

RAJASHI GHOSH

EDUCATION

Ph.D. in Educational Leadership and Organization Development specializing in Human Resource Development, University of Louisville, Louisville, Kentucky, August, 2009.

Dissertation: Ghosh, R. (2009). Predicting intent to turnover: Reciprocal learning in mentoring relationships, organizational citizenship behavior, and mediating mechanisms (Doctoral dissertation). Available from ProQuest Dissertations and Theses database. (UMI No. 3381912)

Recipient of 2010 Dissertation of the Year Award at Workplace Learning SIG of American Educational Research Association (AERA).

MBA (Human Resource), K.J Somaiya Institute of Management Studies & Research, India.

Bachelor of Technology in Information Technology, University of Kalyani, India.

Scholarly Interest:

Mentoring and Leader Development, Workplace Incivility, Workplace Learning and Development

EXPERIENCE

Work Experience:

- **Department Chair**, Policy, Organization, and Leadership (POL) department, School of Education, Drexel University, July 2019- present.
- **Director of Ph.D. program**, School of Education, Drexel University, July 2016 – June 2019.
- **Associate Professor**, Adult Education and Organization Development, School of Education, Drexel University, Sept 1st, 2015-present.
- **Assistant Professor**, Human Resource Development, School of Education, Drexel University, Sep 1st, 2009- Aug 31, 2015.
- **Graduate Research Assistant**, College of Education and Human Development, University of Louisville, Kentucky, August 2006- August 2009.
- **Assistant Manager**, Human Resource, Hindustan Polyamides & Fibers Ltd (Bombay Oil Industries), Mumbai, India

Awards and Honors

18. Received **Mid-Career Advancement (MCA) Award Grant** from National Science Foundation (NSF).
17. Selected as a **2020-22 Drexel Solutions Institute Fellow** with the Office of Provost, Drexel University.
16. Selected as a **2018-19 Provost Fellow** to work with the Office of Faculty Affairs, Drexel University.
15. Received the **2015-2016 Provost Award for Outstanding Early-Career Scholarly Achievement**, Drexel University.
14. Received the **Early Career Scholar Award** at the 2016 Academy of Human Resource Development (AHRD) conference.
13. Received **2015 Outstanding Reviewer of the Year Award** from Human Resource Development Review journal.
12. Nominated and accepted for the **Drexel Leaders 2020 program** (fourth cohort).
11. Received **2015 Literati Award for Excellence for Highly Commended Paper** in European Journal of Training and Development.
10. Received **Elwood F. Holton III Research Excellence Award** at 2014 Academy of Human Resource Development (AHRD) conference for best article of the year in Human Resource Development Review (HRDR).
9. **Nominated for** 2012-2013 Christian R. and Mary F. Lindback Award for Distinguished Teaching, Drexel University.
8. Received **Elwood F. Holton III Research Excellence Award** at 2013 Academy of Human Resource Development (AHRD) conference for best article of the year in Human Resource Development Review (HRDR).

7. Received **2012 Dean's Faculty Award for Scholarship (Tenure-track)**, School of Education, Drexel University.
6. Received **2012 Outstanding Reviewer of the Year Award** of Human Resource Development Review journal.
5. Received **2011 Cutting Edge Research Award** at Academy of Human Resource Development (AHRD).
4. Received 2010 Best Paper Award in the Management Education and Development Division of the Academy of Management (AOM).
3. Received the 2010 Dissertation of the Year Award at Workplace Learning SIG of American Educational Research Association (AERA).
2. Received **2009 Dean's Citation Award** from University of Louisville.
1. Received **2006-2007 Schulman Memorial Scholarship** for academic excellence, University of Louisville.

Research Experience

Books and Special Issue Editorship:

4. **Ghosh, R.**, Hutchins, H. (2022). *Connecting and Relating – HRD Perspectives on Developmental Relationships*. Palgrave Macmillan Publishers.
3. **Ghosh, R.**, & McLean, G. (2018). *Indian women in Leadership*. Palgrave Macmillan Publishers.
2. Cho, Y., **Ghosh R.**, Sun, J., & McLean, G. (2017). *Current Perspectives on Asian Women in Leadership*. Palgrave Macmillan Publishers.
1. **Ghosh, R.**, Jacobs, J., & Reio, T. Jr. (Guest Editors). HRD's Role in addressing Workplace Incivility & Violence. [2011 Special Journal Issue] *Advances in Developing Human Resources*, Vol 13, Issue 1.

Refereed Publications in Journals (In-Progress/ Under Review/Published (student co-authored *):

35. **Ghosh, R.**, & Gibson, K. (*conceptual paper in-progress*). Crossing the Divide: How shared understanding within work relationships inhibits or enables true Relational Inclusion (Target: *Selected for Idea Development Workshop for Academy of Management Review*).
34. *Manongsong, A., & **Ghosh, R.** (*empirical paper write-up in-progress*). Navigating tensions at the intersections of race and gender in diversified mentoring: Lived experiences of minoritized women leaders in Higher Education (Target: *International Journal of Qualitative Studies in Education*).
33. ***Ghosh, R.**, & Manongsong, A. (*undergoing data analysis*). Construction and initial validation of an adult learning in mentoring scale: Rethinking the mentor's role. (Target: *Journal of Vocational Behavior*).
32. **Ghosh, R.**, & Reio, T. (*under review*). Incivility and harassment experienced by immigrants struggling with acculturation: Exploring tolerance thresholds and buffering effects of mentors. (Target: *Career Development International*).
31. Chaudhuri, S., **Ghosh, R.** & Park, S (*accept with minor revisions*). Reverse mentoring and national cultural dimensions: An exploratory study of formal and informal practices (Target: *New Horizons for Adult Education and Human Resource Development*).
30. **Ghosh, R.**, & Chaudhuri, S. (2022). Academic mothers negotiating Ideal Worker and Mother norms during the Pandemic: Duoethnography as a peer mentoring tool for transformative learning (*Management Learning*).
29. *Manongsong, A., & **Ghosh, R.** (2021). Developing the positive identity of minoritized women leaders in Higher Education: How can multiple and diverse developers help with overcoming the imposter phenomenon? (*Human Resource Development Review*).
28. **Ghosh, R.**, & Nadkarni, S. (2021). Navigating tensions in rendering both career and psychosocial functions: An exploratory study of hybrid multiplex developmental relationships. *Human Resource Development Quarterly*, 1-25.
27. ***Ghosh, R.**, Hutchins, H., Rose, K., & Manongsong, A. (2020). Exploring mutuality in formal mentoring through the lens of mentoring schema: Lived experiences of faculty in diverse mentoring partnerships. *Human Resource Development Quarterly*, 31(3), 319-340.
26. Chaudhuri, S., **Ghosh, R.**, & Abichandani, Y. (2020). Exploring the risky terrain of entrepreneurship with support from developmental relationships: Narratives from Indian women entrepreneurs. *Advances in Developing Human Resources*, 22(2), 137-149.

25. **Ghosh, R.**, Callahan, J., & Hammrich, P. (2019). Supporting Teachers Who Witness Student Bullying: (Re)shaping Perceptions through Peer Coaching in Action Learning. *International Journal of Mentoring and Coaching in Education*, 9(1),87-102.
24. **Ghosh, R.**, Shuck, B., Cumberland, D., & D'Mello, J. (2019). Building Psychological Capital and Employee Engagement: Is Formal Mentoring a Useful Strategic Human Resource Development Intervention? *Performance Improvement Quarterly*, 32(1), 37-54.
23. **Ghosh, R.** (2016). Mixed Methods Research: What are the Key Issues to Consider? *International Journal of Adult Vocational Education and Technology (IJAVET)*, 7(2), 32-41.
22. ***Ghosh, R.**, & Jacobson, s. (2016). Contending claims to causality: A critical review of mediation studies in HRD research. *European Journal of Training and Development*, 40(8/9), 595-615.
21. **Ghosh, R.** (2016). Gender and Diversity in India: Contested Territories for HRD?.*Advances in Developing Human Resources*, 18(1), 3-10.
20. *Jacobson, S. A., Callahan, J. L., & **Ghosh, R.** (2015). A place at the window: Theorizing organizational change for advocacy of the marginalized. *Human Resource Development Review*, 14(4), 462-485.
19. *Terry, T., & **Ghosh, R.** (2015). Mentoring from Different Social Spheres: How can multiple Mentors Help in Doctoral Student Success in Ed. D Programs? *Mentoring & Tutoring: Partnership in Learning*, 23(3), 187-212.
18. **Ghosh, R.** (2014). Antecedents of Mentoring: A Meta-analysis of Individual, Relational, and Structural factors. *Journal of Vocational Behavior*, 84(3), 367-384.
17. Katz-Buonincontro, J., & **Ghosh, R.** (2014). Using workplace experiences for learning about affect and creative problem solving: Piloting a four-stage model for management education. *The International Journal of Management Education*, 12(2), 127-141.
16. Maltbia, T. E., Marsick, V. J., & **Ghosh, R.** (2014). Executive and Organizational Coaching A Review of Insights Drawn From Literature to Inform HRD Practice. *Advances in Developing Human Resources*, 16(2), 161-183.
15. **Ghosh, R.**, Kim, M., Kim, S., & Callahan, J. L. (2014). Examining the Dominant, Emerging, and Waning Themes featured in select HRD publications: Is it time to redefine HRD? *European Journal of Training and Development*, 38(4),302-322.
14. **Ghosh, R.**, Haynes, R. K., & Kram, K. E. (2013). Developmental Networks at Work: Holding Environment for Leader Development. *Career Development International*, 18(3), 232-256.
13. **Ghosh, R.**, & Reio, T. Jr (2013). Career Benefits associated with Mentoring for Mentors: A Meta-Analysis. *Journal of Vocational Behavior*, 83(1), 106-116.
12. **Ghosh, R.**, Reio, T. Jr., & Bang, H. (2013). Supervisor and Coworker Incivility and Turnover Intent: Testing the mediating effect of Socialization-related Learning. *Human Resource Development International*, 16(2), 169-185.
11. Shuck, B., **Ghosh, R.**, Zigarmi, D., & Nimon, K. (2013). The Jingle Jangle of Employee Engagement: Further Exploration of the Emerging Construct & Implications for Workplace Learning and Performance. *Human Resource Development Review*, 12 (1), 11-35.
10. **Ghosh, R.** (2013). Mentoring functions providing Challenge and Support: Integrating Concepts from Teacher Mentoring in Education and Organizational Mentoring in Business. *Human Resource Development Review*, 12 (2), 144-176.
9. **Ghosh, R.**, Shuck, B., & Petrosko, J. (2012). Emotional Intelligence and Organizational Learning in Work Teams. *Journal of Management Development*, 31(6), 603-619.
8. **Ghosh, R.**, Reio, T. Jr., & Haynes, R. K. (2012). Mentoring and Organizational Citizenship Behavior: Estimating the Mediating effects of Organization Based Self-Esteem and Affective Commitment. *Human Resource Development Quarterly*, 23(1), 41-63.
7. Chaudhuri, S., & **Ghosh, R.** (2012). Reverse Mentoring: A social exchange tool to keep the Boomers engaged and Millennials committed. *Human Resource Development Review*, 11(1),55-76. (*Equal authorship*)

6. Haynes, R. K., & **Ghosh, R.** (2012). Towards Mentoring the Indian Organizational Woman: Propositions, Considerations, and First Steps. *Journal of World Business*, 47(2), 186- 193. (**Equal authorship**)
5. **Ghosh, R.**, Dierkes, S., & Falletta, S. (2011). Incivility spiral in mentoring relationships: Re-conceptualizing negative mentoring experiences as workplace deviant behavior. *Advances in Developing Human Resources*, 13(1), 22-39.
4. **Ghosh, R.**, Jacobs, J., & Reio, T. Jr.(2011). The toxic continuum from incivility to violence: What can HRD do? *Advances in Developing Human Resources*, 13(1), 3-9. (**Equal authorship**)
3. **Ghosh, R.**, & Githens, R. (2011). Online contract training: Applying organization theory to workforce development in community colleges. *Human Resource Development Review*, 10 (2), 180- 197. (**Equal authorship**)
2. Reio, T. Jr., & **Ghosh, R.** (2009). Antecedents and outcomes of workplace incivility: Implications for Human Resource Development Research and Practice. *Human Resource Development Quarterly*, 20(3), 237-264.
1. Haynes, R. K., & **Ghosh, R.** (2008). Mentoring and succession management: An evaluative approach to the strategic collaboration model. *Review of Business*, 28(2), 3-12.

Book Chapter Publications (student co-authored: *):

11. ***Ghosh, R.**, & Manongsong, A. (*in press*). Designing and studying Mentoring Programs: A Review and Discussion. In W. Murphy, J. Tosti-Kharas (Eds.), *Handbook of Research Methods in Careers*. Edward Elgar.
10. ***Ghosh, R.**, & Manongsong, A. (*in press*). Attracting and Motivating the Millennials: How can Mentoring help. In B. O'Connor, K. Evans, L. Cairns Sage, M. Malloch (Eds.), *Handbook of Learning at Work*. Sage Publishers.
9. **Ghosh, R.** (2018). Role Models in the Workplace: Who Are They and What Can They Do? In S. Vidyasagar and P. Hatti (Eds.), *The Dynamics of Role Modeling in the Workplace*. Palgrave Macmillan.
8. **Ghosh, R.**, & Narendran, R. (2017). Current State of Women Leaders in India: Challenges and Opportunities. In *Current Perspectives on Asian Women in Leadership* (pp. 37-54). Palgrave Macmillan.
7. **Ghosh, R.**, & Barman, A. (2014). Emerging Trends, Challenges, and Opportunities for HRD in India. In R. Poell, T. Rocco, & G. Roth (Eds.). *Companion to HRD*. Routledge Publishing.
6. **Ghosh, R.**, Rude-Parkins, C., & Kerrick, S. (2012). Collaborative problem solving in virtual environments: Effect of social interaction, social presence, and sociability on critical thinking. In Jason Huett (Ed.), *The Next Generation of Distance Education: Unconstrained Learning*. (pp. 191-205). Springer Publishing.
5. Haynes, R. K., & **Ghosh, R.** (2011). Dialogue Circle: An Exercise in Embracing Racial/Ethnic Diversity and Reflection. In S. Dhiman & J. Biberman (Eds.), *Managing in the 21st century Transforming toward Mutual Growth*. Palgrave MacMillan.
4. Haynes, R. K., & **Ghosh, R.** (2011). Dialogue Circle: An Exercise in Gendered Introspection and Reflection. In S. Dhiman & J. Biberman (Eds.), *Managing in the 21st century Transforming toward Mutual Growth*. Palgrave MacMillan.
3. **Ghosh, R.** (2010). Case: The Next Move (A Case Study on Career Development). In S. Schmidt, & K. King (Eds.) *Case Studies and Activities in Adult Education and Human Resource Development*. Information Age Publishing.
2. Haynes, R. K., & **Ghosh, R.** (2010). Case: The Quality Plan (A Case Study on using Six Sigma for Organization Development). In S. Schmidt, & K. King (Eds.) *Case Studies and Activities in Adult Education and Human Resource Development*. Information Age Publishing.
1. Githens, R., & **Ghosh, R.** (2010). Case: Laying the Groundwork. (A Case Study on Diversity). In S. Schmidt, & K. King (Eds.) *Case Studies and Activities in Adult Education and Human Resource Development*. Information Age Publishing.

Invited Journal Publications:

9. Li, J., **Ghosh, R.**, Nachmias, S. (2020). In a time of COVID-19 pandemic, stay healthy, connected, productive, and learning: words from the editorial team of HRDI.
8. **Ghosh, R.**, (2019). Inviting Contributions on International HRD Research in HRDI. *Human Resource Development International*, 22(4), 317-320.
7. **Ghosh, R.** (2018). Diversified Mentoring Relationships: Contested space for Mutual Learning? *Human Resource Development International*, 21(3), 159-162.
6. **Ghosh, R.** (2017). Workplace Incivility in Asia-How do we take a Socio-Cultural Perspective? *Human Resource Development International*, 2 (4), 263-267.
5. **Ghosh, R.** (2016). Revelations on my Journey to Becoming an Excellent Reviewer. *New Horizons in Adult Education and Human Resource Development*, 28(3), 48-52.
4. **Ghosh, R.** (2016). Vision for HRDI Perspectives. *Human Resource Development International*, 19(2), 95- 97.
3. **Ghosh, R.** (2015). Mentoring–Is it failing women?. *New Horizons in Adult Education and Human Resource Development*, 27(4), 70-74.
2. **Ghosh, R.**, & Chaudhuri, S. (2010). Inter-Generational differences in Individualist-Collectivist Orientations: Implications for Outlook toward HRD/HRM Practices in India and United States. *New Horizons in Adult Education and Human Resource Development*, 23(4), 5-21.
1. **Ghosh, R.** & Githens, R. (2009). Application of Social Network Theory: Doctoral students' experience in conferences. *New Horizons in Adult Education and Human Resource Development*, 23(1), 25-28.

Peer-reviewed Refereed Best Paper Proceedings:

1. **Ghosh, R.**, Haynes, R. K., & Kram, K. E. (2010). Developmental Networks as Holding Environments for growing Leaders: An Adult Development Perspective. In J. Billsberry (Ed.), *Best Paper Proceedings of the 2010 Meeting of the Academy of Management (AOM)*.

Funded/Under review Research Grant Applications:

15. **Principal Investigator** for project titled “Towards a theory of engineering identity development and persistence of minoritized students with imposter feelings: A longitudinal mixed-methods study of developmental networks” submitted to the National Science Foundation (NSF) mid-career grant Call (**Award funded: \$306,762**)
14. **Co-Principal Investigator** for project titled “Understanding the Psychosocial, Cultural, and Economic Benefits of Diversified Mentoring in Lebanon, Myanmar and Mexico” (In collaboration with Dr. David McGuire, Ague Manongsong, Letitia Zwickert) submitted to the Scottish Funding council. (**Amount funded: \$9,505**).
13. **Principal Investigator** for project titled “Developing the Compassionate Coaching by Leader Index (CCLI): A Positive Leadership perspective” submitted to Center of Positive Leadership, University of Louisville for Sam and Bonnie Rechter Fellowships in Positive Leadership. (In collaboration with Dr. Brad Shuck). (**Amount funded: \$5,000**).
12. **Principal Investigator** for project titled “Construction and Initial Validation of an Adult Learning in Mentoring Scale: Rethinking the Mentor's Role”. (In collaboration with Ague Manongsong) submitted to 2020 Drexel University 2020 Faculty Summer Research Awards (**Amount funded: \$7,000**).
11. **Principal Investigator** for project titled “Development through adversity: Exploring Diversified Mentoring Relationships for Women Leaders within Male-Dominated Policing Organisations” (In collaboration with Ague Manongsong and David McGuire) submitted to University Forum for Human Research Development Research (**Funded for Honorarium of £1,000**).
10. **Co-Principal Investigator** for project titled “Developing Positive Identity of STEM Women Leaders in higher education: A longitudinal study of Trailblazer's Leadership Development & Mentoring Program.” (In collaboration with Cynthia Sims, Angela Carter, Ague Manongsong) submitted to Clemson University College of Education, Call for Proposals, 2019-20 ADR, Seed Grant to Encourage Larger External Grant Submission. (**Amount funded: \$13,606**).

9. **Principal Investigator** for project titled “Diversified Mentoring and Intersectionality in Leadership Development: Breaking through the Double bind faced by Minority Women in STEM.” (In collaboration with Ague Manongsong) submitted to Drexel University School of Education Faculty Research Funding Initiative Grant. (**Amount funded: \$2,730**).
8. **Co-Principal Investigator** for project titled “EduMeme Innovation Center, Lab & Repository”. (In collaboration with Tamara Galoyan and Dr. Kristen Betts) submitted to the Office of Provost, Drexel University (**Amount funded: \$10,000**).
7. **Co-Principal Investigator** for a project titled: “Gender identity and women entrepreneur’s Developmental Networks: A longitudinal study of Motivation of women entrepreneurs in Mauritius”(In collaboration with Dr. Indeeran Vencatachellum) submitted to the Small Scale Research and Innovation Grant Scheme of Mauritius Research Council. (**Amount Funded: \$3,000**).
6. **Principal Investigator** in Grant Application (Submitted to the Academy of Human Resource Development Foundation) for a project titled “Exploring the impact of Peer Mentoring Action Learning Intervention for Teachers experiencing Student Bullying in Schools”. (In collaboration with Dr. Jamie Callahan, Dr. Penny Hammrich). (**Amount Funded: \$2,500**).
5. **Co-Principal Investigator** in University of Louisville College of Education and Human Development Research & Faculty Development Grant) for a project titled: “Formal Mentoring, Psychological Capital, and Employee Engagement: A Quantitative Dominant, Concurrent Mixed Methods study”. (In collaboration with Dr. Brad Shuck). (**Amount Funded: \$1,350**).
4. **Principal Investigator** in Collaborative Research Initiative Grant from School of Education, Drexel University for a project titled “Emotional well-being and Self-efficacy of Teachers experiencing Bullying: How can a Peer Mentoring Action Learning Intervention help?” (In collaboration with Co-PIs, Dr. Penny Hammrich and Jamie Callahan). (**Amount Funded: \$1,960**).
3. **Principal Investigator** in Goodwin New Initiative Proposal Grant for a project titled “Workplace Incivility and Violence: Virtual Socio-Emotional Transformation through Inquiry, Communication, Construction, Expression (ICCE) Experiences” (In collaboration with Co-PI, Dr. Aroutis Foster) (**Amount Funded: \$8,360**).
2. **Co-Principal Investigator** in Overseas Research Grant from Indiana University, Bloomington for project titled “On the Mentoring Experiences of Indian Information Technology Managers: A Focus on Content and Consequences” (**Amount Funded: \$3,000**).
1. **Principal Investigator** in Goodwin New Initiative Proposal Grant for a project titled “HRD’s role in Addressing Workplace Incivility & Violence” (**Amount Funded: \$9,140**).

Peer-reviewed Refereed Research Conference Papers/Poster/Roundtable (student co-authored *):

38. Chaudhuri, S., **Ghosh, R.**, & Park, S. (2021). Reverse Mentoring: Perception, Potential and Application in the Global Contexts. Paper presented at the 2021 *Academy of Human Resource Development (AHRD) conference*.
37. Chaudhuri, S., **Ghosh, R.**, & Abichandani, Y. (2020). Exploring the risky terrain of entrepreneurship with support from developmental relationships: Narratives from Indian women entrepreneurs. Paper presented at 2020 *Academy of Human Resource Development (AHRD) conference*.
36. **Manongsong, A.M.**, & Ghosh, R. (2020). *Mentoring Approaches of Minority Women: Insights from Administrative Leaders in Higher Education*. Roundtable session on *Diversity Issues in Higher Education* at the American Educational Research Association, San Francisco, CA.
35. *Ghosh, R., & **Manongsong, A.M.** (2020). *Designing and Studying Mentoring Programs: A Review and Discussion*. Roundtable session at the American Educational Research Association, San Francisco, CA.
34. Manongsong, A., & **Ghosh, R.** (2019). Support from Diversified Mentoring: Lived Experiences of Minority Women Leaders in STEM. Poster presented at 2019 *University of New Mexico (UNM) Mentoring Conference*.
33. **Ghosh, R.**, Hutchins, H., Rose, K., & Manongsong, A. (2019) Unpacking the nuances of mutuality in formal mentoring: Lived experiences of faculty in diverse mentoring partnerships. Paper presented at the 2019 *Academy of Human Resource Development*, Louisville, KY.

32. Manongsong, A., & **Ghosh, R.** (2019). Mentoring, Imposter syndrome, and Leader Identity of Minority Women in Higher Education: A Developmental Network perspective. Paper presented at the 2019 *American Educational Research Association (AERA)*, Toronto, Canada.
31. **Ghosh, R.**, Hutchins, H., Rose, K., & Bergman, M. (2018). Exploring reciprocity in formal mentoring: Lived accounts from the AHRD faculty mentoring partner program. Poster presented at the 2018 *Academy of Human Resource Development*, Richmond, VA.
30. **Ghosh, R.**, Hutchins, H., Rose, K., & Bergman, M. (2017). Unpacking the nuances of reciprocity in formal mentoring: Lived experiences of AHRD faculty mentoring partners. Poster presented at the 2016 *Academy of Human Resource Development*, San Antonio, TX.
29. Shuck, B., **Ghosh, R.**, & Cumberland, D. (2016). Building Psychological Capital toward Employee Engagement: Is Formal Mentoring a Useful Strategic Human Resource Intervention? Abstract presented in the 2016 *Academy of Human Resource Development*, Jacksonville, FL.
28. **Ghosh, R.**, Callahan, J., & Hammrich, P. (2015). Peer Mentoring Action Learning for Teachers experiencing Student Bullying in Schools. Paper presented in the 2015 *Academy of Human Resource Development Conference (AHRD)*, St. Louis, MI.
27. *Vettese, J., & **Ghosh, R.** (2014). If You Build it, Will They Come?: Creating Successful Professional Online Learning Communities. Poster presented in the 2014 *American Educational Research Association*, Philadelphia, PA.
26. Kim, M., Kim, S., Callahan, J., & **Ghosh, R.** (2014). Evaluating the centrality of HRD to authors' identities: A survey of authors publishing in HRD journals. Abstract presented in the 2014 *Academy of Human Resource Development Conference (AHRD)*, Houston, TX.
25. **Ghosh, R.**, Agarwal-Gupta, M. (2014). Cultural values and organizational justice: Implications for formal mentoring programs in cross-cultural contexts. Abstract presented in the 2014 *Conference of Academy of Human Resource Development (AHRD)*, Houston, TX.
24. **Ghosh, R.**, Kim, M., Kim, S., & Callahan, J. (2013). Examining the Dominant, Emerging, and Waning Themes featuring in HRD publications: Is it time to redefine HRD? Paper presented in the 2013 *Conference of Academy of Human Resource Development (AHRD)*, Arlington, VA.
23. Maltbia, T., **Ghosh, R.**, & Marsick, V. (2013). Contracting and Execution as Structural Executive Coaching Competencies for Enhanced Performance: Reviewing Literature to Inform Practice and Future Research. Paper presented in the 2013 *Conference of Academy of Human Resource Development (AHRD)*, Arlington, VA.
22. Katz-Bounincontro, J., & **Ghosh, R.** (2013). A Four-Stage Model for Assessing the Development of Students' Creative Problem Solving Practices in the Classroom and in the Workplace. Paper presented in the 2013 *Annual Conference of American Educational Research Association (AERA)*, San Francisco, CA.
21. **Ghosh, R.**, Hammrich, P., & Williams, C. (2012). Action Learning for Teachers Experiencing Bullying (ALTEB). Paper presented in the 2012 *Hawaii International conference for Education in Hawaii*.
20. Shuck, B., & **Ghosh, R.** (2012). The Jingle Jangle of Employee Engagement: Exploring the Nomological Network of an Emerging Construct & It's Implications for Organizational Learning and Workplace Performance. Paper presented in the 2012 *Conference of Academy of Human Resource Development (AHRD)*, Denver, CO.
19. Maltbia, T., **Ghosh, R.**, & Marsick, V. (2012). Creating Awareness and Effective Communication as facilitative Executive Coaching Competencies: Reviewing Literature to inform Practice and Future Research. Paper presented in the 2012 *Conference of Academy of Human Resource Development (AHRD)*, Denver, CO.
18. **Ghosh, R.**, Dierkes, S., & Falletta, S. (2011). Can Negative Mentoring breed Incivility Spirals? Testing a Mediation Model. Paper presented in the 2011 *Annual Conference of Academy of Management (AOM)*, St. Antonio, TX.
17. **Ghosh, R.** (2011). Mentor/Protégé role-based preferences for reciprocal development: A choice between traditional and relational high-quality mentoring. Paper presented in the 2011 *Annual Conference of American Educational Research Association (AERA)*, New Orleans, LA.
16. Chaudhuri, S., & **Ghosh, R.** (2011). Reverse Mentoring: A timely tool to keep the Baby Boomers committed and Millennials engaged. Paper presented in the 2011 *Conference of Academy of Human Resource Development (AHRD)*, Schaumburg, IL. (*Equal authorship*) (2013 *Elwood F. Holton III Research Excellence Award*)

15. Maltbia, T., **Ghosh, R.**, & Marsick, V. (2011). Trust and presence as Executive Coaching Competencies: Reviewing Literature to inform Practice and Future Research. Paper presented in the 2011 Conference of *Academy of Human Resource Development (AHRD)*, Schaumburg, IL. (**2011 Cutting Edge Award in 2011 Academy of Human Resource Development Conference**)
14. Beatty, J., & **Ghosh, R.** (2011). NHRD, Globalization, & Partnering: India, Japan, & the United States. Abstract presented in the 2011 Conference of *Academy of Human Resource Development (AHRD)*, Schaumburg, IL.
13. **Ghosh, R.**, Haynes, R. K., & Kram, K. E. (2010). Developmental networks as holding environments for growing Leaders: An adult development perspective. Paper presented in the 2010 Conference of Academy of Management (AOM), Montreal, Canada. (**Recipient of 2010 Best Paper Award in the Management Education and Development Division of Academy of Management**)
12. **Ghosh, R.**, Rude-Parkins, C., & Kerrick, S. (2010). Collaborative problem solving in virtual environments: Effect of social interaction, social presence, and sociability on critical thinking. Paper presented in the *Summer Research Symposium of Association for Educational Communications and Technology (AECT)*, Bloomington, IN.
11. **Ghosh, R.**, & Reio, T. Jr. (2010). Abusive supervision: Implications for subordinate's socialization-related learning and organizational performance. Paper presented in the 2010 *Academy of Human Resource Development (AHRD)*, Knoxville, TN.
10. **Ghosh, R.**, Shuck, B., & Petrosko, J. (2010). Group emotional intelligence: Implications for organizational learning in work teams. Paper presented in the 2010 *Academy of Human Resource Development (AHRD)*, Knoxville, TN.
9. **Ghosh, R.**, & Githens, R. (2010). Online contract training: Applying organization theory to workforce development in community colleges. Paper presented in the 2010 *Academy of Human Resource Development (AHRD)*, Knoxville, TN.
8. Maltbia, T., **Ghosh, R.**, & Marsick, V. (2010). Questioning and listening as executive coaching competencies: Reviewing literature to inform practice and future research. Paper presented in the 2010 *Academy of Human Resource Development (AHRD)*, Knoxville, TN.
7. **Ghosh, R.**, & Chaudhuri, S. (2009). Inter-Generational differences in Individualist-Collectivist Orientations: Implications for Outlook toward HRD/HRM Practices in India and United States. Paper presented in the *Academy of Human Resource Development (AHRD) Conference*, Arlington, VA.
6. **Ghosh, R.**, & Reio, T. Jr. (2009). Mediating Mechanisms between Mentoring and Organizational Citizenship Behavior- A Relational Perspective. Paper presented in the 2009 Conference of *Academy of Management (AOM)*, Chicago, IL.
5. **Ghosh, R.**, & Haynes, R. K. (2008). Cross gender mentoring in the era of globalization: Implications for mentoring the organizational women of India. Paper presented in the 2008 Annual Conference of *Academy of Human Resource Development (AHRD)*, Panama City, FL.
4. Reio, T. Jr., & **Ghosh, R.** (2008). Outcomes of Workplace Incivility: Implications for Human Resource Development Research and Practice. Paper presented in the 2008 Annual Conference of *Academy of Human Resource Development (AHRD)*, Panama City, FL.
3. Reio, T. Jr., & **Ghosh, R.** (2008). Antecedents and outcomes of workplace incivility. Poster presented in the 2008 Conference of the *American Psychological Association (APA)*, Boston, MA.
2. Haynes, R. K., & **Ghosh, R.** (2008). From Evaluation to Development: The Role of Mentoring in 360-Degree Assessments. Paper presented in the 2008 Conference of the *American Evaluation Association (AEA)*, Denver, CO.
1. Haynes, R. K., & **Ghosh, R.** (2007). Evaluating the strategic collaboration model: Towards the assessment of mentoring centered succession management programs. Paper presented in the 2007 Conference of the *American Evaluation Association (AEA)*, Baltimore, MD.

Teaching Experience

- Teaching following Graduate Level courses in the **Masters in Human Resource Development program, Ph.D program in Education** and **Ed.D program in Educational Leadership and Management** at School of Education, Drexel University since September'09:

EHRD 500: Foundations of HRD
 EHRD 602: Coaching and Mentoring for Sustainable Learning (**developed the course**)
 EDHE 660: Principles of Adult Education
 EHRD 650: Learning Leadership in Organizations
 EHRD 600: Consulting and Leadership Coaching
 EDHE 600: Human and Organizational performance
 EHRD 601: Leading and Evaluating Change
 EHRD 607: Global HRD (**developed the course**)
 EHRD 715: Capstone I
 EHRD 716: Capstone II
 EDUC 803: Research Design I Course (**developed the course**)
 EDUC T780-001/850: Introduction to Research in Education (**developed the course**)
 EDUC T780-002/851: Research Design and Methods in Education (**developed the course**)
 EDUC 804: Program Evaluation in Organizations

- Significantly revised EHRD 602 (Coaching and Mentoring for Sustainable Learning)
- Co-taught a Graduate Level Course on Advanced Organizational Theory in Spring'09 at College of Education and Human Development, University of Louisville.
- Teaching Assistant in two Undergraduate online courses on Workplace Learning and Training Evaluation in Spring'09 at College of Education and Human Development, University of Louisville.

Dissertation Chair/Committee Member

Ph.D program in Education:

- Dissertation Chair for Ague Manongsong (Ph.D. candidate): *Developing positive identity of women administrative leaders: A longitudinal study on the impact of a leadership development and mentoring program in higher education* (Defended successfully on August 9, 2021).
- Dissertation co-Chair: *Marginalized Matters: Exploring the Advancement of LGBTQIA-Friendly Changes at a Catholic College in the United States* for Seth Jacobson (Defended successfully on July 26, 2017).
- Committee member for Tamara Galoyan (defended successfully on May 24, 2019)
- Committee member: *Learning to Sustain: An Institutional Ethnographic Approach to understanding Progressive Education Reform* for Mollie Davis (Defended successfully on May 19, 2017).
- Committee Member: *Redesigning Middle School Mathematics in an Urban Charter School: A Case Study* for Cynthia Paul (Defended successfully on May 22, 2013).

Ed.D program in Educational Leadership and Management:

- Dissertation Chair: Lack of representation of women of color in C-suites, Sorayda Santos (current)
- Dissertation Chair: *Cultivating Women Leaders in the 21st Century of Healthcare*, Jennifer Small, ((defended successfully on June 3, 2021)
- Dissertation Chair: *Social Network among professional development program participants*, Latasha Shears (defended successfully on August 10, 2020)
- Dissertation Chair: *Workplace Spirituality: Implications for Performance at work*, Melinda Johnson (Defended successfully on March 16, 2017).
- Dissertation Chair: *Transformational Teams: The Relationship of Nursing Teamwork to Patient Outcomes*, Debbie J. Rahn (Defended successfully on December 11, 2014).
- Dissertation Chair: *The Impact of Multiple Mentoring Relationships on Ed.D student success*, Tarae Waddell-Terry (Defended successfully on February 28, 2014).
- Committee Member: A Qualitative Life History of Self-Identifying South Asian Female Leaders in Higher Education, Dipexa Gandhi, 2020-current.
- Committee Member: Perceptions of How Literacy and Numeracy Instructions Influence the Lives of Adult Learners: A Case Study, Venola Rolle (Defended successfully on December 4, 2019).
- Committee Member: *The Influence of Academic Coaching on the Retention of Distance Education Students*, Kathryn Vaddell (Defended successfully on May 2, 2016).
- Committee Member: *Exploring HR Intelligence Practices in Fortune 1000 and Select Global Firms*, John Spahic (Defended successfully on November 24, 2015).

- Committee Member: *Adult Third Culture Kids: Potential leaders with global mindset*, Patricia Stokke (Defended successfully on August 23, 2013).

External:

- Committee Member: Interdisciplinary Collaboration Between Pediatric Music Therapists and Multidisciplinary Team Members in Hospitals: An Explanatory Sequential Mixed Methods Study Clarissa Lacson, 2019-current, Department of Creative Arts Therapies, College of Nursing and Health Professions.

Service Experience

Service in Drexel at the College Level:

- Co-lead of School of Education (SoE) Mentoring Program
- Member, Dean's Equity Leadership Team (DELT) for School of Education (SoE)
- Editorial board member for EViE journal, School of Education, Drexel University.
- Co-editor of Research Brief publication from Doctoral Colloquium, School of Education, Drexel University.

Service in Drexel at the University Level:

- Member of Anti-Racism Taskforce on Faculty Recruitment and Retention, Drexel University.
- Member of School of Education (SoE) Global Council
- 2020-22 Drexel Solutions Institute Fellow
- 2018-19 Provost Fellow on Mid-Career Faculty Development project.
- Served on the Senate Committee on Faculty Affairs, Drexel University.
- Served as Chair of the Tenure Appeals Committee, Drexel University.
- Served on the Diversity Liaison Committee, Office of Provost: Serving on the Faculty Search Committee at Global Studies and Modern Languages Department.

Service in HRD field:

Leadership Roles:

- Editor-in Chief–Peer Reviewed Section, Human Resource Development International (HRDI) journal, 2021 September - current.
- Co-lead of Academy of Human Resource Development (AHRD) Mentoring Partner Program
- AHRD Board member – 2017 Feb – 2019 Feb.
- Served as the Associate Editor–Perspective Section, Human Resource Development International (HRDI) journal, 2015 September - current.
- Served as the Chair of India HRD Special Interest Group (SIG) in Academy of Human Resource Development (AHRD) (2012-2017).
- Served as the Coordinator for the 2017 Asia AHRD conference held in India in November, 2017.
- Served as Board Member of Academy of Human Resource Development (AHRD) (Specific role is Vice President, Global Strategy & Planning) from 2013-2015.
- Editorial Board Member of Human Resource Development Review (HRDR) journal.
- Editorial Board member of New Horizons in Adult Education and Human Resource Development (NAEHRD).
- Served as a Member of Board of Directors of Human Resource Development International (HRDI).
- Served as a Chair of Workplace Learning Track, 2013 Academy of Human Resource Development (AHRD) Conference.
- Served as the External Relations Officer of Workplace Learning Special Interest Group (SIG), American Educational Research Association (AERA).

Grant Review experience:

- Invited to judge a Grant Application titled “Unshackling vital dialogue: Sharing failure experience in the workplace” submitted to the Social Sciences and Humanities Research Council (SSHRC) of Canada for Amount requested \$245,000.
- Invited to judge a Grant Application titled “E-mentoring a diverse workforce” submitted to the Social Sciences and Humanities Research Council (SSHRC) of Canada for Amount requested \$279,200.
- Invited to judge a Grant Application titled “Observing Workplace Aggression: The Influence of Power on Intervention and Support Behaviors” submitted to the Social Sciences and Humanities Research Council (SSHRC) of Canada for Amount requested \$209,640.