

# Ho Sung You

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## EDUCATION

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### **Pennsylvania State University, University Park, PA**

**Doctoral student of Philosophy** in Workforce Education and Development

✓ Emphasis: Career Development of Veterans

✓ Personal Focus: Career Development

✓ Advisor: Dr. Hyung Joon Yoon

### **Korea University, Seongbuk-gu, Seoul, Republic of Korea** (<http://www.korea.edu/>)

**Master of Arts** in Sociology of Education and Adult Continuing Education **August 2022**

Advisor: Dr. Dae-Yean Cho

**Thesis:** Transformational leadership, work engagement, and mediators: meta-analytic structural equation modeling. [Master's thesis, Korea University]. Seoul. (<https://rb.gy/500agd>)

### **Chonnam University, Buk-gu, Gwangju, Republic of Korea**

**Bachelor of Arts** in Education & History

**February 2017**

## WORK EXPERIENCES

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### **WORK EXPERIENCES**

#### **Administrative Graduate Assistant (Promotion Staff), Professional Personnel Development Center, State College, Pennsylvania**

*University Park, PA*

**May 2023 – Present**

Involved in rebuilding and enhancing the online presence of the PPDC, showcasing the incredible work we do and making it more accessible and appreciated on a broader scale.

- Take responsible for ensuring our digital platform reflects our commitment to quality, our innovative approaches, and the impactful results of our efforts. This involves regular updates, content creation, and website maintenance.
- Collaborate with the team at PPDC to strategize and implement promotional activities that boost the visibility and reputation of the center. This includes social media campaigns, newsletters, and other digital marketing initiatives.
- Draft and publish web content, blog posts, and articles that effectively communicate the mission, activities, and achievements of PPDC to both academic and non-academic audiences.
- Engage in professional development opportunities, including attending webinars and workshops, to stay current with emerging trends in web design, digital marketing, and online community engagement.

**Research Assistant, Workforce Education and Development Program Under the supervision of Dr. Hyung Joon Yoon, Professor-in-Charge, Pennsylvania State University**

*University Park, PA*

**September 2022 – May 2023**

- Assisted Dr. Yoon in his groundbreaking research on empowering individuals and organizations through human agency and hope, contributing to developing and refining the Human Agency-Based Individual Transformation (HABIT) model, the Assessment of Human Agency (AHA), and the Hope-Action Theory.
- Conducted comprehensive literature reviews and synthesized vital findings to support ongoing research projects, ensuring a solid theoretical foundation and understanding of current trends in the field.
- Collaborated with Dr. Yoon to design and implement quantitative research methods, including surveys, and interviews, to collect and analyze data on human agency and hope in various contexts.
- Managed and analyzed data using statistical software (e.g., SPSS, R, and Mplus), ensuring data accuracy and integrity while identifying trends, patterns, and key findings to develop new models and measures.
- Drafted research reports, conference presentations, and scholarly articles, effectively communicating research findings to academic and non-academic audiences.
- Participated in regular research meetings with Dr. Yoon and other team members, discussing progress, challenges, and potential solutions, fostering a collaborative and supportive research environment.
- Actively engaged in professional development opportunities, including attending conferences and workshops, to stay current with emerging research and trends in human agency, hope, and workforce education and development.

**Conference Committee Member, WFED Virtual Conference 2023: Careers and Technologies for Advancing DE&I, Penn State Learning and Performance Systems Department**

*University Park, PA*

**March 2023**

Collaborated with a diverse team of professionals to organize and execute the WFED Virtual Conference 2023, focusing on global careers and technologies that advance diversity, equity, and inclusion (DE&I).

- Engaged and invited thought leaders and innovative practitioners worldwide to present their insights and experiences in the DE&I realm, contributing to a rich and engaging conference agenda.
- Assisted in developing and maintaining a conference timetable, ensuring the timely execution of events and presentations while addressing any unforeseen challenges or technical issues.
- Managed and monitored virtual conference platform, supporting presenters and attendees and ensuring smooth session transitions.
- Evaluated conference outcomes and provided recommendations for future improvements, ensuring continuous growth and success of the event.

**Academic Secretary, The Anam Society for the Study of Education**

*Seoul, Republic of Korea*

**February 2022 - Present**

- Recruited presenter and collected manuscripts to host the conference.
- Established an essential timetable for the conference operation and carried out additional administrative tasks such as sending official documents and paying rewards.
- Organized Conference materials by integrating the collected presentation manuscripts and distributed them with invitations to the members of the society.
- Assisted the progress of online academic conferences and managed throughout the conference.

**General Secretary, Teacher Training Center, Korea University**

*Seoul, Republic of Korea*

**December 2020 - February 2022**

- Designed, scheduled, and managed in-service teacher training programs in the Republic of Korea.
- Established an education plan using an online distance training system (LMS) to respond to the rapidly changing Korean society due to COVID-19.
- Supported the completion of education through administrative support and active responses to inquiries for teachers.
- Managed a staff of 31, including the secretaries of the training course and the assistants who assisted them.
- Casted instructors who are well-known and talented in the field to improve teachers' expertise.
- Collected, evaluated, and managed data on education results and instructor satisfaction to reflect it in the next education session.

**Project Assistant, Ministry of Employment and Labor, Employment Policy Division**

*Sejong, Republic of Korea*

**May 2020 - September 2020**

- Conducted administrative assistance and budget execution throughout the project.
- Identified the current status of policy studies supported by the Ministry of Employment and Labor and related organizations to understand the trend of domestic employment policies, and coded according to the classification framework.
- Collected basic data in the project, a quantitative meta-analysis of the factors corresponding to the performance factors of policy research in the employment field.
- documented and organized recorded voice data during Expert Focus Group Interview to improve future policy research and derive future policy research tasks.
- Contributed to the preparation of the introduction of the research report and conducted the final editing of the document.
- Secured a grant for \$33,077 from the Korean Ministry of Employment and Labor.

**Assistant, Ministry of Education, Forum, The Last 20 Years, the Next 20 Years of Talent Medal of Korea**

*Seoul, Republic of Korea*

**May 2020**

- Assisted in preparing the forum for ways to improve the Talent Medal of Korea.
- Created a survey tool and surveyed to study ways to improve the Talent Medal of Korea.

**Public Affairs & Education Officer (Lieutenant), Republic of Korea**

*Yang-gu (General OutPost), Gangwon-do, Republic of Korea*

**February 2017 - July 2019**

- Developed, budgeted, documented, coordinated, and assessed spiritual & mental force enhancement training programs for soldiers twice a year at a battalion level (approximately 300 soldiers).
- Planned, distributed educational materials, and managed mental strength education conducted once a week to enhance morale and inspire hope among soldiers in the border service corps.
- Planned education program to form a national pavilion by inviting professional instructors.
- Held morale-boosting concerts by inviting local artists from various fields for soldiers once a year at a battalion level (approximately 300 soldiers).
- Communicated to the commander, to soldiers, to subordinate leaders that make up the organization using communication tools (such as newsletters, command speeches, and social media).
- Valued the relationship between military and civilian communities and coordinated events through connection with local communities.

## Publication

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### Articles in Refereed Journals

- Kim, J. J. (2022). A Relationship among Self-direction, Teaching Presence, Social Presence and Perceived Academic Achievement of Teachers in Distance Training Program. 교육문제연구, 35(3), 111-132 (<http://dspace.kci.go.kr/handle/kci/1943918>).

## SELECTED PROFESSIONAL CREDENTIALS

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### Teacher's Certificate (2<sup>nd</sup> grade)

- Fulfilled all the requirements of the Teacher Certification Regulations under the Elementary and Secondary Education Act in the Republic of Korea and was authorized to perform duties as the teacher

## AWARDS

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**David and Virginia Shirley Memorial Graduate Scholarship:** Office of Graduate Fellowships and Awards, The Pennsylvania State University (2022 – 2023). Competitive merit-based scholarship supporting graduate study and research in Workforce Education and Development.

**Dr. Kenneth E. Ruch Award in Education:** College of Education, The Pennsylvania State University (2025). Institutional award recognizing outstanding academic excellence in the Workforce Education program.

**BK21 Graduate student Scholarship:** 1<sup>st</sup> – 3<sup>rd</sup> Semester (2020~2021), Supported research to enhance capabilities in core academic fields and foster academic successors. Awarded by the Graduate School, Korea University

**Research Assistant Scholarships:** 1<sup>st</sup> Semester, 2020. Awarded by the Graduate School, Korea University

**Administrative Assistant Scholarships:** 2<sup>nd</sup> – 4<sup>th</sup> Semester, 2020. Awarded by the Graduate School, Korea University

**Citation:** presented by Corps Commander of the flawless border operation with encouraging soldiers to stay alert through mental strength education in 2018.

## PROJECTS

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**Ministry of Employment and Labor & Korea University Research Team. (2020).** *A study on the exploring performance of policy research in employment and future improvement through Meta-analysis.* Sejong, A project funded by the Ministry of Employment and Labor. The Republic of Korea. See <https://www.prism.go.kr/homepage/entire/researchDetail.do> for findings.

## SERVICE AND LEADERSHIP

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**Treasurer, Workforce Education Graduate Student Association (WEGSA), Executive Board**  
2025 – current

- Managed financial operations, including budgeting and accounting, ensuring the effective allocation of resources for association events and initiatives.

**Vice President (Elect), Workforce Education Graduate Student Association (WEGSA)**  
2024 – 2025

- Scheduled to assume a strategic leadership role, supporting the association's mission to represent and fulfill student needs and concerns.

**Treasurer, Workforce Education Graduate Student Association (WEGSA), Executive Board**

2023 – 2024

- Managed financial operations, including budgeting and accounting, ensuring the effective allocation of resources for association events and initiatives.

**General Secretary**, Teacher Training Center, Korea University

**December 2020 - February 2022**

- Prepared 2020 Winter & 2021 Summer & 2021 Winter in-service 1<sup>st</sup> teacher training.

**Secretary**, Academic Secretary, The Anam Society for Study of Education

**February 2022**

**–December 2022**

- Prepared the 2022 Winter Conference and served as a member of the academic committee.

## PROFESSIONAL PRESENTATIONS

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### *Conferences*

1. Kim, J. J., & You, H. S. (2021, November 13). A presence in distance lifelong education in a pandemic situation. 30-minute presentation delivered at Korea-Japan Academic Exchange Research Conference of the Korean Society for the Study of Lifelong Education, Seoul, Republic of Korea.
2. Yoon, H. J., H. Park, J., Chang, Y.L., Al Balushi, I., Manar, M., Rogers, A. M., You, H. S. (2023). Towards Agentic HRD: Facilitating a Dialogue for Research Collaboration, Academy of Human Resource Development (AHRD), Minneapolis, Minnesota, In-person, non-refereed session.
3. You, H. S. (2024) Ai unleashed: Navigating the pathways to adoption and transformation in business landscapes, Academy of Human Resource Development Conference (AHRD), Arlington, Virginia, In-person, non-refereed.
4. Windon, S., Buchko, O., You, H., & Adhikari, A. (2025, May). Extension Master Gardeners and Watershed Stewards' motivation amidst COVID-19. Poster session presented at the National Conference of the American Association for Agricultural Education (AAAE), Lubbock, TX.
5. Windon, S., You, H., Grozinger, C., Boyle, N., & Adhikari, A. (2025, May). Evaluation of Pilot STEM Career Symposium for Minority-Serving Institutions' youth. Poster session presented at the National Conference of the American Association for Agricultural Education (AAAE), Lubbock, TX.

### *Seminars and Workshops*

1. You, H., & Windon, S. (2025, April). Harnessing artificial intelligence to enhance volunteer motivation and retention. Hands-on workshop conducted at the Penn State Extension, Lancaster, PA.

## RELEVANT COURSES TAKEN

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- ADTED 550 Qualitative Research
- EDPSY 507 Multivariate procedures in educational research
- EDPSY 597 Foundations of Meta-analysis
- WFED 472 Platform Skills
- WFED 591 Scholarly writing
- WFED 529 Ethics in Workforce Education and Development
- WFED 540 Data analysis

## COMPUTER SKILLS

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- **Business Applications:**  
Automation & Collaboration Tools (n8n, Zapier, LangGraph)  
Microsoft Office Suite (Word, Excel, PowerPoint, Outlook)

PowerPoint Template Design for Research Presentations & Certificate Design and Creation (Canva, Photoshop)

- **Research Applications:**

Statistical Software (SPSS, R, Mplus, and AMOS)

Data Management and Analysis (Python, R for data integrity checks, pattern recognition, validity and reliability testing)

Machine-learning libraries: scikit-learn, XGBoost, SHAP

Visualization Tools for Research Outcomes (ggplot2, matplotlib, Tableau)

Survey Design and Administration (e.g., Qualtrics, Google Forms)

- **Programming & AI Development**

Languages: Python, R, SQL

LLM application frameworks: LangChain, OpenAI/OpenAI APIs, Pinecone, Qdrant

Workflow automation & chatbot deployment: Streamlit, FastAPI

Version control & CI/CD: Git, GitHub, GitHub Actions