

Dr. Michael Bradley Shuck

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

EDUCATION

FLORIDA INTERNATIONAL UNIVERSITY , Miami, Florida Doctor of Education, Adult Education & Human Resource Development Cognate <i>Leadership/Leader Development</i> Dissertation Shuck, B. (2010). <i>Employee engagement: An examination of antecedent and outcome variables</i> . FIU Electronic Theses and Dissertations. Paper 235, http://digitalcommons.fiu.edu/etd/235 <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
WESTERN KENTUCKY UNIVERSITY , Bowling Green, Kentucky Master of Arts in Education, Counseling, & Student Affairs	2005
WESTERN KENTUCKY UNIVERSITY , Bowling Green, Kentucky Bachelor of Arts, Behavioral Sciences (<i>1st major</i>) and Arts & Humanities (<i>2nd major</i>) <i>Summa Cum Laude</i>	2002

PROFESSIONAL CERTIFICATIONS

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

PROFESSIONAL EMPLOYMENT EXPERIENCE

UNIVERSITY OF LOUISVILLE, Louisville, Kentucky

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

NORWEGIAN CRUISE LINE, Miami, Florida

Human Resource Development Specialist, <i>Corporate Human Resources</i>	2008-2010
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NATIONAL ASSOCIATION OF COLLEGES AND EMPLOYERS, Bethlehem, Pennsylvania

Lead Coach Training Consultant	2007-2008
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FLORIDA INTERNATIONAL UNIVERSITY, Miami, Florida

Associate Director, <i>Career Services Office</i>	2007-2008
Residence Life Coordinator, <i>Department of Residential Life</i>	2005-2007

WESTERN KENTUCKY UNIVERSITY, Bowling Green, Kentucky

Residence Hall Director, <i>Office of Housing and Residential Life</i>	2003-2005
Internship Graduate Assistant, <i>Office of Advancement</i>	2004
Substance Abuse Counselor, <i>Office of Housing and Residential Life</i>	2001-2005
Assistant Residence Hall Director, <i>Office of Housing and Residential Life</i>	2001-2003
Construction Crew Chief, <i>Office of Housing and Residential Life</i>	2001-2002
Community Advisor, <i>Office of Housing and Residential Life</i>	2000-2002
Resident Assistant, <i>Office of Housing and Residential Life</i>	1999-2000

LIFE SKILLS, INC., Bowling Green, Kentucky

Substance Abuse Program Consultant	2001-2005
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LEADERSHIP STRATEGIES INC., Bowling Green, Kentucky

Program Development Consultant	2003-2005
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PUBLICATIONS IN ACADEMIC/PROFESSIONAL JOURNALS

Books, Monographs, and Special Issues

4 Total (3 Refereed, indicated with +)

Shuck, B. (under contract). *Employee engagement: The research and practice*. Routledge Taylor Francis Group, London: UK

+ Zigarmi, D., Peyton-Roberts, T., **Shuck, B.** (in press). 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(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

47 Total (42 Refereed, indicated with header and with + | 13 student co-authored, indicated with #)

Refereed

47). **Shuck, B.**, Peyton-Roberts, T., Zigarmi, D. (in press). 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(2).

Acceptance Rates, Rankings, & Distinctions

- 2017 SJR (SCImago Journal Rank) Score: 0.52
- 66/154 Organizational Behavior and Human Resource Management (Scopus®)

- 2017 SJR (SCImago Journal Rank) Score: 0.52
- 66/154 Organizational Behavior and Human Resource Management (Scopus®)

- 2017 SJR (SCImago Journal Rank) Score: 0.52
- 66/154 Organizational Behavior and Human Resource Management (Scopus®)

- 2011 **ADHR Outstanding Issue of the Year**
- 2017 SJR (SCImago Journal Rank) Score: 0.52
- 66/154 Organizational Behavior and Human Resource Management (Scopus®)

SSCI Index, Acceptance Rates, Rankings, & Distinctions

- 2017 SJR (SCImago Journal Rank) Score: 0.52
- 66/154 Organizational Behavior and Human Resource Management (Scopus®)

- 46). Zigarmi, D., Peyton-Roberts, T., **Shuck, B.** (in press). Motivation and internal frames of reference: Do we have the wisdom to help employees flourish at work? *Advances in Developing Human Resources*, 20(2).
- 45). **Shuck, B.**, McDonald, K. S., Rocco, T. S., Byrd, M., & Dawes, E. (in press). 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) x-x.
- 44). +Cumberland, D. M., **Shuck, B.**, Immekus, & Alagaraja, M. (in press). An emergent understanding of influences on managers' voices in SMEs. *Leadership & Organization Developmental Journal*.
- 43). +Herd, A., **Shuck, B.**, Githens, R. (in press). Strategic Human Resource Development Alignment from the Employee's Perspective: Initial Development and Proposition Testing of a Measure. *Performance Improvement Quarterly*.
- 42). +**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
- 41). +**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 Management*. 42, 79-112. doi: 10.1177/1059601116642364
- 40). +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
- 39). +**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*
- 2017 SJR (SCImago Journal Rank) Score: 0.52
66/154 Organizational Behavior and Human Resource Management (Scopus®)
 - 1 Year Impact Factor = .864
 - 5 Year Impact Factor = 1.260
 - Impact Factor = 1.795
 - 11/28/2017, article featured on Sage ManagementINK: <https://managementink.wordpress.com/2017/11/28/identifying-employee-engagement/>
 - Impact Factor = 1.846
 - 9/20/2016, article featured on Sage ManagementINK: <https://managementink.wordpress.com/2016/08/17/job-satisfaction-can-determine-an-employees-engagement-at-work/>
 - Impact Factor = 1.436
 - ISI Journal Citation Reports © Ranking 42/79 (Psychology, Applied); 91/192 (Management)
 - 5/29/2017, interviewed about article on UofL Today with Mark Hebert, 93.9 FM TheVille, Louisville, KY, <https://soundcloud.com/uofl/>

- Improvement Quarterly*, 30, 165-178. doi: 10.1002/piq.21246
- 38). +**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
- 37). +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
- 36). +#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
- 35). +**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
- 34). +**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
- 33). +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
- 32). +#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 &*
- 05-29-17-uofl-today-shuck-head-hedstrom
- Impact Factor = 1.817
 - ISI Journal Citation Reports © Ranking: 2014: 29/76 (Psychology Applied); 86/185 (Management)
- 07/27/2017, featured in Forbes article: <https://www.forbes.com/sites/roddwagner/2017/07/26/more-proof-work-life-balance-can-be-a-life-or-death-issue/#75e3a29871dd>
- Impact Factor = 1.795
 - 9/20/2016, article featured on Sage's Management Ink: <https://managementink.wordpress.com/2016/09/19/23768/>
- Impact Factor = 2.327

Relationship Therapy, 15(1), 61-74. doi: 10.1080/15332691.2014.975306

- 31). +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.
- 30). +**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
- 29). +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

- 2012 SJR (SCImago Journal Rank) Score: 0.517
- Ranking: 35/86 Organizational Behavior & Human Resource Management (Scopus)
- Named **2016 Emerald Literati Network Award for Excellence, Emerald Publishing**
- Impact Factor = 1.795
- Named **2015 E. F. Holton III Outstanding Article of the Year**
- 2013 SJR (SCImago Journal Rank) Score: 0.546
- 58/154 Organizational Behavior and Human Resource Management (Scopus)
- 2/11/2016, featured story on local access affiliate, KET KY
- 12/3/2015, featured story in local television interview, <https://www.youtube.com/watch?v=8nQPO1rVhN4>
- 11/13/2015, interviewed about article on WCARD, 93.9, Louisville, KY, <https://soundcloud.com/uofl/nov-16-2015-uofl-today-horrible-bosses-study-dibiasi>
- 07/16/2015, article featured in The Washington Post, <http://www.washingtonpost.com/news/wonkblog/wp/2015/07/16/the-reasons-bad-bosses-are-so-bad-and-scary-things-it-means-for-our-health/>
- 02/25/2015, article featured

28). +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

27). +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

26). +Reio Jr., T., Nimon, K., & **Shuck, B.** (2015). Preface:

on MainStreet.com:
<http://www.mainstreet.com/article/horrible-bosses-are-disturbingly-common-in-the-american-workplace>

- 02/11/2015, article featured in WHAS-11 News:
<http://www.whas11.com/story/news/education/2015/02/11/horrible-bosses-uofl-research-dysfunction-behaviors/23261011/>
- 02/09/2015, article featured in Business First:
<http://www.bizjournals.com/louisville/news/2015/02/09/have-a-horrible-boss-u-of-l-research-shows-justhow.html?page=all>
- 02/04/2015, article featured in The Washington Post:
<http://www.washingtonpost.com/blogs/on-leadership/wp/2015/02/04/how-dysfunctional-is-your-boss/>
- 02/03/2015, article featured on TIME.com:
<http://time.com/3692875/if-you-think-your-boss-is-horrible-youre-probably-right/>

- Impact Factor = 1.795
- 2013 SJR (SCImago Journal Rank) Score: 0.546
- 58/154 Organizational Behavior and Human Resource Management (Scopus)
- 2013 SJR (SCImago Journal Rank) Score: 0.491
- 66/154 Organizational Behavior and Human Resource Management (Scopus®)
- 2013 SJR (SCImago Journal Rank) Score: 0.491

- Quantitative data analytic techniques to advance HRD theory and practice. *Advances in Developing Human Resources*, 17(1), 3-11. doi: 10.1177/1523422314559653
- 25). +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
- 24). +Owen, J., Rhoades, G., **Shuck, B.**, Fincham, F., Stanley, S., #Quirk, K., & Knopp, K. (2014). Commitment uncertainty: A theoretical overview. *Couple and Family Psychology: Research and Practice*, 3(4), 207-219. doi: 10.1037/cfp0000028
- 23). +#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
- 22). +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
- 21). +**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
- 20). +**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
- 66/154 Organizational Behavior and Human Resource Management (Scopus®)
 - Impact Factor = 1.135
 - 2014 ISI Journal Citation 10/26 (Industrial Relations & Labor)
 - 2014 ISI Journal Citation 47/76 (Psychology Applied) 111/185 (Management)
 - 2015 ISI Journal Citation
 - 2013 SJR (SCImago Journal Rank) Score: 0.491
 - 66/154 Organizational Behavior and Human Resource Management (Scopus®)
 - 11/15/2015, article featured on Sage's Management Ink: <http://managementink.wordpress.com/2014/09/08/top-five-advances-in-developing->

19). +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>

18). +**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

17). +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

human-resources-2/

- Impact Factor = 1.092
- 1 of 8 articles named to Sage top-read Business & Management articles of 2014
- Most read article in 2014
- 05/14/2015, article featured on Sage's Management Ink: <https://managementink.wordpress.com/2014/05/14/mental-health-and-work-employee-engagement-part-1-of-3/>
- 02/24/2015, article featured on CAL SHRM Website: <http://calshrm.shrm.org/2014-calshrm-winter-edition>
- 07/26/2013, featured article and personal interview on Sage's Management Ink: <http://managementink.wordpress.com/2013/07/26/life-is-different-for-engaged-employees/>
- Featured personal interview in Panamanian human resource magazine: Julio, R., & Rodriguez, J. (2013). Entrevista y Brad Shuck. *Recurso Humano Positivo*, 6(23), 23.
- Impact Factor = 0.400
- Named **2015 Professional Research Recognition Award for the Child Life Council**
- 08/01/2012, article featured in T+D Magazine: Lombardozzi, C. (2012, August). L&D efforts can

16). +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

15). +**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

14). +**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:

have major impact on engagement. *T+D*, 26.

- 07/07/2015, article featured in Child Life quarterly publication: Romereo, C. (2015, Summer). Inaugural research recognition award honors child life research. *Child Life Bulletin*, 5.

- 2013 SJR (SCImago Journal Rank) Score: 0.491

- 66/154 Organizational Behavior and Human Resource Management (Scopus®)

- Impact Factor = .659

- Named **2013 E. F. Holton III Outstanding Article of the Year**

- 2013 SJR (SCImago Journal Rank) Score: 0.546

- 58/154 Organizational Behavior and Human Resource Management (Scopus)

- 07/01/2015, article mentioned on Smartblogs.com Leadership: http://smartblogs.com/leadership/2015/07/01/theres-no-reason-employees-cant-be-both-engaged-and-happy/?utm_content=buffer94b19&utm_medium=social&utm_source=twitter.com&utm_campaign=buffer

- 05/11/2015, featured in Forbes article: <http://www.forbes.com/sites/roddwagner/2015/05/11/the-end-of-employee-engagement/>

- Impact Factor = 1.795

- 2013 SJR (SCImago Journal Rank) Score: 0.546

- 58/154 Organizational

10.1177/1534484312438211

13). +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

12). +**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

11). +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

Behavior and Human Resource Management (Scopus)

- 07/14/2013, article featured in Sage's Management Ink: <http://managementink.wordpress.com/2013/07/14/top-five-human-resource-development/>
- 05/01/2013, article featured in Sage's Management Ink: <https://managementink.wordpress.com/2013/05/01/challenges-in-leadership-part-2-of-3/>
- 05/12/2012, article featured in Sage's Management Ink: <http://managementink.wordpress.com/2012/03/29/who-are-the-leaders-we-need/>

- 06/24/2015, article featured on website the Science of Work: <http://scienceforwork.com/blog/emotional-intelligence-great-teams/>

- Included in **2011 ADHR Outstanding Issue of the Year**
- 2013 SJR (SCImago Journal Rank) Score: 0.491
- 66/154 Organizational Behavior and Human Resource Management (Scopus®)

- Included in **2011 ADHR Outstanding Issue of the Year**
- 2013 SJR (SCImago Journal Rank) Score: 0.491
- 66/154 Organizational Behavior and Human Resource Management (Scopus®)
- 07/14/2012, article featured in Sage's Management Ink:

- 10). **+Shuck, B.**, & Reio, T., & Rocco, T. (2011). Employee engagement: An examination of antecedent and outcome variables. *Human Resource Development International*, 14, 427-445. doi: 10.1080/13678868.2011.601587
- 9). **+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
- 8). **+Shuck, B.** (2011). Four emerging perspectives of employee engagement: An integrative literature review. *Human Resource Development Review*, 10, 304-328. doi: 10.1177/1534484311410840
- 7). **+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.
- 6). **+Shuck, B.**, & Wollard, K. (2010). Employee engagement and HRD: A seminal review of the foundations. *Human Resource Development Review*, 9, 89-110. doi:

<https://managementink.wordpress.com/2012/07/14/42-ingredients-for-employee-engagement/>

- Most Read List 2013
 - Most Read List 2014
 - Most Cited List 2014
-
- Impact Factor = 1.795
 - 2013 SJR (SCImago Journal Rank) Score: 0.546
 - 58/154 Organizational Behavior and Human Resource Management (Scopus)
-
- Impact Factor = 1.795
 - 2013 SJR (SCImago Journal Rank) Score: 0.546
 - 58/154 Organizational Behavior and Human Resource Management (Scopus)
-
- Named ***Emerald Gem and reprinted in (2015) New Perspectives in Employee Engagement in Human Resources***. Emerald Group Publishing Ltd.
ISBN: 9781785608735
 - 3rd most downloaded article in 2013, per Editor, Thomas Garavan
 - 1st most downloaded article in 2012, per Editor, Thomas Garavan
 - 2nd most downloaded article in 2011, per Editor, Thomas Garavan
-
- Impact Factor = 1.795
 - 2013 SJR (SCImago Journal Rank) Score: 0.546
 - 58/154 Organizational

10.1177/1534484309353560

Articles in Non-Refereed Sections of Academic Journals

(1 student co-authored, indicted with #)

- 5). **Shuck, B.** (in press). Being invited in and the principle of the cumulative effect. *New Horizons in Adult Education and Human Resource Development*. 30 (1) x-x.
- 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 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

Behavior and Human
Resource Management
(Scopus)

- 4th Most cited article
- Named **Most Read Article, 2010**
- 2/11/2016, featured story on local access affiliate, KET KY
- 11/30/2015, researched featured on Metro TV, Louisville, KY
- 11/13/2015, interviewed about article on 93.9, Louisville, KY, <https://soundcloud.com/uofl/nov-16-2015-uofl-today-horrible-bosses-study-dibiasi>
- Impact Factor = 1.795
- 2013 SJR (SCImago Journal Rank) Score: 0.546
- 58/154 Organizational Behavior and Human Resource Management (Scopus)
- Editor invited response to article: Kim, W., Kolb, J., & Kim, T. (2013). The relationship between work engagement and performance: A review of empirical literature and a proposed research agenda. *Human Resource Development Review*, 12(3),

248-276. doi:
10.1177/153448431246163
5

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

Articles in Professional Trade Journals/Publications

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

- 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)*.
- 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 21st century talent & 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.

Distinctions

- Reprinted in Kentucky Society of Human Resource Magazine, Summer 2013

Patent and Copyrighted Intellectual Property

1 Patent and 2 Copyrighted Works

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

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

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

Reviewed Book Chapters

8 Total (4 Refereed, indicated with + | 1 student co-authored, indicted with #)

+**Shuck, B.**, (under review). Does my engagement matter: Exploring the relationship between employee engagement and meaningful work in theory and practice. *Oxford Handbook of Meaningful Work*. Oxford: Oxford University Press.

+Zigarmi, D., Nimon, K., Roberts, T., & **Shuck, B.** (in press). A Model for the Formation of Employee Work Passion: Initial Findings and Future Directions. *Passion for Work*. Oxford: 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)*. San Francisco: 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). London: Routledge. [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). San Francisco: 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). London: Routledge. [Title book named **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). San Francisco: 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). Lambertville, NJ: The Collegiate-EmPowerment Company, Inc.

Editor-Reviewed Book Reviews

4 Total (2 student co-authored, indicted with #)

#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 = 0.833]

#Seeparsad, 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, Symposiums, and Innovative Sessions

55 Total (39 Refereed, indicated with + | 13 student co-authored, indicted with #)

International (9)

Britt, D., **Shuck, B.**, Benson, P., & Hawthorne, M. (under review). *Proactive risk analysis: Exploring inter-departmental health risk variation using residualized, aggregated medical claims data*. ACC Smithsonian Creativity and Innovation Festival.

Nimon, N., **Shuck, B.**, Berrios, N. (2017). 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. *75th 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 coworkers 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 (48)

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.

Rosenbusch, K., Drikk, J., & Morrison, E., **Shuck, B.** (under review). The changing of the guard: how do we plan for the academy's future needs. Submitted to the *Academy of Human Resource Development International Conference in the Americas, Richmond, VA.*

Shuck, B., Kim, W., Chai, D. S. (under review). The chicken and egg conundrum: Satisfaction or employee engagement and implications for HRD. Submitted to the *Academy of Human Resource Development International Conference in the Americas, Richmond, VA.*

Nimon, K., & **Shuck, B.** (under review). *Burnout and work engagement: Examining empirical overlap.* Submitted to the *Academy of Human Resource Development International Conference in the Americas, Richmond, VA.*

Lee, J. Y., Rocco, T. S., and **Shuck, B.** (under review). Towards an Employee Engagement Resource Theory: A Structured Literature Review. Submitted to the *Academy of Human Resource Development International Conference in the Americas, Richmond, VA.*

Cumberland, D., Alagaraja, M., **Shuck, B.**, & Kerrick, S. (under review). Linking social capital to employee voice: a working model. *Academy of Human Resource Development Conference, Arlington, VA.*

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., Drikk, 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 Meeting 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

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- +#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 13th 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/.
- 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/.
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#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.

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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/.

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.

Under Review (5)

+Intended for refereed publication, #with student

+**Shuck, B.**, Alagaraja, M., Immekus, J., Cumberland, D., & Honeycutt, M. (2016). Compassion as leader behavior: An empirical framework for consideration. *Journal*

Cumberland, D., Alagaraja, M., **Shuck, B.**, & Kerrick, S. (under review). *Employee Voices: What CEOs May Not Be Hearing*. Manuscript submitted to *Human Resource Development Review*.

Zigarmi, D., Roberts, R., & Shuck, B. (under review). A New Motivation Paradigm for Employees and Organizations of the 21st Century. Manuscript submitted to *Advances in Developing Human Resources*.

Zigarmi, D., Roberts, R., & Shuck, B. (under review). Employee Perceptions of Work Environment, Motivational Outlooks, and Work Intentions: An HR Practitioner's Dream or Nightmare? Manuscript submitted to *Advances in Developing Human Resources*.

+Gittings, G., Bergman, M., & **Shuck, B.** The effect of student attributes and program characteristics on doctoral degree completion. Manuscript submitted to *New Horizon's in Adult Education and Human Resource Development*

MAJOR WORKS IN PROGRESS (1)

Zigarmi, D., Nimon, K., **Shuck, B.** (manuscript in preparation). Employee engagement: Job attitude or mediator between job attitudes and affect? Manuscript to be submitted for publication to *Journal of Organizational Behavior*. [Submission target for Spring, 2018]

GRANT AND CONTRACT PROPOSALS

UNIVERSITY OF LOUISVILLE, Louisville, Kentucky

Shuck, B. (Principal Investigator) (In preparation). *The influence of compassionate leadership and the development of organizational character building*. [Submitted formal letter of inquiry to Templeton Foundation January, 2015. Full proposal under development to be submitted Spring, 2019] [Pilot testing of model currently underway] [Funding request, \$250,000.⁰⁰]

Jennings, J. (Co-Principle Investigator), Johnson, C. (Co-Principle Investigator), **Shuck, B.** (Co- Investigator), & Immekus, J (Co-Investigator). (2016). *Corporate Investments in Health: Understanding the Interchange between Population Health and Business Performance*. Robert Wood Johnson Foundation. [Funding request, \$250,000]

Bergman, M. (Co-Principle Investigator), Rose, K. (Co-Principle Investigator), & **Shuck, B.** (Co-Principle Investigator). *Bridging the Talent Gap: Tennessee- Graduate! Network*. Funded by the Lumina Foundation, \$13,000, FY2016. Indianapolis, IN: Lumina Foundation.

Sun, J. C. (Principal Investigator & Project Director), Jean Marie, G. (Co- Principal Investigator), **Shuck, B.** (Co-Investigator), et al. (2016). *Cadre and faculty development course 2016: Pilot project*. Funded by the U.S. Department of the Army, Training and Doctrine Command, \$848,000, FY2016 to FY2017. Fort Eustis, VA: U.S. Army Training and Doctrine Command.

Shuck, B., (Principal Investigator) Ingle, K., (Co-Investigator) Carpenter, B., (Co-Investigator) Buecker, H., (Co-Investigator) & Immekus, J. (Co-Investigator) (2016). *Jefferson County Public Schools and the University of Louisville Human Capital Partnership*. [Funding request \$392,695.⁰⁰] [Not Funded]

Shuck, B., (Principal Investigator) Ghosh, R. (Co-Investigator) & Cumberland, D. (Co- Investigator) (2015). *Building psychological capital toward full engagement through formal mentoring: A longitudinal analysis on mentoring as a strategic human resource intervention*. [Funding request \$190,046.⁰⁰] [Not Funded]

Sun, J. C. (Principal Investigator & Project Director), Jean Marie, G. (Co- Principal Investigator), **Shuck, B.**, (Co-Investigator), et al. (2015). *Cadre and faculty development course: Proof of principle*. Funded by the U.S. Department of the Army, Training and Doctrine Command, \$483,000, FY2015 to FY2016. Fort Eustis, VA: U.S. Army Training and Doctrine Command.

Shuck, B. (Principal Investigator) (2015). *Universal Woods Wiki Climate Evaluation Project*. [\$81,981.⁰⁰] [Not Funded]

Shuck, B. (Principal Investigator) & Ghosh, R. (Co-Investigator) (2014). *Formal mentoring, psychological capital, and employee engagement: A quantitative dominant concurrent mixed methods design*. University of Louisville Faculty Development Grant. [Funding request \$4,589.⁰⁰/actually funded \$1350.⁰⁰].

Shuck, B. (2013). *Professional development grant*. Small Grant Committee, University of Louisville Faculty Senate. (\$693.⁰⁰).

WESTERN KENTUCKY UNIVERSITY, Bowling Green, Kentucky

Shuck, B. (2004). *Perceptions of RA satisfaction*. South Eastern Association of Housing Officers, Mini Grant. (\$1,000.⁰⁰).

Shuck, B. (2004). *The 6 o' clock hour leadership development initiative*. South Eastern Association of Housing Office, Mini Grant. (\$500.⁰⁰).

MEDIA COVERAGE OF RESEARCH

Shuck, B. (January 2, 2018). Can Learning About EVP Help HR Professionals? Hindustan Times, 17.

Tandon, R. (December, 2017). Interview with Dr. Brad Shuck on Employee Value Propositions. *BW People*, 74-75.

World HR Diary. (September 21st, 2017). Interview with Dr. Brad Shuck. World HR Diary. Research featured and quoted. Retrieved from:
<http://www.worldhrdiary.com/2017/09/Video-Interview-Dr.-Brad-Shuck.html>

Narayanan, C. (September, 14th, 2017). Dignity Makes the Biggest Difference. *The Hindu BusinessLine*. Research featured and quoted in article. Retrieved from:
<http://www.thehindubusinessline.com/specials/dignity-makes-the-biggest-difference/article9857843.ece>

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- Shuck, B.** (2015). *Compassionate leadership*. Presentation at the *International Leadership Association* [Barcelona, Spain]. Available at: <https://www.youtube.com/watch?v=qPkHPXzISRQ&feature=youtu.be>

PROFESSIONAL AWARDS AND HONORS

<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
<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

ACADEMIC TEACHING EXPERIENCE

UNIVERSITY OF LOUISVILLE *(Full-time)*

Course Name	Role and Evaluation	Years Teaching	Teaching Format
ELFH 674 Advanced Leadership Theory	<ul style="list-style-type: none"> • Lead Faculty & Primary Instructor • Responsible for course design and content, working with adjuncts, and student learning 	Fall 2015 Doctoral-Level	• Face-to-Face

	<ul style="list-style-type: none"> assessment • Evaluation N/A 		
ELFH 316 Instructional Strategy and Facilitation	<ul style="list-style-type: none"> • Faculty (US ARMY Cadet Command) • Avg. Course Eval: 4.63/5.0 	Summer 2015 Undergraduate-Level	<ul style="list-style-type: none"> • Face-to-Face (on location at Ft. Knox, KY.)
ELFH 623 Special Problems in Leadership Instruction	<ul style="list-style-type: none"> • Faculty (US ARMY Cadet Command) • Avg. Course Eval: 4.70/5.0 	Summer 2015 Graduate-Level	<ul style="list-style-type: none"> • Face-to-Face (on location at Ft. Knox, KY.)
ELFH 683 College Teaching	<ul style="list-style-type: none"> • Faculty (US ARMY Cadet Command) • Avg. Course Eval: 4.63/5.0 	Summer 2015 Graduate-Level	<ul style="list-style-type: none"> • Face-to-Face (on location at Ft. Knox, KY.)
ELFH 664 Organizational Change and Consulting	<ul style="list-style-type: none"> • Lead Faculty • Responsible for course design and content, working with adjuncts, and student learning assessment • Avg. Course Eval: 4.60/5.0 	2013 – Present Graduate-Level	<ul style="list-style-type: none"> • Online (synchronous) • Face-to-Face, Panama City, Panama • Hybrid (F2F / Synchronous online, in Louisville, KY.)
ELFH 617 Evidence-Based Research in HROD	<ul style="list-style-type: none"> • Lead Faculty • Responsible for course design and content, working with adjuncts, and student learning assessment • Avg. Course Eval: 4.64/5.0 	2012 – Present Graduate-Level	<ul style="list-style-type: none"> • Online (synchronous) • Face-to-Face, Panama City, Panama • Hybrid (F2F / Synchronous online, in Louisville, KY.)
ELFH 616 HROD Integrative Capstone	<ul style="list-style-type: none"> • Faculty • Avg. Course Eval: 4.64/5.0 	2012 – Present Graduate-Level	<ul style="list-style-type: none"> • Online (synchronous)
ELFH 673 eLearning Design & Development	<ul style="list-style-type: none"> • Lead Faculty • Responsible for course design and content, working with adjuncts, and student learning assessment • Avg. Course Eval: 	2011 – Present Graduate-Level	<ul style="list-style-type: none"> • Online (synchronous) • Face-to-Face

	4.59/5.0		
ELFH 605 Leadership in HROD	<ul style="list-style-type: none"> • Program Faculty • Avg. Course Eval: 4.67/5.0 	2011 – Present Graduate-Level	<ul style="list-style-type: none"> • Hybrid (F2F in Ft. Knox, KY. / Synchronous online, in Louisville, KY.) Face-to-Face
ELFH 672 Instructional Design & Development	<ul style="list-style-type: none"> • Program Faculty • Responsible for course design and content, working with adjuncts, and student learning assessment • Avg. Course Eval: 4.70/5.0 	2010 – Present Graduate-Level	<ul style="list-style-type: none"> • Online (synchronous) • Face-to-Face
ELFH 312 Designing Learning	<ul style="list-style-type: none"> • Lead Faculty • Responsible for course design and content, working with adjuncts, and student learning assessment • Avg. Course Eval: 4.57/5.0 	2010 – Present Undergraduate-Level	<ul style="list-style-type: none"> • Online (asynchronous) • Face-to-Face
ELFH 577/578 Business Ethics and Knowledge Management	<ul style="list-style-type: none"> • Program Faculty • Avg. Course Eval: 4.69/5.0 	2010 – 2011 Undergraduate-Level	<ul style="list-style-type: none"> • Face-to-Face

FLORIDA INTERNATIONAL UNIVERSITY (*Doctoral student*)

			Description of Duties
ADE 5383 Instructional Design	<ul style="list-style-type: none"> • Facilitator (co-taught with lead instructor of record) 	2009 Graduate-Level	<ul style="list-style-type: none"> • Face-to-Face
ADE 5386 Individual Learning & Adult Education	<ul style="list-style-type: none"> • Facilitator (co-taught with lead instructor of record) • Guest lecturer for instructor of record 	2009 Graduate-Level	<ul style="list-style-type: none"> • Face-to-Face • Executive Weekend Format
ADE 6369 Adult Teaching Methods	<ul style="list-style-type: none"> • Facilitator (co-taught with lead instructor of 	2009 Graduate-Level	<ul style="list-style-type: none"> • Face-to-Face • Executive Weekend Format

	record) • Guest lecturer for instructor of record		
ADE 6180 Community & Organizational Process	• Facilitator (co-taught with lead instructor of record)	2009 Graduate-Level	• Face-to-Face
ADE 6945 Internship in Adult Edu. & Human Resource Development	• Facilitator (co-taught with lead instructor of record)	2008-2009 Graduate-Level	• Face-to-Face • Executive Weekend Format
IDH 1931 Honors Leadership Seminar	• Adjunct Faculty in Honors College	2008 Undergraduate-Level	• Face-to-Face
SLS 1501 Freshman Year Experience	• Facilitator	2006-2007 Undergraduate-Level	• Face-to-Face

UNIVERSITY OF MIAMI MILLER SCHOOL OF MEDICINE *(Doctoral Student)*

		Description of Duties	
MDR 939 Professional Development for Medical Students	Faculty	2006-2009 Advanced Doctoral-Level	• Face-to-Face • Experiential • Executive Weekend Format

WESTERN KENTUCKY UNIVERSITY *(Professional Staff Member)*

		Description of Duties	
UC 101 Freshman Year Experience	Facilitator	2005-2006 Undergraduate-Level	• Face-to-Face

DOCTORAL SUPERVISION

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

Dissertation Major Professor (2)

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 (27)

- 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 ADDRESSES

- 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.** (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.

PRESENTATIONS AND WORKSHOPS

Invited University Guest Lectures (7)

- Shuck, B.** (2017). *Building engagement at the university. How do we move forward?* Presented to the 2nd 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.

Invited Workshops and Presentations (41)

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). *Going beyond employee engagement.* Workshop presented to 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 BI Worldwide, Minneapolis, MN. [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, Tampa, 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 Zirmed'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, Daive, 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, 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 (11)

- 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)**

- Akens, 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 <i>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)</i>	2015
JEFFERSON COUNTY PUBLIC SCHOOLS , Louisville, KY <i>Teacher Turnover/Transfer Project</i>	2015
LOUISVILLE SOCIETY FOR HUMAN RESOURCE MANAGEMENT , Louisville, KY <i>Compassion in the Workplace Project</i>	2012-2014
NORTON UNIVERSITY, NORTON HEALTHCARE , Louisville, KY <i>Harnessing Our Learning Culture, Githens & Associates</i>	2012-2013
GREATER LOUISVILLE INC , Louisville, KY <i>Best of Louisville, Herd & Shuck</i>	2010
CHAMBER SOUTH, CHAMBER OF COMMERCE ASSOCIATION , Miami, FL <i>Chamber South Engagement Project, Office of the President</i>	2010
NORWEGIAN CRUISE LINE , Miami, Florida <i>Global Employee Engagement Survey, Corporate Human Resources</i>	2009-2010
FLORIDA INTERNATIONAL UNIVERSITY , Miami, Florida <i>Comprehensive Strategic Assessment Plan, Career Services Office</i>	2007- 2008
<i>SACS Accreditation Divisional Consultation Committee, Student Affairs</i>	2006- 2008
<i>SEAHO Conference Evaluation, Housing and Residence Life</i>	2004- 2005
WESTERN KENTUCKY UNIVERSITY , Bowling Green, Kentucky <i>Student Satisfaction Survey, Housing and Residence Life</i>	2004
<i>Resident Assistant Marketing Survey, Housing and Residence Life</i>	2004
<i>Resident Satisfaction Survey, Housing and Residence Life</i>	2004
<i>Student Satisfaction Survey, Housing and Residence Life</i>	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- Present
Journal of Managerial Psychology, <i>Editorial Board Member</i>	2017- Present
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- Present

Professional Association and Conferences

Health Enhancement Research Organization (HERO) Engagement Study Group	2017- Present
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

ACADEMY OF HUMAN RESOURCE DEVELOPMENT, St. Paul, Minnesota

AHRD Board Member (Elected, 3yr Term)	2018- Present
Faculty Development SIG, Steering Committee	2016- Present
AHRD Nominations and Elections Committee	2014- Present
<i>AHRD Book of the Year Committee, Chair</i>	2010- Present
<i>Scholar-Practitioner SIG, Publications, Chair</i>	2010-2015
<i>Quantitative Methods SIG, Publications, Co-Chair</i>	2010-2015

UNIVERSITY OF LOUISVILLE, Louisville, Kentucky

Presidential Faculty Search Consultation Committee (Elected)	2017-Present
Presidential Distinguished Faculty Award Committee	2016-2017
Grawemeyer Excellence in Education Award Committee	2016-2017
Doctoral Admissions Committee, <i>HRD Program Coordinator</i>	2010-2016
CEHD Dean's Advisory Committee, <i>Vice Chair</i>	2011-Present
- [<i>served as Interim Chair of Dean's Advisory Committee 2012-2013</i>]	

NORWEGIAN CRUISE LINE, Miami, Florida

Norwegian Cruise Line CareTeam (<i>Global Incident/ Crisis Response Team</i>)	2009- 2010
Global Employee Engagement Project Committee	2009- 2010
Corporate Wellness Committee	2009- 2010
Global Sales Conference Forum	2008- 2009

FLORIDA INTERNATIONAL UNIVERSITY, Miami, Florida

Institutional Committees

Student Conduct and Conflict Resolution, Conduct Review Board	2005- 2008
Leadership Summit Conference Development Team	2005- 2007
Living Learning Community Development Team	2005- 2007

Departmental Committees

Career Services Annual Report, <i>Editor</i>	2007- 2008
Student Affairs Graduate Association Staff Recruitment, <i>Chair</i>	2007- 2008
Awards and Recognition Committee	2007- 2008
MEGACareer Week Logistics Committee, <i>Chair</i>	2007- 2008
Marketing Committee	2007- 2008
Academic Initiatives Committee	2006- 2007
Strengths Development Committee, <i>Chair</i>	2006- 2007
Professional Staff Development Committee, <i>Chair</i>	2006- 2007

Marketing and Conferences Recruitment Committee	2006- 2007
Professional and Student Staff Training Committee	2005- 2007
Marketing Committee	2005

WESTERN KENTUCKY UNIVERSITY, Bowling Green, Kentucky

Institutional Committees

Academic Leadership Committee	2004- 2005
Student Affairs Leadership Development Committee	2003- 2005
Aramark Food Services Bid Contract and Renovations Committee	2001- 2002
College of Education & Behavioral Sciences Grievance Committee	2000- 2002

Departmental Committees

Academic Initiatives Committee	2004- 2005
Training and Development Committee	2003- 2004
Graduate Student Competencies Committee	2003- 2004
Faculty Involvement Orientation Departmental Committee	2002- 2003
Assessment Committee	2002- 2005
Faculty Involvement Orientation Committee	2002- 2003
Creative Discipline Committee	2002- 2003
Social and Cultural Diversity Committee	2002- 2003
Creative Discipline Committee	2002- 2003
Social and Cultural Diversity Committee	2002- 2005
Living Learning Community Committee	2002- 2003