

KELCE COLLEGE CURRICULUM VITAE

PERSONAL INFORMATION

Name: JUDY B. SMETANA **Rank:** Courtesy Professor
Department: Technology and **Office:** KTC: S216
Workforce Learning,
College of Technology
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EDUCATION AND PROFESSIONAL CREDENTIALS

PhD Colorado State University, 2006, Human Resources Studies
MBA Webster University, 1996, Human Resources
MA University of Vienna, 1990, History and Slavic Studies

PROFESSIONAL CERTIFICATIONS AND LICENSURES

Dare to Lead Facilitator September 20, 2019 - Present
SHRM-SCP, Society of June 2018 - Present
Human Resource
Management
Immunity to Change July 2016 - Present
Facilitator, Minds at Work
PCC, International January 2013 - Present
Coaching Federation
Coaching Certificate, May 2012 - Present
Fielding Graduate
University
OTCI, Center for Applied September 2005 - Present
Psychology

SCHOLARLY PUBLICATIONS

Refereed Journal Articles

Banerjee-Batist, R., Gajjar, K., Parnika, S., Smetana, J. (2022). Leadership response to COVID-19: a comparative analysis of the education sector in USA and India. *Human Resource Development International*, 25(3), 321-341. <https://doi.org/10.1080/13678868.2022.2073119>

Shamsitdinova, M., Smetana, J. (2022). Intercultural Communication and Difficulties of Teaching English in ESP Classes. *International Journal of Multidisciplinary Research and Analysis*, 5(4 April 2022), 854-857.

Book Chapters

Goris, T. V., Lewis, K., Smetana, J. (2023). In Smetana, Judy (Ed.), *Sustaining Our Academic Careers amidst COVID19: A Collaborative Autoethnography of Women Academicians* (3rd ed., vol. 64, pp. 322-340). Pittsburg State University, Pittsburg, KS: The Midwest Quarterly, A Journal of Contemporary Thought. <https://www.proquest.com/docview/2810210489>

Smetana, J., Goris, T. V., Lewis, K. (2020). Coaching, Culture, and Generational Knowledge Transfer. In Heidrun Bichler-Ripfel & Florian Kragulj (Ed.), *Building Future Competencies, Challenges and Opportunities for Skilled Crafts and Trades in the Knowledge Economy*. (vol. 1/2, pp. 165). Vienna: IAGF - Institute for Applied Research on Skilled Crafts and Trades, Vienna, Austria (Paulus Stuller & Reinhard Kainz).

Smetana, J. B., Chakraborty, M., Banerjee-Batist, R. (2018). Career Development Challenges for Women Pursuing Leadership in India. In Rajashi Ghosh & Gary N. McLean (Ed.), *Indian Women in Leadership*. Pittsburg: Palgrave Macmillan.

Smetana, J. B., Anderson, S. K. (2018). Ethics and ethical decision making in coaching: Four case scenarios. In M.M. Leach, & E. Welfel (Eds.), (Ed.), *The Cambridge handbook of applied psychological ethics (pp.)*. Cambridge CB2 8BS: Cambridge University Press. <https://www.amazon.com/Cambridge-Handbook-Psychological-Handbooks-Psychology/dp/1107124549>

Conference Proceedings

Smetana, J., Goris, T. V., Lewis, K. (2019). *Coaching, Culture, and Generational Knowledge Transfer* (pp. 534- 544). Vienna: Proceedings of the International Conference Theory and Applications in the Knowledge Economy (TAKE). https://www.take-conference2019.com/wp-content/uploads/2019/07/2019-07-10_TAKE2019_Conference-Proceedings.pdf

Other

Smetana, J. *Train the Trainers, Uzbekistan*. Tashkent: Avloni ReTraining and In-Service Institute of Managers and Specialists of Public Education System.

Work in Progress

Smetana, J., "Coaching in Education", On-Going, Scholarly.

Banerjee-Batist, R., Smetana, J., "Educational Leadership's Response to COVID-19: A Cross-Country Perspective of USA and India", Writing Results, Scholarly.

Smetana, J., Lewis, K., Goris, T. V., Arori, R., Chaudhuri, S., "Sustaining Academic Careers amidst COVID 19: A Collaborative Autoethnography of Women Academicians", Writing Results, Scholarly.

Smetana, J., "Value Driven HRD", Planning, Scholarly.

SCHOLARLY PRESENTATIONS

Lectures

- Smetana, J., Lecture, Uzbekistan Mini HRD, Pittsburg State University, Pittsburg, "Leadership Essentials", Workshop, Academic, International, Accepted. (November 18, 2022).
- Smetana, J., Lecture, CTLT, Pittsburg State University, CTLT, "Advising - How can Coaching Help?", Session, Academic, Local, Invited. (November 16, 2022).
- Smetana, J., Lecture, Webinar, Tashkent Law University, Uzbekistan, "Communication & Leadership", Session, Academic, International, Invited. (May 12, 2022).
- Smetana, J., Lecture, Fulbright Specialist, Ministry of Public Education, Uzbekistan, "Train the Trainers and Principals as Managers", Seminar, Academic, International, published elsewhere, Invited. (April 28, 2019).
- Smetana, J., Lecture, International Institute of Management and Tourism, Austria, "Introduction to Human Resources Management", Workshop, Academic, International, Invited. (March 11, 2019).

Oral Presentations

- Smetana, J., Oral Presentation, City Of Pittsburg Workshop, City of Pittsburg, Pittsburg, "Respect, Teamwork & Leader Essentials Workshop", Workshop, Non-Academic, Local, Invited. (October 3, 2022).
- Smetana, J., Oral Presentation, PSU Leadership, Pittsburg State University, Alumni Center, "Leadership that Motivates", Session, Non-Academic, Local, Invited. (March 2022).
- Smetana, J., Oral Presentation, Chapter Meeting, TSHRA, Virtual, "At the Heart of the [HR Leaders] Matter", Workshop, Non-Academic, Regional, Invited. (February 16, 2022).
- Goris, T. V. (Author & Presenter), Smetana, J. (Author), Lewis, K. (Author), Oral Presentation, 2021 Annual MAM Conference, Midwest Academy of Management (MAM), St. Ambrose University, Davenport, Iowa., "Sustaining Academic Careers amidst COVID 19: A Collaborative Autoethnography of Women Academicians", Conference, Academic, National, peer-reviewed/refereed, published in proceedings, Accepted. (October 15, 2021).
- Smetana, J., Oral Presentation, Leadership Summit, Missouri Southern State University, Joplin, MO, "When to Mentor, When to Coach, and When to be Silent?", Conference, Academic, Regional, Invited. (October 6, 2021).
- Smetana, J., Oral Presentation, TAKE Conference Virtual, University of Portugal, "Leader Essentials", Conference, Academic, International, published in proceedings, Accepted. (July 8, 2021).
- Smetana, J., Oral Presentation, Winter Leadership Conference, Kansas TSA, "Leadership Essentials", Conference, Non-Academic, State, Accepted. (March 5, 2021).
- Johnson, M. L. (Presenter), Lewis, K. (Presenter), Smetana, J. (Presenter), Oral Presentation, PSU

- Faculty Development Day Presentation Encore, Pittsburg State University, CTLT, "Engaging Students in the Online Environment", Workshop, Academic, Local, peer-reviewed/refereed, Accepted. (October 14, 2020).
- Johnson, M. L. (Presenter), Lewis, K. (Presenter), Smetana, J. (Presenter), Oral Presentation, PSU Faculty Development Day Presentation, Pittsburg State University, CTLT, "Engaging Students in the Online Environment", Workshop, Academic, Local, peer-reviewed/refereed, Accepted. (August 12, 2020).
- Smetana, J., Oral Presentation, Monthly, Southeast Kansas Human Resource Association, Virtual, "Leader Essentials", Session, Non-Academic, Regional. (May 21, 2020).
- Smetana, J., Oral Presentation, Monthly Meeting, Tri State Human Resource Association, Joplin, MO, "Leader Essentials", Session, Non-Academic, Regional, Invited. (February 19, 2020).
- Smetana, J., Oral Presentation, Noon Kiwanis Meeting, Kiwanis, Pittsburg KS, "A PSU Fulbrighter in Uzbekistan", Other, Local, Invited. (August 1, 2019).
- Smetana, J. (Author & Presenter), Rogers, M. (Author & Presenter), Oral Presentation, ASSP, American Society of Safety Professionals, Lockton Industries, Kansas City, MO, "How Organizational Leadership and Culture Impact Organizational Change Readiness", Conference, Non-Academic, State, Accepted. (November 9, 2018).
- Smetana, J. B. (Author & Presenter), Oral Presentation, SEK Human Resources Association, SEKHRA, Parsons, KS, "How Coaching Can Help HR", Session, Non-Academic, Local, Invited. (October 18, 2018).
- Mascher, E. A., Wilson, G. D., Smetana, J., Cortes, B. S., Oral Presentation, 8th Annual PSU Faculty Development Day, PSU, PSU, "Creative and Engaging Online Learning", Session, Academic, Local, Accepted. (August 15, 2018).

Papers

- Smetana, J. (Author & Presenter), Paper, ATMAE, jbscoaching.com, Kansas City, MO, "Management's/Supervisory's Impact on Employee Engagement", Conference, Academic, National, peer-reviewed/refereed, Accepted. (November 8, 2018).

COURSES TAUGHT

Pittsburg State University

- HRD 706, STRATEGIES IN DEVELOPMNT OF HR, 7 courses.
- HRD 716, BEHAV ANALYSIS FOR HRD PROFSNL, 4 courses.
- HRD 753, WORKFORCE DEVELOPMENT, 2 courses.
- HRD 793, EVAL IN HUMAN RESOURCE DEVLPMNT, 1 course.
- HRD 804, LEADERSHIP MANAGEMENT, 13 courses.
- HRD 805, SPECIAL PROBLEMS:, 14 courses.
- HRD 845, DSGNING HRD LRNNG INTERVENTION, 2 courses.
- HRD 850, GRADUATE STUDY IN HRD, 5 courses.
- HRD 852, ORGANIZATNL DEVELOPMT/CHANGE, 12 courses.
- HRD 858, EVID BASED LDRSHP COACHING, 3 courses.
- HRD 891, METHODS OF RESEARCH, 1 course.

HRD 892, RESRCH/WRITNG FOR HRD PROFSNLS, 8 courses.
HRD 899, PLNG/IMPLMTG HUMAN RES DEV PRO, 4 courses.
HRD 991, SP INV:HRD 991, 3 courses.

FACULTY/TEACHING DEVELOPMENT ACTIVITIES

Conference Attendance

- Conference Attendance, "Return, Rebuild, Renew -HRD Four State Conference", Pittsburg State University, Pittsburg, KS, United States. (October 29, 2021).
- Conference Attendance, "HR Survivor", KS SHRM. (September 22, 2021 - September 23, 2021).
- Conference Attendance, "Imagine Change: Spark the Potential of Coaching Education", GSAEC, 7 credit hours. (July 22, 2021 - July 23, 2021).
- Conference Attendance, "Leading Human Resources through Research", AHRD. (February 17, 2021 - February 19, 2021).
- Conference Attendance, "Finding Buried Treasure", ATDKC-Virtual, Kansas City, KS, United States, 7 credit hours, approximately 7 hours spent per year. (September 2020).
- Conference Attendance, "Conference", Academy of Human Resource Development, Atlanta, GA, United States. (February 2020).
- Conference Attendance, "Back to the HR Future", Kansas SHRM, Overland Park, KS, USA. (September 11, 2019 - September 13, 2019).
- Conference Attendance, "The BOTS are Coming!", ATDKC, Kansas City, KS, USA. (September 10, 2019).
- Conference Attendance, "8th Annual Faculty Professional Development Day", PSU, Pittsburg, KS, United States. (August 15, 2018).
- Conference Attendance, "SEK Business Conference-Empower,Embrace,Educate", SEK SHRM, Parsons, KS. (August 8, 2018).
- Conference Attendance, "Kansas City HR Summit", Kansas City, MO. (May 9, 2018).
- Conference Attendance, "AHRD Conference", Richmond, Virginia. (February 14, 2018 - February 17, 2018).

Continuing Education Programs

- Continuing Education Program, "Community Corrections", SEKHRA, Parsons, KS. (March 18, 2022).
- Continuing Education Program, "At the Hear of the HR Leaders Matter", TSHRA, Joplin, MO. (February 16, 2022).
- Continuing Education Program, "Coaching Supervision", Gestalt Institute of Cleveland, 9 credit

hours. (February 17, 2021 - June 23, 2021).

Continuing Education Program, "Leadership PSU", Pittsburg State University, Pittsburg, KS, United States. (September 2020 - April 9, 2021).

Continuing Education Program, "Design Plus I", Pittsburg State University-CTLT, Pittsburg, KS, United States. (October 14, 2019).

Continuing Education Program, "Incorporating Coaching Conversations into Academic Advising Practice", Pittsburg State University-CTLT, Pittsburg, KS, United States. (September 5, 2019).

Continuing Education Program, "Getting Started with VidGrid", Pittsburg State University-CTLT, Pittsburg, KS, United States. (March 20, 2019).

Faculty Fellowships

Faculty Fellowship, "Mentored Fulbright Scholar in Residence", Fulbright, Washington DC. (August 20, 2022 - December 14, 2022).

Other

Monthly Meetings, "SHRM Board Meeting", SHRM, Joplin, MO, United States, approximately 5 hours spent per year. (January 27, 2017 - December 2018).

Self-Study Programs

Self-Study Program, "Creating Effective Assessments", Online Learning Consortium. (September 2022 - October 2022).

Self-Study Program, "Facilitating Online Group Work", Online Learning Consortium. (August 2022 - September 2022).

Seminars

Seminar, "HRD Four State Conference", Pittsburg State University, Pittsburg, KS, United States. (October 25, 2018 - October 26, 2018).

Seminar, "Peer Reviewer Course (PRC)", QM. (February 14, 2018).

Webinars

Webinar, "Tools for Allyship & Conclusion", Pittsburg State University, Pittsburg, KS, United States. (December 1, 2021).

Webinar, "Stress Management", SEKHRA-Southeast Kansas Human Resource Association, Parsons, KS, United States, 1 credit hours. (November 12, 2020).

Webinar, "College Relations", SHRM. (November 5, 2019).

Webinar, "Write & Organize for Deeper Learning", ATD. (March 13, 2018).

Workshops

Workshop, "MAT Follow Up Session", Pittsburg State University, Pittsburg, KS, United States. (April 27, 2022).

Workshop, "Change Readiness", TSHRA, 1.5 credit hours. (September 15, 2021).

Workshop, "Responsibility Centered Leadership", SEKHRA, 4 credit hours. (August 26, 2021).

Workshop, "Getting Started With Studio", CTLT, Pittsburg, KS, United States. (February 9, 2021).

Workshop, "Teaching Strategies and Tools to Prepare for Fall", CTLT, 3 credit hours. (July 15, 2020).

Workshop, "Drugs in the Workplace & Changing Marijuana Laws: Working through Haze", SEKHRA-Southeast Kansas Human Resource Association, Parsons, KS, United States, 1 credit hours. (February 20, 2020).

Workshop, "How to Conduct Workplace Investigations", SEKHRA-Southeast Kansas Human Resource Association, Parsons, KS, United States, 1 credit hours. (January 23, 2020).

Workshop, "9th Annual Professional Development Day", Pittsburg State University, Pittsburg, KS, United States. (August 14, 2019).

Workshop, "Writing to Learn Courses at Pitt State", Pittsburg State University, Pittsburg, KS, United States. (November 12, 2018).

Workshop, "Using Visuals in Training", ATD, Kansas City, MO. (July 11, 2018).

Workshop, "Mindfulness & Meditation", ICF Heartland Chapter, Kansas City, MO. (May 4, 2018).

Workshop, "Getting Started with Snagit", Pittsburg State University, Pittsburg, KS, United States. (March 26, 2018).

Workshop Presentations

Workshop Presentation, "Harmonize - PSU Faculty PD Day", Pittsburg State University, Pittsburg, KS, United States. (August 17, 2022).

Workshop Presentation, "NISS - PSU Faculty PD Day", Pittsburg State University, United States. (August 17, 2022).

Workshop Presentation, "PSU Professional Development Day", Pittsburg State University, Pittsburg, KS, United States. (August 11, 2021).

Workshop Presentation, "Social and Emotional Intelligence", TSHRA. (June 16, 2021).

PROFESSIONAL ACTIVITIES

Association of Training and Development. (December 2017 - Present).

Czechoslovak Academy of Arts and Sciences. (September 2017 - Present).

Phi Kappa Phi. (May 2017 - Present).

Kiwanis. (February 9, 2017 - Present).

International Coaching Federation. (May 2012 - Present).

Society of Human Resource Development. (January 2009 - Present).

Academy of Human Resource Development. (January 2002 - Present).

Fulbright Specialist Roster. (February 16, 2018 - February 16, 2023).

HONORS

Service, Professional

ICF Global 10 Years of Loyalty Appreciation Certificate, International Coaching Federation & Heartland Charter Chapter. (October 1, 2019).

SERVICE AND CONSULTING

Department Service

Committee Chair, TWL-HRD Annual Four State Conference. (October 2019 - Present).

Committee Member, TWL Graduate Curriculum Committee & Graduate Council Rep. (August 2019 - Present).

Program Coordinator/Director, TWL - HRD. (January 2019 - Present).

Committee Member, TWL Protection of Human Subjects Committee(Graduate Research Committee). (August 2017 - Present).

TWL-HRD program SHRM recertification. (October 3, 2016 - Present).

Committee Chair, TWL-HRD Conference and Alumni Get Together. (October 25, 2018 - October 26, 2018).

Helped with planning, organizing, and implementing HRD conference

College Service

Curriculum Development Committee & MBA HR Emphasis Faculty, MBA - HRD/COT representative. (May 2018 - Present).

Committee Member, COT Reinstatement Committee. (January 1, 2018 - Present).

College of Technology Company Days. (September 20, 2022 - September 21, 2022).

Volunteer, Kansas State Fair Hutchinson, KS. (September 11, 2021 - September 12, 2021).

Committee Chair, Faculty Congress. (August 2019 - July 2020).

Volunteer as Lunch Coordinator, KTC Open House. (March 6, 2020).

KTC Open House Coordinator Lunch. (November 1, 2019).

COT Scholarship Reception-Attended. (April 23, 2019).

Volunteer, Tours and Info Table, KTC Open House. (November 2, 2018).

Attendee, Meeting, KBOR Skills Gap Luncheon. (July 19, 2018).

Volunteer, Baja SAE Kansas. (May 17, 2018).

Attendee, Meeting, EdS in Workforce Development Program Review. (May 3, 2018).

Graduate School & Research Banquet-Attended. (April 25, 2018).

University Service

College Relations Chair, Southeast Kansas Human Resource Association. Approximately 5 hours spent per year. (January 1, 2021 - Present).

Committee Member, Graduate Council. (September 2018 - Present).

Committee Member, Editing Board Member-Midwest Quarterly. (January 2018 - Present).

Committee Member, Study Abroad Committee. (January 2018 - Present).

Committee Member, Quality Matters Review. Approximately 14 hours spent per year. (April 1, 2022 - April 14, 2022).
Reviewed MKTG 610 for the PSU Quality Matters Rubric

Reviewer, Sage Publications. Approximately 5 hours spent per year. (July 1, 2021 - July 27, 2021).
Reviewed SO-21-1828 article "Women's Professional Career and Culture: Software Organizations in India" for SAGE Open.

Committee Member, Quality Matters Reviewer. Approximately 8 hours spent per year. (January 1, 2021 - January 31, 2021).
Helped with reviewing LDSP 855 Administration and Supervision of Special Education

Committee Member, Quality Matters Reviewer. Approximately 8 hours spent per year. (January 1, 2020 - January 30, 2020).
Reviewed PSYCH-848 Career Development course for Quality Matters-CTLT

Guest Speaker, Presentation. (January 13, 2020).

I was asked to present during the international student orientation on leader essentials.

Translator, Contributed-Holiday Luncheon. (December 4, 2019).

Helped translate/pronounce Czech carol for the School of Music choir.

Reviewer, Quality Matters Reviewer-CTLT. (October 2019 - November 5, 2019).

Reviewed PHYS 171 for CTLT

Attendee, Meeting, Faculty Coffee - Attended PSU Office of Career Services. (August 16, 2019).

2019 PSU Research Colloquium Judge. (April 10, 2019).

Reviewer, Quality Matters Reviewer-CTLT. (January 20, 2019 - January 31, 2019).

Reviewed SWK-341 for the QM rubric through CTLT

International Student Friendship Host. (January 2018 - December 2018).

Diwali Festival Attended. (November 5, 2018).

Marshall - Spring Graduation 2018. (May 11, 2018).

2018 PSU Research Colloquium Judge. (April 11, 2018).

Professional Service

Committee Chair, Southeast Kansas Human Resource Association, Parsons, KS. (2020).

I attended monthly board meetings.

Pre-Covid I was helping with students attending and presenting at the State SHRM conference.

Reviewer, Conference Paper, ATMAE. (September 14, 2020).

Reviewed a four conference papers.

Reviewer, Ad Hoc Reviewer, Uzbekistan, Tashkent. (January 2020).

Reviewed three introductions of dissertations for the Avloni Institute in Uzbekistan.

Reviewer, Journal Article, Open Psychology, Oslo. (February 3, 2019 - March 3, 2019).

Reviewed a research article titled "Committed to change? Human Resource management practices and attitudes towards organizational change. by Sabine Raeder

Conference-Related, ICF Midwest Conference, Pittsburgh, Pennsylvania. (June 21, 2018 - June 23, 2018).

Manned a recruiting table for PSU HRD and BSWD programs.

Conference-Related, AHRD Session Host, Richmond, Virginia. (February 15, 2018 - February 17, 2018).

Moderated Session on Skilled Up: How HRD professionals can prepare Organizations for the skills needed by Industry 4.0 (Saturday, February 17, 2018)

Public Service

Attendee, Meeting, SEK Human Resource Association. Approximately 10 hours spent per year. (August 2019 - Present).
Monthly meetings

Attendee, Meeting, TSHRA, Joplin, MO. Approximately 6 hours spent per year. (January 2019 - Present).

Volunteer, Via Christi Pink Lady, Pittsburg, KS. Approximately 32 hours spent per year. (August 2018 - Present).
Serve as a hospital pink lady, once a month for four hours.

Member, Chamber of Commerce, Pittsburg, KS. (January 2017 - Present).

Attendee, Meeting, Kiwanis, Pittsburg, KS. (January 2017 - Present).

Attendee, Meeting, International Friends of Pittsburg, Pittsburg, KS. Approximately 1 hours spent per year. (January 16, 2020).
I fix a dish for the international student welcome dinner.

Reviewer of Dissertation Abstract, Retraining and In-Service Institute of Managers and Specialist Personnel of the System of Public Education, Tashkent. (December 19, 2019).
Reviewed English abstract for dissertation student.

Committee Chair, Kiwanis Pancake Breakfast, Pittsburg, KS. (December 7, 2019).
Served as the Dining Room Committee Chair as well as the ticket sales chair.

Coffee Hour Host, St Pete's Episcopal Church, Pittsburg, KS. (March 31, 2019).

Chairperson, Kiwanis Program Chair, Pittsburg, KS. (February 7, 2019 - March 28, 2019).
Organized program speakers for our weekly meetings in February and March 2019

Attendee, Meeting, Wesley House/P3/Safehouse/The Center, Pittsburg, KS. (March 2, 2019).
Attended BRA fundraiser

Lord's Diner Volunteer, Pittsburg, KS. Approximately 15 hours spent per year. (September 2017 - September 2018).
Help with serving at the Lord's Diner.

Volunteer, NAIA Track & Field Event, Pittsburg, KS. (March 2, 2018).
Served as a volunteer for the Track & Field Event.

Committee Member, Kiwanis Program Chair for February 2018, Pittsburg, KS. (February 1, 2018 - February 28, 2018).
Arranged to have four speakers for each Thursday in February.