

SHYAMAL S. PANDYA

[LinkedIn](#) | [Google Scholar](#) | [ORCID](#) | shyamalpandya1@gmail.com

EDUCATION

Doctor of Philosophy (Ph.D.), Texas A&M University, College Station, TX, USA
Educational Human Resources Development, 2026

Master of Science (M.S.), Texas A&M University, College Station, TX, USA
Business, 2017

Bachelor of Science (B.S.), Texas A&M University, College Station, TX, USA
Economics, 2016

CERTIFICATIONS

Graduate Mentoring Academy Fellow
Texas A&M University, 2026

College Teaching Certificate
Texas A&M University, 2024

Education and Social Sciences Advanced Research Methods Certificate
Texas A&M University, 2024

CIRTL Associate Fellow of the Academy of Future Faculty
Texas A&M University, 2024

Certified Training Professional
Texas A&M University, 2022

IMPACT

While I am proud of my accomplishments as a scholar and practitioner, what I am most proud of is my contribution to the lives of my students as their teacher. Serving them has been and will always be the greatest honor of my career.

ACADEMIC APPOINTMENTS

Jackson State University
Assistant Professor of Human Resource Development (Tenure Track)

Jackson, Mississippi
January 2026 – Present

RECORD OF SCHOLARSHIP

Refereed Journal Articles:

- Pandya, S. S., & Samuel, A.** (2026). Artificial Intelligence and Workforce Training. *New Directions for Adult and Continuing Education*. <https://doi.org/10.1002/ace.70024>
- Pandya, S. S., Henderson, T., Shirazi, H. P., & Beyerlein, M. M.** (2025). ARTIFICIAL INTELLIGENCE IN ORGANIZATION DEVELOPMENT: A SCOPING REVIEW. *Performance Improvement Quarterly*, 37(4), 161–174. <https://doi.org/10.56811/piq-24-004>
- Pandya, S. S., & Wang, J.** (2024). Artificial intelligence in career development: a scoping review. *Human Resource Development International*, 27(3), 324–344. <https://doi.org/10.1080/13678868.2024.2336881>

Manuscripts Under Review:

- Pandya, S. S., Shirazi, H. P., Henderson, T., & Beyerlein, M. M.** Artificial Intelligence in Training & Development: A Scoping Review. *Journal of Workplace Learning* (under review).
- Pandya, S. S., & Roumell, E.A.** Regulatory Agility: Charting New Directions for HRM. *Performance Improvement Quarterly* (under review).
- Pandya, S. S.** Regulatory Foresight: Pioneering Proactive Compliance in HRM. *Performance Improvement Quarterly* (under review).
- Pandya, S. S.** Preventing Destructive Leadership: Practical Strategies for Training and Development Professionals. *Industrial and Commercial Training* (under review).
- Yoon, S. W., Ha, Y., Kim, K. N., & **Pandya, S. S.** Skilling in the Age of Artificial Intelligence: The Role of People Analytics and Human Resource Development Research. *Advances in Developing Human Resources* (under review).
- Pandya, S. S.** Artificial Intelligence in Coaching: A Scoping Review. *Generative Minds* (under review).

Works in Progress:

- Pandya, S. S., & Garavan, T. N.** The Training Investment Dilemma: A Game-Theoretic Model of Employer–Employee Mutual Investment.
- Pandya, S. S., Gunasekara, N., & Barhate, B.** Artificial Intelligence Integration in Organizations: A Stakeholder Perspective for Human Resource Management.

Contributions to International Proceedings (Refereed):

- Pandya, S.S.,** & Gunasekara, N. (2026). Artificial Intelligence (AI) and Workforce Transformation: Mapping the Role of HRD in Prompt Engineering. Presented at *the 2026 Academy of Human Resource Development International Research Conference in the Americas*, Dallas, Texas, USA.
- Pandya, S. S.,** Shirazi, H. P., Henderson, T., & Beyerlein, M. M. (2026). Artificial Intelligence (AI) in Training & Development: A Scoping Review. Presented at *the 2026 Academy of Human Resource Development International Research Conference in the Americas*, Dallas, Texas, USA.
- Pandya, S.S.,** Pajand, A., & Ferreira dos Reis, G. (2026). Artificial Intelligence (AI) Coaching: Shaping the Augmented Coaching Model. Presented at *the 2026 Academy of Human Resource Development International Research Conference in the Americas*, Dallas, Texas, USA.
- Ferreira dos Reis, G., & **Pandya, S.S.** (2026). Beyond Minimum Wage: A Conceptual Framework for Living Wage in Organizations. Presented at *the 2026 Academy of Human Resource Development International Research Conference in the Americas*, Dallas, Texas, USA.
- Kim, K.N., Ha, Y., **Pandya, S.S.,** & Yoon, S.W. (2026). Skilling in the Age of AI: The Role of People Analytics and Human Resource Development Research. Presented at *the 2026 Academy of Human Resource Development International Research Conference in the Americas*, Dallas, Texas, USA.
- Ha, Y., Kim, K.N., **Pandya, S.S.,** & Ko, E.H. (2026). Generative AI Literacy as a New Career Competency: A Conceptual Framework for HRD Practice. Presented at *the 2026 Academy of Human Resource Development International Research Conference in the Americas*, Dallas, Texas, USA.
- Pandya, S.S.,** Kannan, S., & Gunasekara, N. (2025). Artificial Intelligence: Legal Risks, Regulations, and Implications for HRD. Presented at *the 2025 Academy of Human Resource Development International Research Conference in the Americas*, Arlington, Virginia, USA.
- Pandya, S.S.,** Ferreira dos Reis, G., & Pajand, A. (2025). Artificial Intelligence in Coaching: A Scoping Review. Presented at *the 2025 Academy of Human Resource Development International Research Conference in the Americas*, Arlington, Virginia, USA.
- Ferreira dos Reis, G., & **Pandya, S.S.** (2024). Social Media and Productivity at Work for Ph.D. Students: Scoping Review. Presented at *the 2024 University Forum for Human Resource Development Conference*, Lisbon, Portugal.
- Kim, K.N., Cho, H., **Pandya, S.S.,** & Ha, Y. (2024). Job-crafting and Work Engagement in Flexible Work: Implications for HRD. Presented at *the 2024 University Forum for Human Resource Development Conference*, Lisbon, Portugal.
- Pandya, S.S.,** Ferreira dos Reis, G., & Kim, K.N. (2024). Developing Tomorrow's Leaders: Exploring Ph.D. Students Experiences and Perspectives on Academic Leadership. Presented at *the 2024 Academy of Human Resource Development International Research Conference in the Americas*, Arlington, Virginia, USA.
- Pandya, S.S.,** & Kim, K.N. (2024). Exploring Ethical Horizons: A Scoping Review of AI in HRD. Presented at *the 2024 Academy of Human Resource Development International Research Conference in the Americas*, Arlington, Virginia, USA.

Pandya, S.S., Kim, K.N., El Ahmadie, S., & Yoon, S.W. (2024). Unmasking the Shadows of Dark Leadership: A Scoping Review to Urge HRD Action. Presented at *the 2024 Academy of Human Resource Development International Research Conference in the Americas*, Arlington, Virginia, USA.

Pandya, S.S., & Wang, J. (2023). Artificial Intelligence in Career Development: A Scoping Review. Presented at *the 2023 University Forum for Human Resource Development Conference*, Dublin, Ireland.

Pandya, S.S., & Wang, J. (2023). Organizational Injustice in the Workplace: A Scoping Review. Presented at *the 2023 University Forum for Human Resource Development Conference*, Dublin, Ireland.

Pandya, S.S., & Wang, J. (2023). From General Damager to General Manager. Presented at *the 2023 Academy of Human Resource Development International Research Conference in the Americas*, Minneapolis, Minnesota, USA.

Contributions to International Proceedings (Non-Refereed):

Kim, H., & **Pandya, S.S.** (2024). Developing Healthcare Professionals: Opportunities for HRD. Presented at *the 2024 Academy of Human Resource Development International Research Conference in the Americas*, Arlington, Virginia, USA.

RESEARCH GRANTS

Robinson, J., Askew, D., Nelson, A., **Pandya, S. S.**, Tetteh-Bator, E., & Wheaton, D. L. (August 2026). *The Mississippi Artificial Intelligence and Research Infused STEM Education Project (AI-RISE)*. National Science Foundation, Research Experiences for Undergraduates (REU) Site Program. (\$467,813, 3 years). Senior Personnel/Research Mentor. Status: Submitted.

Pandya, S. S. (June 2026). *Beyond Credentials: Competency-Based Hiring and Workforce Opportunity for Young Adults from Nontraditional Educational Pathways*. William T. Grant Foundation, William T. Grant Scholars Program. (\$425,000, 5 years). Principal Investigator. Status: Submitted.

Garza, L., **Pandya, S. S.**, & Flowers, T. (June 2026). *Mississippi Morphology and Artificial Intelligence Augmented Development for Educators (MS-MADE)*. U.S. Department of Education, Supporting Effective Educator Development (SEED) Program. (\$1,867,677, 3 years). Co-Principal Investigator. Status: Submitted.

Ramdoss, S. T., **Pandya, S. S.**, Myrie, D. N., Giles, F., Richardson, A., Wheaton, D. L., & Latiker, T. (April 2026). *AI-Integrated Workforce Training to Improve Employment Outcomes for Youth with High Support Needs: An Efficacy Study of the Employment-Focused Assistive and Rehabilitation Technology Training Model (E-ARTT)*. National Institute on Disability, Independent Living, and Rehabilitation Research (NIDILRR), Field-Initiated Projects—MSI Research Program. (\$749,919, 36 months). Co-Principal Investigator. Status: Submitted.

Pandya, S. S. (April 2026). *Learning to Interpret AI-Generated Health Information: The Role of Social Networks in Older Adults' Engagement with Wearable Technologies*. Spencer Foundation, Small Research Grants Program. (\$50,000, 2 years). Principal Investigator. Status: Unfunded.

Pandya, S. S., Ke, J., Porter, L., Bradley, T., Mozee, S., & Wheaton, D. L. (February 2026). *Project CARE: Career Advancement Resource Ecosystem*. Education Design Lab, Advancing Workforce Mobility Initiative, Explore

Tier – Track 2: Skills Validation in Non-Traditional Pathways. (\$249,988, 18 months). Principal Investigator.
Status: Unfunded.

SCHOLARSHIP OF TEACHING

Jackson State University:

Instructor of Record, CLL 483 80: Special Field Research Projects, Undergraduate Level, Online, School of Lifelong Learning, Jackson State University, Summer 2026

Instructor of Record, CLL 481 80: Specialized Professional Training, Undergraduate Level, Online, School of Lifelong Learning, Jackson State University, Summer 2026

Instructor of Record, CLHR 200 102: Foundations of Human Resource Development, Undergraduate Level, Online, School of Lifelong Learning, Jackson State University, Spring 2026

Instructor of Record, CLHR 220 102: Training, Developing, and Communicating, Undergraduate Level, Online, School of Lifelong Learning, Jackson State University, Spring 2026

Instructor of Record, CLL 483 60: Special Field Research Projects, Undergraduate Level, In-person, School of Lifelong Learning, Jackson State University, Spring 2026

Instructor of Record, CLL 483 61: Special Field Research Projects, Undergraduate Level, Online, School of Lifelong Learning, Jackson State University, Spring 2026

Texas A&M University:

Instructor of Record, EHRD 203 599: Foundations of Human Resource Development, Undergraduate Level, Online, Department of Educational Administration & Human Resource Development, Texas A&M University, Spring 2025

Instructor of Record, EHRD 405 598: Principles and Practices of Leadership in Human Resource Development and Technology Management, Undergraduate Level, Online, Department of Educational Administration & Human Resource Development, Texas A&M University, Spring 2025

Invited Lectures:

EHRD 203 502: Foundations of Human Resource Development, Undergraduate Level, Face-to-Face, Instructor: Kyung Nam Kim, Department of Educational Administration & Human Resource Development, Texas A&M University, Spring 2025

EHRD 210 500: Legal & Ethical Environment in Human Resource Development, Undergraduate Level, Face-to-Face, Instructor: Aynur Charkasova, Department of Educational Administration & Human Resource Development, Texas A&M University, Fall 2024

EHRD 658 600: Writing Literature Reviews for Empirical Research in Education, Doctoral Level, Face-to-Face, Instructor: Jia Wang, Department of Educational Administration & Human Resource Development, Texas A&M University, Fall 2024

HMGH 352 500: Hotel and Resort Operations, Undergraduate Level, Face-to-Face, Instructor: Daniel Eichler, Department of Hospitality, Hotel Management, and Tourism, Texas A&M University, Fall 2023

Teaching Effectiveness:

Term	Course	Rating
Summer 2026	CLL 481-80: Specialized Professional Training	4.9/5
Summer 2026	CLL 483-80: Special Field Research Projects	4.9/5
Spring 2026	CLL 483-60: Special Field Research Projects	4.9/5
Spring 2026	CLL 483-61: Special Field Research Projects	4.9/5
Spring 2026	CLHR 220-102: Training, Developing, and Communicating	4.9/5
Spring 2026	CLHR 200-102: Foundations of Human Resource Development	4.9/5
Spring 2025	EHRD 405-590: Principles and Practices of Leadership in HRD	5.0/5
Spring 2025	EHRD 203-599: Foundations of Human Resource Development	5.0/5

SERVICE

University Service:

Faculty Senator, Faculty Senate, Jackson State University, January 2026 – Present

Service to the Academy:

Associate Track Chair Editor, Organization Development, Change, and Performance Track, Academy of Human Resource Development International Research Conference in the Americas, 2026

Member at Large (Professional & Academic), Committee Member, Scholar-Practitioner Special Interest Group (SIG), Academy of Human Resource Development International Research Conference in the Americas, 2026

Reviewer, Virtual HRD, Technology, and AI Track, Academy of Human Resource Development International Research Conference in the Americas, 2026

Reviewer, Leadership Track, Academy of Human Resource Development International Research Conference in the Americas, 2026

Reviewer, Organization Development, Change, and Performance Track, Academy of Human Resource Development International Research Conference in the Americas, 2025

Reviewer, Virtual HRD, Technology, and AI Track, Academy of Human Resource Development International Research Conference in the Americas, 2025

Last updated August 2026

Reviewer, Leadership Track, Academy of Human Resource Development International Research Conference in the Americas, 2024

Reviewer, Leadership Track, Academy of Human Resource Development International Research Conference in the Americas, 2023

Professional Memberships:

Academy of Human Resource Development, September 2021 – Present

HONORS & AWARDS

Human Resource Development Cutting Edge Award

2026 Academy of Human Resource Development International Research Conference

AHRD Graduate Student Outstanding Paper Award

2026 Academy of Human Resource Development International Research Conference

1st Place Poster Award

2024 CEHD Graduate Representative Advisory Board Research Symposium, Texas A&M University

PROFESSIONAL EXPERIENCES IN INDUSTRY

Texas A&M University

Graduate Assistant

College Station, Texas

January 2025 – May 2025

Five Rivers Hospitality

General Manager

College Station, Texas

February 2022 – February 2025

Wyndham Hotels & Resorts

Assistant General Manager

College Station, Texas

March 2018 – January 2022

REFERENCES

Dr. Jia Wang, Professor, College of Education & Human Development, Texas A&M University

jjawang@tamu.edu

Dr. Seung Won Yoon, Professor, College of Education & Human Development, Texas A&M University

swyoon@tamu.edu

Dr. Elizabeth Roumell, Professor, College of Education & Human Development, Texas A&M University

earoumell@tamu.edu

Dr. Shrihari Sridhar, Senior Associate Dean, Mays Business School, Texas A&M University

ssridhar@mays.tamu.edu

Dr. William Sage, Professor, School of Law, Naresh K. Vashisht College of Medicine, Texas A&M University
william.sage@tamu.edu

Dr. Michael Dewsnap, Assistant Professor, Naresh K. Vashisht College of Medicine, Texas A&M University
dewsnap@tamu.edu

Dr. Michael Beyerlein, Professor Emeritus, College of Education & Human Development, Texas A&M University
beyerlein@tamu.edu