

# YING FENG, Ph.D.

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## EDUCATION

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University of Minnesota, Minneapolis, MN July 2023  
Doctor of Philosophy in Human Resource Development  
Thesis: The Nature of the HRD Research-practice Gap: Text Data Mining and Topic Modeling Analysis of Three Decades of Professional and Academic Literature from 1990 to 2022

Master's Degree in Sports Management 2017  
Thesis: Measuring the Consumer-based Brand Equity of Smart Wearable Devices

Beijing Sport University, Beijing, China 2015  
Bachelor's Degree in Kinesiology

National Taiwan University of Sport, Taichung, Taiwan 2013  
Exchange Student in Recreation Management

## TEACHING EXPERIENCE

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**Instructor**, University of Minnesota  
Project Management (Undergraduate Core Course | 5.57/6.00 in AY 2022) 2021-Present

**Teaching Assistant**, University of Minnesota  
Doctoral Research Seminar (Graduate Core Course | 5.55/6.00 in AY 2022) 2019-Present  
Employee Engagement Seminar (Graduate Elective Course) 2019  
Organization Development (Undergraduate Core Course) 2022  
Project Management (Undergraduate Core Course) 2020-2021

## RESEARCH EXPERIENCE

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**Research Assistant**  
Supervisor: Kenneth R. Bartlett, Ph.D. 2018-Present  
Professor and Chair of the Department of OLPD, University of Minnesota  
Provided graduate assistant support on numerous research projects. Selected projects include:  
International tourism and hospitality employee work attitude survey; Organizational alignment project; Workforce planning and human resource development strategies for Minnesota's public transportation agencies, funded by the Minnesota Department of Transportation; Proposal to NSF on engineering, training, and DEI efforts in higher education

Supervisor: Zan Gao, Ph.D. 2016-2017  
Professor, Director of Physical Activity Epidemiology Laboratory, University of Minnesota  
Provided graduate assistant support on research projects including: Virtual Reality (VR) exercise and college students' health outcomes; Social media intervention on breast cancer survivors' health outcomes

## PUBLICATIONS

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### Refereed Journal Articles

Bartlett, K., Madsen, S., Valesano, M., & **Feng, Y.** (2022). Asilomar: A historical study of the role of the YWCA in women's leadership development as an absent narrative in the history of HRD. *Human Resource Development Review*, 21(2). 180-197.  
<https://doi.org/10.1177/15344843221086189>

Bartlett, K. R., Jang, S., **Feng, Y.**, & Aderibigbe, E. (2020). A cinematic analysis of the leadership behaviors of Robin Hood. *Human Resource Development International*, 24(2). 151-172. <https://doi.org/10.1080/13678868.2020.1789400>

### Book Chapters

**Feng, Y.**, & Fang, B. (2023). Women leaders in the education sector. In J. Ke, & G. N. McLean (Eds.), *Chinese Women in Leadership* (pp. 139-164). Palgrave Macmillan.  
[https://link.springer.com/chapter/10.1007/978-3-319-68819-0\\_6](https://link.springer.com/chapter/10.1007/978-3-319-68819-0_6)

Salk, R. J., Bartlett, K. R., Schneider, I. E., & **Feng, Y.** (2022). Organizational learning: A strategic approach to enhance diversity and inclusion. In I. Schneider, & B. D. Kivel (Eds.), *Diversity and inclusion in the recreation profession: Organizational perspectives* (4th ed., pp. 237 -252). Sagamore Publishing.  
<https://sagamorepub.com/products/diversity-equity-and-inclusion-in-the-recreation-profession-4th-ed>

## CONFERENCE PAPERS & PRESENTATIONS

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\*A cinematic analysis of the leadership and talent development behaviors of Robin Hood,” with Bartlett, K. R., Jang, S., & Aderibigbe, E. The 20th International Conference on Human Resource Development Research and Practice across Europe. Nottingham Business School, Nottingham University, United Kingdom, July 2019.  
[Paper shortlisted as runner-up for the Alan Moon Memorial Prize for Best Paper Award]

“Are there differences in the most explored topics between trade magazines and refereed journals? A keyword analysis of articles for HRD academic and practitioner focused journals, 2014-2019.” The First Annual International China Conference of Human Resource Development, Shanghai, China, November 2019.

“Ethical concerns of utilizing AI in training and development.” With Hanwen Li and Jie Ke, Academy of Human Resource Development Conference in the Americas, Virtual, March 2023.

“The relationship between coaching behaviors and managerial job performance as measured in three countries: China, the U. K., and the U. S.,” with Paetzel, D. W., Quast, Q. N., Bartlett, K. R., Hart-Mrema, T. S., Pydych, A. L., Surya, M. The 20th International Conference on Human Resource Development Research and Practice across Europe. Nottingham Business School, Nottingham University, United Kingdom, July 2019.

“Topic modeling in human resource development research: Re-examining the knowledge transfer between research and practice”. 2021 Academy of Human Resource Development Conference in the Americas, Virtual, February 2021.

“Using action learning to support core competencies development,” with Paetzel, D W. The 17th International Asian Conference of the Academy of Human Resource Development, Bangkok, Thailand. November 2018.

## WORK IN PROGRESS

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Bartlett, K. R., **Feng, Y.** Quast, Q. N., ... The impact of management development practices on perceived job performance and employee engagement across cultures. Target: *Personnel Psychology*.

**Feng, Y.**, & Yoon, S. W. A conceptual framework of job design and analysis of people analytics positions. Target: *Human Resource Development Quarterly*.

**Feng, Y.**, Li, H., & Ke, J. Challenges and ethical concerns of utilizing AI in training and development. In A. Alizadeh, K. Dirani, & J. Li (Eds.), *Artificial intelligence in human resource development: Transforming and redesigning the process*. Palgrave Macmillan.

Rurkkhuma, S., Bartlett, K. R., & **Feng, Y.** Leader-member exchange and organizational citizenship behavior in Thailand: The mediating role of meaningfulness of work. Target: *Human Resource Development International*.

Yoon, S. W., Chae, C., & **Feng, Y.** Research topics and collaboration in Human Resource Development International journal: A bibliometrics approach. Target: *Human Resource Development International*.

## PROFESSIONAL EXPERIENCE

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**Consultant** Workplace Learning Evaluation Project 2022-Present  
Client: China Telecommunications Corporation, Guangdong, China

**Consultant** Experiential Learning Hub 2022-Present  
Client: Baidu, Inc. China

**Project Lead** Organization Development Certification Program 2020  
Client: OnDemand Consulting Company, China

**Consultant** Customer Experience Assessment Program 2018-2019  
Client: Honeywell, Minneapolis, MN, USA

**Analyst** Professional Club Ticket Pricing Project 2016  
Client: Minnesota United FC Soccer Club, Minneapolis, MN, USA

**Program Assistant** China Champions Program 2016-2017  
University of Minnesota, Beijing Sport University, Ministry of Education of China

**Startup Co-founder** 2012-2015  
Huayu Recreation Club, Beijing, China

**Project Lead** Chinese National Student’s Platform for Innovation and Entrepreneurship Program, Beijing, China 2012-2013

## SERVICE

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<b>Journal Reviewer</b> Human Resource Development Review Journal	2023
<b>Volunteer Ambassador</b> Academy of Human Resource Development	2023
<b>Organizer and Volunteer</b> Women Executive Leadership Series	2018-Present
<b>Volunteer</b> First Generation Institute	2018-Present
<b>Volunteer</b> UMN Sustainable Development Goals Initiative	2019-Present
<b>Volunteer and Planning Committee Member</b> China Special Interest Group, Academy of Human Resource Development	2019-Present
<b>Reviewer</b> Refereed Conference Proceedings, Academy of Human Resource Development International Conferences	2019, 2021
<b>Host of Refereed Session “Strategic HRD”</b> Academy of Human Resource Development Virtual Conference	2021
<b>Volunteer Badminton Coach</b> Burnsville High School & Yinghua Academy, Twin-Cities, MN	2016-2020

## PROFESSIONAL AFFILIATIONS

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Academy of Human Resource Development  
Academy of Management  
Society for Human Resource Management

## FELLOWSHIP, AWARDS, AND GRANTS

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<b>Student Remarks</b> , Doctoral Graduate Hooding Celebration	2023
<b>Gary N. McLean Legacy Fellowship</b> , University of Minnesota, \$3,000	2022-2023
<b>Sharon and Louis Quast Memorial Fellowship</b> , University of Minnesota, \$1,000	2021-2022
<b>Camille S. Wall Endowed Fellowship</b> , University of Minnesota, \$3,000	2020-2021
<b>Alan Moon Memorial Prize</b> Shortlisted as Runner-Up for the Best Paper at the 20 <sup>th</sup> International HRD Conference, Nottingham, England.	2019
<b>Research Travel Grant</b> , University of Minnesota, \$1,000	2018, 2019
<b>Award of Excellence</b> in National Student’s Platform for Innovation and Entrepreneurship Program, China Scholarship Council, \$2,946	2013
<b>3rd Place in Women’s Doubles</b> in National Badminton Collegiate Championships	2012
<b>First Class Scholarship</b> , Beijing Sport University, \$1,714	2011-2014
<b>Student Leader Award</b> , Beijing Sport University	2011-2013