

OLEKSANDR (ALEX) TKACHENKO

Organization, Information & Learning Sciences
College of University Libraries & Learning Sciences
University of New Mexico, Albuquerque, New Mexico, USA
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EDUCATION

- University of Minnesota
Ph.D. in Organizational Leadership, Policy, and Development 09/2017
Major: Human Resource Development, College of Education and Human Development
Minor: Business Administration, Carlson School of Management
- University of Minnesota
M.A. in Comparative and International Development Education 05/2006
Successfully finished MBA courses in Management of Groups, Strategic Leadership, and Negotiation Strategies from the Carlson School of Management
Edmund S. Muskie Graduate Fellowship Program, 2004-2006
Highly competitive full-tuition scholarship provided by the U.S. Department of State
- Ukrainian Academy of Banking of the National Bank of Ukraine, Sumy, Ukraine
Specialist Degree in Economics, Major: Finance 06/2003
- Sumy State Pedagogical University named after A.S. Makarenko, Sumy, Ukraine
Specialist Degree in Teaching Foreign Languages 06/2001

PROFESSIONAL APPOINTMENTS AND TEACHING EXPERIENCE

- University of New Mexico
College of University Libraries & Learning Science
Organization, Information & Learning Sciences (OILS)
- Assistant Professor* 08/2017- present
- OILS 641: Advanced Seminar on Organization Development and Consulting Spring 2019
Doctoral level, 3-credit, face-to-face
 - OILS 552: Team Development & Facilitation Summer 2018, 2019
Graduate level, 3-credit, online
 - OILS 551: Training Techniques Spring 2018, 2019
Graduate level, 3-credit, face-to-face & online
 - OILS 558: Leading Change Spring 2018, 2019
Graduate level, 3-credit, online
 - OILS 544: Consulting and Project Management Fall 2017, 2018
Graduate level, 3-credit, online

- OILS 540: Foundations of HRD and Instructional Technology Fall 2017, 2018
Graduate level, 3-credit, online

University of Minnesota

Department of Organizational Leadership, Policy, and Development (OLPD)

Instructor Fall 2014-Spring 2016

- OLPD 3305: Learning about Leadership through Film and Literature
Undergraduate level, 3-credit, face-to-face
Taught 20-25 undergraduate students per semester (during four semesters)

TA Instructor

- OLPD 3401: Teaching Marketing Promotion Spring 2017
Undergraduate level, 3-credit, face-to-face
- OLPD 5612: International Human Resource Development Spring 2015
Graduate level, 3-credit, online
- OLPD 3305: Learning about Leadership through Film and Literature Fall 2013
Undergraduate level, 3-credit, face-to-face

Graduate Research Assistant Fall 2012-present

- Worked on various research projects in the fields of Human Resource Development (HRD) and Higher Education. Some of the projects include:

Training Needs Assessment & Team Science Training at the Medical School Fall 2016
Funded by the Hellervik Chair endowment

- Reviewed literature, conducted interviews, analyzed data, and prepared reports

Factors Influencing the Professional Development of Civil Air Patrol Members Spring 2013

- Reviewed literature and revised a research model

HRD in Central and Eastern Europe Fall 2012

- Conducted literature review, analyzed data, and prepared reports
- Published a journal article and a book chapter as a result

SPAN Consultants, The Hague, The Netherlands

Project Manager 10/2010-05/2011

- Procured technical cooperation projects in education and HRD in the former republics of the Soviet Union
- Prepared analytical reports contributing to SPAN's sectoral and thematic knowledge in the former republics of the Soviet Union

ROI, Dutch Institute for Public Administration, The Hague, The Netherlands

Advisor, International Affairs 04/2010-07/2010

- Programmed, organized, and supported study tours on various aspects of modern public sector management, including:
 - HRM program for the National School of Public Policy, Republic of Kazakhstan

- Institutional capacity building program for the Agency for Coordination of Development and European Integration, Kosovo
- Law program for the Institute of Justice, Academy of Public Administration under the President of the Republic of Kazakhstan

National Project Expert

05/2009-12/2009

UNDP project on the design and delivery of six large training programs for senior civil servants of Ukraine (*RFP UKR/2008/019*).

- ROI Project Coordinator in Ukraine
- Managed project flow in Ukraine and assisted with quality control: development, implementation, and evaluation of training activities
- Managed all organizational and logistical aspects of the training component of the project, including coordination of work of international and local trainers
- Co-developed two training programs in Management and Communication
- Coordinated Training of Trainers study visit to ROI Headquarters

Centravis, CJSC “Centravis Production Ukraine,” Nikopol & Dnepropetrovsk, Ukraine

Consultant, HRD

09/2007-01/2009

- Designed and delivered training programs to senior and middle managers of Centravis: Cross-Cultural Awareness in Business, Effective Negotiation Skills, Leadership and Management workshops, Effective Business Writing, Successful Presentation Skills, Business English for Communication
- Developed and coordinated the Program of Business English at Centravis for more than 90 employees

Business Link, Kyiv, Ukraine

Business Trainer

11/2006-08/2007

- Designed and delivered training programs, taught soft skills courses in business communication to managers of leading Ukrainian and international enterprises
- Consulted on developing of educational multimedia programs in Effective Negotiating and Effective Networking and Socializing for the Science and Technology Center in Ukraine

Sumy State Pedagogical University named after A.S. Makarenko, Sumy, Ukraine

Lecturer and Teacher of English

09/2001-05/2004

- Taught courses in Practice of English, Practical Phonetics, and Practical Grammar of English at the Foreign Languages Department
- Taught English at the Lyceum (secondary-education school)

PUBLICATIONS

Articles in academic journals

* denotes refereed articles

† indexed in Social Science Citation Index (SSCI)

◇ indexed in SCOPUS

Published

- *†◇ **Tkachenko, O.**, Quast, L.N., Song, W., & Jang, S. (2018). Courage in the workplace: The effects of organizational level and gender on the relationship between behavioral courage and job performance. *Journal of Management & Organization*.
<http://dx.doi.org/10.1017/jmo.2018.12>
- *†◇ **Tkachenko, O.**, Hahn, H.J., & Peterson, S.L. (2017). Research-practice gap in applied fields: An integrative literature review. *Human Resource Development Review*, 16(3), 235-262.
- *†◇ **Tkachenko, O.**, & Ardichvili, A. (2017). Cultural-historical activity theory's relevance to HRD: A review and application. *Human Resource Development Review*, 16(2), 135-157.
- *◇ Collins, J.C., Zarestky, J., & **Tkachenko, O.** (2017). An integrated model of Critical HRD and National HRD: Considering new possibilities for Human Resource Development. *Human Resource Development International*, 20(3), 236-252.
- * **Tkachenko, O.**, & Seashore Louis, K. (2017). Re-shaping the faculty: Emergence and development of “permanent-contingent” roles through the lens of cultural-historical activity theory. *International Journal of Higher Education*, 6(1), 140-152.
- ◇ **Tkachenko, O.** (2015). Recognizing Eli Ginzberg and *Human Resources: The Wealth of a Nation* (1958): Where are the seeds of (national) HRD? *Human Resource Development International*, 18(1), 105-112.
- *◇ Rana, S., Ardichvili, A., & **Tkachenko, O.** (2014). A theoretical model of the antecedents and outcomes of employee engagement: Dubin's method. *Journal of Workplace Learning*, 26(3/4), 249-266.
- * **Tkachenko, O.**, & Ardichvili, A. (2013). Human capital development in Central and Eastern Europe: An analysis of trends and challenges facing Estonia, Hungary, the Czech Republic, and Slovenia. *Human Resource Management (Zarządzanie Zasobami Ludzkimi) [HRM(ZZZ)]*, 6(95), 67-88.

In progress

- Tkachenko, O.**, & Ardichvili, A. (submitted on July 03, 2019). Critical factors impacting interdisciplinary university research teams: A multiple-case study. *Team Performance Management*.
- Crocco, O., Nguyen, L., & **Tkachenko, O.** (due on August 31, 2019). Vietnam and Regional Human Resource Development in ASEAN. In H.T. Tran, T.T Phuong, H.T.M. Van, and G.N. McLean (Eds.). *Human Resource Development in Vietnam: Research and Practice*. Palgrave Macmillan.

Refereed book chapters

Tkachenko, O., Hahn, H.J., & Peterson, S. (2016). Theorizing the research-practice gap in the field of management: A review of key frameworks and models. In C. Hughes and M. Gosney (Eds.), *Bridging the Scholar-Practitioner Gap in Human Resources Development* (pp. 101-119), Hershey, PA: IGI Global.

Ardichvili, A., Zavyalova, E., & **Tkachenko, O.** (2016). HRD in Russia and the Former Soviet Union. In T. Garavan, A. McCarthy, and M. Morley (Eds.), *Global Human Resource Development* (pp. 289-306). New York, NY: Routledge.

Reviews & other publications

Tkachenko, O. (2017). Foreword. In I.G. Bezvin & H.I. Podosynnikova's *Controversial issues: Forming communicative competence through project work*. Sumy, Ukraine: Sumy State Pedagogical University named after A.S. Makarenko.

Rana, S., & **Tkachenko, O.** (2013). Book review of M. G. Rumsey's *The Oxford handbook of leadership*. New York: Oxford University Press. *Human Resource Development International*, 17(3), 373-377.

Refereed conference proceedings

Tkachenko, O., & Ardichvili, A. (2016, February). Cultural-historical activity theory's relevance to HRD: A review and application. In A. Titi-Amayah (Ed.) *Proceedings of the 2016 Academy of Human Resource Development International Research Conference in The Americas*. Jacksonville, FL, USA: Academy of Human Resource Development.

Collins, J.C., Zarestky, J., & **Tkachenko, O.** (2016, February). An integrated model of Critical HRD and National HRD: Exploring new possibilities for Human Resource Development. In A. Titi-Amayah (Ed.) *Proceedings of the 2016 Academy of Human Resource Development International Research Conference in The Americas*. Jacksonville, FL, U.S.A: Academy of Human Resource Development.

Tkachenko, O., Hahn, H.J. & Peterson, S. (2015, June). Bridging the research-practice gap in applied fields: A systematic review and implications for HRD. *Refereed proceedings of the 16th International Conference on Human Resource Development Research and Practice across Europe*. University Forum for Human Resource Development (UFHRD), Cork, Ireland: Academy of Human Resource Development.

Tkachenko, O., & Ardichvili, A. (2015, February). From CoPs and teams to knots: Opportunities and challenges for HRD. In J. Moats (Ed.) *Proceedings of the 2015 Academy of Human Resource Development International Research Conference in the Americas*. St. Louis, MO, USA: Academy of Human Resource Development.

Tkachenko, O., Quast, L.N., Wohkittel, J. M., Center, B.A., & Edwards, K. (2014, June). Stability and change in importance ratings of managerial competencies: A

longitudinal study of China, Japan, the U.K. and the U.S. In A. Pocztowski and B. Buchelt (Eds.) *The 13th International HRM Conference. Book of abstracts* (pp. 86-88), Cracow University of Economics, Krakow, Poland: Symposium Cracoviense.

Wohkittel, J.M., Quast, L.N., **Tkachenko, O.**, Center, B.A., & Edwards, K. (2014, June). Are supervisors' expectations of expatriates different? Comparison of supervisors' expectations of expatriate and national managers in China, Japan, the U.K. and the U.S. In A. Pocztowski and B. Buchelt (Eds.) *The 13th International HRM Conference. Book of abstracts* (pp. 42-44), Cracow University of Economics, Krakow, Poland: Symposium Cracoviense.

Tkachenko, O., Ardichvili, & Seashore, K. (2014, February). Impact of prior experience and a broader socio-cultural context on employees' participation in Communities of Practice. In D.D. Chapman (Ed.) *Proceedings of the 2014 Academy of Human Resource Development International Research Conference in the Americas*. Houston, Texas, USA: Academy of Human Resource Development.

Tkachenko, O., Ardichvili, A., & Rana, S. (2014, February). National Human Resource Development (NHRD) and its past, present, and future: A historical review of the NHRD knowledge domain evolution. In D.D. Chapman (Ed.) *Proceedings of the 2014 Academy of Human Resource Development International Research Conference in the Americas*. Houston, Texas, USA: Academy of Human Resource Development.

Rana, S., Ardichvili, A., & **Tkachenko, O.** (2013, June 6). A theoretical model of the antecedents and outcomes of employee engagement: Dubin's method. *Refereed proceedings of the 14th International Conference on Human Resource Development Research and Practice across Europe*. University Forum for Human Resource Development (UFHRD), Brighton, UK: Academy of Human Resource Development.

INVITED PRESENTATIONS AND PROFESSIONAL WORKSHOPS

Tkachenko, O. (March 21, 2019). *An inquiry into the work and progress of interdisciplinary, university-based research teams*. Outstanding Dissertation Presentations Webinar by University Council for Workforce and Human Resource Education (UCWHRE).

McLean, G., Russ-Eft, D., Li, J., Collins, J.C... & **Tkachenko, O.** (February 14, 2019). *Developing an HRD professional identity – HRD Scholar and Scholar-practitioner Panel*. Graduate Student Research Colloquium at the 2019 Academy of Human Resource Development International Research Conference, Louisville, Kentucky, USA.

Tkachenko, O. (October 20, 2018). *Metaphors that we study by: PhD as a journey*. Guest Speaker at Chautauqua Conference "HRD x Discovery," University of Minnesota.

Czeh M., Crocco O. & **Tkachenko, O.** (November 14, 2018). *Publishing in peer-reviewed journals and presenting at international conferences*, Workshop for faculty and doctoral students of International College, Payap University, Chiang Mai, Thailand.

PRESENTATIONS AT NATIONAL AND INTERNATIONAL CONFERENCES

Crocco, O., Nguyen, L., and **Tkachenko, O.** (submitted for review). Vietnam and Regional Human Resource Development in ASEAN. The 18th International Asian Conference of the Academy of Human Resource Development, Hanoi, Vietnam.

Crocco O. & **Tkachenko, O.** (2018, November). *Human resource development in ASEAN: Are we ready to discuss the concept of Regional Human Resource Development?* Presented at the 17th International Asian Conference of the Academy of Human Resource Development, Bangkok, Thailand.

Tkachenko, O., & Ardichvili, A. (2018, February). *Factors influencing the work and progress of interdisciplinary research teams: A multiple-case study.* Paper presented at the Academy of Human Resource Development (AHRD) International Research Conference in the Americas, Richmond, VA, USA.

Ho, Y., Quast, L.N., **Tkachenko, O.**, Yoo, S., & Aroonsri, P. (2017, October). *Importance of managerial competencies across organizational levels: A comparative study between Germany, China, India, and the U.S.* Paper presented at the 2017 Midwest Academy of Management Conference, Chicago, IL, USA (*Best Paper Award Nomination*).

Tkachenko, O., Quast, L.N., Song, W., & Jang, S. (2016, October). *Courage in the workplace: The effects of managerial level and gender on the relationship between behavioral courage and job performance.* Paper presented at the 2016 Midwest Academy of Management Conference, Fargo, ND, USA.

Tkachenko O., & Seashore K. (2016, July). *An investigation of the development of science teams through the lens of cultural-historical activity theory.* Paper presented at the 32nd European Group for Organizational Studies (EGOS) Colloquium, Napoli, Italy.

Tkachenko, O., & Ardichvili, A. (2016, February). *Cultural-historical activity theory's relevance to HRD: A review and application.* Working paper presented at the Academy of Human Resource Development (AHRD) International Research Conference in the Americas, Jacksonville, FL, USA.

Collins, J.C., Zarestky, J., & **Tkachenko, O.** (2016, February). *An integrated model of Critical HRD and National HRD: Exploring new possibilities for Human Resource Development.* Paper presented at the Academy of Human Resource Development (AHRD) International Research Conference in the Americas. Jacksonville, FL, USA.

Tkachenko O., & Seashore K. (2015, July). *How do cross-disciplinary research groups emerge and function in the context of a public research university?* Paper presented at the 31st European Group for Organizational Studies (EGOS) Colloquium, Athens, Greece.

Tkachenko, O., Hahn, H.J. & Peterson, S. (2015, June). *Bridging the research-practice gap in applied fields: A systematic review and implications for HRD.* Paper presented at the 16th

International Conference on Human Resource Development Research and Practice across Europe, University Forum for Human Resource Development (UFHRD), Cork, Ireland.

- Tkachenko, O., & Ardichvili, A.** (2015, February). *From CoPs and teams to knots: Opportunities and challenges for HRD*. Working paper presented at the Academy of Human Resource Development (AHRD) International Research Conference in the Americas, St. Louis, MO, USA.
- Tkachenko, O., & Seashore K.** (2014, July). *Activity theory in complex organizational settings: Reassessment of the Activity System Model as a lens for orchestrating activities in organizations*. Paper presented at the 30th European Group for Organizational Studies (EGOS) Colloquium, Rotterdam, The Netherlands.
- Tkachenko, O., Quast, L.N., Wolkittel, J. M., Center, B.A., & Edwards, K.** (2014, June). *Stability and change in importance ratings of managerial competencies: A longitudinal study of China, Japan, the U.K. and the U.S.* Working paper presented at the 13th International HRM Conference, Krakow, Poland.
- Wolkittel, J.M., Quast, L.N., **Tkachenko, O.**, Center, B.A., & Edwards, K. (2014, June). *Are supervisors' expectations of expatriates different? Comparison of supervisors' expectations of expatriate and national managers in China, Japan, the U.K. and the U.S.* Working paper presented at the 13th International HRM Conference, Krakow, Poland.
- Tkachenko, O., Ardichvili, & Seashore, K.** (2014, February). *Impact of prior experience and a broader socio-cultural context on employees' participation in Communities of Practice*. Working paper presented at the Academy of Human Resource Development (AHRD) International Research Conference in the Americas, Houston, TX, USA.
- Tkachenko, O., Ardichvili, A, & Rana, S.** (2014, February). *National Human Resource Development (NHRD) and its past, present, and future: A historical review of the NHRD knowledge domain evolution*. Working paper presented at the Academy of Human Resource Development (AHRD) International Research Conference in the Americas, Houston, TX, USA.
- Tkachenko, O., & Seashore, K.** (2013, November). *Re-shaping the faculty: A case study of the emergence and development of "permanent-contingent" roles*. Paper presented at the Association for the Study of Higher Education (ASHE) Annual Conference, St. Louis, MO, USA.
- Rana, S., Ardichvili, A., & **Tkachenko, O.** (2013, June). *A theoretical model of the antecedents and outcomes of employee engagement: Dubin's method*. Working paper presented at the 14th International Conference on Human Resource Development Research and Practice across Europe, University Forum for Human Resource Development (UFHRD), Brighton, UK.

Tkachenko, O., & Ardichvili, A. (2013, June). *Human capital development in Central and Eastern Europe: An analysis of trends and challenges facing Hungary, the Czech Republic, Slovenia, Estonia, and the Russian Federation.* Working paper presented at the 14th International Conference on Human Resource Development Research and Practice across Europe, University Forum for Human Resource Development (UFHRD), Brighton, UK.

AWARDS / HONORS / NOMINATIONS

- 2019 Best Dissertation Research Nomination, University Council for Workforce and Human Resource Education, USA
- 2016 Camille S. Wall Endowed Fellowship, University of Minnesota
- 2015 Ray Price Endowed Fellowship, University of Minnesota
- 2015 Irish Institute of Training and Development Scholarship
- 2014 Gary N. McLean Legacy Fellowship, University of Minnesota
- Edmund S. Muskie Graduate Fellowship Program, 2004-2006
Highly competitive full-tuition scholarship sponsored by the U.S. Department of State

SERVICE

College & University Service

- Chair, OILS External Advisory Group, 2018 – present
- Faculty Search Committee, 08/2019 – present
- UL&LS Curriculum Committee, 2018 – present

Service to Profession

- Reviewer, 2019 Malcolm S. Knowles Dissertation of the Year Award, Academy of HRD
- Session Chair/Discussant, 2016 Midwest Academy of Management Conference
- Session Chair, 2016 Academy of HRD International Research Conference in the Americas

Journal Reviewer

- *Human Resource Development Review* (2019)
- *Organization Management Journal* (2018)

Conference Reviewer

- Academy of HRD International Research Conference in Asia (2016 – present)
- Academy of HRD International Research Conference in the Americas (2017, 2018)
- Midwest Academy of Management Conference, USA (2016)
(Outstanding Reviewer Recognition)

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

Academy of Human Resource Development, USA	2014 - present
Midwest Academy of Management, USA	2014, 2016
Academy of Management, USA	2016 - 2017
European Group for Organizational Studies, Europe	2014 - 2016