

Amir Hedayati Mehdiabadi

Email: ahedayati@unm.edu

Education

Ph.D. in Human Resource Development, 2018

College of Education, University of Illinois at Urbana-Champaign

Doctoral Committee: Jessica Li, Peter Kuchinke, David Huang, & Michael Loui

Dissertation: Understanding ethical decision-making processes among students in Computing and implications for their professional development.

Master of Business Administration, 2011

School of Management, University of Tehran, Tehran, Iran

B.S. in Computer Engineering, 2008

Department of Computer Engineering, Sharif University of Technology, Tehran, Iran

Academic Appointment

Assistant Professor of Organization, Information & Learning Sciences (2018 – present)

College of University Libraries & Information Sciences, University of New Mexico

Research Interests

Professional ethics development

Issues of diversity and inclusion in talent development

Engineering education

Evaluation in educational settings

Honors and Awards

2019 1st Place Journal Article Award in Mixed Methods, Division of Distance Learning at Association for Educational Communications and Technology (AECT)

Best Diversity Paper Award, American Society for Engineering Education, the 126th ASEE Conference, Tampa, FL, June 2019.

Academy of Human Resource Development Cutting Edge Award, AHRD Conference, Jacksonville, FL, spring 2016

Mukeun Lee Dissertation Award, College of Education, UIUC, spring 2017

William Chandler Bagley Doctoral Scholarship, College of Education, UIUC, fall, 2017

Donna Riechman Award, College of Education, UIUC, fall 2013.

Grants and Certificates

Key personnel, NSF (Funded, 8/2020, NSF #2000448). New strategies to combat harassment in engineering. With PIs Mala Htun, Timothy Krebs, Mark Peceny, Lisa Marchiondo, and Julia Fulghum.

Evaluator, NSF (Submitted/not funded, 5/2019, \$350,000, NSF IUSE CUE #7961231). The New Mexico Interdisciplinary X + CS (NMIX+CS). With PI Patrick Bridges.

Evaluator, NIH (Funded, 8/2019, \$5,489,070, NIH/NIGMS IRACDA K12 #GM088021). Academic Science Education and Research Training (ASERT). With PI Wandinger-Ness, Co-PI Rogers, UNMH; Svihla, OILS.

Certificate in Technology-Enhanced Teaching and Learning, University of Illinois at Urbana-Champaign, spring 2017

Publications & Presentations

Peer-reviewed Journal articles

Hedayati Mehdiabadi, A. (Accepted). How do computer science students make decisions in ethical situations? Evidence from a grounded theory study. *ACM Transactions on Computing Education*.

Casper, A. M., Atadero, R., **Hedayati Mehdiabadi, A.**, & Baker, D. (2021). Linking Engineering Student's Professional Identity Development to Diversity and Working Inclusively in Technical Courses. *Journal of Civil Engineering Education*, 147(4). H-index: 40

Shirmohammadi, M., **Hedayati Mehdiabadi, A.**, Beigi, M., & McLean, G. (2021). Mapping human resource development: Visualizing the past, bridging the gaps, and moving towards the future. *Human Resource Development Quarterly*, 32(2), 197-224. Impact factor: 4.077

Li, J., Huang, M. T., **Hedayati Mehdiabadi, A.**, Wang, Y., & Yang, X. (2020). Development and validation of work ethic instrument to measure Chinese people's work-related values and attitudes. *Human Resource Development Quarterly*, 31(1), 49-73. Impact factor: 4.077

Hedayati Mehdiabadi, A., Huang, W. D., & Oh, E. G. (2020). Understanding students' ethical reasoning and fallacies through asynchronous online discussion: lessons for teaching evaluation ethics. *Journal of Moral Education*, 49(4), 454-475. Impact factor: 2.22 H-index: 41

Li, J., **Hedayati Mehdiabadi, A.**, Choi, J. Wu, F., & Bell, A. (2018). Talent management process in Asia: a multiple case study, *European Journal of Training and Development*, 42(7/8), 499-516.

Oh, E. G., Huang, W. D., **Hedayati Mehdiabadi, A.**, & Ju, B. (2018). Facilitating critical thinking in asynchronous online discussion: Comparison between Peer- and Instructor-Redirection. *Journal of Computing in Higher Education* 30(3), 489-509. Impact factor: 2.627

Hedayati Mehdiabadi, A., Seo, G., Huang, W. D., & Han, C. S. (2017). Building blocks of contemporary HRD research: A citation analysis on Human Resource Development Quarterly between 2007 and 2013. *New Horizons in Adult Education and Human Resource Development*, 29(4), 20-34.

Seo, G. E., **Hedayati Mehdiabadi, A.**, & Huang, W. (2017). Identifying core competencies to advance female professors' careers: an exploratory study in the United States academia. *Journal of Further and Higher Education*, 41(6), 741-759.

Hedayati Mehdiabadi, A., & Li, J. (2016). Understanding talent development and implications for Human Resource Development. *Human Resource Development Review*, 15(3), 263-294. Impact factor: 4.742

Conference Proceedings

Tinnin, K. McMahan, J. Gunawardena, C., & **Hedayati Mehdiabadi, A.** (2021). Exploring how context and diversity influence mentoring relationships. *The Chronicle of Mentoring & Coaching*, 5(14), 100-104.

Hedayati-Mehdiabadi, A., & Tkachenko, O. (2020). A review of ethics programs in organizations: Implications for research and practice. *Proceedings of the 2020 International Conference on Human Resource Development Research and Practice across Europe. University Forum for Human Resource Development (UFHRD)*, Budapest, Hungary. <https://www.ufhrd.co.uk/wordpress/2020-conference-streams-and-abstracts/>

Hedayati Mehdiabadi, A. (2019). Facing computer ethics dilemmas: Comparing ethical decision-making processes of students in computer science with non-computer science majors. *The 126th Annual Conference of the American Society for Engineering Education*, Tampa, FL.

Hedayati Mehdiabadi, A., James, J., & Svihla, V. (2019). Ethical reasoning in first-year engineering design. *The 126th Annual Conference of the American Society for Engineering Education*, Tampa, FL.

Hedayati-Mehdiabiad, A., Atadero, R. A., Baker, D.W., & Casper, A. A. (2019). The effects of infusing diversity and inclusion into a design problem in engineering mechanics: Statics. *The 126th Annual Conference of the American Society for Engineering Education*, Tampa, FL.

Hedayati Mehdiabadi, A. (2018). The ethical judgment processes of students in Computing: Implications for professional development. *The 125th Annual Conference of the American Society for Engineering Education*, Salt Lake City, UT.

Hedayati Mehdiabadi, A., & Li, J. (2017). A review of ethics and ethical education in professional development: Toward a framework for developing computing professional ethics. *International Annual Conference of the American Society for Engineering Management*, Huntsville, AL.

Conference Presentations

Hedayati-Mehdiabadi, A., Moschella, E. (2022). Variations in definitions of harassment in academic engineering. *Sociologists for Women in Society Conference virtual conference*.

Tinnin, K. McMahan, J. Gunawardena, C., & **Hedayati Mehdiabadi, A.** (2021). Exploring how context and diversity influence mentoring relationships. *Paper presented at the 14th Annual Mentoring Conference*, Albuquerque, NM.

Hedayati Mehdiabadi, A., Tkachenko, O. (2020, June 10–12). A Review of Ethics Programs in Organizations: Implications for Research and Practice. *University Forum for Human Resource Development (UFHRD)*, Budapest, Hungary. (Conference postponed due to COVID-19)

Oh, E. G., Huang, W. D., **Hedayati Mehdiabadi, A.,** & Ju, B. (2018, April). Facilitating critical thinking in asynchronous online discussion: The effects of peer-redirection vs. instructor-redirection. Paper presented at the 2018 annual conference of the American Educational Research Association, New York, NY.

Hedayati Mehdiabadi, A., & Li, J. (2018, February). Barriers and enhancers to future ethical decision-making among computing majors: A qualitative study of student perceptions and implications for engineering professional ethics development. *The 25th Annual AHRD International Research Conference in the Americas*, Richmond, VA.

Hedayati Mehdiabadi, A., & Li, J. (2016). What is Talent Development? An Integrative Review of Literature. *The 23rd Annual AHRD International Research Conference in the Americas*, Jacksonville, FL.

Huang, W. D., & **Hedayati Mehdiabadi, A.** (2015). Developing ethical decision-making competencies with argumentation in asynchronous forums. *The 29th Annual Conference of the American Evaluation Association*, Chicago, IL.

Oh, E. G., Huang, W. D., & **Hedayati Mehdiabadi, A.** (2015). Critical thinking in asynchronous online discussions: The effects of peer-redirection vs. instructor-redirection in ethical decision-making. *Association for Educational Communications and Technology Conference*, Indianapolis, IN.

Hedayati Mehdiabadi, A. (2015). Performative representation of results in evaluative works: A discussion on validity. *Eleventh International Congress of Qualitative Inquiry*. Champaign, IL.

Hedayati Mehdiabadi, A., & Seo, G. (2015). Contributing fields and principles of Human Resource Development: Citation analysis of articles published in Human Resource Development Quarterly Journal from 2007 to 2013. *The 22nd Annual AHRD International Research Conference in the Americas*, St. Louis, MO.

Hedayati Mehdiabadi, A. (2014). Evaluation of talent retention strategies: Why and how it should be conducted? *The 28th Annual Conference of the American Evaluation Association*, Denver, CO.

Hedayati Mehdiabadi, A., & Lee, Y. (2014). Evaluation for contextual understanding: How it can help Human Resource Development professionals for evaluation of training programs in organizations. *The 28th Annual Conference of the American Evaluation Association*, Denver, CO.

Stake, R. E., & **Hedayati Mehdiabadi, A.** (2014). Accountability of evaluators: A responsive perspective. In To whom and for what are evaluators accountable? Perspectives from the American Prairie. Panel paper. *The 28th Annual Conference of the American Evaluation Association*, Denver, CO.

Li, J., & **Hedayati Mehdiabadi, A.** (2013). Talent management in Asia: Trends and issues. *The 20th Annual AHRD International Research Conference in the Americas*, Arlington, VA (DC Metro)

Hedayati Mehdiabadi, A., & Beigi, M. (2013). Codes of ethics in Iranian and Turkish firms: Is there anything related to HRD? *The 20th Annual AHRD International Research Conference in the Americas*, Arlington, VA (DC Metro)

Azevedo, R., & **Hedayati Mehdiabadi, A.** (2013). What can references tell us about the fields contributing to HRD? *The 20th Annual AHRD International Research Conference in the Americas*, Arlington, VA (DC Metro)

Beigi, M., Shirmohammadi, M. & **Hedayati Mehdiabadi, A.** (2011), Studying the effect of an innovative live-case HRM course on students' HRM knowledge and attitude. *The 10th International Conference of the Academy of HRD (Asia Chapter)*, Kuala Lumpur, Malaysia.

Workshops Facilitated and Other Presentations (Selected)

So, J. W., Garcia-King, S., **Hedayati-Mehdiabadi, A.**, & Sweetser, H. M. (January 8, 2022). Instructor's role in fostering a more inclusive learning environment. *9th Annual CNM Conference on Teaching and Learning*.

So, J. W., Sweetser, H.M., Garcia-King, S., & **Hedayati-Mehdiabadi, A.** (November 4, 2021). Stereotyping students and students stereotyping, *2021 Diversity Summit, UNM-Gallup*.

So, J. W., Garcia-King, S., **Hedayati-Mehdiabadi, A.**, & Sweetser, H. M. (October 19, 2021). Instructor's role in fostering a more inclusive learning environment. *Workshop for Center for Teaching Excellence, University of New Mexico*.

So, J. W., **Hedayati-Mehdiabadi, A.**, Garcia-King, S., & Sweetser, H. M. (April 30, 2021). Microaggressions in the learning environment, *ECURE, University of New Mexico*.

Trentman, E., Sweetser, H. M., **Hedayati-Mehdiabadi, A.**, Gunawardena, L. (October 13, 2020). Linguistic inclusivity, *ECURE, University of New Mexico*.

Editor Reviewed Publications

Hedayati Mehdiabadi, A., & Gunawardena, C. N. (Submitted in 2021). Culture, ethics of care, community, and language in online learning environments: Supporting adult educators in a digital era in *Handbook of Open, Distance and Digital Education*. Springer.

Hedayati Mehdiabadi, A. (2020). [Review of the book *Ethical and legal issues in human resource development: Evolving roles and emerging trends*, by C. Hughes]. *New Horizons in Adult Education and Human Resource Development*, 32(1), 56-58.

Azevedo, R. F. L., & **Hedayati Mehdiabadi, A.** (2013). The interplay of personal, professional and field development: a dialogue with K. Peter Kuchinke. *Human Resource Development International*, 16(5), 599-608.

Submitted Papers

Hedayati-Mehdiabadi, A., Moschella, E., & Htun, Mala. (Accepted). Defining harassment in Engineering. ASEE Conference, Minneapolis, MN, (June 2022)

Hedayati-Mehdiabadi, A., Atadero, R. (Accepted). How are Issues of Diversity, Equity, Inclusion, and Justice Reflected in Engineering Societies' Written Communications? A Review. . ASEE Conference, Minneapolis, MN, (June 2022)

Hedayati-Mehdiabadi, A., Tkachenko, O., & Desiderio, J. (Under Review). Employee-focused ethics training: A systematic review and integrative perspective. *International Journal of Management Reviews*.

Working paper

Hedayati-Mehdiabadi, A., Exploring the outcomes and effectiveness of a newly designed course on ethics and inclusion in the workplace.

Teaching Experience

Ethics and Diversity Training in the Workplace [Online] [Undergrad] [Spring 2020, Spring 2021]

College of University Libraries and Learning Sciences, University of New Mexico

Capstone [online] [grad] [Fall 2019]

College of University Libraries and Learning Sciences, University of New Mexico

Capstone [online] [grad] [Summer 2019]

Co-Instructor with Dr. Victor Law

College of University Libraries and Learning Sciences, University of New Mexico

Theory and Practice of Organizational Learning [Online] [grad] [Spring 2019, Summer 2020, Summer 2021]

Instructor

College of University Libraries and Learning Sciences, University of New Mexico

Program Evaluation [Online] [Grad][Fall 2018, Spring 2019, Fall 2019, Spring 2020, Fall 2021]

Instructor

College of University Libraries and Learning Sciences, University of New Mexico

Survey of HRD and Instructional Technology [Online][Undergrad] [Fall 2018, Fall 2021]

Instructor

College of University Libraries and Learning Sciences, University of New Mexico

Design of Learning Systems [Online] [Grad] [Summer 2014]

Teaching Assistant

College of Education, University of Illinois at Urbana-Champaign.

Instructor: David Huang

Program Evaluation [Online] [Grad] [Spring 2014]

Teaching Assistant

College of Education, University of Illinois at Urbana-Champaign.

Instructor: David Huang

Learning Technologies [Online] [Grad] [Spring 2014]

Teaching Assistant

College of Education University of Illinois at Urbana-Champaign.

Instructor: David Huang

E-Innovations [Online] [Grad] [Fall 2013]

Teaching Assistant

College of Education, University of Illinois at Urbana-Champaign.

Instructor: Sharon Tettegah

Ethical and Professional Issues [Undergrad] [Spring 2013]

Teaching Assistant

Computer Science Department, University of Illinois at Urbana-Champaign.

Instructor: Keith Miller

Service

- Reviewer of the AHRD Dissertation of the Year Award (2021)
- Member of the committee on committees for the College of University Libraries and Learning Sciences, University of New Mexico (Present)
- Provost's Office Faculty Fellow in Race and Social Justice (2019-2020)
- UNM International Liaison Group member as the College of University Libraries and Learning Sciences representative (Fall 2019)
- Faculty Merit Committee Member (2019 – 2021)
- Committee Member of the Search Committee for STEM Librarian, University of New Mexico (2019-2020)
- Journal Reviewer:
 - Human Resource Development Review (2020)

- European Journal of Training and Development (2018)
- Conference Reviewer:
 - AHRD European conference (2020)
 - AHRD Conference in Americas (2018, 2021)
- Member of AHRD Ethics taskforce

Professional Affiliations

- American Society for Engineering Education (2017-2019)
- New Mexico Evaluators (2018 - present)
- American Evaluation Association (2014-2016)
- Academy of Human Resource Development (2012-2014)