

Winter 2006

Volume 1, Issue 2



# WDE 360°

## WDE at International AHRD Conference Taiwan

In this issue of  
WDE 360°

<i>WDE at AHRD Taiwan</i>	1
<i>New WDE Online Course</i>	1
<i>Awards &amp; Achievements</i>	2
<i>Profile: Dr. Ronald L. Jacobs</i>	3
<i>WDE Calendar of Events</i>	3

The Asian Academy of Human Resources Conference which was held in Taipei, Taiwan, from December 3-6, 2005, found The Ohio State University well-represented among attendees from 14 different countries. Dr. Ronald L. Jacobs headed up a group of eight students and alumni who were enthusiastic participants in the annual event.

Current Ph.D. students, Bryan Wang and Dave Boulay, were members of the OSU party, as was Young-Hee Kong, Yi-Chun Lin, Wen-Rou Huang as well as

WDE alumni Jennifer Calvin, and Jeeyon Paek (see picture.) "It's a very interesting experience to be present at a conference," said Bryan. "Although I'm just a first year doctoral student, I learned a lot in the process. I appreciate that the faculty in our program push us to get involved in the process so early."

Dave Boulay echoed Bryan's reactions. "The conference was outstanding. The sessions were engaging and it is interesting how the topics and issues in HRD are common throughout the world." Human resource development issues which were highlighted at the conference included On-The-Job Training, ISO 10015 and workplace competencies. To learn more about the conference, visit [www.ahrd.org](http://www.ahrd.org) and click on 2005 Asian Conference.



The OSU team represented at the Asian AHRD Conference in Taiwan that took place from December 3-6, 2005. Pictured from left to right: Dr. A. Akad Osman-Gazi, assoc. professor of HRD, Nanyang Technological University, Wen-Rou Huang, Bryan Wang, Yi-Chun Lin, Young-Hee Kong, Dave Boulay, Jeeyon Paek, Jennifer Calvin and Dr. Ronald L. Jacobs, Professor/WDE.

### WDE is committed to:

- The preparation of advanced practitioners and scholars who address educational issues related to work and learning;
- Fostering learning for individuals entering the workforce, adapting to changes in organizational and workforce requirements and undertaking lifelong learning to achieve personal and societal goals;
- Encouraging an integrated perspective that includes theory, research and practice that serves the emerging academic and professional challenges of the global economy.

## WDE Debuts New Online Learning Course

WDE Section has debuted a new online learning course which shows educators how to take knowledge from theory to practice in a distance education mode. The course, *WDE PAES 893.4, Design to Delivery: Putting Online Learning Into Practice*, explores the more prevalent theoretical constructs of distance education with opportunities to identify learning theories most relevant to stu-

dents in their roles as teachers/facilitators.

The goal of the class is for students to reflect, understand and articulate their instructional decisions, based on the theory and research presented.

The instructor for the class, Dr. David Stein, sees distance education as a growing influence in instructional delivery. "Online learning is becoming

the fastest growing segment of the adult learning environment," commented Stein. "I would forecast that the online segment will enroll as many participants as traditional learning environments." Added Stein "Learning how to teach effectively online will be a necessary skill in the future." For further information about the course, contact Dr. Stein at 292-0788 or email [stein.1@osu.edu](mailto:stein.1@osu.edu).

● *Awards* ● *Achievements* ●

**† Dave Boulay, Ph.D. Student**

Co-presented the program "Human Competence and Organizational Adaptability" with Dr. Ronald L. Jacobs, Director, CE/TE, at the Asian Academy of Human Resources Development Conference, Taipei, Taiwan, from December 3-6, 2005. He was the recipient of the Dowling Fund Scholarship and an international travel stipend of \$1,000.

Will present the program "Leadership Development: Developing the Leader and the Process" at the AHRD Conference, Columbus, Ohio, February 22-26, 2006.

**Ann Ramsey, Masters Student**

Presented the program "Best Practices on Creating Custom Program Assessments" at The 28th Annual Conference on Management and Executive Development Programs (CMED), St. Petersburg Beach, Florida, on November 20, 2005, and at the American Society of Training and Development (ASTD) Workplace and Learning Conference/Expo, Worthington, Ohio, on November 15, 2005.

**Connie Wanstreet, Ph.D. Student**

Co-presented the program "Presence in a Blended Course: Implications for Communities of Inquiry" with Dr. David Stein, at the 21st Annual Conference on Distance Teaching & Learning, Madison, Wisconsin, August 3-5, 2005.

Co-presented the program "The Risk of Hybrid Delivery in Developing Communities of Inquiry" with Dr. David Stein, at the Technology, Colleges & Community 10th Anniversary Worldwide Online Conference, University of Hawaii, April 19-21-2005.

**Research and Scholarship**

**Two new doctoral degrees were awarded in the Workforce Development and Education Section during the last quarter.**

- **Dr. Joni Barnard was awarded her doctorate for successfully defending her dissertation, "The Effects of Near Versus Far Transfer of Training Approach on Trainees' Confidence to Coach Related and Unrelated Tasks."**
- **Dr. Steve Whatley was awarded his doctorate for successfully defending his dissertation, "Social Process of Adult Education Program Planning: A Case Study of a Professional Licensing Board Establishing Mandatory Continuing Professional Education."**

**Did you know that . . . ?**

- there is a state-of-the-art computer lab reserved for the use of WDE students in 385 Arps
- any student can post a message on the WDE Listserv by emailing your announcement to:  
[wdelistserv@lists.acs.ohio-state.edu](mailto:wdelistserv@lists.acs.ohio-state.edu)
- The WDE webpage has been updated and redesigned. Grateful acknowledgement to Young-Hee Kong for her outstanding work. Check it out at:  
<http://www.education.osu.edu/paes/wde/default.htm>

# Profile

## Dr. Ronald L. Jacobs

Ronald L. Jacobs, Ph.D. (Indiana University, 1980) is a professor of Workforce Development and Education at the Ohio State University, and also serves as Director of the Center on Education and Training for Employment. Dr. Jacobs is a frequent contributor to the human resource development scholarly literature, having written

nearly 100 journal articles and book chapters and four

including the systems theory foundations of human resource development, employee development, and structured on-the-job training (S-OJT).

Most recently, Dr. Jacobs has written on institutionalizing organizational change and cascade training. In 1994, he received the instructional technology research award from ASTD and in 1995 he was recognized for his scholarly contributions to the HRD field by the Academy of Human Resource Development. From 1998-2001, Dr. Jacobs served as the editor of the Human Resource Development Quarterly, the major scholarly journal of the human resource development field. Dr. Jacobs currently serves on the advisory board of the Workplace Learning and Performance Certification Institute, ASTD.



## WDE Calendar of Events

### WDE Scholars Brown Bag Luncheons

286 Arps

11:30 am to 1 pm

- Friday, February 3, 2006  
**Subject:** From Coursework to Dissertation: Researching College Transition for Career Tech/College Prep Students  
**Presenter:** Julie Novel
- Friday, March 3, 2006  
**Subject:** Social Process of Adult Education Program Planning: A Case Study of a Professional Licensing Board Establishing Mandatory Continuing Professional Education  
**Presenter:** Dr. Steve Whatley

*All Scholars Brown Bag*

*Luncheons will include*

*Domato's Pizze and Coca Cola products.*



## 2006 AHRD Conference Is Coming!

February 22-26, 2006

Columbus Convention Center

The Annual Academy of Human Resources Development (AHRD) Conference is coming to

Columbus. This event brings together scholars,

researchers, and professionals from across the Human Resources spectrum. It represents a unique opportunity to learn and network with the foremost experts in the field of human resources development ...

and it's right here in Columbus!

Don't miss this opportunity for a lively exchange ideas and the chance to connect with

the leaders in the HR community!

**JANUARY 31 IS LAST DAY FOR THE EARLY  
REGISTRATION PRICE.**

Visit <http://www.ahrd.org/home.html> for conference details.

The Annual Academy of

Human Resources Development  
(AHRD)

Conference will be held in Columbus  
from

February 22-26, 2006.

Ask Dr. Josh Hawley how you can get

*College of Education  
School of Physical Activity and Educational Services  
283 Arps Hall  
1945 North High Street  
Columbus, OH 43210-1120  
Phone 614-292-5037  
Fax: 614.292-0102  
Email: [johnston.368@osu.edu](mailto:johnston.368@osu.edu)*