

RAJASHI GHOSH

EDUCATION

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

Dissertation Topic: *Predicting Intent to Turnover: Reciprocal Learning in Mentoring Relationships, Organizational Citizenship Behavior and Mediating Mechanisms.*

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.
B.Tech (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:

- **Director of Ph.D program**, School of Education, Drexel University, July 2016 – present.
- **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

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** of 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 Academy of Management (AOM).
3. Received **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

Peer-reviewed Refereed Journal Publications:

23. **Ghosh, R.**, Shuck, B., Cumberland, D., & Mello, J. (in press). Building Psychological Capital and Employee Engagement: Is Formal Mentoring a Useful Strategic Human Resource Development Intervention? *Performance Improvement Quarterly*.
22. **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.
21. **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.
20. **Ghosh, R.** (2016). Gender and Diversity in India: Contested Territories for HRD?. *Advances in Developing Human Resources*, 18(1), 3-10.
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.

Peer-reviewed Refereed Journal Issue Editorship:

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.

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)*.

Invited Non-Refereed Journal Publications:

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.

Book Editorship:

2. Cho, Y., **Ghosh R.**, Sun, J., & McLean, G. (2017). *Current Perspectives on Asian Women in Leadership*. Palgrave Macmillan Publishers.
1. **Ghosh, R., & McLean, G.** (in press). *Indian women in Leadership*. Palgrave Macmillan Publishers.

Book Chapter Publications:

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, Cham.
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 Gendered Introspection 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 Embracing Racial/Ethnic Diversity and Supporting Inclusion. 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.

Research Work to be submitted to Peer-reviewed Refereed Journals:

9. **Ghosh, R.**, Callahan, J., & Hammrich, P. (*Empirical study*). Perceptions guiding Teachers' Beliefs about Student Bullying in Schools: Using Peer Mentoring Action Learning as a Resource. (To be submitted to *Mentoring and tutoring: Partnership for Learning*).
8. Galoyan, T., & **Ghosh, R.** (*Conceptual paper in progress*). Conceptual Framework on Transfer of Informal Learning at work. (To be submitted to *Journal of Workplace Learning*)
7. **Ghosh, R.**, & Nadkarni, S. (*Empirical study paper in progress*). Identifying and addressing contradictions in multiplex developmental relationships (To be submitted to *Career Development International*).
6. **Ghosh, R.**, Hutchins, H., Rose, K., & Manongsong, A. (*Empirical study paper in progress*). Unpacking the nuances of reciprocity in formal mentoring: Lived experiences of faculty mentoring partners. (To be submitted to *Human Resource Development Quarterly*).
5. Manongsong, A., & **Ghosh, R.** (*Conceptual paper in progress*). Diversified Mentoring, Imposter syndrome, and Leader Identity of Minority Women in Higher Education: A Developmental Network perspective. (To be submitted to *Leadership Quarterly*).
4. Reio, T., & **Ghosh, R.** (Undergoing Data Collection & Analysis). Differing perceptions of workplace incivility? A socio-cultural perspective. (To be submitted to *Journal of Applied Social Psychology*).
3. **Ghosh, R.** (*Conceptual paper in progress*). When do Mentors bask in the reflected glory and when do they suffer by comparison? Implications for Developmental Relationships in changing work contexts (To be submitted to *Human Relations*)

2. **Ghosh, R.** (*IRB proposal being prepared*). Dissertation Committees as Holding Environments for Learning and Development: Significance of Positive Relationships. (To be submitted to *Academy of Management Learning and Education*)
1. **Ghosh, R.** (*IRB proposal being prepared*). Construction and Initial Validation of an Adult Learning in Mentoring Scale: Rethinking the Mentor's Role. (To be submitted to *Human Resource Development Quarterly*).

Funded/In Submission/Under Review Research Grant Applications

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. Indeeren 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*).

Not Funded Research Grant Applications

15. **Co-Principal Investigator** in Society of Human Resource Management Research Grant for a project titled: “Building Psychological Capital toward Employee Engagement: Is Formal Mentoring a Useful Strategic Human Resource Intervention?”(In collaboration with Dr. Brad Shuck and Dr. Denise Cumberland). (*Not funded for Amount requested: \$ 189,876*).
14. **Principal Investigator** in Grant Application (Submitted to “Science of Organizations” division of National Science Foundation (NSF) for a project titled “The Creative Leadership for Effective Addressing Problem Solving LEAPS Project” (In collaboration with Dr. Jennifer Katz-Buonincontro, PI) (*Not funded for Amount requested:\$445,738*).
13. **Principal Investigator** in Grant Application (Submitted to the Academy of Human Resource Development Foundation) for a project titled “Cultural Values and Organizational Justice in Formal Mentoring Programs: Implications for HRD in a Global & Diverse Workplace”. (In collaboration with Dr. Meenakshi Agarwal- Gupta, Dr. Christine Kuo, Dae Seok Chai). (*Not funded for Amount Requested: \$2,500*).
12. **Principal Investigator** in Letter of Intent to the Spencer Foundation for a project titled “Examining the impact of Peer Mentoring Action Learning Intervention for Teachers experiencing Student Bullying in Schools”. (In collaboration with Dr. Jamie Callahan, Dr. Penny Hammrich). (*Not approved*)
11. **Principal Investigator** in Grant Application (Submitted to the AONE Foundation for Nursing Leadership Research and Education) for a project titled: “Incivility Speaks: Exploring the Precursors of Violence and Aggression in Healthcare & Associated Coping Strategies for Nurses in the UK” (In collaboration with Co-PIs, Dr. Aroutis Foster, Dr. Barbara Posmontier, and Dr. Jamie Callahan). (*Not funded for Amount Requested:\$10,000*)
10. **Principal Investigator** in Grant Application (Submitted to the Harry Frank Guggenheim Foundation) for a project titled: “Incivility Speaks: Identifying and Addressing the Precursors of Violence and Aggression in Healthcare” (In collaboration with Co-PIs, Dr. Aroutis Foster, Dr. Barbara Posmontier, and Dr. Jamie Callahan). (*Not funded for Amount Requested: \$ 36,600*)
9. **Principal Investigator** in Grant Application (Submitted to the Office of University and Community Partnerships, Lindy Center for Civic Engagement and Office of Research) for a project titled “Exploring what it takes to achieve Empowerment as Parents and sustainable Employment as Adults: A Needs-Assessment Study in the Mantua and West Powelton Communities” (In collaboration with Co-PIs, Dr. Allen Grant, Dr. Mary Jean Tecce DeCarlo, Bruce Levine) (*Not funded for Amount Requested:\$19,290*)
8. **Principal Investigator** in a Grant Application (Submitted to Society for Psychological Studies of Social Issues) for a project titled “Action Learning for Teachers experiencing Bullying” (In collaboration with Co-PI, Dr. Penny Hammrich). (*Not funded for Amount Requested:\$2,000*).
7. **Principal Investigator** in a Grant Application (Submitted to Society of Human Resource Management) for a project titled “Unpacking the Risks of Cyber Bullying in Social Media: How can Human Resources Policies and Procedures help? (In collaboration with Co-PI, Dr. Salvatore Falletta) (*Not funded for Amount Requested:\$ 15,148*).
6. **Principal Investigator** in Grant Application (Submitted to River Crest Foundation) for a project titled “Role of Developmental Networks in Training Transfer – An Organizational Change Perspective” (*Not funded for Amount Requested: \$ 6,600*)
5. **Principal Investigator** in a Letter of Intent (Submitted to Spencer Foundation) for a project titled “*Beginning Teacher Mentoring: What should Mentors do?*” (In collaboration with Co-PI, Dr. Sheila Vaidya) (*Not approved*).

4. **Principal Investigator** in a Grant Application (Submitted to Society of Human Resource Management) for a project titled “Learning Approaches in Developmental Interactions with Mentors: An Adult Development Perspective on Leader Development” (In collaboration with Co-PIs, Dr. Kathy E. Kram, Dr. Eileen McGowan, and Dr. Deborah Helsing) (*Not funded for Amount Requested: \$18,400*).
3. **Co-Principal Investigator** in a Grant application (Submitted to Drexel Research Office for an internal screening prior to submission to NSF) for a project titled “Catalyzing STEM Doctoral Education Through Virtual World Learning” (In collaboration with Dr. Tina Richardson, Dr. Elizabeth Haslam, Dr. Aroutis Foster, Dr. Jason Silverman, Dr. Penny Hammrich, Dr. Sheila Vaidya). (*Not approved*)
2. **Co-Principal Investigator** focusing on the Teacher Development component in a Grant application for an interdisciplinary project titled “Transforming Students Experiences of the STEM Enterprise Through Play, Curricular activity, Reflection, and Discussion (PCaRD)- a Game-Based Learning Model for Classrooms” to National Science Foundation (NSF) (In collaboration with Co-PIs Dr. Aroutis Foster and Dr. Jennifer Katz-Buonincontro) (*Not funded for Amount Requested: \$2,242,789*).
1. **Co-Principal Investigator** focusing on the Teacher Development component in a Grant application for an interdisciplinary project titled “Transforming Students’ Experiences of the STEM Enterprise Through Play, Curricular activity, Reflection, and Discussion (PCaRD)- a Game-Based Learning Model for Classrooms” to National Science Foundation (NSF) (In collaboration with Co-PIs Dr. Aroutis Foster and Dr. Jennifer Katz-Buonincontro) (*Not funded for Amount Requested: \$1,814,497*).

Grant Review, Non-refereed Research Funding and External Review of Dissertation & Books:

8. Invited to serve as an external reviewer for Boom proposal titled “Are mentors driving millennial protégés away from the organization? with Palgrave MacMillan publishers.
7. Invited to serve on the Mentoring Program Development and Piloting team for Community of Diverse and Inclusive Engineers (CODIE) Project submitted to National Science Foundation (NSF).
6. 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.
5. Invited to serve as the External Reviewer for the Dissertation titled “Employee Work Passion: Leadership behavior, Employee affect, and Work intentions” by Dr. Mark Turner, Professor of Business, Government, and Law from University of Canberra, Australia.
4. 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.
3. Secured funding of \$7,000 from LeBow College of Business to co-sponsor a conference on Positive Relationships at Work in 2014 on Drexel university campus.
2. 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.
1. Submitted project titled “Industry-Academia Partnership for improving STEM Pedagogy: A Mentoring Platform for Teachers ” to the “Innovate the Future Challenge” contest sponsored by Lockheed Martin in September, 2012 (in collaboration with Dr. Sheila Vaidya). (*Not funded*)

Peer-reviewed Refereed Research Conference Papers/Abstracts/Poster:

33. **Ghosh, R.**, Hutchins, H., Rose, K., & Manongsong, A. (submitted) Unpacking the nuances of mutuality in formal mentoring: Lived experiences of faculty in diverse mentoring partnerships. Paper submitted to the 2019 *Academy of Human Resource Development*, Louisville, KY.
32. Manongsong, A., & **Ghosh, R.** (submitted). Mentoring, Imposter syndrome, and Leader Identity of Minority Women in Higher Education: A Developmental Network perspective. Paper submitted to the 2019 *American Educational Research Association (AERA)*, Toronto, Canada.
31. **Ghosh, R.**, Hutchins, H., Rose, K., & Bergman, M. (2018). Exploring reciprocity in formal mentoring: Live accounts from the AHRD faculty mentoring partner program. Poster presented in 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 in 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.

Non-Refereed Conference Proposals presented/accepted/submitted:

7. McLean, G., Cho, Y., **Ghosh, R.**, Sun, J. (Proposal presented). Asian Women in Leadership: A Focus Session Co-sponsored by China, India, and Korea SIGs. (2018 AHRD Conference)
6. **Ghosh, R.**, Cho, Y., Sun, J., & Mclean, G. (Proposal presented). China, India and Korea HRD SIGs' Joint Food 'n' Thought (FNT) Session: Current perspectives on Asian Women in Leadership and HRD Implications. (2016 AHRD Conference)
5. Abichandani, Y., Alagaraja, M., & **Ghosh, R.** (Focus session). Foundations of Indian Spirituality in HRD research and practice. (2015 AHRD Conference).
4. Cho, Y., **Ghosh, R.**, & Sun, J. (Focus session). Women in Leadership roles in Asia and HRD Implications: A joint session proposal by the Korea, India, & China SIGs. (2015 AHRD Conference).
3. **Ghosh, R.**, & Egan, T. (Pre-conference). Intersecting Mixed Methods research techniques and HRD research topics: A winning combination. (2015 AHRD Conference).
2. Egan, T., & **Ghosh, R.** (Focus Session). Exploring Mixed Methods Research: A Gateway to new frontiers. (2015 AHRD Conference).
1. Scully-Russ, E., & **Ghosh, R.** (proposal presented). Exploring an innovative workforce and economic development model in the US Manufacturing Industry: A Site Visit to The Chicago Manufacturing Renaissance Council. (2015 AERA Conference).

Invited Presentations:

10. Invited to present on the topic of “**Issues common to Quantitative and Qualitative Research in Social Science**” in the “**Research Diversity: Measure and Meaning**” panel organized by **College of Nursing and Health Professions, Drexel University**, May 11, 2017.

9. Invited to present on the topic of **Global HRD** in the International HRD class in *College of Education, University of Illinois, Urbana-Champaign* on April 20, 2016.
8. Invited to be a panelist in the Townhall Forum on “**Theorizing, Knowledge, and Community: Exploring the Hidden Connections**” at *2016 AHRD Conference*.
7. Invited to present on the topic “**Designing Developmental Networks: Choosing from Hierarchical, Relational, Peer, or Reverse Mentoring**” by *Nano/Bio Interface Center, University of Pennsylvania* on Oct 14, 2015.
6. Invited to present on the topic “**Challenges & Opportunities of working in a Multi-generational workplace for Women: How can Mentoring help?**” by Re: Gender (Formerly known as *National Council for Research on women* on May 21, 2014)
5. Invited to present on the topic of **Developmental Network Mentoring** research in *EDUC750 Educational Issues Seminar* by Dr. Jason Silverman in Fall, 2013.
4. Invited to present on the topic “**Gender Roles: Implications for women’s Careers in India and China** in the *2013 International Conference of the Asia Chapter of Academy of Human Resource Development (AHRD), Taipei, Taiwan*.
3. Invited to present Research Abstract titled “**What constitutes Workplace Incivility in India: A Socio-cultural Perspective**” in the *Workplace Incivility Research Incubator in the 2013 Academy of Management (AOM) Conference*.
2. Invited to present paper titled “**Developmental Networks as Holding Environments: Applying an Adult Developmental Lens to Leader Development**” Presentation given in the *XLRI School of Business and Human Resources, West Bengal, India* in December, 2012.
1. Invited to present proposal titled “**Social presence in Online Mentoring: Implications for Cross-cultural Mentoring pairs in Global Organizations**” in the *2010 Virtual Symposium, Drexel University*, March 2010.

Professional Development Workshop/Symposium:

- Organized an **Action Learning** workshop on Oct 17, 2015 at Drexel University in partnership with the Philadelphia Chapter of Society of Human Resource Management (PSHRM).
- Organized the 2014 “**Positive Relationships at Work**” (PRW) Mini-Conference in Drexel University as a partnership event between the School of Education and LeBow College of Business.
- Organized Off-site Session titled “**Comparing Private sector technical training with Public sector degree completion: An Off-site Panel Discussion with Aker Philadelphia Shipyard and the Federal Reserve Bank of Philadelphia on Academia-Industry Partnerships for Workforce Education**” at the 2014 AERA Conference.
- Organized Innovative Session in collaboration with AERA Workplace Learning SIG members on **intersections between HRD and Workplace Learning** at *2014 AHRD Conference*.
- Organized Innovative Session on behalf of the India HRD SIG on **Exploring the central issues in HRD Research in India** at *2014 AHRD Conference*.
- Participated in a **Panel Discussion on Workplace Learning & Development with the Council for Adult and Experiential Learning (CAEL)** on February 26, 2014.
- Completed **Tenure portfolio Workshop**, Drexel Center for Academic Excellence, Fall, 2011.
- Completed **Certification** in in Subject-Object Interview (SOI) for Adult Development.
- Organized Professional Development Workshop (PDW) on “**Positive Relationships at Work**” in Academy of Management (AOM) 12 Conference.
- Organized Symposium on “**HRD’s role in addressing Workplace Incivility**” in Grand Behrakis Hall, Drexel University on September 17, 2011.

- Symposium Chair of the Session on “**Worklife Issues**” in Academy of Human Resource Development (AHRD)’09Conference.
- Invited to facilitate a Paper Session on “**Gender Differences in Networking**” in Academy of Management (AOM)’10Conference.

Media Recognition:

- Interviewed by Mary Snow from Al Jazeera America on “Reverse Mentoring”.
- Interviewed by Emma Jacobs from Financial Times on “Reverse Mentoring”.
- Interviewed by Heather Landy, Editor in Chief, American Banker Magazine on “Reverse Mentoring”.
- Interviewed by Sean Cook from Higher Ed Career Coach on “Incivility in the Workplace”.
- Invited to be interviewed by Marina Khidekel, Editor of Bloomberg Businessweek magazine on “Reverse Mentoring”.

Teaching Experience

- Teaching following Graduate Level courses in the **Masters in Adult Learning and Organization 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

- 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.

Teaching Evaluations at Drexel University:

Quarter	Course	Credits	Enrollment	Avg. Student Evaluation out of 5
Fall 09-10	EHRD 500	3	12	4.5
Fall 09-10	EHRD 650	3	10	4.6
Winter 09-10	EDHE 600	3	13	4.6
Winter 09-10	EHRD 500	3	11	4.5
Spring 09-10	EHRD 650	3	12	4.7
Spring 09-10	EHRD 500	3	10	4.6
Fall 10-11	EDHE 600	3	10	4.6
Fall 10-11	EHRD 650	3	10	4.5

Winter 10-11	EDHE 660	3	20	4.7
Winter 10-11	EHRD 600	3	14	4.5
Spring 10-11	EHRD 650	3	17	4.6
Spring 10-11	EHRD 500	3	12	4.2
Fall 11-12	EHRD 650	3	12	4.6
Fall 11-12	EHRD 500	3	25	4.6
Winter 11-12	EDHE 660	3	17	4.8
Winter 11-12	EHRD 600	3	13	4.6

Spring 11-12	EHRD 500	3	15	4.6
Spring 11-12	EHRD 602	3	15	4.6
Fall 12-13	EHRD 715	3	12	4.5
Fall 12-13	EHRD 500	3	18	4.5
Winter 12-13	EHRD 716	3	12	4.6
Winter 12-13	EHRD 602	3	16	4.7
Spring 12-13	EHRD 601	3	23	4.4
Spring 12-13	EHRD 602	3	8	4.7
Fall 13-14	EHRD 607	3	15	4.5
Fall 13-14	EDUC 803	3	7	4.7
Winter 13-14	EHRD 602	3	9	4.5
Winter 13-14	EHRD 602	3	7	4.3
Spring 13-14	EHRD 607	3	17	4.4

Spring 13-14	EHRD 601	3	15	4.4
Fall 14-15	EHRD 607	3	4	4.5
Fall 14-15	EHRD 601	3	15	4.6
Winter 14-15	EDUC 804	3	10	4.7
Winter 14-15	EHRD 602	3	10	4.4
Spring 14-15	EHRD 601	3	21	4.3
Spring 14-15	EHRD 607	3	5	4.2
Fall 15-16	EHRD 607	3	16	4.3
Fall 15-16	EDUC T780-002	3	7	4.4
Winter 15-16	EHRD 602	3	16	4.5
Winter 15-16	EDUC T780-001	3	6	4.2
Spring 15-16	EHRD 601-900	3	10	4.5
Spring 15-16	EHRD 601-901	3	16	4.6
Fall 16-17	EHRD 607	3	10	4.4
Fall 16-17	EDUC 850	3	7	3.9
Winter 16-17	EHRD 602	3	17	4.7
Winter 16-17	EDUC 851	3	6	5.0
Spring 16-17	EHRD 601-900	3	19	4.5
Winter 17-18	EHRD 602-900	3	12	4.4
Winter 17-18	EDUC 851	3	6	4.9
Spring 17-18	EHRD 601-900	3	14	4.8

Teaching Workshops/Presentations:

- Attended the Scholarship of Teaching, Learning and Assessment Conference at West Chester University.
- Attended a session on Global Classroom offered by the Office of International Programs and included a Global Classroom component in EHRD 607, Global HRD class.
- Presented paper titled “Using Mobile Data to Bridge Workplace and Classroom Learning in Doctoral Education” in *Drexel’s First Annual Showcase for Teaching* on June 5, 2013. (In collaboration with Dr. Jennifer Katz-Buonincontro).
- Attended session on “Dynamite Case Discussion: Question Design and Use for Insightful Learning

- In Class and On Line” at the *2013 Academy of Management (AOM) Conference*.
- Attended session on “MED:A new challenge for teachers: looking for teaching tools to interact with today's virtual students” at the *2013 Academy of Management (AOM) Conference*.
- Attended session on “MED: What teaching tools are able to "plant the seeds of knowledge" in today's virtual students?” at the *2014 Academy of Management (AOM) Conference*.

Dissertation Chair/Committee Member

Ph.D program in Education:

- Supervising Professor for Ague Manongsong (1st year Ph.D student).
- Supervising Professor/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, 2016-current.
- Committee member for Magdalene Moy, 2018-current.
- 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: *Cultivating Women Leaders in the 21st Century of Healthcare*, Jennifer Small, 2018-current.
- Dissertation Chair: *Social Network among professional development program participants*, Latasha Shears, 2016-current.
- 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: *Perceptions of How Literacy and Numeracy Instructions Influence the Lives of Adult Learners: A Case Study*, Venola Rolle, 2016-current.
- Committee Member: *Ethnographic study: what is the collective thinking of educators regarding the key characteristics of effective leadership and its effect on teacher performance in a high school located in Central New Jersey School District*, Lauren Dunaway, 2014- current.
- Committee Member: *First year students' Attrition: a Higher Education Mentoring Theory*, William Shirley, 2014-current.
- 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).

Service Experience

Service in Drexel at the College Level:

- Chair, Mid-Tenure Review Committee, School of Education, Drexel University.
- Member of the Civic engagement sub-group of Critical Conversations in Urban Education (CCUE), School of Education, Drexel University.
- Served as a Member of Tenure Review Committee, School of Education, Drexel University.
- Served on Graduate Award Nomination Committee, School of Education, Drexel University.
- Served as a member of the team submitting the proposal on “Office of Life wide Lifelong Learning” for shark tank competition in School of Education, Drexel University.
- Served as a member of the team submitting the proposal on “Doctoral student run journal” for shark tank competition in School of Education, Drexel University.
- Served as Chair of the Urban Education Faculty search committee, School of Education, Drexel University.
- Served as the Co-chair of Critical Conversations in Urban Education (CCUE), School of Education, Drexel University.
- Served as the Member of the Strategic Planning Organizing Committee (SPOC), School of Education, Drexel University.
- Served as the Member of the Research Committee, School of Education, Drexel University.
- Served as Member of Visiting Scholar Committee, School of Education, Drexel University.
- Served as Member of the Position Control Committee (PCC).
- Served on the University Assisted Schools Research Team, School of Education, Drexel University.
- Served on POL Departmental Procedures Committee, School of Education, Drexel University.
- Served on Communication Task Force, School of Education, Drexel University.
- Served on the Global and International Education(GIE) tenure track Faculty Search committee, School of Education, Drexel University.
- Served on Global & International Education(GIE) non-tenure track Faculty Search Committee, School of Education, Drexel University.
- Served on Mentoring & Inter-Disciplinary Research Committee, School of Education, Drexel University.
- Served on Doctoral Program Faculty Advisory Committee at School of Education, Drexel University.
- Served on Goodwin Learn Committee at School of Education, Drexel University.
- Served on Tenure Dossier Committee Work Group at School of Education, Drexel University.
- Developed a Graduate level course on Coaching and Mentoring for Sustainable Learning for HRD graduate program at School of Education, Drexel University.
- Developing a Graduate level course on Global Human Resource Development for HRD graduate program at School of Education, Drexel University.

Service in Drexel at the University Level:

- Member of the Senate Committee on Faculty Affairs, Drexel University.
- Chair of the Tenure Appeals Committee, Drexel University.
- Member of the Diversity Liaison Committee, Office of Provost: Serving on the Faculty Search Committee at Global Studies and Modern Languages Department.
- Member of the Professional Development committee of Online Learning council (OLC).
- Served as a Member of the Tenure Appeals Committee, Drexel University.
- Served as a Member of the Faculty Senate.
- Served as a Member of the Faculty Senate Steering Committee.
- Served on the Search committee for Senior Vice Provost of Faculty Affairs, Drexel University.
- Served on the Senate Committee for Research and Scholarly Activity (SCRSA), Drexel University.
- Served as an interviewee during the Association for the Accreditation of Human Research Protection

Programs (AAHRPP) Site Visit for accreditation of the Human Research protection Program, Drexel University.

- Served on Campus Fulbright Review Committee, Drexel University.
- Served as a Judge for Drexel Research Day, 2011.

Service in HRD field:

Leadership Roles:

- Associate Editor– Peer Reviewed Section, Human Resource Development International (HRDI) journal, 2018 September - current.
- AHRD Board member – 2017 Feb – current.
- 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 Co-ordinator for the 2017 Asia AHRD conference to be 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).

Reviewer of manuscripts for the following Refereed Journals:

- Human Resource Development Quarterly (HRDQ).
- Human Resource Development Review (HRDR).
- Human Resource Development International (HRDI).
- Academy of Management Review (AMR).
- Leadership Quarterly (LQ).
- School Leadership & Management
- Asia Pacific Education Review (APER).
- Journal of Applied Behavioral Science (JABS).
- Journal of Leadership & Organization Studies (JLOS).
- Journal of Management Development (JMD).
- Personnel Review.
- Current Psychology.
- European Journal of Training & Development (EJTD).
- Work & Stress.
- New Horizons in Adult Education and Human Resource Development (NAEHRD).

Other Service:

- Member of the Editorial Committee for the Conference Book to be published out of the 17th National Human Resource Development Network (NHRDN) conference in India in 2013.
- Served as an expert External Reviewer for the Adult Education & Human Resource Development (AEHRD) Program Review for James Madison University (JMU).
- Served as an Action Learning Coach for a Peer Mentoring initiative at Teachers

College, Columbia University.

- Served on 2011, 2012, 2013, 2014, 2015 Elwood F. Holton III Research Excellence Award Committee for Academy of Human Resource Development (AHRD).
- Served on 2012, 2013, 2014, and 2015 Malcolm Knowles Dissertation Award Committee Academy of Human Resource Development (AHRD).
- Reviewer of manuscripts for the 2013 Asia AHRD Conference.
- Reviewer of manuscripts for Academy of Human Resource Development (AHRD) Conference '09, '10, '11, '12, '13, '14, '15, '16, '17.
- Reviewer of manuscripts for Academy of Management (AOM) Conference '09, '10, '11, '12, '13.
- Reviewer of manuscripts for the 2013 International HRD Conference organized by Human Resource Development Council, Mauritius.

Professional Membership

- Member of Academy of Human Resource Development (AHRD)
- Member of American Educational Research Association (AERA).
- Member of Academy of Management (AOM).
- Member of Kappa Delta Pi- Honor Society for Education.
- Member of Golden Key International Honor Society.