

SUMMARY

- 8+ Years teaching experience of graduate/undergraduate level courses.
- 5+ Years professional experience in educational technology, online course design and development.
- 2+ Years professional experience of software development and knowledge management.
- Excellent written and oral communication skills.

EDUCATION

Doctor of Philosophy in Human Resource Development University of Illinois at Urbana Champaign	2011- 2019
Master of Education in Human Resource Development University of Illinois at Urbana Champaign	2011 - 2017
Masters of Science in Management University of Surrey	2005 - 2006
Masters of Science in Computer Sciences International Islamic University	2001 - 2003
Bachelors of Science in Computer Science (Hons) International Islamic University	1998 - 2001

TEACHING AND MENTORING EXPERIENCE

Senior Instructional Designer Assistant **May 2016 - Present**
Gies College of Business, UIUC

- Develop courses for iMBA- Online MBA at the University of Illinois Urbana Champaign
- Develop courses in Blackboard, Moodle, Canvas and Coursera environment.
- Provide instructional design consultation and support to faculty regarding the design and development of online, blended, and flipped courses.
- Attend Campus-wide staff meetings to provide updates on instructional design and eLearning
- Consult on the development of course outcomes and objectives, multimedia elements, discussion prompts, and assignments and assessments (backward design).
- Deliver training and faculty development offerings.
- Mentor new instructors and TA's on online course development and support.
- Represent the school/institution and its approach to online, blended, and flipped learning at conferences or related events.

Lecturer/Assistant Professor **July 2019 – Present**
Department of Management Sciences, COMSATS University Islamabad Pakistan

- Teaching undergraduate and graduate level courses
- Advising and Mentoring graduate students

COURSES TAUGHT

Human Resource Management (Undergraduate)
Seminar in Human Resource Management (Undergraduate)
Advances in Human Resource Development and Management (Graduate)
Human Resource Development (Undergraduate)
Organization Development (Graduate)
Seminar in Public and Business Policy (Graduate)

TEACHING AND MENTORING EXPERIENCE CONTINUED

Committee Member PhD Synopsis Defense

Fall 2019:

Kamran Khan: The Effect of Supervisor's Narcissism and Workplace Bullying on Employee's Silence and Job Wellbeing Behaviors

Asifa Faiz: Linking Organizational Misconducts (OM), Psychological Capital with Employee Behaviors

Graduate Teaching Assistant

Sept 2015 - Aug 2016

College of Fine and Applied Arts, UIUC

- Provide instructional design consultation and support to faculty in the design and development of online, blended, and flipped courses.
- Consult on the development of course outcomes and objectives, multimedia elements, discussion prompts, and assignments and assessments (backward design).
- Deliver training and faculty development offerings which foster adoption of effective practices and educational technologies for online and digital course design and teaching.

Graduate Teaching Assistant

Jan 2014 – May 2015

Department of Computer Science, UIUC

- Developed course content, weekly assignments.
- Developed instructional modules of the course in a blended instruction format.
- Facilitated class discussions for a class of 300 students.
- Conducted weekly office hours to help students with the course work.
- Analyzed ethics and morality standards in recent professional practices.

Graduate Teaching Assistant

Jan 2013 - May 2013

Civil and Environmental Engineering, UIUC

- Supported faculty in the design and development of online, blended, and flipped courses
- Assist with lecture recording and editing recordings
- Conducted weekly office hours to help students
- Assist with special events such as group presentations and conferences

Lecturer/Assistant Professor

Aug 2008 – Jan 2011

Department of Management Sciences, COMSATS University Islamabad Pakistan

- Teaching undergraduate and graduate level courses
- Developed course content, Weekly assignments and facilitate in class discussions
- Advising and Mentoring graduate students

COURSES TAUGHT

Management Theory and Practice (Graduate)

Organization Development (Undergraduate/Graduate)

Organization Behavior (Undergraduate/Graduate)

Principles of Human Resource Development (Undergraduate/Graduate)

Advanced Human Resource Development (Graduate)

Production and Operations Management (Undergraduate/Graduate)

Adjunct Lecturer

Jan 2009- Jan 2010

Department of Management Sciences, National University of Modern Languages, Pakistan

RESEARCH INTERESTS

Training Transfer, Learning Transfer, Motivation To Learn, Organizational Commitment, Employees' Engagement, Talent Development Practices, Cross-Cultural Management Practices.

RESEARCH EXPERIENCE

Graduate Research Assistant

Sept 2015 - May 2016

Center for Innovation in Teaching and Learning

- Assisted with educational research projects; analyze survey and interview data to gain in-depth insights.
- Summarized and presented the literature on various topics related to educational policies and technology integration.
- Topics covered: project-based learning, service learning, competency based learning, internalization, intercultural competency, digital literacy etc.

Project Lead

June 2015 - Aug 2015

Academy for Entrepreneurial Leadership, UIUC

- Project lead for a grant-funded research project (Kauffman Foundation) to inventory the current state of entrepreneurship education, both formal and informal, in more than 4,000 U.S. two- and four-year colleges and universities.
- Assisted in data collection from the websites and catalogs of colleges and universities (secondary research)
- Data Analysis: Content analysis to gain in-depth understanding.

Project Lead

Jan 2015 - May 2015

Illinois Business Consulting, UIUC

- Consulting Projects
- Tasks performed: Secondary research, Project Lead, Industry Analysis, Client Advising.

Graduate Research Assistant

Sept 2013 - Dec 2013

Department of Education Policy Organization & Leadership, UIUC

- Assisted with online educational research
- Summarized and presented the literature on various topics related to online educational research, online learning, instructional design.
- Topics covered: Augmentation, Millennial Generation, Community of Inquiry Framework, digital literacy.

Graduate Research Assistant

Nov 2011 - Jan 2013

Department of Education Policy Organization & Leadership, UIUC

- Worked on the grant funded project from U. S. Department of Education.
- Assisted in data collection by utilizing CLASS instruments.
- Analyze survey and interview data to gain in-depth understanding.
- Topics covered: Bullying, Childhood development, Emotional support, Classroom organization, Instructional support etc.

PUBLICATIONS

- Khilji, S. E., & Khan, M. S. (2018). One chance to make a global impact through local development: a review of Pakistan's national talent development policies. In Dirani, K. M., Nafukho, F. & Irby, B. (Eds.), *Global Issues and Talent Development*. Charlotte, NC: Information Age
- Khan, M. S. & Huang, W. (Under review). The Relationship between Training and Organizational Commitment: A Study of Talent Retention in Pakistan's Higher Education Sector. *European Journal of Training and Development* (XX)
- Khan, M. S. & Huang, W. (Under review). The Relationship Between Work place Climate Support and Organizational Commitment: A Mediating role of Training Transfer. *Human Resource Development International* (XX)
- Khan, M. S. & Huang, W. (Under review). The Relationship Between Work Environment Support and Organizational Commitment: The Moderating Role of Trainees' Characteristics and Mediating Role of Training Transfer: *New Horizons in Adult Education and Human Resource Development* (XX)

PUBLICATIONS CONTINUED

- **Khan, M. S.** & Huang, W. (Under review). The Relationship Between Work Environment Support and Organizational Commitment: The Moderating Role of Trainees' Characteristics and Mediating Role of Training Transfer: Journal of Vocational Education and Training (XX)

REFEREED CONFERENCE PRESENTATIONS

- **Khan, M. S** and Huang, W (2019). Relationship between Work Environment Support for Training and Organizational Commitment: The Role of Mediating and Moderating Variables. In Minis & Johnson (Eds.) In CD-ROM Proceedings of the Academy of Human Resource Development International Research Conference in the America | Louisville, Kentucky
- **Tahir H, Khan, M. S** (2019). Expanding MOOCs for Training and Development Initiatives at Multiple Levels. In Minis & Johnson (Eds.) In CD-ROM Proceedings of the Academy of Human Resource Development International Research Conference in the America | Louisville, Kentucky
- **Khan, M. S** and Huang, W (2018). Relationship between Work Environment Support and Organizational Commitment: The Moderating Role of Trainees' Characteristics and Mediating Role of Training Transfer. In Park & Minnis (Eds.) In CD-ROM Proceedings of the Academy of Human Resource Development International Research Conference in the America | Richmond, Virginia
- **Khan, M. S** and Huang, W (2017). Relationship between Pre-Training Perceptions and Organizational Commitment in Public University of Pakistan. In Yawson & Park (Eds.) In CD-ROM Proceedings of the Academy of Human Resource Development International Research Conference in the America | San Antonio, Texas
- **Khan, M. S** (2016). Relationship between pre-training variables and organizational commitment: A study of Pakistan higher education sector. In Amayah & Yawson (Eds.) In CD-ROM Proceedings of the Academy of Human Resource Development International Research Conference in the Americas. Jacksonville, FL.
- **Khan, M. S** (2015). Relationship between training and organizational commitment. In Moats & Amayah (Eds.) In CD-ROM Proceedings of the Academy of Human Resource Development International Research Conference in the Americas. St. Louis, MO.

NON-REFEREED CONFERENCE PRESENTATIONS

- **Khan, M. S** (2019). The efficacy of MOOCs in academic/non-academic institutions in LIFT Pakistan 2019 Islamabad.

SERVICE

- Member Planning Committee to Facilitate E-Learning and E-Education Initiatives of Ministry of Education and Professional Training (July 2019-)
- Member NBEAC Team for Department of Management Sciences' involved in accreditation of a business or business related degree program (Sept 2019 -)
- Focal Person for Student Startup Business Center (SSBC) CUI Wah Campus (July 2019-)
- Member Scrutiny Committee for Result/Examination CUI Wah Campus (Dec 2019)
- Member for Department of Management Sciences CUI "The Researchers' Bhaytak" (Nov 2019)
- Member Planning Department of Management Sciences Business Competition Event (Oct 2019)

SERVICE CONTINUED

- Reviewer for Conference in Americas (AHRD) 2019, 2017, 2016, 2015, 2014
- Reviewer for the College of Education Graduate Student Conference (UIUC) 2015, 2013.
- Member Planning of WAH Business School (WBS) Feasibility Report COMSATS University (Sept 2009 - Jan 2011)

PROFESSIONAL AFFILIATIONS

- Academy of Human Resource Development (ahrd.org)
- Association for Talent Development (<https://www.td.org>)

HONORS & AWARDS

- MuKeun Lee Dissertation Scholarship for Outstanding Dissertation in HRD and/or workplace learning 2018-2019
- The Caterpillar Corporation Award for Outstanding Academic accomplishments Year 2014
- University of Illinois Fellowship Award for the Academic Year Aug 2014-May 2015
- University of Illinois Fellowship Award for the Academic Year Aug 2013-May 2014
- University of Illinois Fellowship Award for the Academic Year Aug 2012-May 2013
- COMSATS Fellowship Award for the Academic Years Jan 2011-Dec 2013
- Hardie Conference Award for AHRD Conference Presentation 2019
- Hardie Conference Award for AHRD Conference Presentation 2016
- Travel Grant for USDLA Conference Presentation 2018
- Travel Grant for AHRD Conference Presentation 2015
- Travel Grant for AHRD Conference Presentation 2012

REFERENCES

Dr. Wen-Hao Huang, Associate Professor

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Dr. J. Jessica Li, Associate Professor

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Dr. Norma I. Scagnoli, Senior Director of eLearning

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