theory of Responsible Leadership for Performance: Viewing Leadership as a System. Paper accepted for presentation at The Fifth International Conference on HRD Research and Practice across Europe. Limerick, Ireland: The University of Limerick.

#### **International (inside USA)**

##### **2019**

48. MacTaggart, R., & Lynham, S.A. (2019). The Lived Experience of Responsible Leadership: A Transcendental Phenomenological Study of Five Middle School Teachers. Paper accepted for presentation at *2019 HRD International Conference*. Louisville, KY. #

##### **2018**

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(\* Data based; # With graduate student/s)

47. MacTaggart, R., & Lynham, S.A. (2017 for presentation at 2018 conference). An Integrative Review of Responsible Leadership: Knowns, Unknowns, and Implications. Paper accepted for presentation at the 2018 *AHRD International Conference*. Richmond, VA.

#### 2017

46. Ziegler, C., & Lynham, S.A. (2017). Organizational knowledge: What do we know and not know about it? Paper accepted for presentation at the 2017 *HRD International Conference*. San Antonio, TX.

#### 2016

45. Nafukho, F., Muyia, H., Forouzan, F., Kacirek, K., & Susan A. Lynham (2016). Developing emotional intelligence skills among practicing leaders: Where is the evidence? Abstract accepted for presentation at the 2016 *Academy of HRD International Conference*. Jacksonville, FL.

#### 2014

44. Sturgeon, J., & Lynham, S.A. (2014). HRD's Role in Corporate Social Responsibility: Time to Rethink? Paper accepted for presentation at the 2014 Academy of Human Resource Development International Conference, Houston, TX: AHRD. #

#### 2013

43. Hurt, A.C., Lynham, S.A., & McLean, G.N. (2013). Exploring paradigms of human resource development. Paper accepted for presentation at the 2013 Academy of Human Resource Development International Conference, Washington, DC: AHRD.
42. Lincoln, Y.S., Lynham, S.A., Nafukho, F., & Frank C. (2013). Squishy Theory in Applied Fields. *International Congress on Qualitative Inquiry (ICQI)*. Champagne-Urbana, IL: ICQI.

#### 2012

41. Lynham, S.A., Taylor, R.G., & Naidoo, V. (2012). The application of a theoretical framework of responsible leadership to a South African study on business leadership. Paper accepted for presentation at the 2012 Academy of Human Resource Development International Conference, Denver, CO: AHRD.
40. Nafukho, F.M., Muyia, H., Lynham, S.A., & Kacirek, K. (2012). Leadership development training and its impact on emotional intelligence. Paper accepted for presentation at the 2012 Academy of Human Resource Development International Conference, Denver, CO: AHRD.

#### 2011

39. McWhorter, R. R., & Lynham, S. A. (2011). Virtual scenario planning: A strategic learning tool for the small business and non-profit organization. Innovative session paper accepted for presentation at the November, 2011 Annual Meeting of the Southern Management Association, Savannah, Georgia: USA.
38. Chermack, T.J., Lynham, S.A., Lincoln, Y.S., & McWhorter, R. (2011). Towards a social constructivist theory of scenario planning. Paper accepted for presentation at the 2011 Academy of Human Resource Development International Conference, Chicago, IL: AHRD. \*#
37. Nafukho, F.M., Kacireck, K., Lynham, S.A., & Muyia, H. (2011). Emotional intelligence and leadership development training in an international organization. Paper accepted for presentation at the 2011 Academy of Human Resource Development International Conference, Chicago, IL: AHRD. \*

#### 2010

36. Lynham, S.A., Lincoln, Y.S., Hurt, A.C., & McLean, G.N. (2010). The HRD cube: A heuristic for understanding, locating and investigating HRD theory, research, and practice. Paper accepted for presentation at the 2010 Academy of Human Resource Development International Conference, Knoxville, TN.
35. Demps, E., Lynham, S.A., Lincoln, Y.S., & Cifuentes, L. (2010). Understanding the faculty experience of teaching using educational technology at public research universities in the USA in the academic capitalism era: An interpretive critical inquiry. Paper accepted for presentation at the 2010 Academy of Human Resource Development International Conference, Knoxville, TN. \*#
34. McWhorter, R.R., Lynham, S.A., & Chermack, T.J. (2010). Scenario planning as the development of leadership capability and capacity development: A social constructivist case study. Paper accepted for presentation at the 2010 Academy of Human Resource Development International Conference, Knoxville, TN.

33. McWhorter, R.R., Lynham, S.A., & Chermack, T.J. (2010). Scenario planning as the development of leadership capacity and capability: Interviews with experts. Paper accepted for presentation at the 2010 Academy of Human Resource Development International Conference, Knoxville, TN.
32. Okafor, E.N., Frank, C., Nafukho, F., & Lynham, S.A. (2010). Human resource development at the national level. Paper accepted for presentation at the 2010 Academy of Human Resource Development International Conference, Knoxville, TN.
- 2009**
31. Johnson, M.H., Bartlett, K.R., Cunningham, P.W., von der Marwitz, J., & Lynham, S.A. (2009). A necessary dialogue: The role of national human resource development in HIV/AIDS non-government organizations. Paper accepted for presentation at the 2009 Academy of HRD International Conference, Washington, DC.
- 2007**
30. Lincoln, Y.S., & Lynham, S.A. (2007). Criteria for Assessing Good Theory in Applied Disciplines from an Interpretive Perspective. Paper accepted for presentation at the Academy of Human Resource Development International Conference. Indianapolis, IN.
29. McWhorter, R., Lynham, S.A., Porter, D.E., & Chermack, T.J. (2007). Scenario Planning as the Development of Leadership. Paper accepted for presentation at the Academy of Human Resource Development International Conference. Indianapolis, IN. #
28. Kenzhegaranova, M.K., Kابدulsharipova, M., & Lynham, S.A. (2007). Defining Human Resource Development in Kazakhstan: A Beginning. Paper accepted for presentation at the Academy of Human Resource Development International Conference. Indianapolis, IN. ##
- 2006**
27. Alvarado, M., & Lynham, S.A. (2006). Factors Inhibiting and Enabling the Advancement of Hispanic Executives in the USA Workplace: An Exploratory Review. Paper accepted for presentation at the Academy of Human Resource Development International Conference. Columbus, OH. #
26. Chermack, T.J., Lynham, S.A., & Van der Merwe, L. (2006). The Effects of Scenario Planning on Perceptions of Learning Organizations. Paper accepted for presentation at the Academy of Human Resource Development International Conference. Columbus, OH. \*
25. Chermack, T.J., van der Merwe, L., & Lynham, S.A. (2006). Examining the Effects of Scenario Planning on Perceptions of Strategic Conversation Quality. Paper accepted for presentation at the Academy of Human Resource Development International Conference. Columbus, OH. \*
- 2005**
24. Lynham, S.A., Taylor, R. G., & Dooley, L. M. (2005). Behind the Miracle: Emerging Insights from South African business Leadership Experiences. Paper accepted for presentation at the Academy of Human Resource Development International Conference. Estes Park, CL. \*
23. Alvarado, M., & Lynham, S. A. (2005). Experiences of Hispanic Executives in the U.S. Workplace: An Exploratory Overview of Our Knowledge and Understanding. Paper accepted for presentation at the Academy of Human Resource Development International Conference. Estes Park, CL. #
22. Cox, J.B., Estrada, S.M., & Lynham, S.A. (2005). The Emergence of HRD in Morocco. Paper accepted for presentation at the Academy of Human Resource Development International Conference. Estes Park, CL. #
- 2004**
21. Rushing, J., & Lynham, S.A. (March, 2003). Safety Leadership Development in the Oilfield: Operationalization of Lynham's Theory of Responsible Leadership for Performance. Paper accepted for presentation at the Academy of Human Resource Development International Conference, Austin: TX. #
20. Vittrup, M., & Lynham, S.A. (2004). Theories of Motivation and How they Inform Individual Performance. Paper accepted for presentation at the Academy of Human Resource Development International Conference, Austin: TX. #
19. Hasler, M., Thompson, M., Lynham, S.A., & Paprock, K.E. (2004). HRD in Latin America: An Exploratory Review of the Literature. Paper accepted for presentation at the Academy of Human Resource Development International Conference, Austin: TX. #
18. Jie, K., Paprock, K.E., Lynham, S.A., & Lie, J. (2004). The Role of HRD in Chinese State-owned banks and Implications for Future HRD Policies and Practices. Paper accepted for presentation at the Academy of Human Resource Development International Conference, Austin: TX. #

17. Lee, H., Lin, J., Paprock, K.E., Lynham, S.A., & Lee, J. (2004). A Review of HRD Research in Three Areas of East Asia: Mainland China, Japan, and Taiwan. Paper accepted for presentation at the Academy of Human Resource Development International Conference, Austin: TX. #
16. Seaman, D., Lynham, S.A., Ruona, W.E.A., & Chermack, T.J. (2004). Adult Literacy: Issues and Directions Impacting HRD. Paper accepted for presentation at the Academy of Human Resource Development International Conference, Austin: TX.

### 2003

15. Chermack, T.J., & Lynham, S.A. (March, 2003). Scenario Planning as a Critical Science Research Tool. Paper accepted for presentation at the Academy of Human Resource Development International Conference, Minneapolis: MN.
14. Dooley, L.M., & Lynham, S.A. (March, 2003). Using Phenomenology to come to Know and Understand in HRD. Paper accepted for presentation at the Academy of Human Resource Development International Conference, Minneapolis: MN.
13. Upton, M., Egan, T.M., & Lynham, S.A. (March, 2003). Career Development: Definitions, Theories, and Dependent Variables. Paper accepted for presentation at the Academy of Human Resource Development International Conference, Minneapolis: MN.

### 2002

12. Chermack, T.J., & Lynham, S.A. (March, 2002). Scenario Planning: An Examination of Definitions and Dependent Variables. Paper accepted for presentation at the Academy of Human Resource Development International Conference, Honolulu: HI. #
11. Ruona, W.E.A., Lynham, S.A., & Chermack, T.J. (March, 2002). Searching for the Future in Human Resource Development. Paper accepted for presentation at the Academy of Human Resource Development International Conference, Honolulu: HI. \*#

### 2001

10. Chermack, T.J., & Lynham, S.A. (March, 2001). Considering OD Theories from the Theoretical Foundations of HRD and Performance Improvement. Paper accepted for presentation at the Academy of Human Resource Development International Conference, Tulsa: OK. #

### 2000

9. Lynham, S.A. (March, 2000). Leadership Development: A Review of the Theory and Literature. Paper accepted for presentation at the Academy of Human Resource Development International Conference, Raleigh Durham: NC.
8. Lynham, S.A. (March, 2000). The Importance of Theory Building in Maturing the Human Resource Development Profession. Paper accepted for presentation at the Academy of Human Resource Development International Conference, Raleigh Durham: NC.

### 1999

7. Ruona, W.E., & Lynham, S.A. (March, 1999). Towards a Philosophical Framework for Thought and Practice. Paper accepted for presentation at the Academy of Human Resource Development International Conference, Washington: DC.

### 1998

6. Lynham, S.A., Provo, J.M., & Ruona, W.E.A. (March, 1998). The Role of Scenarios in Business Strategy and Human Resource Development. Paper accepted for presentation at the Academy of Human Resource Development International Conference, Atlanta, GA.
5. Swanson, R.A., Lynham, S.A., Ruona, W.E.A., & Provo, J.M. (March, 1998). Human Resource Development's Role in Supporting Strategic Organizational Planning. Paper accepted for presentation at the Academy of Human Resource Development International Conference, Atlanta, GA.

### 1997

4. Lynham, S.A., & Swanson, R.A. (March, 1997). The Development and Evaluation of a Model of Responsible Leadership for Performance. Paper accepted for presentation at the Academy of Human Resource Development International Conference, Chicago, IL.
3. Miller, R.F., Lynham, S.A., Provo, J.M., & St. Claire, J.M. (1997). Examination of the Use of Scenarios as Learning and Decision-making Tools for Human Resource Development. Paper accepted for presentation at the Academy of Human Resource Development International Conference, Chicago, IL.

### 1995

2. Lynham, S.A. (March, 1995). Embracing the Humanism of Africa in the Thought and Practice of HRD. Paper accepted for presentation at the Academy of Human Resource Development International Conference, St. Louis: MO.

#### **Local (USA)**

##### **2009**

1. Lynham, S.A., Scott, M., Sanders, E., Anderson, S., Jennings, L., & Mason, A. (2009). Experiences of faculty of color at CSU: A pilot study in the CAHS. Paper accepted for presentation at the Colorado State University's 9<sup>th</sup> Annual Diversity Conference Program. Fort Collins, CO.

#### **FACILITATED REFEREED PRECONFERENCES**

##### **2006**

4. McLean, G.N., & Lynham, S.A. (February, 2006). National HRD in Social Development and in Facilitating the UN Millenium Goals. Co-proposal and –facilitation of pre-conference at Academy of HRD International Conference, Columbus, OH.

##### **2003**

3. Swanson, R.A., Lynham, S.A., Torracco, R.J. (February, 2003). Developing Standards for Applied Theory. Co-proposal and –facilitation of pre-conference at the Academy of Human Resource Development International Conference, Minneapolis: MN.

##### **2002**

2. Lynham, S.A., & Torracco, R.J. (February, 2002). Theory and Theory Building in the HRD Profession. Co-proposal and –facilitation of pre-conference at the Academy of Human Resource Development International Conference, Honolulu: HI.

##### **2001**

1. Torracco, R.J., & Lynham, S.A. (February, 2001). Theory Building in the HRD Profession. Co-proposal and –facilitation of pre-conference at the Academy of Human Resource Development International Conference, Tulsa: OH.

#### **REFEREED INNOVATIVE SESSIONS**

##### **2010**

- Wang, G.G., Ellinger, A., Korte, R., Chermack, T.J., & Lynham, S.A. (February, 2010). Exploring Theory Building Methods: Formal Language vs. Natural Language. Co-proposer and participant at the Academy of Human Resource Development International Conference, Knoxville: TN.

#### **INVITED PRESENTATIONS**

##### **International (USA)**

##### **2010**

17. Lynham, S.A. (February, 2010). A Critical Challenge for Researchers in Gaining Access, Sharing Resources and Strategies when Conducting Empirical Studies. Invited panel discussant. Sponsored by Scholar Learning & Development SIG, Academy of HRD 2010 International Conference. Knoxville, TN.
16. Lynham, S.A. (February, 2010). Making Connections: A Development and Connecting Experience for Emerging Scholars and Scholarly Practitioners. Invited presenter at the Emerging Scholars Preconference. Academy of HRD International Conference. Knoxville, TN.
15. Byrd, M., Stanley, C.A., & Lynham, S.A. (February 11, 2010). Socio-Cultural Realities of Leadership: Perspectives from African American Women Leaders. Invited webcast presentation and participation: Scholar-practitioner SIG of the Academy of HRD.

##### **2008**

14. Nafukho, F.M., Lynham, S.A., & Kacirek, K. (October, 2008). Emotional Intelligence as a Key Component of Responsible Leadership Development. Invited workshop facilitation and member of facilitation team at first United Nations Women's Leadership Development Forum for the women regional co-ordinators in the UN. Washington, DC.

##### **2006**

13. Lynham, S.A., Paprock, K.E., & Cunningham, P.W. (February, 2006). National Human Resource Development in the Developing World. Invited presentation at the Academy of Human Resource Development Pre-Conference on National HRD in Social Development and Facilitating the UN Millenium Goals. Columbus, OH.

**2005**

12. Lynham, S.A. (September, 2005). Principles and Practices of Responsible Business Leadership. Invited guest speaker at United Healthcare Management Development Program, Minneapolis, MN.
11. Lynham, S.A., & Cunningham, P.W. (February 2005). National Human Resource Development: The South African Case. Invited paper presentation at the Academy of Human Resource Development Pre-Conference on National HRD, Estes Park, CO.

**Local (USA)**

**2014**

- Lynham, S.A. (Fall 2015). Invited presentation to the CSU IRB on South African Business Leadership Study and Paradigms of Disciplined Inquiry, Fort Collins, CO.

**2013**

- Lynham, S.A. (August 2013). Invited presentation and participation in Occupational Therapy (OT-CSU) Department Special Retreat on Preparing doctoral students and faculty mentoring of Ph.D. students, Fort Collins, CO.

**2012**

- Lynham, S.A. (November, 2012). A Constructivist Study on Business Leadership. Invited presentation presented at the Colorado State University International Review Board Annual Workshop. Fort Collins, CO.

**2005**

10. Lynham, S.A. (February, 2005). Behind the Miracle: Insights from South African Business Leaders. Invited paper presented at the College of Education and Human Development Research Conference, Texas A&M University.

**2000**

9. Lynham, S.A. (April, 2000). Leadership Development – A Review of the Knowledge Base. Invited presentation, University of Minnesota Human Resource Development Organization Annual Conference. St. Paul, MN.

**1999**

8. Lynham, S.A. (April, 1999). Philosophy in HRD – A framework for generative conversations on thought and practice in HRD. Invited presentation, University of Minnesota Graduate Student Learning Forums. St. Paul: MN.
7. Lynham, S.A. (January, 1999). Leadership Development – What we do and do not know about it. Invited guest presentation, Minnesota Organizational Development Network and Roundtable. Minneapolis:MN.

**1998**

6. Lynham, S.A. (September, 1998). Scenario Building as Methodology for Strategic HRD. Invited presentation. The University of Minnesota, College of Education, Education for the Future Conference. St. Paul: MN.
5. Lynham, S.A. (June, 1998). Responsible Leadership in a New Era. Invited guest presentation, MBA program, Carlson School of Business, University of Minnesota. Minneapolis: MN.

**1997**

4. Lynham, S.A. (May, 1997). Scenario Building and HRD. Invited presentation, The University of Minnesota Human Resource Development Organization Annual Conference. St. Paul: MN.

**1994**

3. Lynham, S.A. (February, 1994). Leadership competencies for the South African business environment. Invited guest presentation at the DataServ Leadership Exchange Program for senior managers. Minneapolis: MN.

**1992**

2. Lynham, S.A. (June, 1992). Barriers to Learning and Learning Organizations. Invited guest speaker and expert-panel member at the Annual Convention of Design for Learning. Cape Town: South Africa.

**1986**

1. Lynham, S.A. (June, 1986). Implementing Quality Circles Successfully in Your Organization. Invited presentation at the Annual Convention of the National Association of Quality and Productivity Circles. Johannesburg: South Africa.

#### **PROFESSIONAL MEMBERSHIP**

- Academy of Human Resource Development (AHRD) (1995-2012, 2017 to present)
- International Congress of Qualitative Inquiry (ICQI) (2008-2009; 2013-2014)
- American Education Research Association (AERA) (2009)
- IABS (International Association for Business and Society) (2005 to 2007)
- EuroForum - Human Resource Development (EFHRD) (2005-2008)
- Phi Beta Delta (2001, 2004-2007)
- ASCD (Association for Supervision and Curriculum Development) (2002-2003)
- American Society of Training and Development – Brazos Valley Chapter, Texas, USA (2001)
- University of Minnesota Human Resource Development Organization (1997-2000)

#### **PROFESSIONAL DEVELOPMENT ACTIVITIES**

- P-card training, Fall 2019
- Search Committee Diversity Training, Fall 2018.
- CIM training workshop: CSU Library. Fall, 2015.
- CANVAS conversion training: three workshops, CSU Library. January 2015
- Search Committee Chair Training, CSU, Summer 2013.
- TILT online course development, CSU, Fall 2012.
- At Risk Staff Certificate (on-line). Colorado State University. Spring 2012.
- Preventing Sexual Harassment workshop (on-line). Colorado State University. January, 2010.
- CITI Collaborative Institutional Training Initiative. IRB Certificate Training (on-line). For Colorado State University, and, Texas A&M University. August, 2009.
- TILT Workshop: Master Teacher Initiative. Educational Technology: Electronic “Fish Bowl”. Colorado State University. Fall 2009.
- TILT Workshop: Master Teacher Initiative. Participation in the Classroom. Colorado State University. Fall, 2009
- TILT Workshop: Teaching with Diversity. Dean’s Office - College of Applied Human Sciences, Colorado State University. Fall, 2008.
- TILT Workshop: Developing a Teaching Philosophy. Dean’s Office - College of Applied Human Sciences, Colorado State University. Fall, 2008.
- Grant Writing Workshop and Orientation Training. Dean’s Office – College of Applied Human Sciences, Colorado State University. Fall, 2008.
- Mediation Certification Refresher Training. State of Texas Recognized. Office of Dean of Faculties, Texas A&M University. Spring, 2008.
- EDAD 623: Advanced Fieldwork Methods – being mentored to teach. Conducted by Dr. Y.S. Lincoln. Spring 2008.
- EDAD 690P: Proposal Development – being mentored to teach. Conducted by Dr. Y.S. Lincoln. Spring 2008.
- International Risk Management Workshop for Study Abroad Faculty. Run by The School for Field Studies. Hosted by the Study Abroad Programs Office, TAMU. Fall 2007.
- Study Abroad Workshop for Faculty. Hosted by Study Abroad Programs Office and the Dean of Faculties Office. Fall 2007.
- Conflict Management Skills Workshop.
- Third conference on “Internationalisation of Higher Education.” Hosted by the Nelson Mandela Metropolitan University, Port Elizabeth, South Africa. Summer, 2007.
- EDAD 690P: Proposal Development. Attended graduate course in auditing capacity. Spring 2007.
- Mediation Certificate Training. State of Texas recognized. Office of the Dean of Faculties, TAMU. Spring 2007. Conducted by Dr. N. Algert.

- Search Committee training seminar. Office of the Dean of Faculties, Texas A&M University, Spring 2007.
- Grant writing seminar. COEHD. Fall 2004.
- Grant writing seminar. International Research Office. Fall 2004.
- Promotion and Tenure seminar. Dean of Faculty, Faculty Development Series. Fall 2004
- EDAD 690A: Statistics I. Attended components of graduate course in auditing capacity. Fall 2004. Conducted by Dr. H. Tolson.
- EDAD 623: Advanced Fieldwork Methods. Attended full graduate course in auditing capacity. Spring 2003 & 2004. Conducted by Dr. Y.S. Lincoln.
- EDAD 690C: Naturalistic Inquiry. Attended full graduate course in auditing capacity. Fall 2002 & 2003. Conducted by Dr. Y.S. Lincoln.
- EDAD 639: History of Higher Education. Attended full graduate course in auditing capacity. Fall 2002. Conducted by Dr. Y.S. Lincoln.
- Future Search workshop - Shaping the Future: Leading Workplace Learning and Performance in the New Millennium. International pre-conference workshop hosted by the American Society for Training and Development and the Academy of Human Resource Development, in Orlando: FA, June 2001. Participation by invitation only.
- Leadership in Scholarship pre-conference workshop. Hosted by the Academy of Human Resource Development. Raleigh-Durham: NC, March 2000.
- Thinking and Acting with Scenarios. Training workshop by the Center for Innovative Leadership, Johannesburg, South Africa, August 1999.
- Performance through HRD pre-conference seminar. Hosted by the Academy of Human Resource Development, Arlington: VA, March 1999.
- Conducting Focus Groups and Focus Group research. Training workshop, led by Professor Richard Krueger, University of Minnesota, St. Paul, Minnesota. March 1997.
- Action Learning pre-conference workshop. Hosted by the Academy of Human Resource Development, Atlanta, GA: March 1997.
- Individual Development Planning workshop. McLagan International, Cape Town, South Africa. February 1990.
- Effective Management Workshop. Southern Life Training and Development Department, Cape Town, South Africa. March 1990.
- Communicating about Goals – Master Trainer workshop. McLagan International, St. Paul, MN. Attended in St. Paul, MN and Cape Town, South Africa. December 1989 and February 1990.
- Applications of Myers-Briggs in Organizational Type Settings. Training workshop led by Sandra Hirsch, Minneapolis, MN. December 1989.
- Value Systems training workshop. Led by Dr. Don Beck, Denton, Texas. Attended in South Africa, July 1989.
- Managing Change training workshop. Led by Swiss consultant, Dr. Lank, IMI, Geneva, Switzerland. Attended in South Africa, June 1989.
- Communication about Performance – Master Trainer workshop. McLagan International, St. Paul, MN. Attended in Cape Town, South Africa, March 1989.
- Customer Focused Goals – Master Trainer workshop. McLagan International, St. Paul, MN. Attended in Johannesburg, South Africa, February 1989.
- Performance Managing Consulting training workshop. McLagan International, St. Paul, MN. January 1989.
- Cross Cultural training workshop. RSA (Republic of South Africa) consulting group, Johannesburg, South Africa. June 1988.
- Organization Development Consulting training workshop. Led by Dr. Pauline Delaney, Delaney Associates, London, UK. Attended in Johannesburg, June 1987.
- Ideology Facilitation training workshop. Led by Dr. Pauline Delaney, Delaney Associates, London, UK. Attended in Johannesburg, South Africa. June 1985.
- Managing Interpersonal Skills training workshop. Wilson Learning, Johannesburg, South Africa. March 1985.

- Wilson Innovator workshop training for Facilitators. Wilson Learning, Johannesburg, South Africa. January 1985.
- Quality Circle Facilitation training workshop. Eskom Training Center, Johannesburg, South Africa. June 1984.
- Team Building training workshop. External consulting group, Johannesburg, South Africa. December, 1983.
- Manpower Planning training workshop. University of South Africa, Johannesburg, South Africa. September 1983.
- Effective Meetings training workshop. Eskom Training Center and the Witwatersrand Technikon, Johannesburg, South Africa. October 1983.
- Data Gathering and Interviewing Skills training workshop. Eskom Training Center and the Witwatersrand Technikon, Johannesburg, South Africa. July 1983.
- Organization and Workstudy Certificate course. Witwatersrand Technikon and Eskom Training Center, Johannesburg, South Africa. March-June 1983.

## SERVICE

### International

14. **External Reviewer**, University of KwaZulu-Natal Leadership Center – all graduate programs. Durban, South Africa, 2004-2012.
13. **External Reviewer**, Nelson Mandela Metropolitan University – Human Resource Management graduate program, Department of Humanities and Social Sciences, Port Elizabeth, South Africa, 2005-2012.
12. **Research Fellow** (appointed Fall, 2007-2009), Nelson Mandela Metropolitan University, Port Elizabeth, South Africa.

### National and State Professional Societies and Activities

23. **External Program Reviewer** (invited), University of Arkansas, Human Resource and Workforce Development Program, September 2017.
22. **Editorial Board Member**, *Advances in Developing Human Resources* (ADHR), 2007 to present.
21. **Committee Member**, *HRDQ* Swanson Research Award, (HRDQ), 2014 to present.
20. **Editorial Board Member**, *Human Resource Development Quarterly* (HRDQ), 2014 to present.
19. **Editorial Advisory Board**, *Journal of European Industrial Training*, 2011 to 2014.
18. **Invited Reviewer**, Ethical Leadership Development book proposal, Palgrave-Macmillan, Spring 2015.
17. **Advisor**, *Women in Leadership Colloquium* design, Spring 2014.
16. **Reviewer**, *Journal of European and Industrial Training* (JEIT), 2008 to present.
15. **Reviewer**, *Advances in Developing Human Resources* (ADHR), 2000 to present.
14. **Reviewer**, *Human Resource Development International* (HRDI), 1999 to present.
13. **Reviewer**, *Human Resource Development Quarterly* (HRDQ), 1999 to present.
12. **Committee Member**, *Human Resource Development Quarterly*, Best Issue Award, December 2014-2016.
11. **Committee Chair**, *Advances in Human Resource Development*, Best Issue Award, Volumes 7-9, AHRD, 2008.
10. **Reviewer**, *Human Resource Development Review* (HRDR), 2002 to 2007.
9. **Elected Board Member**, *Academy of Human Resource Development* (AHRD), 2001 to 2003.
8. **Secretary and Board Member**, *Foundation of the AHRD*, 2001-2003.
7. **Committee Chair**, Malcolm S. Knowles Dissertation of the Year Award Committee, the AHRD, 2001-2003.
6. **Committee Chair**, *Swanson Research Award Committee*, AHRD, 2001-2003.
5. **Expert Reviewer**, *American Society for Training and Development* (ASTD) Excellence in Practice Award, 2002.
4. **Committee Member and AHRD Board Liaison**, *Standards and Accreditation*, AHRD, 2001–2002.
3. **Reviewer**, *Academy of Human Resource Development Conference Proceedings*, 1995 to 2003.

2. **Symposium Chair**, Orchestrating Work and Learning, the AHRD International Conference. Minneapolis: MN. March, 1996.
1. **Committee Member**, National Association for Productivity and Quality Improvement Circles, South Africa (first woman in country to be elected to the Western Cape chapter of this Association), 1985-1988.

### University/College/Department/Programmatic Committees

#### Colorado State University

- OLPC Master's Degree Program Co-ordinator**, Fall 2013 to present.
- Committee Member**, SOE, Research Methods, Fall 2019 to present.
- Committee Member**, SOE, Events, 2018 to present.
- CSU Internal Review Board (IRB) member**, Spring to Fall 2016.
- OLPC Program Area Chair**, Fall 2012 to 2014.
- Committee Member**, OLPC Faculty Search Committee, 2017-2018.
- Committee Member**, OLPC Faculty Search Committee, 2018-2019.
- Committee Member** (nominated), University Library Committee, Spring 2009 to Summer 2014.
- Co-Director**, Scenario Planning Institute. Colorado State University, December 2009 to present.
- Committee Member**, OLPC Faculty Search Committee, Spring 2013.
- Committee Member** (nominated), Dean's SOE Task Force, Fall 2011 to Summer 2012.
- Committee Member** (nominated), SOE Director Search Committee, Fall 2011 to Spring 2012.
- Committee Member**, OPC Masters Curriculum Redesign and Development, Spring 2012 to present.
- Committee Member** (elected), Tenure and Promotion Committee Member, Fall 2008 to Summer 2010.
- Committee Member**, College Diversity Committee, College of Applied Human Sciences, Fall 2008 to 2009.
- Committee Member**, QUIG group, RM Faculty, SOE. Fall 2008 to present.

#### Texas A&M University

- Reviewer**, Study Abroad Scholarship Awards, Texas A&M University, Spring 2008.
- Committee Member**, EHRD Department Search Committee, Texas A&M University – Clinical Professor, Fall 2007 to Spring 2008.
- Committee Member**, Departmental Interdisciplinary Course Committee, TAMU, August 2007 to Spring 2008.
- Committee Member**, Research Course Sequence, TAMU, August 2006 to Spring 2008.
- Committee Member**, Dissertation and Advising Review, TAMU, August 2006 to Spring 2008.
- Committee Member**, EHRD Search Committee, TAMU, May 2006-March 2007
- Committee Member and College Representative**, European Union Research Collaboration Workgroup, TAMU, August 2006 to January 2007.
- Committee Member**, EHRD Search Committee, TAMU, May 2005-March 2006.
- Committee Member**, Departmental representative on College Level Faculty Administration Committee (FAC), TAMU, Fall 2002 to 2005.
- Reviewer**, International Research and Travel Grant Program, Texas A&M University, Spring 2003.
- Committee Member**, EAHR Workforce Development committee, TAMU, January 2001 to May 2001.
- Committee Member**, EAHR Merit Award committee, TAMU, August 2001 to present.
- Committee Representative**, COE Library, TAMU (fill-in representative): January – May 2002.
- Committee Member**, Student Affairs Professional Education Program committee member, TAMU, February – May 2002.
- Committee Member**, EAHR Course Review and Alignment Committee, TAMU, February 2001 to present.
- Committee Member**, EHRD Search Committee, TAMU, January 2002-July, 2002.
- Committee Member**, EHRD Search Committee, TAMU, January 2001-July, 2001.
- Planner, Coordinator and Participant**, South African HRD Study Trip, University of Minnesota, March 1996.

**TEACHING****Courses Taught – Colorado State University**

EDOD 773:	Systems Leadership
EDOD 692B:	Introduction to and Overview of Organization Development
EDRM 792A:	Research Seminar
EDRM 702:	Foundations of Educational Research (*)
EDRM 705:	Qualitative Research and Data Analysis
EDRM 792A:	Mixed Methods Research (*)
EDOD 792A:	Independent/Dissertation Study
EDRM 799:	Independent/Dissertation Study
EDUC 675:	Literature Review Analysis (*)
EDOD 506:	Foundations of Human Resource Development (*,***)
EDOD 698:	Capstone Project for OLPC Masters Degree (*, ***)

**Courses Taught – Texas A&M University<sup>4</sup>**

EHRD 603	Foundations of HRD (*, ****)
EHRD 601	Theoretical and Philosophical Foundations of HRD (+)
EHRD 601-online	Supervising Theoretical Foundations of HRD (*, ***)
EHRD 605	Principles and Practices of Leadership (*)
EHRD 614	Scenario-based strategy (*, ****)
EHRD 614-650	Strategic Planning in Human Resources Development (*, ^)
EHRD 625	Managing Change (OD) in Performance Systems (+, ****)
EHRD 681	Seminar course – Masters Portfolio
EHRD 683	International HRD - HRD in Transitioning Societies (*)
EHRD 683	Classics in Leadership: Development of a heuristic (*, ^)
EHRD 683-617	Unfolding Classics in Leadership – Applications of a heuristic (*, ^)
EHRD 684	Practicum: 6 credit hours of instruction
EHRD 685 (various)	Independent studies
EHRD 691	Research credit hours
EHRD 651	Models of Epistemology and Inquiry (****; ##)
EDAD 690P	Proposal Development (^)
EDAD 623	Advanced Fieldwork Methods (^)
WFSC 485	Human Dimensions of Nature-based Tourism in South Africa (###)

**Courses Taught – Louisiana State University**

VED 4809	Managing Change in Performance Systems (*)
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**Courses Taught – University of Minnesota**

HRD 5760	Organization Development in Business and Industry (taught for 13 quarters*: August 1995-December 1999)
HRD 5101	Strategic Planning in Human Resources (taught for two semesters*: Spring 1999 & Spring 2000)
HRD ----	HRD Foundations (WebCT course taught for one semester: *Fall 1999)

**Invited Seminars and Outside Lecturing****2019**

29. Lynham, S.A., & Gloeckner, G. (August 2019). Invited presentation and discussion in Occupational Therapy (OT-CSU) Ph.D class dialogue on Mixed Methods and Multi-Paradigm Inquiry, CSU, Fort Collins, CO.
28. Lynham, S.A. Invited discussant to Mixed Methods course: Epistemologies, Philosophies and Mixed Methods. HEL Program, SOE, CSU, Spring 2019.

**2014**

27. Lynham, S.A. with George Kamberelis. Invited discussants to Occupational Therapy Ph.D. program: Epistemologies of Inquiry. OT Program, CSU. Fall, 2014.

<sup>4</sup> (Key: # Trans Texas Video Network (TTVN); \*\*\* Fully on-line course; \*\*\*\* Web-assisted course; ^ Taught at McAllen; \* New course development required; + course design updated; ^^ assist teaching; ## multi-program course; ### co-leading)

**2012**

26. Lynham, S.A., & Hutchins, S.D. (2012). Epistemologies of inquiry: An Introductory Overview. Invited presentation, National Center for Engineering and Technical Education (NCETE): STEM grant group, CSU-Purdue-Virginia Tech-Utah State-Tufts: USA.\*

**2008**

25. QUIG presenter. Ways of Looking At and Thinking about Inquiry. Invited presentation to the CSU-SOE Qualitative Research Group. Fall, 2008.

**2007**

24. Expert panel. Teaching Innovatively. Invited panel member by the Executive Associate Dean of the College of Education and Human Development, Texas A&M University. Spring 2007.

**2006**

23. Lynham, S.A. (September, 2006). Principles and Practices of Responsible Business Leadership. Invited guest speaker, United Health Care, Management Development Program, Minneapolis, MN.
22. Lynham, S.A. (March, 2006). Principles and Practices of Responsible Business Leadership: A South African Case Study. Invited guest lecture and research presentation in Interdisciplinary International Certificate Program, Department of Educational Psychology, Texas A&M University, College Station, TX.

**2005**

21. Lynham, S.A. (June, 2005). Restructuring and Change within an Institutional Merger. Invited guest facilitator to the Marketing and Corporate Communications Department, Nelson Mandela Metropolitan University, Port Elizabeth, South Africa.
20. Lynham, S.A. (April, 2005). Model Building. Invited instructor in the Training and Development Professional Certificate Program at Texas A&M University, College Station, TX.
19. Lynham, S.A. (April, 2005). Behind the Miracle: Insights from Experiences of South African Business Leaders. Invited guest lecture and research presentation in Interdisciplinary International Certificate Program, Department of Educational Psychology, Texas A&M University, College Station, TX.
18. Lynham, S.A. (February, 2005). Theory Building in Applied Disciplines. Invited guest presentation and lecture in the Advanced HRD Theory course for doctoral students in the University of Minnesota HRD-AE program, St. Paul: MN.

**2004**

17. Lynham, S. A. (December, 2004). Leadership Development. Invited guest lecturer in the Advanced Training and Development course, the HRD-AE graduate program at the University of Minnesota, St.Paul: MN.
16. Lynham, S.A. (October, 2004). Model Building. Invited instructor in the Training and Development Professional Certificate Program at Texas A&M University, College Station, TX: October, 2003.
15. Lynham, S. A. (July, 2004). Strategic Capability: Evaluating Scenario Planning. Invited thought leader to Center for Innovative Leadership, Johannesburg, SA scenario planning workshop for senior management of the SASOL organization.
14. Lynham, S.A. (April, 2004). Model Building. Invited instructor in the Training and Development Professional Certificate Program at Texas A&M University, College Station, TX.

**2003**

13. Lynham, S.A. (October, 2003). Model Building. Invited instructor in the Training and Development Professional Certificate Program at Texas A&M University, College Station, TX.
12. Lynham, S.A. (March, 2003). Theory Building as Architecture of Knowledge. Invited guest lecture in the Advanced Research course for doctoral students in the School of Architecture at Texas A&M University, College Station: TX.
11. Lynham, S.A. (March, 2003). Model Building. Invited instructor in the Training and Development Professional Certificate Program at Texas A&M University, College Station, TX.
10. Lynham, S.A. (March, 2003). Scenario Planning as Strategic HRD. Invited guest lecture in the Strategic Planning in Human Resources course, the HRD-AE graduate program at the University of Minnesota, St.Paul: MN.
9. Lynham, S.A. (March, 2003). Theory Building in Applied Disciplines. Invited guest presentation and lecture in the Advanced HRD Theory course for doctoral students in the University of Minnesota HRD-AE program, St. Paul: MN.

**2002**

8. Lynham, S.A. (May, 2002). A Theory of Leadership as a System. Invited guest lecture in the Leadership and Public Policy graduate program of the University of Natal Leadership Center, Pietermaritzburg, KwaZulu Natal, South Africa.
7. Lynham, S.A. (February, 2002). The Importance of Theory Building in Applied Disciplines. Invited guest presentation and lecture in the Advanced HRD Theory course for doctoral students in the University of Minnesota HRD-AE program, St. Paul: MN.
6. Lynham, S.A. (February, 2002). Applied Theory Building in the HRD profession. Invited guest lecture in the HRE Theoretical Foundations course for doctoral students in the University of Illinois, HRE program, Champagne-Urbana: IL.

**2001**

5. Lynham, S.A. (February, 2001). The Importance of Applied Theory Building in the HRD Profession. Invited guest presentation and lecture in the Advanced HRD Theory course for doctoral students in the University of Minnesota HRD-AE program, St. Paul: MN.

**2000**

4. Lynham, S.A. (October, 2000). Leadership Development – What We Do and Do Not Know about It. Invited guest presentation and lecture in the Leadership Studies course for graduate students in the Michigan State University HRD-Bus. Program. Ann Harbor: MI.
3. Lynham, S.A. (January, 2000). The Importance of Theory Building in the Maturation of the HRD Profession. Invited guest presentation and lecture in the Advanced HRD Theory course for doctoral students in the University of Minnesota HRD-AE program, St. Paul: MN.
- Lynham, S.A. (April, 1999). The Importance of Theory Building in the Maturation of the HRD Profession. Invited guest presentation and lecture in the Advanced HRD Theory course for doctoral students in the University of Minnesota HRD-AE program, St. Paul: MN.

**1998**

2. Lynham, S.A. (March, 1998). Using the Hypothetico-deductive Method of Theory Building in HRD. Invited guest lecture in the Advanced HRD Theory course for doctoral students in the University of Minnesota HRD-AE program. St. Paul: MN.

**1993**

1. Lynham, S.A. (September, 1993). Human Resource Communication Systems in South African Organizations. Invited lecture to the Pittsburgh Floating University while on tour in South Africa. Cape Town: South Africa.

**CURRENT ADVISING OVERVIEW (current as at February, 2020)**

<b><i>PH.D. CHAIR</i></b>	<b><i>13</i></b>
<b><i>PH.D. CO-CHAIR</i></b>	<b><i>2</i></b>
<b><i>PH.D. COMMITTEES</i></b>	<b><i>21</i></b>
<b><i>OLPC MASTER'S ADVISEES</i></b>	<b><i>36 (rolling)</i></b>

<b><i>OLPC MASTER'S COMMITTEE</i></b>	<b><i>32 (rolling)</i></b>
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