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INTERESTS

- Critical Human Resource Development
 - Career and Leadership Development
 - Adult Learning and Education
 - Feminism
 - Critical Quantitative Inquiry
 - Intersectional Research Methodology
 - Transformative Mixed Methods
 - Community-Based Participatory Research
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ACADEMIC APPOINTMENTS

- Assistant Professor (Tenure-Track) | Boise State University July 2025 - Present
 - Organizational Performance and Workplace Learning
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EDUCATION

- Doctor of Philosophy | University of Georgia May 2025
 - Program of Learning, Leadership, and Organization Development
 - Dissertation Title: Toward Interlocking Systems of Justice: Advocating for Intersectionality in the Workplace through Critical Scholarship Development, Leadership Practice, and Learning Transfer (3-article dissertation) [Received the Esworthy Malcolm S. Knowles Dissertation of the Year Award]
 - Graduate Certificate in Interdisciplinary Qualitative Studies
 - Graduate Certificate in Diversity, Equity, and Inclusion
 - Master of Arts | Seoul National University August 2019
 - Program of Lifelong Education
 - Bachelor of Education | Kyungpook National University February 2017
 - Major in Education, Minor in Psychology
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PROFESSIONAL EMPLOYMENT

- Graduate Research Assistant | University of Georgia August 2021 - May 2025
 - Department of Lifelong Education, Administration, and Policy
- Assistant Researcher | Korea Research Institute for Vocational Education and Training September 2019 - August 2021
 - Co-National Project Manager of the Program for the International Assessment of Adult Competencies (PIAAC) Cycle 2

• **Research Assistant | Seoul National University**

- Korea Human Resource Research Center

March 2017 - August 2019

• **Student Intern | Kyungpook National University**

- Career Development Center

September 2015 - February 2016

PUBLICATIONS¹

Books Authored or Co-Authored

Sim, E., & Chyung, S. Y. (2026). *Quantitative research in organizations with Excel*. Boise State University. <https://boisestate.pressbooks.pub/quantorgresearchexcel/>

Peer-Reviewed Journal Articles

Bierema, L. L., **Sim, E.**, He, W., & Cox, A. (2023). Double jeopardy: The paradox and promise of coaching women leaders from a critical feminist perspective. *Gender in Management: An International Journal*, 38(2), 255-271. <https://doi.org/10.1108/GM-07-2022-0239>

Flint, M., Willis, K., Price, B., Adelson, L., Elliott, L., Moore, L., **Sim, E.**, Zhang, J., & Ullah, S. (Accepted). Rest as... Conceptualizing a radical qualitative pedagogy. *Departures in Critical Qualitative Research (DCQR)*, 15.

Greer, T., Bierema, L. L., He, W., & **Sim, E.** (2023). Rebooting feminist research in HRD: Shifting from gender binary to gender diversity. *The International Journal of Human Resource Development: Practice, Policy and Research*, 7(2023), 69-82. <https://www.calameo.com/read/0064269856f9b55896c30>

Min, S. & **Sim, E.** (2021). An exploratory study on employability of international graduate students in the Korean labor market through the perceptions of personnel managers. *CNU Journal of Educational Studies*, 42(4), 113-143. <https://www.doi.org/10.18612/cnujes.2021.42.4.113>

Sim, E. (2025). Intersectional complexity leadership: Co-create organizational ecosystems with an intersectional feminist lens. *Leadership*. Advance online publication. <https://www.doi.org/10.1177/17427150251409945>

Sim, E. (2026). "Make a ripple": DEI learning transfer from a graduate classroom to the workplace among part-time graduate students. *Management Learning*. Advance online publication. <https://www.doi.org/10.1177/13505076261465891>

Sim, E., & Bierema, L. L. (2023). Infusing intersectional pedagogy into adult education and human resource development graduate education. *Adult Education Quarterly*, Advance Online Publication. <https://doi.org/10.1177/07417136231198049>

Sim, E., & Bierema, L. L. (2025). 20 years of critical HRD scholarship development: Citation and authorship network analysis. *Human Resource Development International*, 28(1), 5-35. <https://doi.org/10.1080/13678868.2024.2388916>

¹ The underlined names are graduate students at the time of writing.

- Sim, E., & Bierema, L. L.** (2025). A systematic literature review of intersectional leadership in the workplace: The landscape and framework for future leadership research and practice to challenge interlocking systems of oppression. *Journal of Leadership and Organization Studies*, 32(1), 71-93. <https://doi.org/10.1177/15480518241292214>
- Sim, E., & Bierema, L. L.** (2025). Intersectional precarity in academia: A systematic literature review. *Equality, Diversity, and Inclusion: An International Journal*. Advance online publication. <https://doi.org/10.1108/EDI-09-2023-0306>
- Sim, E., & Bierema, L. L.** (2025). Reexamining learning transfer through a critical lens: A conceptual study on key factors shaping the transfer of “critical” adult learning. *Advances in Developing Human Resources*. Advance online publication. <https://doi.org/10.1177/15234223251382407> [Marilyn Y. Byrd Excellence in HRD Research-to-Practice Award, Runner-Up]
- Sim, E., & Bierema, L. L., Rousselot De Saint Ceran, T., & He, W.** (2024). Decolonising gendered discourse and practices in HRD: Towards transnational feminist solidarity and sustainability. *Human Resource Development International*. Advance online publication. <https://doi.org/10.1080/13678868.2024.2326865>
- Sim, E., Chaudhuri, S., & Niu, Y.** (2025). “Stop saying that you are not good enough”: Crafting asset-based identities of international Asian women scholars through relational mentoring. *Human Resource Development Quarterly*, 36(3), 307-322. <https://doi.org/10.1002/hrdq.21558>
- Sim, E., Cho, Y., & Jeong, S.** (Accepted). Introducing the multilevel analysis of individual heterogeneity and discriminatory accuracy (MAIHDA) approach to quantitatively examine intersectional workplace inequities. *Frontiers in Organizational Psychology*.
- Sim, E., & Dillard, N.** (2025). Intersectionality-in-action: A systematic literature review on intersectional praxis in HRD. *Human Resource Development Review*. Advance online publication. <https://doi.org/10.1177/15344843251392111>
- Sim, E. & Han, C. S.** (2024). Relumining perceived workplace gender discrimination in South Korea: examining determinants and paths through decision trees. *Human Resource Development International*, 27(2), 239-256. <https://doi.org/10.1080/13678868.2023.2202144>
- Sim, E., & Hyun, Y.** (2020). Research trend of critical HRD: Analyzing published papers in AHRD (2005-2019). *The Korean Journal of Human Resource Development Quarterly*, 22(3), 89-117. <https://www.doi.org/10.18211/kjhrdq.2020.22.3.004>
- Sim, E., & Jeong, S.** (2023). Mapping the future of intersectional research in human resource development: An integrated literature review. *Human Resource Development Review*, 22(4), 554-581. <https://doi.org/10.1177/15344843231205066>
- Sim, E., & Jeong, S.** (2025). Examining the impact of inequitable work distribution on faculty job satisfaction: A hierarchical linear modeling. *European Journal of Training and Development*. Advance Online Publication. <https://doi.org/10.1108/EJTD-08-2024-0115>

- Sim, E., & Nicolaides, A.** (2024). Slow-looking at transformative learning through the lens of enactivism. *Journal of Transformative Education*, 22(2). 96-113. <https://doi.org/10.1177/15413446231221966>
- Sim, E., Nicolaides, A., & Bierema, L. L.** (2023). Intersectional research in adult education: A diffractive literature gaze. *New Directions for Adult and Continuing Education*, 2023(180), 11-23. <https://doi.org/10.1002/ace.20508>
- Sim, E., & Oh, H.** (2019). A study on the scholarly passion formation process: Focused on professor in science and engineering. *Asia Journal of Education*, 20(3), 719-743. <https://www.doi.org/10.15753/aje.2019.09.20.3.719>
- Sim, E., Sims, M. S., Parvaneh Shirazi, H., Sisco, S., Bohonos, J. W., Rose, K. J., & Hurtienne, M. W.** (2026). "Swimming in the dark": A Q methodology study on career development of doctoral students in U.S. HRD programs. *Advances in Developing Human Resources*. Advance Online Publication. <https://doi.org/10.1177/15234223261480245>
- Sisco, S., Carter, A., Verret, D., Sim, E., Bohonos, J. W.** (2025). Race Consciousness & Indigeneity in Human Resource Development: A Systematic Review of Racialization in Our Organizations & Communities. *Human Resource Development Review*. Advance Online Publication. <https://www.doi.org/10.1177/15344843251331660>

Book Chapters

- Bierema, L. L., Boyd, J. T., Driggers, R. A., Sim, E., Stewart, H., & Achuncho, M. S.** (Accepted). Equalizing power dynamics in faculty-graduate students relationships through reconceptualizing mentoring from an intersectional feminist lens. *A WSPC Handbook of Diversity, Equity, and Inclusion in Management (Vol. 1)* (pp. 237-266). World Scientific Publishing Company. https://doi.org/10.1142/9789819829439_0010
- Bierema, L. L., Greer, T., He, W., & Sim, E.** (2024). Feminist HRD research: Shifting from gender binary to gender diversity. In T. Rocco, M. Morris, R. Poell, & B. Shuck (Eds.), *Handbook of Human Resource Development* (2nd ed., pp. 496-524). Sage Publications Ltd. <https://doi.org/10.4135/9781529674088>
- Bierema, L. L., He, W., & Sim, E.** (2022). Applying critical, feminist developmental relationships in human resource development. In J. C. Collins & J. L. Callahan (Eds.), *The Palgrave handbook of critical human resource development* (pp. 256-280), Palgrave Macmillan, Cham. https://doi.org/10.1007/978-3-031-10453-4_15
- Bierema, L. L., Nicolaides, A., Sim, E., & He, W.** (2024). Disrupting misaligned values and actions in HRD: A consideration of the ethical issues. In D. F. Russ-Eft & A. Alizadeh (Eds.), *Ethics and human resource development: Societal and organizational contexts* (pp. 47-65). Palgrave Macmillan, Cham. https://doi.org/10.1007/978-3-031-38727-2_4
- Bierema, L. L., Parvaneh Shirazi, H., Sim, E., & Achuncho, M. S.** (Accepted). Evolving Paradigms for developing women leaders. In *Histories of Adult, Workforce, and Higher Education*

Bierema, L. L., **Sim, E.**, & **He, W.** (2024). No woman left behind: Critical feminist leadership development to build gender consciousness and transform organizations. In S. R. Madsen (Ed.), *Handbook of research on gender and leadership* (2nd ed.) (pp. 130-150). Edward Elgar Publishing. <https://doi.org/10.4337/9781035306893.00019>

Sim, E., & Niu, Y. (Accepted). Challenging linguistic profiling through multicultural feminist mentoring: A pathway to empowerment and inclusion. *Handbook of Diversity, Equity, and Inclusion in Management (Vol. 1)*. A WSPC Handbook of Diversity, Equity, and Inclusion in Management (Vol. 1) (pp. 159-179). World Scientific Publishing Company. https://doi.org/10.1142/9789819829439_0007

Conference Proceedings

Sim, E., & Bierema, L. L. (2023). Intersectional leadership in the organization: A systematic literature review and conceptual model. *Academy of Management Proceedings*, 2023(1), 16161. <https://doi.org/10.5465/AMPROC.2023.16161abstract>

Reports

Kim, A., Lim, E., Ryu, G., Moon, H., Min, S., Jung, H., Yoon, S., Lee, J., & **Sim, E.** (2019). *National Report of 2019 PIAAC*. Sejong: Korea Research Institute for Vocational Education & Training [KRIVET].

Min, S., Kim, A., Lim, E., Song, C., Moon, H., Yoon, H., Yoon, S., Lee, H., & **Sim, E.** (2021). *National Report of 2020 PIAAC*, Sejong: Korea Research Institute for Vocational Education & Training [KRIVET].

Papers Under Review

Bierema, L. L., **Sim, E.**, & Collins, J. C. (Under Review). "If I don't, who will?": Narrative inquiry of critical human resource development scholars' professional identity development. *Human Resource Development Quarterly*.

Jeong, S., Svensson, P., & **Sim, E.** (Under Review). Effect of creative self-efficacy on employee engagement in non-profit organizations: A moderated mediation model. *Leadership & Organization Development Journal*.

Jeong, S., **Sim, E.**, & Lee, Y. (Under Review). Unveiling the Interplay of Multiple-Layered Social Identities in Faculty Job Satisfaction: A Latent Class Analysis. *Human Resource Development International*

Jeong, S., **Sim, E.**, Wilson-Kennedy, Z. S., & Peterson, C. (Under Review). Institutional paradox: Unraveling the diverse realities among faculty members in a deep-south, research-intensive university in the United States. *New Horizons in Adult Education and Human Resource Development*

Kuk, H., & **Sim, E.** (Under Review). Decolonial Scholarship in Adult Education Literature across Five Decades: A Scoping Review. *Adult Education Quarterly*.

- Sim, E.** (Under Review). Posthumanist Feminist AI: Rethinking Gendered Power in AI-Driven Organizations. *Advances in Developing Human Resources*.
- Sim, E.,** Cho, Y., & Jeong, S., Cho, H. (Under Review). Examining Adult Cognitive Skills Beyond the Mean: A Quantile Regression Analysis of PIAAC Korea Data. *International Journal of Educational Research*.
- Sim, E.,** Park, J. J., Cao, Y. (Under Review). “They are Shutting the Door”: A Critical Discourse Analysis of Faculty Hiring and Academic Career Sensemaking Amid Anti-Immigration Policies. *Journal of Vocational Behavior*.
- Sim, E.,** Parvaneh Shirazi, H., Chaudhuri, S., & Davis, K. (Under Review). “Life is Not Fair”: A Narrative Inquiry into Linguistic Profiling and Career Development of Asian Workers in the U.S. *Career Development Quarterly*.
- Sim, E.,** Parvaneh Shirazi, H., Sisco, S. (Under Review). “Under the Radar”: Career Sensemaking among Critical Professionals amid the U.S. Anti-JEDI Climate. *Human Relations*.
- Sim, E.,** Robinson, P. A., Parvaneh Shirazi, H. (Under Review). Introducing critical AI literacy: Foundations, framework, and implications for adult learning and education. *Studies in Education of Adults*.
- Sims, M. S., Bohonos, J. W., Rose, K. J., Hurtienne, M. W., Sisco, S., Parvaneh Shirazi, H., **Sim, E.,** Liu, Y. (Under Review). How are HRD Programs Meeting the Career Needs of their PhD Students?: Focus Group Interviews with HRD Program Leaders. *Advances in Developing Human Resources*.
- Solomonson, W., Kwon, C., & **Sim, E.** (Under Review). Toward racial equity in HRD education: An examination of racial gaps in student performance in one undergraduate HRD program in the United States. *New Horizons in Adult Education and Human Resource Development*.

HONORS/AWARDS

- Bierema, L. L., **Sim, E.,** Collins, J. C. (2025). AHRD Cutting Edge Award, *2025 Academy of Human Resource Development Conference*
- Sim, E.** (2023). Rising Graduate Student Award, *Critical HRD & Social Justice Perspective SIG, 2023 Academy of Human Resource Development Conference*
- Sim, E.** (2025). Macagnoni Qualitative Research Award, *University of Georgia*. (\$1,000)
- Sim, E.** (2026). Esworthy Malcolm S. Knowles Dissertation of the Year Award, *Academy of Human Resource Development* (Awarded February 11, 2026)
- Sim, E.,** & Bierema, L. L. (2023). The Alan Moon Memorial Prize (Shortlisted), *The University Forum for Human Resource Development*
- Sim, E.,** & Bierema, L. L. (2026). Marilyn Y. Byrd Excellence in HRD Research-to-Practice Award (Runner-Up), *Academy of Human Resource Development* (Awarded February 11, 2026)

Sim, E., & Bierema, L. L., Rousselot De Saint Ceran, T., & He, W. (2024). KAHRDA Best Paper Award (Runner-up), *Korean Academy of Human Resource Development in the Americas* (\$250)

Sim, E., Cho, Y., & Jeong, S. (2025). KAHRDA Best Paper Award, *Korean Academy of Human Resource Development in the Americas*. (\$500)

Sim, E., & Jeong, S. (2023). KAHRDA Best Paper Award, *Korean Academy of Human Resource Development in the Americas*.

Sim, E., & Jeong, S. (2023). AHRD Cutting Edge Award, *2023 Academy of Human Resource Development Conference*

Sim, E., & Han, C. S. (2022). AHRD Cutting Edge Award, *2022 Academy of Human Resource Development Conference*.

Sim, E., Park, J. J., Cao, Y. (2026). Korea-SIG Sponsored TEAM-UP Grant Award, *Academy of Human Resource Development* (\$500; Awarded February 11, 2026)

GRANT/FUNDINGS

• External Grant

- Abramenska-Lachheb, V., Martinez, S.A., Da Silva, R., **Sim, E.** (2026). An Agile, Industry-Informed Undergraduate Certificate in Organizational Performance and Workplace Learning. *Panorama Global* (Role: Co-PI/ Requested Amount: \$306,811,649).
- Bierema et al. (2024). GA FIRST: Gender Advances Fostering Inclusive, Restorative Systems Transformation. *National Science Foundation* (Role: Graduate Assistant; Requested Amount: \$1,247,079 / Not funded)
- **Sim, E.** (2026). Community-based Human Rights Education and Its Ripple Effects: A Participatory Case Study. *Spencer Foundation* (Role: PI; Requested Amount: \$49,999.18; Awarded Amount: \$49,999.18)

• Internal Funds/Fellowships

- **Sim, E.** (2025). Startup Fund, *Department of Organizational Performance & Workplace Learning, Boise State University* (Awarded Amount: \$10,000.00)
- **Sim, E. (2026).** Making Sense of Industry Career Development of International Students in the United States Under Immigration Constraints: A Critical Discourse Analysis. *College of Education, Boise State University* (Role: PI; Requested Amount: \$9,983.23; Awarded Amount: \$8,367.00 and one Graduate Research Assistant)
- **Sim, E.** (2026). Building a College-Level Human Rights Education Partnership through Participatory Research. Community-Engaged Public Scholarship Initiative, Boise State University (Requested Amount: \$7,496)

PRESENTATIONS²

Academic Conferences – Paper Session

- Bierema, L. L., **Sim, E.**, & Collins, J. C. (2025, February 21). "If I don't, who will?": Narrative inquiry of critical human resource development scholars' professional identity development. [Paper presentation] *The 2025 Academy of Human Resource Development Conference*. Arlington, Virginia, United States. [Received the 2025 AHRD Cutting Edge Award]
- Flint, M., Willis, K., Adelson, L., Elliott, L., Robson, L., **Sim, E.**, Ullah, S., Zhang, J., Price, B. A. (2025, February 8). Wholeness is No Trifling Matter: Rest as Radical Qualitative Pedagogy. [Paper presentation] *Southwest Philosophy of Education Society 77th Annual Meeting*. Greenville, South Carolina, United States.
- Greer, T., **Sim, E.**, He, W., Bierema, L. L. (2022, June 8). Rebooting feminist research in HRD: Shifting from gender binary to gender diversity. [Paper presentation] *2022 University of Forum for Human Resource Development Conference*. Sheffield, England.
- Jeong, S., **Sim, E.**, Wilson-Kennedy, Z. S., & Peterson, C. (2024, February 23). A qualitative, systematic comparison of the faculty experience by gender and race in a research-intensive University: An inter-categorical intersectionality study. [Paper presentation] *The 2024 Academy of Human Resource Development Conference*. Arlington, Virginia, United States.
- Jeong, S., Svensson, P., & **Sim, E.** (2024, February 23). Effect of creative self-efficacy on employee engagement in non-profit organizations: A moderated mediation model. [Paper presentation] *The 2024 Academy of Human Resource Development Conference*. Arlington, Virginia, United States.
- Jeong, S., **Sim, E.**, & Lee, Y. (2025, February 20). The Interplay of Multiple-Layered Social Identities and Job Satisfaction: A Latent Class Analysis. [Paper presentation] *The 2025 Academy of Human Resource Development Conference*. Arlington, Virginia, United States.
- Kuk, H., **Sim, E.** (2026, May 29). Decolonization in Adult Education: A Scoping Review Through East Asian and AsianCrit Perspectives. [Paper submission]. *2026 CASAE-AERC Joint Conference*. Vancouver, Canada.
- Sim, E.** (2020, May 17). Research trend of critical HRD: Analyzing published papers in AHRD (2005-2019), *2020 Korean Educational Research Association Annual Conference*. (Virtual)
- Sim, E.** (2020, October 24). Challenges and issues of microaggressions in the workplace. *2020 K-HRD Association Conference*. (Virtual)
- Sim, E.** (2020, October 24). Research trends and issues of intersectional discrimination in the workplace, *2020 International K-HRD Conference*. (Virtual)
- Sim, E.** (2022, April 06). Reapproaching transformative learning theory from an enactivist perspective. *2022 International Transformative Learning Conference*. (Virtual)

² The underlined names are graduate students at the time of presenting.

- Sim, E.** (2025, September 26). Make a ripple: Part-time students' transfer of learning on diversity, equity, and inclusion from a graduate classroom to the workplace. [Paper Presentation]. *2025 American Association for Adult and Continuing Education*. (Virtual)
- Sim, E.,** Barhate, B., & Rocco, T. (2024, June 13). The Role of Privilege in Workplace Relationships. [Working paper presentation]. *2024 University Forum of Human Resource Development Conference*. Lisbon, Portugal.
- Sim, E.,** & Bierema, L. L. (2022, October 12). Promoting diversity, equity, and inclusion with intersectional pedagogy in adult learning settings, [Virtual Concurrent Session] *2022 American Association for Adult and Continuing Education (AAACE) Annual Conference*. Milwaukee, Wisconsin, United States.
- Sim, E.,** & Bierema, L. L. (2023, August 8). Intersectional leadership in the organization: A systematic literature review and conceptual framework. [Paper presentation] *The 2023 Academy of Management Conference*. Boston, Massachusetts, United States.
- Sim, E.,** & Bierema, L. L. (2023, June 8). Intersectional inquiry and praxis for examining precarious subjectivities in neoliberal academia. [Paper presentation] *The 2023 International Conference on Human Resource Development*. Dublin, Ireland. [2023 The Alan Moon Memorial Prize, Shortlisted]
- Sim, E.,** & Bierema, L. L. (2024, February 23). The development of critical HRD over 20 years (2003-2022): citation and authorship analysis. [Paper presentation] *The 2024 Academy of Human Resource Development Conference*. Arlington, Virginia, United States.
- Sim, E.,** Bierema, L. L. (2024, June 13). Introducing transfer of “critical” learning into human resource development and management education. [Paper Presentation]. *2024 University Forum of Human Resource Development Conference*. Lisbon, Portugal.
- Sim, E.,** Bierema, L. L., & He, W. (2023, June 7). Unravelling Gender Consciousness of Employees through Scale Development and Validation. [Paper presentation] *The 2023 International Conference on Human Resource Development*. Dublin, Ireland.
- Sim, E.,** & Bierema, L. L., Rousselot De Saint Ceran, T., & He, W. (2024, February 22). Decolonizing HRD: Toward transnational feminist solidarity and sustainability. [Paper presentation] *The 2024 Academy of Human Resource Development Conference*. Arlington, Virginia, United States. [2024 KAHRDA Best Paper Award, Runner-up]
- Sim, E.,** Chaudhuri, S., & Niu, Y. (2024, February 23). Relational mentoring as a space for crafting asset-based identity: A trioethnography of international Asian women scholars in HRD. [Paper presentation] *The 2024 Academy of Human Resource Development Conference*. Arlington, Virginia, United States.
- Sim, E.,** Cho, Y., & Jeong, S. (2025, February 21). Introducing the multilevel analysis of individual heterogeneity and discriminatory accuracy (MAIHDA) approach to quantitatively examine intersectional workplace inequities: A methodological study. [Paper presentation] *The 2025*

- Academy of Human Resource Development Conference*. Arlington, Virginia, United States.
[Received the 2025 KAHRDA Best Paper Award]
- Sim, E.,** Cho, Y., Jeong, S., & Cho, H. (Accepted). Predictors of Adult Cognitive Skills Across the Skill Distribution: Evidence from PIAAC Korea Using Quantile Regression [Paper Submission]. *2026 Asian AHRD Conference*. Tokyo, Japan
- Sim, E.,** & Dillard, N. (2024, October 31). Intersectional pedagogy: A Microsyllabus. [In-Person Concurrent Session]. *AAACE2024 Annual Conference*, NV: Reno.
- Sim, E.,** & Dillard (2025, November 12). Intersectional HRD praxis: A systematic literature review. [Paper Presentation]. *2025 Asian Academy of Human Resource Development Conference*. Bangkok, Thailand.
- Sim, E.** & Han, C. S. (2022, April 21). Relumining perceived gender discrimination in the workplace: Examining determinants through decision trees. [Paper presentation] *2022 Academy of Human Resource Development Conference*. (Virtual).
- Sim, E.,** & Jeong, S. (2023, March 3). Decentering and diversifying intersectionality research in HRD: An integrated framework for intersectionality research. [Paper presentation] *The 2023 Academy of Human Resource Development International Research Conference*. Minneapolis, Minnesota, United States. [Received the 2023 AHRD Cutting Edge Award and the 2023 KAHRDA Best Paper Award]
- Sim, E.,** & Jeong, S. (2024, June 12). A multilevel model of faculty job satisfaction. [Paper Presentation]. *2024 University Forum of Human Resource Development Conference*. Lisbon, Portugal.
- Sim, E.,** Park, J. J., Cao, Y., Limbaugh, L., St. Amour, C. (Accepted). Navigating Academic Careers Amid Anti-Immigration Policies: Career Sensemaking Among International Faculty Job Seekers [Paper Submission]. *2027 AHRD International Research Conference in the Americas*. Houston, TX.
- Sim, E.,** Parvaneh Shirazi, H., Chaudhuri, S., Davis, K., St. Amour, C., Limbaugh, L. (Accepted). Navigating Linguistic Profiling and Career Development of Foreign-Born Asian Workers in the United States [Paper Submission]. *2026 Asian AHRD Conference*. Tokyo, Japan
- Sim, E.,** Parvaneh Shirazi, H., Sisco, S., Limbaugh, L., St. Amour, C. (Accepted). When critical work becomes risky: Critical sensemaking of critical professionals [Paper Submission]. *2027 AHRD International Research Conference in the Americas*. Houston, TX.
- Sim, E.,** Robinson, P., & Parvaneh Shirazi, H. (2025, October 8). Introducing critical AI literacy in adult learning and education. [Paper Presentation]. *2025 American Association for Adult and Continuing Education*. Cincinnati, Ohio
- Sim, E.,** Sims, C. M., Parvaneh Shirazi, H., Sisco, S., Bohonos, J. W., Rose, K. J., & Hurtienne, M. W. (2026a, February 12). What are HRD doctoral students' career development needs?: A Q methodology. [Paper presentation]. *The 2026 Academy of Human Resource Development International Research Conference*. Dallas, TX, United States.

Academic Conferences – Referred Poster/Roundtable Session

- Jeong, H., Sim, E. (Accepted). Academic workplace learning under uncertainty: Affective precarity and situated learning among international graduate assistants [Poster submission]. *2027 AHRD International Research Conference in the Americas*. Houston, TX.
- Parvaneh Shirazi, H., Sim, E., Bierema, L. L., Mahfuz, M., & Achucho, M. (Accepted). Beyond “fixing women”: A posthuman feminist reconceptualization of leadership development in an age of persistent disruption [Poster Submission]. *2027 AHRD International Research Conference in the Americas*. Houston, TX.
- Sim, E., & Bierema, L. L., He, W., & Rousselot De Saint Ceran, T. (2023, June 7). Decolonizing HRD: Toward transnational feminist solidarity and sustainability. [Poster presentation] *The 2023 International Conference on Human Resource Development*. Dublin, Ireland
- Sim, E., Chaudhuri, S., Niu, Y. (2023, March 4). Relational Mentoring as a tool for identity development: Collaborative autoethnography of international Asian women HRD scholars. [Poster presentation] *The 2023 Academy of Human Resource Development International Research Conference*. Minneapolis, Minnesota, United States.
- Sim, E., Kim, Y., Li, B. (2026c, May 28). [Roundtable submission]. Toward A Posthumanist Adult Learning and Education in the Era of Generative AI: A Scenario-Based Learning Approach. *2026 CASAE-AERC Joint Conference*. Vancouver, Canada.
- Sim, E., Cho, Y., Jeong, S., & Cho, H. (2026b, February 12). Examining multilevel predictors of Korean adult competencies: A quantile regression analysis using PIAAC Cycle 2 data. [Poster presentation]. *The 2026 Academy of Human Resource Development International Research Conference*. Dallas, TX, United States
- Sim, E., Forman, K., Trentacoste, N., & Trinh, D. D. (Accepted). Critical HRD in Action: Human Rights Education in a Community-Based Organization [Poster Submission]. *2027 AHRD International Research Conference in the Americas*. Houston, TX.
- Sim, E., He, W., & Bierema, L. L. (2023, March 4). Privileging the intersectional inclusivity over postfeminist exclusivity in women’s leadership development from A Critical, Feminist Perspective. [Poster presentation] *The 2023 Academy of Human Resource Development International Research Conference*. Minneapolis, Minnesota, United States.
- Sim, E., Parvaneh Shirazi, H., Chaudhuri, S., Niu, Y., Davis, K., St. Amour, C., Limbaugh, L. (2026d, February 12). The impact of linguistic profiling on the career development of Asian immigrant workers in the United States: A narrative inquiry. [Poster presentation]. *The 2026 Academy of Human Resource Development International Research Conference*. Dallas, TX, United States.
- Sim, E., Parvaneh Shirazi, H., Sisco, S., Limbaugh, L., St. Amour, C. (2026e, February 13). Critical sensemaking and career development of critical professionals in socio-politically oppressive contexts: A narrative inquiry. [Poster presentation]. *The 2026 Academy of Human Resource Development International Research Conference*. Dallas, TX, United States.

Academic Conferences – Non-Refereed Session

Bierema, L. L., Callahan, J. L., Elliott, C. J., Greer, T. W., Collins, J. C., & **Sim, E.** (2024, February 23). Reflections on human resource development: Critical perspectives and practices [Professional Development Workshop]. *2024 Academy of Human Resource Development Conference*. Arlington, Virginia, United States.

Bierema, L. L., Thibedeau Boyd, J. M., Driggers, R. A., **Sim, E.**, Stewart, H., Achuncho, M. S., Mafuz, M. (2026, February 13). Equalizing power dynamics in graduate research mentoring: An intersectional feminist approach for human resource development scholars. [Professional Development Workshop]. *The 2026 Academy of Human Resource Development International Research Conference*. Dallas, TX, United States.

Ghosh, R., Chaudhuri, S., Watanabe, L., Crocco, O., **Sim, E.** (Accepted). Advancing Relational Mentoring in HRD: Insights from the AHRD Mentoring Partners Program [Non-refereed Focus Session]. *2026 Asian AHRD Conference*. Tokyo, Japan

Sim, E., Hurtienne, M. W., Parvaneh Shirazi, H., Sims, M. S., Rose, K. J. (Accepted). Building the Future of the HRD Academic Community of Practice: Co-Designing Inclusive Pathways for Graduate Student Participation [Non-refereed Professional Development Workshop]. *2027 AHRD International Research Conference in the Americas*. Houston, TX.

Sim, E. & Niu, Y. (2024, October 31). Challenging Linguistic Profiling in Organizations through Multicultural Feminist Mentoring [Roundtable Session], *AAACE2024 Annual Conference*, NV: Reno.

Academic Conferences Under Review

Kuk, H., & **Sim, E.** (Under Review). Mapping Five Decades of Decolonial Research in Adult Education: Conceptual Nodes for Decolonial Solidarity [Paper Submission]. *2027 American Educational Research Association Annual Conference*. Toronto, Canada.

Sim, E., Park, J. J., Cao, Y., Limbaugh, L., St. Amour, C. (Under Review). Faculty Hiring Discourses and Academic Career Sensemaking Among International Faculty Job Seekers [Paper Submission]. *2027 American Educational Research Association Annual Conference*. Toronto, Canada.

TEACHING

Position: Instructor, Boise State University (Fall 2025 - Present)

Semester	Course Title	Level	Modality	Class Size	Student Evaluation
SP27	OPWL592 Portfolio	Master	Online	18	
SP27	OPWL577 Leading Change	Master	Online		

FA26	OPWL545 AI Applications in Learning & Development	Master	Online	13	
FA26	OPWL531 Quantitative Research in Organizations	Master	Online	9	
SU26	OPWL577 Leading Change	Master	Online	18	4.29/5
SU26	OPWL536 Organizational Performance and Workplace Learning	Master	Online	25	4.64/5
SP26	OPWL577 Leading Change	Master	Online	20	4.6/5
FA25	OPWL577 Leading Change	Master	Online	Fully redesigned	
FA25	OPWL531 Quantitative Research in Organizations	Master	Online	8	4.33/5
SU25	OPWL531 Quantitative Research in Organizations	Master	Online	Fully redesigned	

Position: Co-Instructor, University of Georgia (Fall 2022 - Spring 2025)

- LLOD9640 Doctoral Prospectus Development (SP25)
- LLOD9020 Adult Learning Theory and Research (FA24)
- LLOD8410 Career Development for Adults (FA22)

Position: Teaching Assistant, University of Georgia (Fall 2021 - Spring 2025)

- LLOD8410 Career Development for Adults (FA24)
- LLOD8190E Introduction to LLOD (FA24)
- LLOD7020E Adult Learning and Instruction (FA21; SU24)
- LLOD8140/8140E Diversity, Equity, and Inclusion in Organizations (SP22; SP24)
- LLOD8430 Coaching Methods and Practice (SP22; SP24; SP25)
- LLOD6200/6200E Evaluating and Interpreting Research (FA23)
- LLOD8230/8230E Leadership in LLOD (FA21; FA23)

Position: Student Teacher, Kyungpook National University High School (May 2016)

- Subject: Career and Occupation

Position: Volunteer Teacher, Sangyeok Community Center (December 2013 - February 2015)

- Subject: English

SERVICE

Leadership

- Department of Educational Leadership, Research, and Technology, Boise State University

- OLLS PhD Committee (2025.8 - Present)
- OPWL Faculty Search Committee (2026.9 – Present)
- OPWL Industry Advisory Board (2026.8 - Present)
- **Academy of Human Resource Development (AHRD)**
 - Board of Directors (2024.2-2027.2)
 - Dissertation Award Co-Chair (2026.8 - Present)
 - Well-being & Support Task Force Co-Chair (2027.3 - 2027.6)
 - Founding Chair | Graduate Student SIG (2024.5 - 2025.7)
 - Founding Past-Chair | Graduate Student SIG (2024.5 - 2025.7)
 - Founding Organizer | Critical Book Club (2024.5 – 2025.5)
 - Steering Committee | Critical HRD and Social Justice Perspectives SIG (2024.2 - 2026.2)
 - Steering Committee | Workforce Diversity and Inclusion SIG (2021.11 - 2025.2)
- **American Association for Adult and Continuing Education (AAACE)**
 - Newsletter Chair | Commission for Workforce and Professional Development (2025.5 – 2026.4)
- **Korean Academy of Human Resource Development in the Americas (KAHRDA)**
 - Board of Directors (2026.2 – Present)
 - Student Representative (2023.03 – 2025.02)
- **Korean American Academy of Lifelong Education (KAALE)**
 - Board of Directors (2026.9 – Present)
- **Department of Lifelong Education, Administration, and Leadership, University of Georgia**
 - LLOD Program Student Representative (2023.9 - 2024.8)

Editor/Reviewer

• Journal Editor/Editorial Board

- Editorial Board | *Advances in Developing Human Resources* (2026.6 – 2029.5)
- Special Issue Co-Editor | “Expanding Boundaries: Empowerment Pathways for Women of Color”, *New Horizons in Adult Education and Human Resource Development*

• Journal Reviewer

- *Advances in Developing Human Resources*
- *Adult Education Quarterly*
- *European Journal of Training & Development*
- *Frontiers in Education*
- *Frontiers in Psychology*
- *Gender, Work, and Organization*
- *Human Resource Development International*
- *Human Resource Development Quarterly*
- *New Horizons in Adult Education and Human Resource Development*
- *Online Journal for Workforce Education and Development*

• Conference Reviewer/Steering Committee/Session Host

- Conference Reviewer & Session Host | *Academy of Human Resource Development* (2026)
- Session Host | *Asian Academy of Human Resource Development* (2026)
- Conference Reviewer & Session Host | *Academy of Human Resource Development* (2025)
- Session Host | *University Forum of Human Resource Development* (2024)

- Conference Reviewer | *Academy of Management* (2024)
- Conference Reviewer & Session Host | *Academy of Human Resource Development* (2024)
- Conference Reviewer | *American Association of Adult and Continuing Education* (2023)
- Steering Committee | *International Transformative Learning Conference* (2022)

Webinars/Podcasts

- Bierema, L. L., Callahan, J. L., Elliott, C. J., & Greer, T. W., Collins, J. C., **Sim, E.** (2023, October 31). *Human resource development: Critical perspectives and practices*. Zoom Book Webinar.
- Bierema, L. L., Callahan, J. L., Elliott, C. J., & Greer, T. W., Collins, J. C., **Sim, E.** (2024, February 7). *Human resource development: Critical perspectives and practices*. CMS In-Touch.
- Bierema, L. L., Gedro, J., **Sim, E.** (2024, July 12). *Rethinking adult career development: A critical perspective*. Zoom Book Webinar.
- Hutchins, H., Ghosh, R., **Sim, E.**, Crocco, O (2025, October 6). Panellist on the How to Mentor HRD Scholars. HRD Masterclass Podcast
<https://podcasts.apple.com/us/podcast/human-resource-development-masterclass/id1570347449?i=1000730486026>
- **Sim, E.**, Parvaneh, H., Carter, K., Hajjami, O., Ahmadie, S. E., Muñoz, B. R. (2024, November 15). *Navigating and thriving in graduate student life*. AHRD Webinar.

Invited Lectures

- **Sim, E.** (2022, August 8). Guest Speaker in 2022 International Student Orientation, *University of Georgia*
- **Sim, E.** (2024, March 15). *Guest Speaker* in LLOD8140 Diversity Equity and Inclusion in Organizations. *University of Georgia*
- **Sim, E.** (2025a, June 6). Guest Speaker in Adult Learning Class. *West Michigan University*.
- **Sim, E.** (2025b, October 3). Guest Speaker in Adult Learning, Training, and Organization Development Class. *Temple University*.
- **Sim, E.** (2026a, March 24). Guest Speaker in COMM 351 Class Intercultural Communication Talk- South Korea. *Boise State University*
- **Sim, E.** (2026b, March 26). Guest Speaker in OILS 693: Navigating three-paper dissertation. *University of New Mexico*.
- **Sim, E.**, & Lee, S. (2025, November 18). Panellist on the Graduate Student SIG Webinar “Job Marketing in Academia.” *Academy of Human Resource Development*.
- **Sim, E.**, & Wang, S. (2023, August 15). Guest Speaker in the 2023 LEAP Graduate Assistant Orientation Meeting. *University of Georgia*.

RESEARCH SKILLS

- **Software: R, MAXQDA, NVivo, SPSS Statistics, KADE**
- **Research Methods:**
 - Quantitative Research Methods: Multilevel Modeling, Tree-based Modeling, Social Network Analysis, Scale Development and Validation, Structural Equation Modeling, Latent Class Analysis, Quantile Regression
 - Qualitative Research Methods: Critical-constructivist Grounded Theory, Focus Group Interview, Collaborative Autoethnography, Narrative Inquiry, Critical Participatory Inquiry, Critical Discourse Analysis
 - Mixed Methods: Q methodology