

# Dr. Brad Shuck

346 PORTER COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT | UNIVERSITY OF LOUISVILLE  
LOUISVILLE, KY 40292 | BRAD.SHUCK@LOUISVILLE.EDU | 502.852.7396

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## EDUCATION

<b>FLORIDA INTERNATIONAL UNIVERSITY</b> , Miami, Florida Doctor of Education, Adult Education & Human Resource Development <b>Cognate</b> <i>Leadership/Leader Development</i> <b>Dissertation</b> Shuck, B. (2010). <i>Employee engagement: An examination of antecedent and outcome variables</i> . FIU Electronic Theses and Dissertations. Paper 235, <a href="http://digitalcommons.fiu.edu/etd/235">http://digitalcommons.fiu.edu/etd/235</a> [Downloaded 38,900 times (May 2020)] <i>Awarded Dissertation Evidence Acquisition [DEA] Fellowship, University Graduate School</i>	2010
<i>Finalist, Malcolm S. Knowles Dissertation of the Year, Academy of Human Resource Development</i>	2011
<b>WESTERN KENTUCKY UNIVERSITY</b> , Bowling Green, Kentucky Master of Arts in Education, Counseling, & Student Affairs	2005
<b>WESTERN KENTUCKY UNIVERSITY</b> , Bowling Green, Kentucky Bachelor of Arts, Behavioral Sciences (1 <sup>st</sup> major) and Arts & Humanities (2 <sup>nd</sup> major) <i>Summa Cum Laude</i>	2002

## PROFESSIONAL CERTIFICATIONS

TABLEAU DESKTOP 201 TRAINING <b>TABLEAU, TC 2017</b>	2017
TYPE RESOURCES, Louisville, Kentucky <b>Majors and Majors PTI Certified</b>	2010
NATIONAL ASSOCIATION OF COLLEGES AND EMPLOYERS, Bethlehem, Pennsylvania <b>Certified Lead Coaching Instructor</b>	2008
CENTER FOR APPLICATIONS OF PSYCHOLOGICAL TYPE, Gainesville, Florida <b>Certified Myers Briggs Type Indicator Instructor</b>	2007

## FACULTY EMPLOYMENT EXPERIENCE

UNIVERSITY OF LOUISVILLE, Louisville, Kentucky

Assistant Chair, <i>ELEOD</i>	2020
Program Director, <i>MSHROD</i>	2020-Present
Associate Professor ( <b>Promoted and Tenured</b> ), <i>ELEOD</i>	2016-Present
Commonwealth Scholar, Commonwealth Institute of Kentucky	2016-Present
Director, Health Professions Education Graduate Certificate	2017-2018
Director, Master of Science in Human Resource and Org. Development	2016-2018
Director, Organizational Leadership and Learning Program	2016-2017
Teaching Fellow, Provost Seminar on Teaching for New Faculty	2015-2016
Faculty, <i>US Army Cadet Command Cadre &amp; Faculty Development</i>	2015-2016
Affiliate Faculty, <i>Center for Education Research and Policy Evaluation</i>	2015-2016
Affiliate Faculty, <i>Counseling and Human Development</i>	2014-2019
Program Coordinator, <i>MSHROD Panama City, Panama Cohort</i>	2014-2015
Program Coordinator, <i>ELEOD ELOD PhD</i>	2013-2017
ELOD PhD Coordinator, <i>Human Resource &amp; Organization Dev. Track</i>	2012-2016
Vice Chair, <i>CEHD Faculty Advisory Council</i>	2012-2016
Senior Graduate Faculty Status Awarded	2013
Interim Chair, <i>CEHD Faculty Advisory Council</i>	2012-2013
Assistant Professor, <i>Educational Leadership, Evaluation, &amp; Organizational Development [ELEOD]</i>	2010-2016

## PUBLICATIONS IN ACADEMIC/PROFESSIONAL JOURNALS

### Summary Table of Scholarly Activity Accomplishments

Books and/or Special Issues	6
Articles in Scholarly Journals	59
Articles and Reports in Trade Journals and Publications	10
Patent and Copyrighted Intellectual Property	5
Refereed and Editor Reviewed Book Chapters and Book Reviews	13
Proceedings, Abstracts, Symposiums, and Innovative Sessions	72
Keynote Addresses and Featured University Lectures	70
Presentations and Workshops	87
<b>TOTAL SCHOLARLY ACTIVITY</b>	<b>322</b>

### BOOKS AND/OR SPECIAL ISSUES

6 Total (5 Refereed, indicated with +)

- +Rosenbusch, K., Morrison, E., **Shuck, B.**, Greer, T. (2020)  
Changing of the guard: Exploring the challenges and opportunities in academia. *Advances in Developing*

### Acceptance Rates, Rankings, & Distinctions

- 2020 CiteScore: 0.990
- 119/204 Organizational Behavior and Human Resource Management (Scopus®)

*Human Resources*, 22(1). Entire issue available at:  
<https://journals.sagepub.com/toc/adha/22/1>

**Shuck, B.** (2019). *Employee engagement: The research and practice*. Routledge Taylor Francis Group.

+ Zigarmi, D., Peyton-Roberts, T., **Shuck, B.** (2018). Self-determination theory: A motivation paradigm for employees and organizations for the 21st century. *Advances in Developing Human Resources*, 20(2). Entire issue available at:  
<https://journals.sagepub.com/toc/adha/20/2>

+Nimon, K., Reio Jr., T., & **Shuck, B.** (2015). Quantitative data analytic techniques to advance HRD theory and practice. [Special Issue]. *Advances in Developing Human Resources*. 17(4). Entire issue available at:  
<http://adh.sagepub.com/content/17/1.toc>

+Scully-Russ, E., Lehner, R., & **Shuck, B.** (2013). A scholar-practitioner case approach: Implications for advancing theory and research through informed practice. [Special Issue]. *Advances in Developing Human Resources*, 15(3). Entire issue available at:  
<http://adh.sagepub.com/content/15/3.toc>

+**Shuck, B.**, Reio, T., & Wollard, K. K. (2011). Employee engagement & HRD: Linking theory and scholarship to practice. [Special issue]. *Advances in Developing Human Resources*, 13(4). Entire issue available at:  
<http://adh.sagepub.com/content/13/4.toc>

## ARTICLES IN SCHOLARLY JOURNALS

59 Total (53 Refereed, indicated with + | 19 student co-authored, indicated with #)

### Refereed (53)

59). +Nimon, K., & **Shuck B.** (in press). Work engagement and burnout: Testing the theoretical continuums of identification and energy. *Human Resource Development Quarterly*. Advance online publication. doi: 10.1002/hrdq.21379

58). +**Shuck, B.** Kim, W., Chai, D, (in press). The chicken and egg conundrum: Job satisfaction or employee engagement and implications for human resource development. *New Horizon's in Adult Education and Human Resource Development*.

- 2020 CiteScore: 0.990
- 119/204 Organizational Behavior and Human Resource Management (Scopus®)

- 2020 CiteScore: 0.990
- 119/204 Organizational Behavior and Human Resource Management (Scopus®)

- 2020 CiteScore: 0.990
- 119/204 Organizational Behavior and Human Resource Management (Scopus®)

- 2011 **ADHR Outstanding Issue of the Year**

SSCI Index, Rankings, & Distinctions

Impact Factor = 3.688

- 57). +Greer, T. & **Shuck, B.**, (2020). Mounting the new guard: Responding to the challenges and opportunities in Academia. *Advances in Developing Human Resources*, 22, 102-112. doi: 10.1177/1523422319886298
- 56). +Lee, J., Rocco, T., & **Shuck, B.** (2020). What is a resource: Toward a taxonomy of resources for employee engagement. *Human Resource Development Review*, 19, 5-38. doi: 10.1177/1534484319853100 Impact Factor = 2.765
- 55). +**Shuck, B.**, Alagaraja, M., Immekus, J., Honeycutt, M., & Cumberland, D. (2019). Does compassion matter for leadership: a two-stage sequential equal status mixed method exploratory study of compassionate leader behavior and connections to performance in human resource development. *Human Resource Development Quarterly*, 30, 537-564. doi: 10.1002/hrdq.21369. Impact Factor = 3.688
- 54). +Robinson, R., & **Shuck, B.** (2019). A penny for your thoughts: Exploring experiences of engagement, voice, and silence. *Journal of Organizational Psychology*, 19(4) 121-135.
- 53). +Osam, K., **Shuck, B.**, Immekus, J. (2019). Happiness and healthiness: A replication study. *Human Resource Development Quarterly*, 31, 75-89. doi: 10.1002/hrdq.21373 Impact Factor = 3.688
- 52). +Ghosh, R., Cumberland, D., **Shuck, B.** & D'Mello, D. (2018) Building psychological capital and employee engagement: Is formal mentoring a useful strategic human resource development intervention? *Performance Improvement Quarterly*, 32, 37-54. doi: 10.1002/piq.21285
- 51). +Gosser, K., Petrosko, J., Cumberland, D., Kerrick, S., & **Shuck, B.** (2018). Organizational justice and socialization in a franchising context: Factors influencing hourly workers' intent to stay. *Small Business Institute Journal*, 14, 1-18.
- 50). +Cumberland, D., Alagaraja, M., **Shuck, B.**, & Kerrick, S. (2018). Organizational social capital: Ties between HRD, employee voice, and CEOs. *Human Resource Development Review*. 17, 199-221. doi: 10.1177/1534484318772488 • Impact Factor = 2.765

- 49). +Gittings, G., Bergman, M., Rose, K., and **Shuck, B.**, (2018) The impact of student attributes and program characteristics on doctoral degree completion. *New Horizons in Adult Education and Human Resource Development*, 30(3), 3-22. doi: 10.1002/nha3.20220
- 48). +**Shuck, B.**, Peyton-Roberts, T., Zigarmi, D. (2018). Employee perceptions of the work environment, motivational outlooks, and employee work intentions: An HR practitioner's dream or nightmare? *Advances in Developing Human Resources*, 20, 197-213. doi: 10.1177/1523422318757209
- 47). +Zigarmi, D., Peyton-Roberts, T., **Shuck, B.** (2018). Motivation and internal frames of reference: Do we have the wisdom to help employees flourish at work? *Advances in Developing Human Resources*, 20, 127-132. doi: 10.1177/1523422318756635
- 46). +**Shuck, B.**, McDonald, K. S., Rocco, T. S., Byrd, M., & Dawes, E. (2018). HRD and career development: Where are we, and where do we need to go? *New Horizons in Adult Education and Human Resource Development*, 30(1), 3-18. doi: 10.1002/nha3.20205
- 45). +Cumberland, D. M., **Shuck, B.**, Immekus, & Alagaraja, M. (2018). An emergent understanding of influences on managers' voices in SMEs. *Leadership & Organization Developmental Journal*. 39, 234-247. doi: 10.1108/LODJ-09-2016-0222
- 44). +Herd, A., **Shuck, B.**, Githens, R. (2018). Strategic Human Resource Development Alignment from the Employee's Perspective: Initial Development and Proposition Testing of a Measure. *Performance Improvement Quarterly*, 31, 269-291. doi: 10.1002/piq.21246
- 43). +**Shuck, B.**, #Osam, K., Zigarmi, D., & Nimon, K. (2017). Definitional and conceptual muddling: Identifying the positionality of employee engagement and defining the construct. *Human Resource Development Review*, 16, 263-293. doi: 0.1177/1534484317720622
- 42). +**Shuck, B.**, Nimon, K., & Zigarmi, D. (2017). Untangling the predictive nomological validity of employee engagement: Decomposing variance in employee engagement using job attitude measures. *Group and Organizational*
- 2020 CiteScore: 0.990  
119/204 Organizational Behavior and Human Resource Management (Scopus®)
  - 2020 CiteScore: 0.990  
119/204 Organizational Behavior and Human Resource Management (Scopus®)
  - Impact Factor = 1.977
  - Impact Factor = 2.765
  - Impact Factor = 2.545

*Management*, 42, 79-112. doi:  
10.1177/10596011116642364

- 41). +Joo, B., Nimon, K., Zigarmi, D., & **Shuck, B.** (2017). Work cognition and psychological well-being: The role of cognitive engagement as a partial mediator. *The Journal of Applied Behavioral Science*, 53, 446-469. doi: 10.1177/0021886316688780
- 40). +**Shuck, B.**, Alagaraja, M., Rose, K., Owen, J., #Osam, K., & Bergman, M. (2017). The health-related upside of employee engagement: Exploratory evidence and implications for theory and practice. *Performance Improvement Quarterly*, 30, 165-178. doi: 10.1002/piq.21246
- 39). +**Shuck, B.**, Adelson, J., & Reio, T. (2017). The employee engagement scale: Initial evidence for construct validity and implications for theory and practice. *Human Resource Management*, 56, 953-977. doi: 10.1002/hrm.21811
- 38). +Britt, D., Moore, L., **Shuck, B.**, Benson, P., & #Osam, K. (2016). Exploring inter-departmental variation in departmental stress using medical claims data. *The Open Public Health Journal*, 9, 1-8. doi: 10.2174/1874944501609010001
- 37). +#Twyford, D., **Shuck, B.**, & Alagaraja, M. (2016). Human resource development in small business: An application of Brethower's performance principles to on the job training. *New Horizons in Adult Education and Human Resource Development*, 28(3), 28-40. Doi: 10.1002/nha3.20159
- 36). +**Shuck, B.**, Collins, J., Diaz, R., & Rocco, T. (2016). Deconstructing the privilege and power of employee engagement: Issues of inequality for management and human resource development. *Human Resource Development Review*, 15, 208-229. doi: 10.1177/1534484316643904
- 35). +**Shuck, B.**, Owen, J., #Manthos, M., #Keller, B., #Quirk, K., & Rhoades, G. (2016). Co-Workers with benefits: The influence of commitment uncertainty and status on employee engagement in workplace relationships. *Journal of Management Development*, 35(3), 382-393. doi: 10.1108/JMD-02-2015-0014

• Impact Factor = 1.500

• Impact Factor = 2.476

• Impact Factor = 2.765

- 34). +Nimon, K., **Shuck, B.**, & Zigarmi, D. (2016). Construct overlap between employee engagement and job satisfaction: A function of semantic equivalence? *Journal of Happiness Studies*, 17(3), 1149-1171. doi: 10.1007/s10902-015-9636-6
- 33). +#Quirk, K., Owen, J., **Shuck, B.**, Fincham, F., Knopp, K., & Rhoades, M. (2015). Breaking bad: Commitment uncertainty, alternative monitoring, and relationship termination in young adults. *Journal of Couple & Relationship Therapy*, 15(1), 61-74. doi: 10.1080/15332691.2014.975306
- 32). +Alagaraja, M., Rose, K., **Shuck, B.**, & Bergman, M. (2015). Unpacking organizational alignment: The view from theory and practice. *Journal of Organizational Learning and Leadership*, 13(1), 19-32.
- 31). +**Shuck, B.**, Zigarmi, D., Owen, J. (2015). Psychological needs, employee engagement, and work intentions: A Bayesian multi-measurement mediation approach and implications for HRD. *European Journal of Training and Development*, 39, 2-21. doi: 10.1108/EJTD-08-2014-0061
- 30). +Rose, K., **Shuck, B.**, #Twyford, D., & Bergman, M. (2015). Skunked: An integrative review exploring the consequences of dysfunctional leaders and implications for the employees who work for them. *Human Resource Development Review*, 14, 64-90. doi: 10.1177/1534484314552437
- 29). +Alagaraja, M., **Shuck, B.** (2015). Exploring linkages between organizational alignment, employee engagement, and impact on individual performance: A conceptual model. *Human Resource Development Review*, 14, 17-37. doi: 10.1177/1534484314549455
- 28). +Reio Jr., T., & **Shuck, B.** (2015). Exploratory factor analysis: Implications for theory, research, and practice. *Advances in Developing Human Resources*, 17(1), 12-25. doi: 10.1177/1523422314559804
- 27). +Reio Jr., T., Nimon, K., & **Shuck, B.** (2015). Preface: Quantitative data analytic techniques to advance HRD theory and practice. *Advances in Developing Human Resources*, 17(1), 3-11. doi: 10.1177/1523422314559653

- Impact Factor = 2.344

- Named **2016 Emerald Literati Network Award for Excellence, Emerald Publishing**

- Impact Factor = 2.765
- Named **2015 E. F. Holton III Outstanding Article of the Year**

Impact Factor = 2.765

- 2020 CiteScore: 0.990
- 119/204 Organizational Behavior and Human Resource Management (Scopus®)

- 2020 CiteScore: 0.990
- 119/204 Organizational Behavior and Human Resource Management (Scopus®)

- 26). +Owen, J., #Keller, B., #Luebcke, B., & **Shuck, B.** (2014). Initial examination of commitment uncertainty in couple therapy. *Couple and Family Psychology: Research and Practice, 3*(4), 232-238. doi: 10.1037/cfp0000030
- 25). +Owen, J., Rhoades, G., **Shuck, B.**, Fincham, F. D., Stanley, S., Markman, H., & Knopp, K. (2014). Commitment uncertainty: A theoretical overview. *Couple and Family Psychology: Research and Practice, 3*(4), 207-219. doi: 10.1037/cfp0000028
- 24). +#Luebcke, B., Owen, J., #Keller, B., **Shuck, B.**, Knopp, K., & Rhoades, G. (2014). Therapist interventions for couples: A commitment uncertainty comparison. *Couple and Family Psychology: Research and Practice, 3*(4), 239-254. doi: 10.1037/cfp0000031
- 23). +Bergman, M., Gross, J. P. K, #Berry, M., & **Shuck, B.** (2014). If life happened but a degree didn't: Examining factors that impact adult students in a degree completion program. *Journal of Continuing Higher Education, 62*(2), 90-101. doi: 10.1080/07377363.2014.915445
- 22). +**Shuck, B.**, #Twyford, D., Reio, T. G., Shuck. A. (2014). Human resource development practices and employee engagement: Examining the connection with employee turnover intentions. *Human Resource Development Quarterly, 25*, 239-270. doi: 10.1002/hrdq.21190
- 21). +**Shuck, B.**, & Rose, K. (2013). Reframing employee engagement within the context of meaning and purpose: Implications for HRD. *Advances in Developing Human Resources, 15*, 341-355. doi: 10.1177/1523422313503235
- 20). +#Young, J., Stone, J., Alaiga, O., & **Shuck. B.** (2013). Job embeddedness theory: Can it help explain employee retention among extension agents? *Journal of Extension, 51*(4), 4FEA7. Online publication: <http://www.joe.org/joe/2013august/a7.php>
- 19). +**Shuck, B.**, & Reio, T. (2013). Employee engagement and wellbeing: A moderation model and implications for practice. *Journal of Leadership and Organizational Studies. 21*, 43-58. doi: 10.1177/1548051813494240

- Impact Factor = 3.688

- 2020 CiteScore: 0.990
- 119/204 Organizational Behavior and Human Resource Management (Scopus®)

- Impact Factor = 2.197
- 1 of 8 articles named to Sage top-read Business & Management articles of 2014
- Impact Factor = 0.519

- 18). +Shuck, A., **Shuck, B.**, & Reio, T. (2013). Emotional labor & performance in the field of child life: Initial model exploration & implications for practice. *Children's Health Care*, 42, 168-190. doi: 10.1080/02739615.2013.766116
- 17). +Scully-Russ, E., Lehner, R., & **Shuck, B.** (2013). A scholar-practitioner case approach: Implications for advancing theory and research through informed practice. *Advances in Developing Human Resources*, 15, 1-9. doi: 10.1177/1523422313487307
- 16). +**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, 11-35. doi:10.1177/1534484312463921
- 15). +**Shuck, B.**, & Herd, A. (2012). Employee engagement and leadership: Exploring the convergence of two frameworks and implications for leadership development in HRD. *Human Resource Development Review*, 11, 156-181. doi: 10.1177/1534484312438211
- 14). +Ghosh, R., **Shuck, B.**, & Petrosko, J. (2012). Emotional intelligence and organizational learning in work teams. *Journal of Management Development*, 31, 603-619. doi: 10.1108/02621711211230894
- 13). +**Shuck, B.**, & Reio, T. (2011). The employee engagement landscape and HRD: How do we link theory and scholarship to current practice? *Advances in Developing Human Resources*, 13, 419-428. doi: 10.1177/1523422311431153
- 12). +Wollard, K. K., & **Shuck, B.** (2011). Antecedents to employee engagement: A structured review of the literature. *Advances in Developing Human Resources*, 13, 429-446. doi: 10.1177/1523422311431220
- 11). +**Shuck, B.**, & Reio, T., & Rocco, T. (2011). Employee engagement: An examination of antecedent and
- Named **2015 Professional Research Recognition Award for the Child Life Council**
  - 2020 CiteScore: 0.990
  - 119/204 Organizational Behavior and Human Resource Management (Scopus®)
  - Impact Factor = 2.765
  - Named **2013 E. F. Holton III Outstanding Article of the Year**
  - Impact Factor = 2.765
  - Included in **2011 ADHR Outstanding Issue of the Year**
  - 2020 CiteScore: 0.990
  - 119/204 Organizational Behavior and Human Resource Management (Scopus®)
  - Included in **2011 ADHR Outstanding Issue of the Year**
  - 2020 CiteScore: 0.990
  - 119/204 Organizational Behavior and Human Resource Management (Scopus®)
  - Most Read List 2013
  - Most Read List 2014

outcome variables. *Human Resource Development International*, 14, 427-445. doi: 10.1080/13678868.2011.601587

- 10). +Weinstein, M., & **Shuck, B.** (2011). Social ecology and worksite training and development: Introducing the social in instructional system design. *Human Resource Development Review*, 10, 286-303. doi: 10.1177/1534484311411074
- 9). +**Shuck, B.** (2011). Four emerging perspectives of employee engagement: An integrative literature review. *Human Resource Development Review*, 10, 304-328. doi: 10.1177/1534484311410840
- 8). +**Shuck, B.**, Rocco, T., & Albornoz, C. (2011). Exploring employee engagement from the employee perspective: Implications for HRD. *Journal of European Industrial Training* 35, 300-325. doi: 10.1108/03090591111128306.
- 7). +**Shuck, B.**, & Wollard, K. (2010). Employee engagement and HRD: A seminal review of the foundations. *Human Resource Development Review*, 9, 89-110. doi: 10.1177/1534484309353560

#### **Articles in Non-Refereed Sections of Academic Journals (1 student co-authored, indicted with #)**

- 6). Rocco, Tonette S. & **Shuck, B.** (2020). Death and dying: Grief, compassion and workplace responses. [Editorial]. *New Horizons in Adult Education and Human Resource Development*, 32(1), 1-4. doi: 10.1002/nha3.20268
- 5). **Shuck, B.** (2018). Being invited in and the principle of the cumulative effect. [Editorial]. *New Horizons in Adult Education and Human Resource Development*, 30(1), 1-2. doi: 10.1002/nha3.20204
- 4). **Shuck, B.**, Rose, K., & Bergman, M. (2015). Inside the spiral of dysfunction: The personal consequences of working for a dysfunctional leader. *New Horizons in Adult Education and Human Resource Development*. 27(4), 51-58. doi: 10.1002/nha3.20122
- 3). #Arthur-Mensah, N. K., & **Shuck, B.** (2014). E-Learning in developing countries: Implications for workforce training and development in Africa. *New Horizons in Adult*

- Most Cited List 2014

- Impact Factor = 2.765

- Impact Factor = 2.765

- Named ***Emerald Gem*** and reprinted in (2015) ***New Perspectives in Employee Engagement in Human Resources***. Emerald Group Publishing Ltd. ISBN: 9781785608735

- Impact Factor = 2.765

*Education and Human Resource Development*, 26(4), 41-46. doi: 10.1002/nha3.20084

2). **Shuck, B.** (2013). Invited reaction: The relationship between work engagement and performance: A review of empirical literature and a proposed research agenda. *Human Resource Development Review*, 12, 277-283. doi:10.1177/1534484312470804

1). **Shuck, B., & Wollard, K.** (2008). Employee engagement: Motivating and retaining tomorrow's workforce. *New Horizons in Adult Education and Human Resource Development*, 22, 48-53. doi: 10.1002/nha3.10299

• Impact Factor = 2.765

## ARTICLES AND REPORTS IN TRADE

## JOURNALS AND PUBLICATIONS

10 Total (1 student co-authored, indicted with #)

10). Little, B., Blakley, C., **Shuck, B.**, & Ruther, M. (2020). Diabetes in West Louisville, Kentucky: preventable cause of suffering and death. *The Louisville Urban League*.

9). Shuck, B. (2018, October). Employee engagement: An HR game changer. *Human Resource Professionals Magazine*, 28-29.

8). O'Brian, J., & **Shuck, B.** (2014, July 1). Workplace trends that will affect your 2015 employee engagement strategy. *BI Worldwide*. Retrieved from <http://www.biworldwide.com/en/employee-engagement/2015>

7). **Shuck, B.** (2014). Best places to work: supervisor – employee relations. *Best Places to Work In Kentucky*, 1, 33.

6). **Shuck, B.** (2013, May 17). Compassion matters to business in Louisville. *Business First*, pp. 23.

5). **Shuck, B.**, & Rocco, T. S., Reio, T. (2012). Dimensions of engagement: Implications for workplace learning and performance. *ASTD Leadership Exchange Briefing (LXBriefing)*. 7(1), 10-12.

4). **Shuck, B.** (2011, November 11). Driving performance with a focus on employee engagement. *Business First*, pp. 18.

3). Montalvo, B. M., **Shuck, B.** (2008). The new worker economy: Trends and issues in retaining 21<sup>st</sup> century talent &

Distinctions

implications for practitioners. *The Australian Career Practitioner*, 19, 13-14.

- 2). #Cirion, Y., Antinarella, J., & **Shuck, B.** (2008). The Johnson career initiative targets students with disabilities at Florida International University. *Florida Career Professionals Connection*, 2, 8-9.
- 1). **Shuck, B.** (2004). New leadership initiatives in student engagement. *ACUHO-I Talking Stick*, 22(2), 16-17.

## **PATENT AND COPYRIGHTED INTELLECTUAL PROPERTY**

**5 Total (2 pending with US Patent and Trademark Office)**

Britt, D., Benson, P., & **Shuck, B.** (pending). *Departmental Risk Profile Analysis*. U.S. Patent No. 62/306,802. Washington, DC: U.S. Patent and Trademark Office.

**Shuck, B.** & Honeycutt-Elliott, M. (pending). *The Compassionate Leader Behavior Index*. Washington, DC: U.S. Copyright Office.

**Shuck, B.** (1-7762063023). *The Cognitive Work Appraisal Scale*. Washington, DC: U.S. Copyright Office.

**Shuck, B.**, & Reio, T. (1-7762062611). *The Employee Engagement Scale*. Washington, DC: U.S. Copyright Office.

**Shuck, B.**, & Reio, T. (1-7762123682). *The Employee Engagement Scale (Labeled)*. Washington, DC: U.S. Copyright Office.

**Shuck, B.** (1-7762123109). *The Employee Engagement Scale (6 questions)*. Washington, DC: U.S. Copyright Office.

**Shuck, B.** (1-7762123516). *The Employee Engagement Scale (3 questions)*. Washington, DC: U.S. Copyright Office.

## **REFEREED AND EDITOR REVIEWED BOOK CHAPTERS AND BOOK REVIEWS**

**13 Total (7 Refereed, indicated with + | 4 student co-authored, indicted with #)**

**Refereed and Editor Reviewed Book Chapters (9)**

#Osam, K., **Shuck, B.** (2020). The work of employee engagement: Practical strategies for the workplace. In L. Wilkin and T. Belak (Eds.) *From Discord to Harmony: Making Your Workplace Human* (pp. 355-366). Information Age Publishing.

+**Shuck, B.**, (2019). Does my engagement matter: Exploring the relationship between employee engagement and meaningful work in theory and practice. In R. Yoeman, C. Bailey, A. Madden, & M. Thompson (Eds.) *Oxford Handbook of Meaningful Work* (pp. 288-300). Oxford University Press.

- +Zigarmi, D., Nimon, K., Roberts, T., & **Shuck, B.** (2019). A model for the formation of employee work passion: Initial findings and future directions. In R. Vallerand & N. Houliort (Eds.) *Passion for Work* (pp. 105-134). Oxford University Press.
- +Bergman, M., Rose, K., & **Shuck, B.** (2014). Adult degree programs: Factors impacting student persistence. *Adult Higher Educational Alliance (AHEA) and American Association of Adult and Continuing Education (AAACE)*. Jossey Bass.
- +**Shuck, B.**, & Sambrook, S. (2014). Employee engagement & human resource development: Intersections of theory and practice. In R. Poell, T. Rocco, & G. Roth (Eds.) *Routledge Companion to HRD* (pp. 531-541). Routledge Taylor Francis Group. [**Title book named 2015 Forward Award Winner, Academy of Human Resource Development**]
- +**Shuck, B.**, Nimon, K., Zigarmi, D. (2014). Dimensions of engagement: Implications and Future Directions for HRD. In T. Rocco, N. Chalofsky, & L. Morris (Eds.) *Handbook of Human Resource Development* (pp. 605-622). Jossey Bass. [**Title book named 2015 Forward Award Winner, Academy of Human Resource Development**]
- +**Shuck, B.**, & Rocco, T. (2013). HRD and employee engagement. In K. Truss, K. Alfes, R. Delbridge, A. Shantz & E. Soane (Eds). *Employee Engagement in Theory and Practice* (pp.116-130). Routledge. [**2013 Employee Engagement Book of the Year, Employee Engagement Network**]
- +#Plakhotnik, M. S., & **Shuck, B.** (2011). Resources: Further reading for scholarly writing. In T. S. Rocco & T. Hatcher (Eds.), *Demystifying the writing and publishing process: A guide for emerging scholars* (pp. 311-323). Jossey Bass.
- Shuck, B.** (2000). The north hall boys. In T., D' Angelo, A., Connolly, & D., Oltersdorf (Eds.), *Inspiration for RA's: Encouragement, humor & motivation for RA's by RA's* (pp. 125-130). The Collegiate-EmPowerment Company, Inc.

#### **Editor-Reviewed Book Reviews (4)**

- #Honken, N., & **Shuck, B.** (2012). [Review of the book *Networking for People Who Hate Networking*]. *Human Resource Development Quarterly*. 23, 277-280. doi: 10.1002/hrdq.21128 [Journal Impact Factor = 1.875]
- #Seepersad, R., **Shuck, B.**, Albornoz, C., Clayton, J., & Clayton, H. (2008). [Review of the book *Understanding and Promoting Transformative Learning: A Guide for Educators of Adults*]. *New Horizons in Adult Education & Human Resource Development*, 21(3/4), 51-54.
- Albornoz, C., & **Shuck, B.** (2008). [Review of the book *Exploring the Psychology of Interest*]. *Journal of Genetic Psychology*, 169(2), 199-204 [Journal Impact Factor = 1.095]
- Albornoz, C., & **Shuck, B.** (2008). [Review of the book *Entrepreneurship*]. *International Small Business Journal*, 26(1), 245-247 [Journal Impact Factor = 1.800]

## PROCEEDINGS PAPERS, ABSTRACTS, AND SYMPOSIUMS,

72 Total (56 Refereed, indicated with + | 21 student co-authored, indicated with #)

### *International (9)*

- +#Svenson P., **Shuck, B.**, Jeong, S., Otto, M. (2019). Antecedents and outcomes of employee engagement in nonprofit sport organizations. *Sport Management Association of Australia and New Zealand*, Christchurch, New Zealand. [Selected as the SMAANZ Best Conference Paper]
- +Nimon, K., **Shuck, B.**, Berrios, N. (2018). The missing link: Considering the 3rd order common effect of employee engagement? *18th International Conference on Human Resource Development Research and Practice Across Europe*, Lisbon, Portugal.
- +Cumberland, D., D'Mello, J., **Shuck, B.**, Rajashi, G., #Nally-Church, M. (2017). Franchisee associations: How mentoring programs impact psychological capital and franchisee engagement. *International Society of Franchising Conference*, Atlanta, Georgia, USA
- +Rajashi, G., **Shuck, B.**, Cumberland, D., D'Mello, J. (2017). Building psychological capital and employee engagement: Is formal mentoring a useful strategic human resource intervention? *18th International Conference on Human Resource Development Research and Practice Across Europe*, Lisbon, Portugal.
- +**Shuck, B.**, Alagaraja, M., Immekus, J., Cumberland, D., & #Honeycutt, M. (2016). Compassion as leader behavior: An empirical framework for consideration. *75<sup>th</sup> Annual Meeting of the Academy of Management*, Anaheim, CA.
- +#Kaminsky, G., #Craig, J., #Kidd, E., #Li, J., #Drinane, J., #Manthos, M., **Shuck, B.**, & Owen, J. (2016). Witnessing co-workers with benefits and employee engagement. *American Psychological Association Annual Convention*, Denver, CO. [Poster Session]
- +Nimon, K., & **Shuck, B.**, & Zigarmi, D. (2016). A meta-analytic investigation into the commonality between employee engagement and job attitudes. *17th International Conference on Human Resource Development Research and Practice Across Europe*, Manchester, England.
- +Roberts, T., Zigarmi, D., Fowler, S., **Shuck, B.**, & Jones, S. (2015) Leadership behaviors that influence and inspire: Why power, compassion, and inclusion really matter. *International Leadership Association*, Barcelona, Spain.
- +Rose, K., **Shuck, B.**, & Bergman, M. (2015). Development and validation of a dysfunctional leadership scale. *16th International Conference on Human Resource Development Research and Practice Across Europe*, Cork, Ireland.

### *National (56)*

- +**Shuck, B.** (2020, February). An introduction to work determinants of health: Implications for research and practice within human resource development. *Academy of Human Resource Development International Conference in the Americas*, Atlanta, GA.

- + Chai, D. S., Kim, W., & **Shuck, B.** (2020, February). Employee engagement scale (EES): A validation study in the South Korean context. *Academy of Human Resource Development International Conference in the Americas*, Atlanta, GA.
- +Nimon, K., **Shuck, B.**, Fulmore, J., Zigarmi, D. (2020, February). Examining the role of affect within the nomological network of the  $\alpha$ -factor of job attitudes and work engagement: A replication and extension using commonality analysis. *Academy of Human Resource Development International Conference in the Americas*, Atlanta, GA.
- Shuck, B.**, (2019). Employee Engagement and Emergency Personnel: What the Best Leaders Are Doing Differently. *TEEX Leadership Development Symposium, National Fire Training School*, Frisco, TX
- +Svensson, P., **Shuck, B.**, Immekus, J., & #Marcella, O. (2019). The Role of Employee Engagement and Organizational Climate Factors on Nonprofit Employee Performance: A National Study of Sport-Based Youth Development Employees. *Academy of Human Resource Development International Conference in the Americas*, Louisville, KY.
- +**Shuck, B.**, Alagaraja, M., Immekus, J., Cumberland, D., & Honeycutt, M. (2019). Compassionate Leader Behavior: An Emerging Framework for Consideration in HRD. *Academy of Human Resource Development International Conference in the Americas*, Louisville, KY. [**Cutting Edge Award Winner**]
- Rosenbusch, K., Morrison, E., Greer, T., & **Shuck, B.** (2019). The Changing of the Guard: Transforming the way we Respond to Challenges in Academia. *Academy of Human Resource Development International Conference in the Americas*, Louisville, KY.
- +#Osam, K., **Shuck, B.**, & Immeskus, J. (2019). Towards a Happier and Healthier Workforce: Examining Psychological Climate, Engagement, and Wellbeing Among Higher Education Employees. *Academy of Human Resource Development International Conference in the Americas*, Louisville, KY.
- Rosenbusch, K., Dirx, J., & Morrison, E., **Shuck, B.** (2018). The changing of the guard: how do we plan for the academy's future needs. *Academy of Human Resource Development International Conference in the Americas*, Richmond, VA.
- +**Shuck, B.**, Kim, W., Chai, D. S. (2018). The chicken and egg conundrum: Satisfaction or employee engagement and implications for HRD. *Academy of Human Resource Development International Conference in the Americas*, Richmond, VA.
- +Nimon, K., & **Shuck, B.** (2018). Burnout and work engagement: Examining empirical overlap. *Academy of Human Resource Development International Conference in the Americas*, Richmond, VA.
- +#Lee, J. Y., Rocco, T. S., and **Shuck, B.** (2018). Towards an employee engagement resource theory: A structured literature review. *Academy of Human Resource Development International Conference in the Americas*, Richmond, VA.

- +Cumberland, D., Alagaraja, M., **Shuck, B.**, & Kerrick, S. (2018). Linking social capital to employee voice: a working model. *Academy of Human Resource Development Conference*, Arlington, VA.
- +Johnson, D. D., **Shuck, B.**, Rose, K., Immekus, J. C., Carpenter, B. W., & Lewis-Durham, T. (2017). Teacher engagement as a construct in staffing low-performing schools. Paper presented at the annual University Council for Educational Administration Conference, Denver, CO.
- Immekus, J. C., #Osam, K., & Shuck, B. (2017, August). *Blue Survey to advance institutional research and initiatives*. Presentation at the annual Bluenotes Americas Conference. Louisville, KY.
- Rosenbusch, K., Dirx, J., Morrison, E., & **Shuck, B.** (2017). The changing nature of academia. In J. Moats (Ed.), *Academy of Human Resource Development Conference*, Austin, TX.
- +Cumberland, D., **Shuck, B.**, Alagaraja, M., & Immeskus, J. (2017). An emergent understanding of influences on managers' voice behavior. In J. Moats (Ed.), *Academy of Human Resource Development Conference*, Austin, TX.
- +Shuck, B.**, Alagaraja, M., Rose, K., #Osam, K., & Bergman, M. (2017). The health-related upside of employee engagement: Exploratory evidence and implications for HRD theory and practice. In J. Moats (Ed.), *Academy of Human Resource Development Conference*, Austin, TX.
- +Shuck, B.**, Nimon, K., & Zigarmi, D. (2017). The meaning of employee engagement. In J. Moats (Ed.), *Academy of Human Resource Development Conference*, Austin, TX.
- +Shuck, B.**, Cumberland, D., Ghosh, R., & Bergman, M. (2016). Building psychological capital toward employee engagement: Is formal mentoring a useful strategic human resource intervention? In J. Moats (Ed.), *Academy of Human Resource Development Conference*, Jacksonville, FL.
- +Nimon, K., **Shuck, B.**, & Zigarmi, D. (2016). The tie that binds employee engagement and job attitudes: harmonious passion and work affect. In J. Moats (Ed.), *Academy of Human Resource Development Conference*, Jacksonville, FL.
- +Wiggins-Rombsburg, C.**, & **Shuck, B.** (2016). Revisiting violence in human resource development. In J. Moats (Ed.), *Academy of Human Resource Development Conference*, Jacksonville, FL.
- Storberg-Walker, J., Callahan, J., Elliott, C., Anderson, V., & **Shuck, B.** (2016). Shapeshifting: How do journal ranking lists define and shape HRD scholarship and practice? In J. Moats (Ed.), *Academy of Human Resource Development Conference*, Jacksonville, FL.
- +Shuck, B.**, Adelson, J. & Reio, T. G., Jr. (2015). The employee engagement scale: Initial evidence of construct validity and implications for HRD. In J. Moats (Ed.), *Academy of Human Resource Development Conference*, St. Louis, MO.

- +Lewis, T., Carpenter, B., Rose, K., & **Shuck, B.** (2015). Teacher engagement as a construct in staffing low-performing schools. *American Educational Research Association Annual Meeting*, Chicago, IL.
- +**Shuck, B.**, Adelson, J. & Reio, T. G., Jr. (2015). The employee engagement scale: Initial evidence of construct validity and implications for HRD. In J. Moats (Ed.), *Academy of Human Resource Development Conference*, St. Louis, MO.
- Chalofsky, N., Rocco, T., Morris, L., Jacobs, R., Rouna, W., Kuchinke, P., Grenier, R., Gedro, J., Russ-Eft, D., **Shuck, B.**, & Kormanik, M. (2015). HRD handbook: FOCUS session. In J. Moats (Ed.), *Academy of Human Resource Development Conference*, St. Louis, MO.
- +Rose, K., **Shuck, B.**, Lewis, T., & Carpenter, B. (2015). Teacher engagement as a construct in staffing low-performing schools. In J. Moats (Ed.), *Academy of Human Resource Development Conference*, St. Louis, MO.
- +Joo, B., Nimon, K., Zigarmi, D., & **Shuck, B.** (2015). How employee perceptions of work environment relate to cognitive engagement and psychological well-being: A south Korean application. In J. Moats (Ed.), *Academy of Human Resource Development Conference*, St. Louis, MO.
- Ellinger, A., #Lunn, M. L., Anthony, P., Nimon, K., #Maffei, S., & **Shuck, B.** (2015). Engaging with employee engagement: The 3M's - meaning, measurement, and more required research. In J. Moats (Ed.), *Academy of Human Resource Development Conference*, St. Louis, MO.
- +**Shuck, B.**, #Collins, J. C., Diaz, R. M., & Rocco, T. S. (2014). Deconstructing the power and privilege of employee engagement: Issues for consideration and implications for HRD research and practice. In D. Chapman (Ed.), *Proceedings of the Academy of Human Resource Development Conference*, Houston, TX.
- +**Shuck, B.**, Zigarmi, D., Nimon, K. (2014). Untangling the jangle: Examining the common and unique variance of engagement. In D. Chapman (Ed.), *Proceedings of the Academy of Human Resource Development Conference*, Houston, TX.
- +Nimon, K., **Shuck, B.**, Zigarmi, D. (2014). Latent semantic analysis: Examining manifest validity of employee engagement measures In D. Chapman (Ed.), *Proceedings of the Academy of Human Resource Development Conference*, Houston, TX.
- +Zigarmi, D., Nimon, K., **Shuck, B.** (2014). Employee engagement: Job attitude or mediator between job attitudes and affect?. In D. Chapman (Ed.), *Proceedings of the Academy of Human Resource Development Conference*, Houston, TX.
- +#Soder, P. & **Shuck, B.** (2014). Workplace compassion: Strategic planning or disaster recovery. In D. Chapman (Ed.), *Proceedings of the Academy of Human Resource Development Conference*, Houston, TX.
- +#Soder, P. & **Shuck, B.** (2014). Workplace spirituality: A contribution to leadership and workplace theories. In D. Chapman (Ed.), *Proceedings of the Academy of Human Resource Development Conference*, Houston, TX.

- +Rose, K., Bergman, M., **Shuck, B.** (2013). *An investigation of employee tuition assistance programs*. In J. Holtz, S. Springer, C. Boden-McGill (Eds.), *Proceedings of the 2013 joint Adult Higher Education Alliance (AHEA) and American Association of Adult and Continuing Education (AAACE) Conference*, Lexington, KY.
- +**Shuck, B.**, Nimon, K., & Zigarmi, D. (2013). Employee engagement and HRD: Philosophical underpinnings, measurement, and interventions. In K.M. Dirani, and J.Gedro (Eds.), *Academy of Human Resource Development Conference Proceedings*. Washington, DC: AHRD
- +**Shuck, B.**, & Owen, J. (2013). Engagement theory: Examining engagement as a conceptual framework and implications for HRD. In K.M. Dirani, and J.Gedro (Eds.), *Academy of Human Resource Development Conference Proceedings*. Washington, DC: AHRD
- +**Shuck, B.**, #Tywford, D., Shuck, A., & Reio, T. G. (2013). Perceived investment in employee development and employee engagement: Examining the connection between employee turnover intentions. In K.M. Dirani, and J.Gedro (Eds.), *Academy of Human Resource Development Conference Proceedings*. Washington, DC: AHRD
- +#Tywford, D., **Shuck, B.**, & Alagaraja, M. (2013). Human resource development in small business: An application of Brethower's performance principles to on the job training. In K.M. Dirani, and J.Gedro (Eds.), *Academy of Human Resource Development Conference Proceedings*. Washington, DC: AHRD
- Chalofsky, N., Dirx, J., Boverie, P., **Shuck, B.**, Kuchinke, P., & #Munn, S. (2013). Reframing individual development and organizational change around meaning and purpose. In K.M. Dirani, and J. Gedro (Eds.), *Academy of Human Resource Development Conference Proceedings*. Washington, DC: AHRD
- +#Maffei, S., #Lunn, M. L., Ellinger, A. D., & **Shuck B.** (2013). Freedom of self-expression as an antecedent of employee engagement: A review of literature and development of a conceptual framework and research hypotheses. In K.M. Dirani, and J. Gedro (Eds.), *Academy of Human Resource Development Conference Proceedings*. Washington, DC: AHRD
- +Alagaraja, M., & **Shuck, B.** (2012). Exploring linkages between organizational alignment and employee engagement. In K.M. Dirani, J. Wang and J. Gedro (Eds.), *Academy of Human Resource Development Conference Proceedings (IS-12)*. Denver, Co: AHRD
- +**Shuck, B.**, & Ghosh, R. (2012). The jingle jangle of employee engagement: Exploring the nomological network of an emerging construct & implications for organizational learning and workplace performance. In K.M. Dirani, J. Wang and J. Gedro (Eds.), *Academy of Human Resource Development Conference Proceedings (29-1)*. Denver, Co: AHRD
- +Shuck, A., **Shuck, B.**, & Reio, T. (2012). Emotional labor & performance in the field of child life: Implications for human resource & organizational development in an emerging healthcare context. In K.M. Dirani, J. Wang and J. Gedro (Eds.), *Academy of Human Resource Development Conference Proceedings (37-2)*. Denver, Co: AHRD

- +Rude, D., **Shuck, B.**, & Scully-Russ, E. (2012). Developing public sector leaders to engage employees: A primary synthesis of the literature. In K.M. Dirani, J. Wang and J. Gedro (Eds.), *Academy of Human Resource Development Conference Proceedings* (27-1). Denver, Co: AHRD
- Nimon, K., Reio, T. G., Szabla, D., Hawley, J., **Shuck, B.**, Aguilar, M., & Hewapathirana, G. (2012). Dispelling common myths about quantitative research and advancing best practices. In K.M. Dirani, J. Wang and J. Gedro (Eds.), *Academy of Human Resource Development Conference Proceedings* (IS-2). Denver, Co: AHRD
- +**Shuck, B.**, & Herd, A. (2011). Employee engagement and leadership: Exploring the conceptual convergence of two paradigms and implications for leadership development in HRD. In K. M. Dirani (Ed.), *Proceedings of the Academy of Human Resource Development, 2011 Annual Conference* (5-1). Chicago, IL: AHRD.
- +**Shuck, B.** (2011). Four emerging perspectives of employee engagement: An integrative literature review. In K. M. Dirani (Ed.), *Proceedings of the Academy of Human Resource Development, 2011 Annual Conference* (5-2). Chicago, IL: AHRD.
- +Weinstein, M., & **Shuck, B.** (2011). Social ecology and individual training and development in organizations: Introducing the social in instructional system design. In K. M. Dirani (Ed.), *Proceedings of the Academy of Human Resource Development, 2011 Annual Conference* (53-3). Chicago, IL: AHRD.
- +**Shuck, B.**, Reio, T., & Rocco, T. S. (2011). Antecedent and outcome variables of employee engagement: An examination of a hypothesized model. In K. M. Dirani (Ed.), *Proceedings of the Academy of Human Resource Development, 2011 Annual Conference* (5-3). Chicago, IL: AHRD.
- +Ghosh, R., **Shuck, B.**, & Petrosko, J. (2010). Group emotional intelligence and organizational learning and performance in work teams: Implications for HRD theory and practice. In C. Graham (Ed.), *Proceedings of the Academy of Human Resource Development, 2010 Annual Conference* (22-2). Knoxville, TN: AHRD.
- +**Shuck, B.**, Wollard, K. K., & Reio, T. G., (2009). Employee engagement: An integrative literature review. In T. Chermak, J. Storberg-Walker, C. Graham (Eds.), *Proceedings of the Academy of Human Resource Development 2009 Annual Conference* (RR-8). Washington, DC: AHRD.
- +**Shuck, B.**, Wollard, K. K., Reio, T. G., & Albornoz, C. (2009). Positive psychology and employee engagement: What are organizations doing and why should HRD professionals care? An Innovative session. In T. Chermak, J. Storberg-Walker, C. Graham (Eds.), *Proceedings of the Academy of Human Resource Development 2009 Annual Conference* (IS-4). Washington, DC: AHRD.
- +**Shuck, B.**, & Albornoz, C. (2008). Employee engagement: Under the salary line. In T. J. Chermack (Ed.), *Proceedings of the Academy of Human Resource Development 2008 Annual Conference* (14-3). Panama City, FL: AHRD.

## **Regional (7)**

- +Shuck, B.**, #Collins, J. C., Diaz, R., & Rocco, T. S. (2014). Engagement as privilege: Deconstructing the power and privilege of employee engagement. In T. S. Rocco (Ed.), *Proceedings of the 13<sup>th</sup> Annual South Florida Education Research Conference*, Miami, FL.
- #Guitierrez, C. #C., Baralt, S, & **Shuck, B.** (2010). Engagement's role in adult learning: Implication for HRD practice. In S. M. Nielsen & M. S. Plakhotnik (Eds.), *Proceedings of the Ninth Annual College of Education Research Conference: Urban and International Education Section* (pp. 153-162). Miami: Florida International University. [http://coeweb.fiu.edu/research\\_conference/](http://coeweb.fiu.edu/research_conference/).
- Shuck, B.** (2009). Engagement leadership: A new developmental model. In S. M. Nielsen & M. S. Plakhotnik (Eds.), *Proceedings of the Eight Annual College of Education Research Conference: Urban and International Education Section* (pp. 126-132). Miami: Florida International University. [http://coeweb.fiu.edu/research\\_conference/](http://coeweb.fiu.edu/research_conference/).
- Shuck, B.**, & Wollard, K, (2009). A historical perspective of employee engagement: An emerging definition. In S. M. Nielsen & M. S. Plakhotnik (Eds.), *Proceedings of the Eight Annual College of Education Research Conference: Urban and International Education Section* (pp. 133-139). Miami: Florida International University. [http://coeweb.fiu.edu/research\\_conference/](http://coeweb.fiu.edu/research_conference/)
- #Batista, L., **Shuck, B.**, #Guitierrez, C. C., #Baralt, S., #Avilez, A., & #Matei, M. J. (2009). Engagement: Beyond motivation. In S. M. Nielsen & M. S. Plakhotnik (Eds.), *Proceedings of the Eight Annual College of Education Research Conference: Urban and International Education Section* (pp. 15-20). Miami: Florida International University. [http://coeweb.fiu.edu/research\\_conference/](http://coeweb.fiu.edu/research_conference/)
- Shuck, B.**, & Albornoz, C. (2008). Exploring employee engagement among three non-salaried employees: A phenomenological study. In S. M. Nielsen & M. S. Plakhotnik (Eds.), *Proceedings of the Seventh Annual College of Education Research Conference: Urban and International Education Section* (pp. 138-143). Miami: Florida International University. [http://coeweb.fiu.edu/research\\_conference/](http://coeweb.fiu.edu/research_conference/)
- Shuck, B.**, Albornoz, C., & Winberg, M. (2007). Emotions and their effect on adult learning: A constructivist perspective. In S. M. Nielsen & M. S. Plakhotnik (Eds.), *Proceedings of the Sixth Annual College of Education Research Conference: Urban and International Education Section* (pp. 108-113). Miami: Florida International University.

## **GRANT AND CONTRACT PROPOSALS**

Source: HSD Metrics, LLC

Project Title: Psychometric Alignment Contract

PI: Brad Shuck, EdD

Period: 2020

Amount: \$36,500 (**Funded**)

Role: Principal Investigator (expected Yr. 1: 10%)

Source: The John Templeton Foundation  
Project Title: Mental Health Care, Virtues, and Flourishing  
PI: Jesse Owen, PhD (University of Denver) and Steve Sandage (University of Denver)  
Period: LOI 2020 – 2022  
Amount: \$1.9 Million (**Funded**)  
Role: Consultant (expected Yr. 1: 5% [Summer]; Yr. 2: 5% [Summer])

Source: Robert Wood Johnson Foundation  
Project Title: Engaging the Work Health Connection: A Group Matched Approach to Understanding the Impact of Work-based Culture on Health Outcomes  
PI: Brad Shuck, EdD  
Period: 2020 – 2023  
Amount: \$2.5 Million (Not Funded)  
Role: Principal Investigator

Source: National Science Foundation  
Project Title: Collaborative Research for Overcoming Frustration Bias in Emergency Response Personnel: The Hazards of Momentary Cognitive and Emotional Disengagement  
PI: Brad Shuck, EdD  
Period: 2020 – 2023  
Amount: \$409,020 (Not Funded)  
Role: Principal Investigator

Source: Bridging the Talent Gap: Tennessee- Graduate! Network  
Project Title: Corporate Investments in Health: Understanding the Interchange between Population Health and Business Performance  
PI: Matt Bergman, PhD  
Period: 2016  
Amount: \$13,000 (**Funded**)  
Role: Co-Principal Investigator

Source: Robert Wood Johnson Foundation  
Project Title: Corporate Investments in Health: Understanding the Interchange between Population Health and Business Performance  
PI: J'Aime C. Jennings, PhD (PI) (University of Louisville)  
Period: 2016  
Amount: \$250,000 (Not Funded)  
Role: Co-Investigator

Source: Jefferson County Public Schools  
Project Title: Jefferson County Public Schools and the University of Louisville Human Capital Partnership  
PI: Brad Shuck, EdD  
Period: 2016  
Amount: \$392,695 (Not Funded)  
Role: Principal Investigator

Source: U.S. Department of the Army Training and Doctrine Command  
Project Title: Cadre and Faculty Development Course 2016: Pilot Project.  
PI: Jeffrey C. Sun, PhD, JD (University of Louisville)  
Period: 03/01/16 - 09/30/16  
Amount: \$848,000 (**Funded**)  
Role: Co-Investigator (Yr. 1: 20% of summer)

Source: U.S. Department of the Army Training and Doctrine Command  
Project Title: Cadre and Faculty Development Course 2016: Proof of Principle  
PI: Jeffrey C. Sun, PhD, JD (University of Louisville)  
Period: 04/26/15 - 09/30/15  
Amount: 483,000 (**Funded**)  
Role: Co-Investigator (Yr. 1: 20% of summer)

Source: The SHRM Foundation  
Project Title: Building Psychological Capital Toward Full Engagement Through Formal Mentoring: A Longitudinal Analysis on Mentoring as a Strategic Human Resource Intervention  
PI: Brad Shuck, EdD  
Period: 2015  
Amount: \$190,046.<sup>00</sup> (Not Funded)  
Role: Principal Investigator

Source: Universal Woods  
Project Title: Universal Woods Wiki Climate Evaluation Project  
PI: Brad Shuck, EdD  
Period: 2015  
Amount: \$81,981 (Not Funded)  
Role: Principal Investigator

Source: University of Louisville Faculty Development Grant  
Project Title: Formal Mentoring, Psychological Capital, and Employee Engagement: A Quantitative Dominant Concurrent Mixed Methods Design  
PI: Brad Shuck, EdD  
Period: 2014  
Amount: \$1350.<sup>00</sup> (**Funded**)  
Role: Principal Investigator

Source: University of Louisville Faculty Senate  
Project Title: Professional Development Grant  
PI: Brad Shuck, EdD  
Period: 2013  
Amount: \$693 (**Funded**)  
Role: Principal Investigator

## PROFESSIONAL AWARDS AND HONORS

<i>SMAANZ Best Conference Paper</i>	2019
<i>Employee Engagement Awards Tops Global Influencer</i>	2019
<i>Distinguished Faculty Award for Outstanding Scholarship [CEHD]</i>	2019
<i>AHRD Cutting Edge Award [Outstanding scholarly paper at Annual Conference]</i>	2019
<i>The World HRD Congress 101 Top Global Training &amp; Development Minds</i>	2018
<i>UCWHRE Outstanding Assistant Professor of the Year, Finalist</i>	2016
<i>Commonwealth Scholar, Commonwealth Institute of Kentucky</i>	2016
<i>Emerald Literati Network Award for Excellence, Emerald Publishing</i>	2016
<i>Early Career Scholar, Academy of Human Resource Development</i>	2016
<i>AHRD Excellent in Scholarly-Practice, Academy of Human Resource Development</i>	2016
<i>E. F. Holton III Article of the Year, Human Resource Development Review</i>	2016
<i>Top Four Faculty, University of Louisville</i>	2016
<i>Professional Practice Research Recognition Award, Child Life Council</i>	2015
<i>Reviewer of the Year, Human Resource Development Review</i>	2014
<i>E. F. Holton III Article of the Year, Human Resource Development Review</i>	2014
<i>Faculty Favorite Nominee, University of Louisville</i>	12, 13, 14, 15, 16, 17, 18
<i>Issue of the Year, Advances in Developing Human Resources</i>	2012
<i>Awarded membership to the Honorable Kentucky Colonels</i>	2010
<i>South Eastern Association Housing Officers, Best Overall Program</i>	2006
<i>Distinguished Performance Award, Division of Student Affairs</i>	2005- 2006
<i>Student Life Foundation Award for Excellence</i>	2002- 2003
<i>Who's Who Among Students In American Universities and College's</i>	2002
<i>Personal Mentorship Award, Kentucky Association of Residence Halls</i>	2002
<i>Staff Motivator of the Year, Campus Award Winner</i>	2001
<i>Kentucky Association of Residence Halls Best Presenter</i>	2000
<i>Kentucky Association of Residence Halls Top Presentation</i>	2000
<i>Paper Clip Communications National Staff of the Year</i>	1999- 2000
<i>Paper Clip Communications National Runner-Up, R.A. of the Year</i>	1999- 2000
<i>Alumni Leadership Award</i>	1998
<i>Kodak Youth Leadership Award</i>	1996
<i>Presented Key to the City, Louisville, Kentucky</i>	1988

## DOCTORAL SUPERVISION

<i>Awarded Visiting Graduate Faculty, University of Texas at Tyler</i>	2016-Present
<i>Senior Graduate Faculty Status, University of Louisville,</i>	2013-Present

## Dissertation Major Professor (6)

- Brenner, E. *The relationship between employee engagement and work performance for individuals working in active asset management: Examining the moderate effect of age, gender, and job function.* (PhD, University of Louisville, Fall 2019)
- Jordan, J. *Meta-engagement: an examination of employee engagement antecedent variable interactions and the impact on engagement outcomes.* (PhD, University of Louisville, Fall 2019)
- Osam, K. *An examination of the linkages between climate, engagement, and wellbeing in higher education.* (PhD, University of Louisville, Summer 2018)
- Blackman, T. *An examination of individual teacher engagement and school climate characteristics that influence highly effective veteran teachers to remain teaching in low-performing schools.* (EdD, University of Louisville, Spring 2018) [Co-Chair w. Dr. Kyle Ingle]
- Soder, P. *Workplace spirituality and employee work intentions: Examining the relationship and the mediating role of ethical leadership.* (PhD, University of Louisville, Fall 2016)
- MacKenzie, H. *The effects of online courses with multimedia in learners' perceived satisfaction and effectiveness of E-learning.* (PhD, University of Louisville, Spring 2013)

**Committee Member (33)**

- Anna, J. *The making of a person: The relationship of job crafting and leisure crafting on work engagement, occupational role salience and psychological well-being.* (PhD, University of Louisville, Spring 2020)
- Shreffler, J. *Using logistic regression to predict residency match<sup>®</sup> outcomes for fourth-year medical students.* (PhD, University of Louisville, Summer 2019)
- Levine, J. *Exploring the capabilities approach in a sport for development and peace setting.* (PhD, University of Louisville, Fall 2018)
- Richardson, T. *Is the sum greater than the parts? A qualitative case study of cross-functional team creativity.* (PhD, University of Louisville, Fall 2018).
- Leon, M. *The role of faculty engagement in an engaged university.* (EdD, Johns Hopkins University, Fall 2018).
- Robinson, R. *Employee engagement: Exploring the experiences of how voice and silence relate to public sector employees' feeling of being engaged.* (EdD, George Washington University, Spring 2018)
- Zehr, S. *Safe to be engaged or engaged to be safe? A quantitative examination of the relationship between employee engagement and psychological safety within the federal workforce.* (Sullivan University, Fall 2017)
- Sung, M. *Antecedents of job engagement: The mediating role of psychological states.* (PhD, University of Georgia, Fall 2017)

- Sato, T. *Self-forgiveness in Japanese adolescents*. (PhD, University of Louisville, Summer 2017)
- Stokes-Levine, A. *Instructional teacher job resources and student achievement in mathematics*. (PhD, University of Louisville, Spring 2017)
- Liu, Y. *Influences of self-construals and personality styles on international students' depressive symptoms*. (PhD, University of Louisville, Summer 2016)
- Huml, M. *Examining the motivations and benefits of student-athletes performing community service*. (PhD, University of Louisville, Summer 2016)
- Hanna, C. *Evaluating minor league baseball social identity, social image, and brand equity*. (PhD, University of Louisville, Summer 2016)
- Mathos, M. *Global and specific attachment patterns in romantic relationships: Distinct and interactional functions*. (PhD, University of Louisville, Summer 2016)
- Burke, W. *Under the balaclava: A case study examining habits within the identity of elite counterterrorist's*. (PhD, George Washington University, Summer 2016)
- Evanovich, L. *Examining the effectiveness of implementing Orton-Gillingham reading intervention on student engagement for elementary students with or at-risk for E/BD*. (PhD, University of Louisville, Spring 2016)
- Strokoff, J. *Parental influence on romantic attraction with simulated online dating profiles*. (PhD, University of Louisville, Summer 2015)
- Goldstein, J. *The role of self-discrepancies in American Jewish identities on mental and spiritual well-being*. (PhD, University of Louisville, Summer 2015)
- Egan, R. *Employee work passion: leadership behaviour, employee affect and work intentions*. (PhD, University of Canberra [Australia], Spring 2015)
- Arthur-Mensah, N. *Developing the future workforce through apprenticeships: A case study of an industry-education partnership*. (PhD, University of Louisville, Spring 2015)
- Svensson, P. *Exploring organizational capacity in a sport for development and peace setting*. (PhD, University of Louisville, Spring 2015)
- Ferris, L. *Secondary student outcomes and perspectives on a multiple pathways approach to education: Engagement, achievement, and transition*. (PhD, University of Louisville, Fall 2014)
- Church-Nally, M. *Graduate students who are part-time workers: How does occupational stress and gender role affect job satisfaction?* (PhD, University of Louisville, Fall 2014)
- Noltemeyer, P. *Job satisfaction of professional staff and administrators within the associated colleges of the south: A study of Herzberg's duality theory of motivation in higher education*. (PhD, University of Louisville, Fall 2014)
- Twyford, D. *Culture first, customers second: The case of an organizational learning culture in a successful small business*. (PhD, University of Louisville, Spring 2014)

- MacKenzie, D. *Choosing a career: A study of motivational factors and demographics that influence P-12 pre-service teachers*. (PhD, University of Louisville, Fall 2013)
- Moore, J. *Dogmatism, coping, and spirituality: Predicting mental health among the religious and secular*. (PhD, University of Louisville, Fall 2013)
- Rude, D. *Leadership and emotional intelligence: A phenomenological study on developmental experiences of effective federal government leaders*. (PhD, George Washington University, Spring 2013)
- Lindsey, L. *Mentoring of nurse managers: the experience of new nurse managers in rural hospitals: Does mentoring make a difference?* (PhD, University of Louisville and Western Kentucky University, Spring 2012)
- Bergman, M. *An examination of factors that impact persistence among adult students in degree completion programs at a four-year university*. (PhD, University of Louisville, Spring 2012)
- Cumberland, D. *Exploring franchise boards: A stakeholder perspective*. (PhD, University of Louisville, Spring 2012)
- Young, J. *Job embeddedness theory: Can it help explain employee retention?* (PhD, University of Louisville, Spring 2012)
- Gosser, K. *The effects of online courses with multimedia in learners' perceived satisfaction and effectiveness of e-learning*. (PhD, University of Louisville, Spring 2011)

## KEYNOTE AND FEATURED UNIVERSITY ADDRESSES

70 Total (56 Invited Keynote Addresses | 14 Invited University Guest Lectures)

### Invited Keynote Addresses (56)

- Shuck, B.** (2020). *The pivot: Direct to digital*. Keynote address presented BI WORLDWIDE India.
- Shuck, B.** (2020). *Engaging leadership through compassion*. Keynote address presented Kindred Healthcare, Louisville, KY.
- Shuck, B.** (2020). *Why people engage at work: The latest science and best practice on employee and sales engagement*. Keynote address presented at Top Golf, Cleveland, OH.
- Shuck, B.** (2020). *Attract, retain, inspire: Recognition and rewards that drive performance and results*. Keynote address presented at the Dallas Cowboys Training Faculty, Frisco, TX.
- Shuck, B.** (2020). *Applying behavioral economics: Motivating your employees and sales teams to drive results*. Keynote address presented at Yard's Brewing, Philadelphia, PA.
- Shuck, B.** (2020). *Leading with engagement: The case for employee & sales engagement at Toyota*. Keynote address presented to executive sales team at Toyota, Los Angeles, CA.
- Shuck, B.** (2019). *Employee engagement: Linking HRD research and practice*. Keynote address presented for the Academy of Human Resource Development and OnDemand Learning, Shanghai, China.

- Shuck, B.** (2019). *Leading with why: Building the case for building moments that matter*. Keynote address presented to executive leaders at the Four Seasons Hotel, Shanghai, China.
- Shuck, B.** (2019). *Engagement for everyone: Always*. Keynote address delivered to Kentucky Council on Crime & Delinquency Annual Retreat, Lexington, KY.
- Shuck, B.** (2019). *Beyond the future of recognition*. Keynote address delivered to Recognition Professionals International, Minneapolis, MN.
- Shuck, B.** (2019). *Driving real engagement through recognition: Applying the core principles of behavioral economics to strategy implementation at Western Union*. Keynote address delivered at Western Union Corporate, Denver, CO.
- Shuck, B.** (2019). *Reimagining the employee experience: A masterclass on employee engagement*. Keynote address delivered to Southern Kentucky Society of Human Resource Management, Bowling Green, KY.
- Shuck, B.** (2019). *Engagement for everyone: Always*. Keynote address presented at annual Department of Specialty Courts Retreat, Louisville, KY.
- Shuck, B.** (2019). *A masterclass on engagement: exploring what we mean and how to drive a culture of value at Humana*. Keynote address presented at Optum Health, Denver, CO.
- Shuck, B.** (2019). *Applying behavioral economics to drive results*. Keynote address presented at Human Resource Forum and Happy Hour, HiWire Brewing, Charlotte, NC.
- Shuck, B.** (2019). *A masterclass on engagement: exploring what we mean and how to drive a culture of value at Humana*. Keynote address presented at Humana, Louisville, KY.
- Shuck, B.** (2019). *Drive business results out of the park: Applying behavioral economics to motivate teams and drive results*. Keynote address presented at Angels Stadium for HR Forum including Honda, Hyundai, and Jacuzzi, Orange County, CA.
- Shuck, B.** (2019). *(Re)-Imagining Recognition at HPE: A masterclass on driving engagement*. Keynote address presented at Hewlett Packard Enterprises, Atlanta, GA.
- Shuck, B.** (2019). *Turn your team into Rockstar's*. Keynote address presented to HR professional at Infinity Music Hall, Hartford. CT.
- Shuck, B.** (2019). *Leading with why: The case for building moments that matter*. Keynote address delivered for BI Worldwide, London and New Port Pagnell, UK.
- Shuck, B.** (2019). *Driving real engagement through recognition: Applying the core principles of behavioral economics to strategy implementation*. Keynote address delivered at Recognition Professional International Annual Conference, Atlanta, GA.
- Shuck, B.** (2019). *Leading with engagement: The case for retention at DaVita*. Keynote address delivered to DaVita People Services Group, Denver, CO.
- Shuck, B.** (2019). *Leading with why: The case for people in human resources*. Keynote address delivered to Cox Communication Human Resource Team, Atlanta, GA.

- Shuck, B.** (2019). *Beginning with an employee first strategy: Driving result through your employee value proposition*. Keynote address delivered in association with Dairy Queen International, Minneapolis, MN.
- Shuck, B.** (2019). *Employee engagement and wellness: Going beyond the surface*. Keynote address delivered to the Annual Maryland Workplace Health & Wellness Symposium, Baltimore, MD.
- Shuck, B.** (2019). *(Re)Imaging engagement at Bausch Health*. Keynote address delivered to Executive Team at Bausch Health, Newark, NJ.
- Shuck, B.** (2019). *Current trends in retention: Driving results through your employee value proposition*. Keynote address delivered to Northern Kentucky Society of Human Resource Management, Covington, KY.
- Shuck, B.** (2019). *What's your why: Driving the internal value proposition of engagement from the inside out*. Keynote address delivered to Bluegrass Society of Human Resource Management, Lexington, KY.
- Shuck, B.** (2019). *(Re)Imaging performance at HPI: A masterclass on the employee experience*. Keynote address delivered Hewlett Packard International, Vancouver, WA.
- Shuck, B.** (2019). *A Masterclass on engagement and health: The work health connection in Louisville, KY*. Keynote address delivered for HealthSummit, Louisville, KY. [BIWorldwide]
- Shuck, B.** (2018). *Employee engagement: Exploring the principles that matter*. Keynote address delivered Southern Indiana Society of Human Resource Management, Jeffersonville, IN.
- Shuck, B.** (2018). *Employee engagement and wellness: Going beneath the surface*. Keynote address delivered to the Paradigm Annual Wellbeing Conference, Nashville, TN.
- Shuck, B.** (2018). *What's your why: Driving the value proposition of employee engagement*, Keynote address delivered Baptist Health South Floyd, Jeffersonville, IN.
- Shuck, B.** (2018). *Reimagining engagement and rewards through behavioral economics*. Featured address delivered to Brown Foreman Human Resource Executive Team, Louisville, KY.
- Shuck, B.** (2018). *Employee engagement in the federal government: Putting the research to practice*. Inaugural featured address at the Think@Ashburn Speaker Series for George Washington University, Ashburn, VA.
- Shuck, B.** (2018). *How to grow your best self at work: An engaging conversation*. Featured address at Grow Yourself Week, YUM! University, Louisville, KY.
- Shuck, B.** (2018). *Going beyond the surface of engagement: Exploring the principles that matter in human resources (and beyond)*. Opening day Keynote speaker at the Kentucky Society of Human Resource Management State Conference, Louisville, KY.
- Shuck, B.** (2018). *Communication and voice: What matters to most of us*. Keynote address/full day facilitation delivered to all staff and faculty at the University of Louisville School of Dentistry Fall Retreat, Louisville, KY.

- Shuck, B.** (2018). *Moving beyond the surface of engagement: Exploring the principles that matter*. Keynote address delivered at the American Association Medical Society Executives [AAMSE], San Diego, CA
- Shuck, B.** (2018). *Opening day invited address*. Workshop presented to the Leadership and Innovation in Academic Medicine cohort. University of Louisville School of Medicine, Louisville, KY.
- Shuck, B.** (2017). *What's your why: Driving the value proposition for employees and customers*, Keynote address delivered at the American Management Association, New York City, NY [BI Worldwide].
- Shuck, B.** (2017). *Aligning T&D: Exploring principles that drive an employee value proposition*. Association for Talent Development, Day of Learning Conference, Louisville, KY
- Shuck, B.** (2017). *All in to WIN: Engaging the core principles that drive an employee value proposition*. SHRM India National Conference, Delhi, India [<https://www.youtube.com/watch?v=5-dBCP2RJB0>]
- Shuck, B.** (2017). *Aligning leadership with the employee value proposition*. SHRM India National Conference, Delhi, India [<https://www.youtube.com/watch?v=9cRzjKxo4gE>]
- Shuck, B.** (2016). *Employee engagement: What is it and why does it matter?* GoDaddy.com, Tempe, AZ.
- Shuck, B.** (2016). *Going beneath the surface of employee engagement*. Keynote address for Louisville Society of Human Resource Management, Louisville, KY.
- Shuck, B.** (2015). *Going beneath the surface of employee engagement*. Workshop presented at to BIW 2015 Creative and Sales Global Conference, Minneapolis, MN. [Subsequent presentations in 2015 in Detroit, MI; St. Louis, MO]
- Shuck, B.** (2014). *Exploring both sides of the coin: Engagement in the information technology field*. Keynote address for the 2014 Humana Information Technology Consortium, Louisville, KY.
- Shuck, B.** (2013). *Building the case for employee engagement: Leveraging engagement for optimal business performance*. BI Worldwide Sales and Creative Conference, Minneapolis, MN.
- Shuck, B.** (2013). *Designing for engagement: Harnessing the power of a fully engaged learner*. Humana Learning Consortium, Louisville, KY.
- Shuck, B.** (2011). *The emerging nature of leadership: What are we called to do?* Kentucky State Student Leadership Conference, Bowling Green, KY.
- Shuck, B.** (2008). *212 degrees*. Florida International University Student Leadership Summit, Miami, FL.
- Shuck, B., & Leos, J.** (2007). *The A-List*. Dean's List Gala at Florida International University, Miami, FL.

**Shuck, B.** (2007). *Courageous action*. Florida International University Student Leadership Summit, Miami, FL.

**Shuck, B.** (2007). *Excellence in strengths*. Residence Hall Association Closing Banquet at Florida International University, Miami, FL.

**Shuck, B.** (2000). *The elements of success*. TRIO Program Appreciation Day at Western Kentucky University, Bowling Green, KY.

#### **Invited University Guest Lectures (14)**

**Shuck, B.** (pending, 2021). *The leadership lens: developing the core of compassion*. Workshop to be presented to the faculty at Rockford University, Rockford, IL. [Invitation extended April 9<sup>th</sup>, 2020]

**Shuck, B.** (2020). *Leadership as a discipline*. Presented to the Student Leadership and Innovation in Medicine inaugural cohort at the School of Medicine, University of Louisville, Louisville, KY.

**Shuck, B.** (2020). *Keeping your teams engaged in a new world*. Workshop presented on behalf of Employee Development & Success Office at the University of Louisville, Louisville, KY.

**Shuck, B.** (2019). *Employee engagement: Where does it come from and who cares*. Workshop presented to the Leadership and Innovation in Academic Medicine cohort. University of Louisville School of Medicine, Louisville, KY.

**Shuck, B.** (2018). *Employee engagement: Exploring the principles that matter in healthcare*. Presented to faculty and staff at the University of Louisville School of Medicine, Louisville, KY.

**Shuck, B.** (2018). *Employee engagement and the joys of academics*. Presented to the Executive Leadership Program, Cohort 30, George Washington University, Ashburn, Virginia.

**Shuck, B.** (2017). *Leading through motivation in academic medicine*. Workshop presented to the Leadership and Innovation in Academic Medicine cohort. University of Louisville School of Medicine, Louisville, KY.

**Shuck, B.** (2017). *Building engagement at the university. How do we move forward?* Presented to the 2<sup>nd</sup> Annual Boiler Share Symposium, Purdue University, Lafayette, IN.

**Shuck, B.** (2016). *The scholar-practitioner imperative: Exploring the recursive nature of the big question*. Presented to the Executive Leadership Program, Cohort 28, George Washington University, Ashburn, Virginia.

Bergman, M., Rose, K., & **Shuck, B.** (2015). *Relevant, rigorous, and research-based strategies for online learning*. Presented to the faculty at Union College, Barbourville, Kentucky.

**Shuck, B.** (2012). *Employee engagement and the individual: What can we reasonably expect?* Presented to the Economic and Social Research Council at the Kent School of Business, Chatham, United Kingdom.

- Shuck, B. (2012).** *Engagement in the field of HRD: Implications for research and practice.* Presented at Drexel University, School of Education, Human Resource Development Program, Philadelphia, Pennsylvania.
- Shuck, B. (2012).** *Instructional design in practice: Lessons from the field.* Presented at Indiana University, School of Education, Department of Instructional Systems Technology, Bloomington, Indiana.
- Shuck, B. (2012).** *Engaging leadership: The future of the field and implications for all levels.* Presented at Western Kentucky University, College of Education & Behavioral Sciences, Department of Psychology, Bowling Green, Kentucky.

## **PRESENTATIONS AND WORKSHOPS**

**87 Total (64 Invited Workshops and Presentations | 15 Workshops and Presentations, Competitive Peer Reviewed, indicated with + | 8 Workshops and Presentations, Non-Competitive)**

### **Invited Workshops and Presentations (64)**

- Shuck, B. (2020).** *Performance over people has ended: How the pandemic and racial unrest is changing everything we know about employee engagement [Part 2].* 1-hour panel discussion presented with Jeff Nally (Coach Source LLC), Louisville, KY.
- Shuck, B. (2020).** *Performance over people has ended: How the pandemic and racial unrest is changing everything we know about employee engagement [Part 1].* 1-hour panel discussion presented with Jeff Nally (Coach Source LLC), Louisville, KY.
- Shuck, B. (2020).** *Leading through uncertainty: Responding to critical leadership questions.* 1-hour panel discussion presented with Nat Irving (College of Business, UofL) and CoB Executive Education, Louisville, KY.
- Shuck, B. (2020).** *The pivot: Going beyond engagement.* 1-hour panel discussion presented with INCIPIO Workforce Solutions, Louisville, KY.
- Shuck, B. (2020).** *Inspiration through crisis: A call to leadership.* 1-hour workshop presented for BI Worldwide India, Mumbai, India.
- Shuck, B. (2020).** *Leading with compassion in times of change.* 45-minute webcast presented to 1200 executives across the United States for BI Worldwide, Minneapolis, MN.
- Shuck, B. (2020).** *Leading through times of crisis: A call for compassionate leadership in Louisville.* 1-hour workshop presented for Leadership Louisville, Thought Leadership Series, Louisville, KY.
- Shuck, B. (2019).** *Inspire by starting with the why: Using recognition and rewards to drive performance and results.* 1-hour workshop presented at University of Southern California executive leaders in Los Angeles, CA.
- Shuck, B. (2019).** *Inspire your team to drive big results: Using recognition and rewards to drive performance and results.* 1-hour workshop presented to executive leaders in Charlotte, NC.

- Shuck, B.** (2019). *Appreciative planning: Strategic planning with a focus on the future*. Full day workshop presented to Kentucky State Society for Human Resource Leadership Retreat, Covington, KY.
- Hirschfield, M., & Shuck, B.** (2019). *Resilient leadership in challenging times*. 1-hour workshop presented at Glaxco Smith Kline, Basking Ridge, NJ.
- Shuck, B.** (2019). *Employee engagement: Where does it come from and who cares*. Invited 1-hour workshop presented at Leadership and Innovation in Academic Medicine, University of Louisville, Louisville, KY.
- Shuck, B.** (2019). *Beyond the future of recognition at Coca Cola*. Invited 2-hour presentation/workshop for Coca Cola Global, Minneapolis, MN
- Shuck, B.** (2019). *A masterclass on engagement: Exploring what we mean and how we drive a culture of value*. Invited 1-hour presentation for the Health, Enhancement Research Organizational (HERO), Waconia, MN.
- Shuck, B.** (2019). *Transforming the employee experience: A deep dive into the principles that matter*. Invited to give presentation with WorldatWork, Washington, DC
- Shuck, B.** (2019). *Communication and voice: What matters most to each of us*. Full day workshop presented to the School of Dentistry. University of Louisville School of Medicine, Louisville, KY.
- Shuck, B.** (2018). *What's your why: Driving the internal value proposition of engagement in student affairs*. Workshop presented to Division of Student Affairs at the University of Louisville, Louisville, KY.
- Shuck, B.** (2018). *Putting your employee's first: Making a difference with your employee value proposition and recognition strategy*. Workshop presented to the Executive team at Fidelity Investments, Boston, MA. [BIWorldwide]
- Shuck, B.** (2018). *What's your why*. Workshop presented to the Executive team at New Hope Services, LLC, French Lick, IN.
- Shuck, B.** (2017). *Going beyond employee engagement*. Workshop presented to Humana, GO365Forum Global Forum. [Subsequent presentations in 2017 at Knuaf Industries as well as for BI Worldwide in Houston, TX, Las Vegas, NV, Boston, MA]
- Shuck, B.,** (2017). *The new rules of recognition: Leveraging moments you can count on*, Presented to the Recognition Professionals Intentional, Minneapolis, MN [recorded link: <http://ewald.adobeconnect.com/pxjq4ulz53v7/>]
- Shuck, B.,** (2017). *The new rules of inspiration: Leveraging moments you can count on*, Presented to SHRM India Leadership Roundtable, Mumbai and Bangalore, India
- Shuck, B.,** (2017). *Considering your employee value proposition through rewards and recognition*. Presented to the Executive Teams and Wipro (Bangalore, India), SunPharma (Mumbai, India), and Mercer (New Delhi, India)

- Shuck, B.** (2016). *Going beneath the surface of employee engagement*. Workshop presented to Presented to Fortune 500 executives, Los Angeles, CA. [Subsequent presentations in 2016 in Charlotte, NC, New York, NY, Houston, TX, Dallas, TX]
- Shuck, B.** (2016). *Leadership development: A development program for practice managers*. Workshop presented to The Department of Pediatrics, University of Louisville Hospital, Louisville, KY.
- Shuck, B.** (2016). *Strategic planning in pediatrics*. Workshop presented to The Division of Pediatrics, University of Louisville Hospital, Louisville, KY.
- Shuck, B.,** Carpenter, B., Rose, K., Immekus, J., Durman, T. (2015). *Teacher retention in PLA schools*. Evaluation strategy presented to Jefferson County Public Schools, Louisville, KY.
- Shuck, B.** (2015). *Evaluation that matters*. Workshop presented to United States Army Cadet Command, Professor of Military Science Conference, Ft. Knox, KY.
- Shuck, B.** (2015). *Building the performance case for compassionate leadership in action*. Workshop presented at to United Parcel Service [UPS] Global Employee Engagement Committee and Chief Executive Officer team.
- Shuck, B.** (2015). *Taking employee engagement to the next level*. Presented to Fortune 100 executives, Las Vegas, NV. [Subsequent presentation in 2015 in Atlanta, GA]
- Shuck, B.** (2015). *Understanding the business case for developing employee engagement: Using research to drive performance*. Workshop presented to Presented to Fortune 500 executives, Dallas, TX. [Subsequent presentations in 2015 in San Francisco, CA; Philadelphia, PA]
- Shuck, B.,** & Honeycutt, M. (2015). *Building the business case for the compassionate leader*. Workshop presented at to city of Louisville, Louisville, KY.
- Shuck, B.,** & Honeycutt, M. (2014). *The compassionate leader*. Workshop presented at the University of Louisville University Club, Louisville, KY.
- Shuck, B.** (2014). *Practitioner master class on employee engagement*. Presented to Fortune 100 executives, Scottsdale, AZ.
- Shuck, B.** (2014). *Building the business case for employee engagement to leverage strategic performance*. Workshop presented to Organizational Learning and Engagement Division of BIWorldwide, Minneapolis, MN. [11 Subsequent presentations in 2014 in Cleveland, OH; Charlotte, NC; Atlanta, GA; Milwaukee, WI; Los Angeles, CA; Minneapolis, MN; Houston, TX; San Francisco, CA; Scottsdale, AZ; Chicago, IL, Philadelphia, PA]
- Shuck, B.** (2013). *Experiencing leadership*. Workshop presented to Housing and Residence Life Professional Staff, Bowling Green, KY.
- Shuck, B.** (2013). *Building the case for employee engagement: Leveraging engagement for optimal business performance*. Workshop presented to BI Worldwide Senior Leaders and Staff, Minneapolis, MN.

- Shuck, B., & Honeycutt, M. (2013).** *Compassion in the workplace: How organizations can support a compassionate city.* Workshop presented at the Festival of Faiths, Louisville, KY.
- Shuck, B., Wollard, K. K. (2012).** *Employee engagement and HRD: An update to linking theory and scholarship to practice.* Live international webcast presented to the Academy of Human Resource Development, St. Paul, MN
- Shuck, B. (2012).** *Learning, development, and work: Using performance metrics to drive employee engagement.* Presented to the Kentucky ASTD Chapter, Louisville, Kentucky.
- Herd, A. M., Alagaraja, A., **Shuck, B. (2012).** *Building your bench strength.* Workshop presented at the Louisville Society of Human Resource Management, Louisville, KY.
- Shuck, B., Candler, T., Cardwell, T., Richardson, R., Rivard, M., & Zeilman, K. (2012).** *Compassionate organizations: How organizations can support a compassionate city campaign.* Presented at the Kentucky Society of Human Resource Management, Louisville, KY.
- Shuck, B. (2012).** *Building a better workplace.* Presented to faculty and staff at the University of Louisville, Louisville, Kentucky. [Program presented twice in 2012]
- Shuck, B. (2011).** *Employee engagement: Practical strategies for the social sector.* Workshop presented for the University of Louisville. Division of Student Affairs, Professional Development Committee, Louisville, Kentucky.
- Shuck, B. (2011).** *Employee engagement: An experiential approach.* Workshop presented at the University of Louisville. Division of Student Affairs, Summer Academy, Louisville, Kentucky.
- Rocco, T. S., **Shuck, B.,** Reio, T., & Lee, C. (2011). *Employee engagement: An international comparative study.* Presented to the Korean Management Association, Port St. Lucie, Florida.
- Herd, A., Alagaraja, M., & **Shuck, B. (2011).** *Building your bench strength and keeping your top talent.* Workshop presented at Great Louisville Inc., Talent Attraction Forum, Louisville, KY.
- Shuck, B., & Rocco, T. S. (2011).** *Employee engagement: Practical strategies for a competitive advantage.* Presented at the International Society for Performance Improvement Conference, Walt Disney World, Orlando, Florida.
- Shuck, B. (2011).** *Employee engagement and student affairs: The role of practitioners in the field.* Presented to the Division of Student Affairs at the University of Louisville, Louisville, KY.
- Shuck, B. (2011).** *Engagement and learning: Practical strategies for the elearning environment.* Presented at Zirned's Best Practices for Human Resource Development Conference, Louisville, Kentucky.
- Shuck, B. (2010).** *Meyers-Briggs type indicator workshop.* Presented at Florida International

University, Chapman Graduate School of Business for Professional MBA students, Florida International University College of Business Administration, Miami, FL.

- Shuck, B.** (2009). *Strategic human resource development & employee engagement*. Nova Southeastern University, Huzienga School of Business for Executive MBA students, Davie, FL.
- Shuck, B.** (2009). *Meyers-Briggs type indicator workshop*. Presented at Florida International University, Chapman Graduate School of Business for Professional MBA students, Florida International University College of Business Administration, Miami, FL.
- Shuck, B.** (2008). *Barry university careers in education panel discussion*. Presented at Barry University, Career Service Office, Miami, FL.
- Shuck, B.** (2008). *Leadership development in the health care profession*. Presented at the University of Miami Medical School Conference, Miami, FL.
- Shuck, B.** (2008). *The leadership moment*. Presented at the Academy of Leaders, Florida International University, Miami, FL.
- Shuck, B.** (2007). *Conducting your job search*. Presented at Panthers for Hire, Florida International University's Alumni Career Fair and Job Exposition Employee Development Seminar, Miami, FL.
- Shuck, B.** (2007). *Supervising for strength: Supervising for talent*. Presented for the Florida International University Higher Education Administration Graduate Students, Miami, FL.
- Shuck, B., Karnani, P.** (2006). *Maximizing potential: Uncovering the psychology of workplace engagement*. Presented at Association for College and University Housing Officers-International, Atlanta, GA.
- Shuck, B.** (2006). *Visionary leadership in the health care field and beyond*. Presented at the Health Occupations Students of America Regional Conference, Louisville, KY.
- Shuck, B.** (2006). *Dynamic supervision: Supervising for success*. Presented at the Engaged Series for the Florida International University Center for Leadership and Development, Miami, FL.
- Shuck, B.** (2006). *Leadership and the art of courage*. Presented at the Engaged Series for the Florida International University Center for Leadership and Development, Miami, FL.
- Shuck, B.** (2005). *Leadership*. Presented for the Dynamic Leadership Institute at Western Kentucky University, Bowling Green, KY.
- Shuck, B.** (2005). *Courage*. Presented at Paraprofessional Staff In-Service Training at Western Kentucky University, Bowling Green, KY.

#### **Workshops and Presentations, Competitive Peer Reviewed (15)**

- +Handley, M., & **Shuck, B.** (2019). *Looking beyond engagement*. Kentucky Society of Human Resource Management State Conference, Louisville, KY.

- +Herd, A., Alagaraja, M., & **Shuck, B.** (2018). *Building bench stretch for the new war on talent.* Kentucky Society of Human Resource Management State Conference, Louisville, KY.
- +Alagaraja, M. & **Shuck, B.** (2018). *Getting and keeping a seat at the executive table.* Kentucky Society of Human Resource Management State Conference, Louisville, KY.
- +**Shuck, B.** (2018). *Cash versus non-cash and the psychology of behavioral economics.* Kentucky Society of Human Resource Management State Conference, Louisville, KY.
- +**Shuck, B.** (2015). *Building the case for engagement: going beneath the surface.* Workshop presented at ATD Day of Learning, Louisville, KY.
- +McNair, S., **Shuck, B.**, Hubbacheck-Butler, L., Cirion, Y., & Stubbs, N. (2008). *Career coaching and client walk-In program at Florida International University.* Florida Career Professionals Association Conference, Naples, FL.
- +**Shuck, B.**, Spence, K., Howard, D., & Farouk, D. (2008). *Mid-managers roundtable development series.* Florida Career Professionals Association Conference, Naples, FL.
- +Vega, G., **Shuck, B.** (2007). *Seamless learning: Advancing student academics through innovative residential approaches.* Presented at Association for College and University Housing Officers, Seattle, WA.
- +**Shuck, B.**, Karnani, P. (2006). *Maximizing potential: Uncovering the psychology of workplace engagement.* Presented at South Eastern Association for College and University Housing Officers, Atlanta. GA. **(Winner of Regional Award for Best Overall Program, and Presentation)**
- +Akins, C., Karnani, P., & **Shuck, B.** (2006). *Enhancing the lives of students thorough a strengths based philosophy.* Presented at South Eastern Association for College and University Housing Officers. Atlanta, GA.
- +Randolph, P., Bruni, J., **Shuck, B.**, Holland, L., & Jones C. (2004). *The first semester: Building an integrated approach.* Presented at the Council for Post-Secondary Education Faculty Development Conference, Lexington, KY
- +**Shuck, B.**, Unseld, R. (2004). *Gearing up: Next level training.* Presented at the South Eastern Association for College and University Housing Officers, Jacksonville, FL.
- +**Shuck, B.** (2003). *Implementing living learning communities.* Presented at the Kentucky Association of Housing Officers, Bowling Green, KY.
- +**Shuck, B.** (2003). *How to lead now: What tomorrows leaders need today.* Presented at the Kentucky Association of Housing Officers, Bowling Green, KY.
- +**Shuck, B.** (2000). *Stress management: Don't sweat the small stuff.* Presented at the Kentucky Association of College and University Residence Halls, Bowling Green, KY. **(Awarded Best Program and Best Presentation)**

**Workshops and Presentations, Non-Competitive (8)**

- Shuck, B.** (2012). *Communication as a tool for professional development*. Presented at Professional Retreat for Health Science Campus Medical Library Staff at University of Louisville, Louisville, KY.
- Shuck, B.** (2007). *Teambuilding workshop*. Presented at Professional and Paraprofessional Retreat for Graham University Staff at Florida International University, Miami, FL.
- Shuck, B., Glenn, E.** (2006). *Unlocking the keys to great staff management*. Presented at Professional Staff Workshop for Department of Residential Life at Florida International University, Miami, FL.
- Shuck, B.** (2006). *Teambuilding workshop*. Presented at Professional and Paraprofessional Retreat for Graham University Staff at Florida International University, Miami, FL.
- Shuck, B.** (2003). *First year student needs*. Presented at Professional Staff Workshop for Residence Hall Professionals at Western Kentucky University, Bowling Green, KY.
- Shuck, B.** (2004). *The 6 o' clock hour*. Presented to residence hall students at Western Kentucky University, Bowling Green, KY.
- Shuck, B., Kuster, B.** (2004). *Leadership: phase II*. Presented at Professional Staff Workshop for Residence Hall Professionals at Western Kentucky University, Bowling Green, KY
- Shuck, B., Boten, J.** (2002). *Expanding your potential*. Leadership conference developed and presented by authors for student leaders at Western Kentucky University, Bowling Green, KY.

## **ASSESSMENT & PROGRAM EVALUATION EXPERIENCE**

- US ARMY CADET COMMAND**, Ft. Knox, KY 2015  
*Leader Development Program and Evaluation Strategy (invited as outside advisor to Evaluation and Assessment Task Force by Commanding General, US ARMY Cadet Command, Ft. Knox, KY)*
- JEFFERSON COUNTY PUBLIC SCHOOLS**, Louisville, KY 2015  
*Teacher Turnover/Transfer Project*
- LOUISVILLE SOCIETY FOR HUMAN RESOURCE MANAGEMENT**, Louisville, KY  
*Compassion in the Workplace Project* 2012-2014
- NORTON UNIVERSITY, NORTON HEALTHCARE**, Louisville, KY  
*Harnessing Our Learning Culture*, Githens & Associates 2012-2013
- GREATER LOUISVILLE INC**, Louisville, KY  
*Best of Louisville*, Herd & Shuck 2010
- CHAMBER SOUTH, CHAMBER OF COMMERCE ASSOCIATION**, Miami, FL  
*Chamber South Engagement Project*, Office of the President 2010
- NORWEGIAN CRUISE LINE**, Miami, Florida 2009-2010  
*Global Employee Engagement Survey*, Corporate Human Resources

<b>FLORIDA INTERNATIONAL UNIVERSITY</b> , Miami, Florida	
<i>Comprehensive Strategic Assessment Plan</i> , Career Services Office	2007- 2008
<i>SACS Accreditation Divisional Consultation Committee</i> , Student Affairs	2006- 2008
<i>SEAHO Conference Evaluation</i> , Housing and Residence Life	2004- 2005
<b>WESTERN KENTUCKY UNIVERSITY</b> , Bowling Green, Kentucky	
<i>Student Satisfaction Survey</i> , Housing and Residence Life	2004
<i>Resident Assistant Marketing Survey</i> , Housing and Residence Life	2004
<i>Resident Satisfaction Survey</i> , Housing and Residence Life	2004
<i>Student Satisfaction Survey</i> , Housing and Residence Life	2003

## ACADEMIC AND PROFESSIONAL SERVICE

### Scholarly Journals

New Horizon's in Adult Education & Human Resource Development, <i>Associate Editor</i>	2016- Present
<i>Editorial Board Member</i>	2011- Present
Group and Organizational Management, <i>Editorial Board Member</i>	2017- 2020
Journal of Managerial Psychology, <i>Editorial Board Member</i>	2017- 2020
Human Resource Development Quarterly, <i>Editorial Board Member</i>	2016- Present
Human Resource Development Review, <i>Editorial Board Member</i>	2015- Present
Advances in Developing Human Resources, <i>Editorial Board Member</i>	2012- 2019

### Professional Association and Conferences

Health Enhancement Research Organization (HERO) Engagement Study Group	2017- 2019
Academy of Human Resource Development, <i>Proceedings Reviewer</i>	2009- Present
LSHRM Compassion in the Workplace, <i>Member, Committee Lead</i>	2012- 2014
FIU College of Education Research Conference, <i>Proceedings Reviewer</i>	2007- 2010
FIU Leadership Summit, <i>Proceedings Reviewer</i>	2006- 2007
South Eastern Association of Housing Officers, <i>Proceedings Reviewer</i>	2005- 2007

### Service-Related Professional Chair and Committee Work

<b>ACADEMY OF HUMAN RESOURCE DEVELOPMENT</b> , St. Paul, Minnesota	
AHRD Board Member (Elected, 3yr Term)	2018- Present
<i>AHRD Membership Engagement Committee</i> , Chair	2019- 2020
Faculty Development SIG, Steering Committee	2016- 2020
AHRD Nominations and Elections Committee	2014- 2019
<i>AHRD Book of the Year Committee</i>	2010- Present
<b>Committee Chair</b>	2010- 2016
<i>Scholar-Practitioner SIG, Publications</i> , <b>Chair</b>	2010- 2015
<i>Quantitative Methods SIG, Publications</i> , <b>Co-Chair</b>	2010- 2015
<b>UNIVERSITY OF LOUISVILLE</b> , Louisville, Kentucky	
Presidential Faculty Search Consultation Committee (Elected, Co-Chair)	2017- 2019
Presidential Distinguished Faculty Award Committee	2016- 2017

Grawemeyer Excellence in Education Award Committee	2016- 2017
Doctoral Admissions Committee, <b>HRD Program Coordinator</b>	2010- 2016
CEHD Dean's Advisory Committee, <b>Vice Chair</b>	2011- 2014
- [ <b>served as Interim Chair of Dean's Advisory Committee 2012-2013</b> ]	