

FARHAN SADIQUE

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EDUCATION

Doctor of Philosophy (PhD), May 2024 | GPA 3.94

Workforce Education and Development

The Pennsylvania State University, University Park, PA

Concentration: Organization Development and Human Resource Development

Dissertation paper: Exploration of Salesperson Competencies to Increase Customer Engagement in Home Improvement Retail Organizations in the USA

Committee members: Mark D. Threeton (chair), William J Rothwell, Wesley Donahue, Rama B. Radhakrishna

Master of Science (MSc), May 2015 | GPA 3.78

Human Resource Development

Pittsburg State University, Pittsburg, KS

Advisers: Dr. Peggy Snyder and Dr. Mark Johnson

Bachelor of Business Administration, June 2013 | GPA 3.64

Accounting and Finance

United International University, Dhaka, Bangladesh

Thesis: A case study on Mercantile Bank Limited [Unpublished Undergraduate thesis].

Adviser: Ahsan Ullah

TEACHING EXPERIENCE

Kansas State University

Fall, 2025

- Inter/Intra Dynamics (EDACE 832)
- Exp Learning/Leadership Dynamics (EDCEP 839)

Summer, 2025

- Quality Program and Staff management (EDACE 837)
- Teaching Online (EDCEP 824)

Spring, 2025

- Program Evaluation (EDACE 875)
- Survey Research (EDCEP 819)

Fall, 2024

- Introduction to Adult Learning and Leadership (EDACE 780)

The Pennsylvania State University

Fall, 2023

- Foundations in Organization Development and Change (WFED 572)
- Course Admin for WFED 471 – Training in Industry and Business

Fall, 2022; Spring, 2023

- Leadership in Organizations (ENGR 409)

Summer, 2022

- Tech Academy (Undergraduate level)

Spring & Fall 2022 – 2023

- Guest Lectures for Scholarly Writing (WFED 501)
- Guest Lectures for Ethics in Workforce Education (WFED 529)

Summer 2021

- Appreciative Inquiry (WFED 884)

Fall 2020

- Guest Lectures for Human Resource Management (HM466)

STUDENT ADVISING AND COMMITTEES

Doctoral Level Committee Chair/Co-chair (In Progress)

1. Bradli Nowak (Ph.D. Doctoral dissertation, Kansas State University)
2. Jacqueline McCoy (Ph.D. Doctoral dissertation, Kansas State University)
3. Jessica Turner (Ph.D. Doctoral dissertation, Kansas State University)

Doctoral Level Committee Member (In Progress)

1. Cass Pond (Ph.D. Doctoral dissertation, Kansas State University); Chair: Donna Augustine-Shaw, Kellen Adams
2. Stacey Lhuillier (Ph.D. Doctoral dissertation, Kansas State University); Chair: Haijun Kang
3. Yugant Patra (Ph.D. Doctoral dissertation, Kansas State University); Chair: Haijun Kang
4. Tramaine Jones (Ph.D. Doctoral dissertation, Kansas State University); Chair: Susan Yelich Biniecki
5. Olayinka Ojo (Ph.D. Doctoral dissertation, Kansas State University); Chair: Susan Yelich Biniecki
6. Maryjan Fiala (Ph.D. Doctoral dissertation, Kansas State University); Chair: Susan Yelich Biniecki
7. Tacildayus Andrews (Ph.D. Doctoral dissertation, Kansas State University); Chair: Susan Yelich Biniecki

8. Shana Cook (Ph.D. Doctoral dissertation, Kansas State University); Chair: Susan Yelich Biniecki
9. Sneha Bera (Ph.D. Doctoral dissertation, Kansas State University); Chair: Haijun Kang

Master's Level Advisor (In Progress)

1. Henry Pitcher Allendorph (M.S., Adult Learning & Leadership)
2. Yesenia Juanita Anderson (M.S., Adult Learning & Leadership)
3. Daniel Gawlak (M.S., Adult Learning & Leadership)
4. Brian Sandoval (M.S., Adult Learning & Leadership)
5. Jess Turner (M.S., Adult Learning & Leadership)
6. Mark Moseley (M.S., Adult Learning & Leadership)
7. Stacy Haines (M.S., Adult Learning & Leadership)
8. Lindsey Schneider (M.S., Adult Learning & Leadership)
9. Arielle Kelly (M.S., Adult Learning & Leadership)
10. William Farrar (M.S., Adult Learning & Leadership)
11. Molly McDowell (M.S., Adult Learning & Leadership)
12. Tate Lovin (M.S., Adult Learning & Leadership)
13. Mesilla Nol (M.S., Adult Learning & Leadership)
14. Elizabeth Scheg Bradbury (M.S., Adult Learning & Leadership)
15. Natasha Feeman (M.S., Adult Learning & Leadership)
16. Lindsay Esquibel (M.S., Adult Learning & Leadership)
17. Taylor Brooker (M.S., Adult Learning & Leadership)
18. Taylor Booker (M.S., Adult Learning & Leadership)
19. Carissa Tummons (M.S., Adult Learning & Leadership)

Master's Level Committee Member (In Progress)

1. Anjum Haydar (M.S., Adult Learning & Leadership)
2. John Borel (M.S., Adult Learning & Leadership)
3. Joshua Longmire (M.S., Adult Learning & Leadership)
4. Megan Ronnebaum (M.S., Adult Learning & Leadership)

ACADEMIC APPOINTMENT

➤ Assistant Professor (August 2024- Present)

Department of Adult Learning and Leadership
College of Education
Kansas State University, Manhattan, KS

- **Graduate Assistant (June 2020- December 2023)**
Department of Learning and Performance System
The Pennsylvania State University, University Park, PA
- **Research Assistant (September 2019- December 2023)**
Department of Agricultural Economics, Sociology, and Education
The Pennsylvania State University, University Park, PA
- **Assistant Mentor Coordinator (June 2022- August 2022)**
Office of Summer Session
The Pennsylvania State University, University Park, PA

EMPLOYMENT HISTORY

Chief Researcher/ Partner (Aug. 2020 – Present)

Rothwell & Associates, LLC

Key Accomplishments:

- Conducted 50+ professional webinars and trained more than 500 professionals on the MyCPE platform
- Collaborated with ATD to develop a widely used ATD functions framework.

Department Manager (Sep. 2016 – Apr. 2019)

Menards Home Improvement, Wichita, Kansas.

Key Accomplishments:

- Enhanced sales by 9% in 2018 through implementing category-based sales strategies and intensive team training.
- Reduced employee turnover rate from 58% to 0% within a year, transforming the department into a reliable and self-sufficient unit.
- Earned the Best Guest Service Award in 2017 based on exceptional customer feedback.
- Trained and developed the skills of three management trainees, equipping them for future managerial roles.

Assistant Department Manager (Feb. 2016 – Aug. 2016)

Menards Home Improvement, Salina, Kansas.

Developed and implemented a strategic plan to drive sales growth in a department with annual sales of \$3M. I managed employee scheduling and payroll, with accomplishments recognized and fast-tracked for promotion to the Manager role.

Key Accomplishments:

- Reduced payroll expenses by 15% by enhancing team efficiency and implementing streamlined operational strategies.
- Formulated innovative strategies to attract new customers to the store, broadening the customer base and fueling revenue growth.

Management Trainee (Oct. 2015 – Feb. 2016)

Menards Home Improvement, Wichita, Kansas.

Delivered excellent customer service while operating in close association with management. Undertook store opening and closing and developed knowledge of company management policy.

Key Accomplishment:

- Averaged 90% scores across all qualification tests.
- Established a network between different managers and was promoted after the training.

PRESENTATIONS AND PUBLICATIONS

Books/Book chapter

- Rothwell, W. J., Alshawan, F., & Sadique, F. (in press). Organization development engagement for a Bechtel project in Saudi Arabia. In D. Warrick (Ed.), Cases in organization development and change: Building healthy, high-performance organizations. Edward Elgar Publishing.
- Rothwell, W. J., Zaballero, A., & Sadique, F. (in press). Contrasting diagnostic and dialogic assessments: Diverse approaches to assess reality. In D. Warrick (Ed.), Cases in organization development and change: Building healthy, high-performance organizations. Edward Elgar Publishing.
- Sadique, F., Zaballero, A., & Hajri, A. A. (2025). Bibliometric analysis for organization development and change management (2010–2023). In W. J. Rothwell, J. Stavros, & S. Cady (Eds.), Practicing organization development: Leading transformation and change (5th ed.). John Wiley & Sons, Inc.
- Hajri, A. A., Zaballero, A., & Sadique, F. (in press). Bibliometric analysis for succession planning. In W. J. Rothwell, A. Zaballero, & D. Poole (Eds.), Succession planning handbook. Edward Elgar Publishing.
- Rothwell, W. J., Zaballero, A., & Sadique, F. (2025). Measuring ROI in tech-based learning. In R. A. Reiser & A. Carr-Chellman (Eds.), Trends and issues in instructional design and technology (5th ed.). Routledge.
- Sadique, F. (2024). Marketing the Organization as a Social Change Agent. In J. Campbell, W. J. Rothwell, Ealy, P (Eds.), Move beyond organizational diversity, equity, and inclusion to social change.
- Rothwell, W. J., Zaballero, A., Sadique, F., & Bakhshandeh, B. (2024). *Revolutionizing Online Learning: 1500+ Ways to Engage Online Learners*. Taylor and Francis Group.
- Sadique, F. (2024). Using positive psychology. In B. Bakhshandeh and W. J. Rothwell (Eds.) *Building an organizational coaching culture: Creating an effective environment for growth & success in an organization*. Taylor & Frances.
- Sadique, F., William, J. R., Park, J.; Donahue, W.; & W. Michele (2024). Competency-based Salesperson Development. Kendall Hunt.
- Sadique, F. (2023). Transformational coaching methodologies. In B. Bakhshandeh, W. J. Rothwell, S. M. Imroz with F. Sadique (Eds.), *Transformational coaching and leadership*. Routledge.

- Rothwell, W., & Sadique, F. (2023). *Mastering the art of process consultation and virtual group coaching simulation: Applying the action research model (ARM) to an organization development intervention*. Amazon.
- Rothwell, W. J., Sadique, F., Hajri, A. A. (2024). Succession planning simulation: A tabletop case study role plays at the electric company. IngramSpark.
- Brendel, W., Risch, T., Sadique, F., & Jamieson, D. (Eds.). (2022). OD review essentials: history & evolution of Organization Development (Vol. 1). OD Network. <https://www.odnetwork.org/page/od-review-essentials-volume-1>

Contributing Author

- Bakhshandeh, B., Rothwell, W., & Imroz, S., with Sadique, F. (2023). Transformational coaching for effective leadership: Implementing sustainable change through shifting paradigms. Routledge. <https://www.routledge.com/Transformational-Coaching-for-Effective-Leadership-Implementing-Sustainable/Bakhshandeh-Rothwell-Imroz/p/book/9781032302379>
- Sadique, F. (2023). Resources About Small and Family Business Succession Planning. In W. J Rothwell and Robert K. Prescott (eds.) *Succession Planning for Small and Family Businesses: Navigating Successful Transition*. Routledge.
- Rothwell, W. J., Ealy, P. L., & Campbell, J. (2022). *Rethinking organizational diversity, equity, and inclusion: A step-by-step guide for facilitating effective change*. CRC Press.
- Rothwell, W. J. (2020). *Adult learning basics*, 2nd Edition. ATD Press.

Articles

- Rothwell, W. J., Zaballero, A., Sadique, F. (2025). Adventures in performance technology: Corrective actions as a performance technology intervention. *Performance Improvement Journal*, 63(2), <https://doi.org/10.56811/PIJ-25-0006>
- Stojanović, M., McGill, C., Sadique, F., (Under review). Navigating Academic Career Identity Development: A Collaborative Autoethnography of Three Tenure-Track Faculty. *International Journal of Educational Management*.
- Sadique, F., Rothwell, W., & Zaballero, A. (2025). Future-proofing organizations: leveraging organization development for resilience, adaptability, and inclusive change. *Organization Development Journal*, 43(1), pp. 49-59.
- Saha, S., Fatemeh R., Sadique, F., Farooque, M., & Rothwell, W. (2025). Next-gen education: Enhancing artificial intelligence (AI) for microlearning. *2025 ASEE Annual Conference*. Full paper proceedings. <https://nemo.asee.org/public/conferences/365/papers/48259/view#>
- Sadique, F. (2025). Exploration of salesperson competencies for customer engagement in selected home improvement retail organizations in the USA. *AHRD 2025 Conference*. Paper Proceeding.
- Brendel, W. T., Samarin, I. A., & Sadique, F. (2021). Open-source organization development: a platform for creating conscious OD applications. *Organization Development Review* 53(5), 18-31.

- Yoon, H. J., Chang, Y.-L., Sadique, F., & Al Balushi, I. (2021). Mechanisms for hopeful employee career development in COVID-19: a hope-action theory perspective. *Advances in Developing Human Resources*, 23(3), 203-221. <https://doi.org/10.1177/15234223211017848>
- Imroz, S. M., Sadique, F., & Trambadia, N. (2021). An analysis of air traffic controllers' job satisfaction. *Journal of Aviation Education and Research*, 31(1), <https://doi.org/10.15394/jaaer.2022.1910>

Conference Presentation (Refereed)

- Saha, S., Fatemeh R., Sadique, F., Farooque, M., & Rothwell, W. (Upcoming: 2025, June 22nd). Next-gen education: Enhancing artificial intelligence (AI) for microlearning. 2025 ASEE Annual Conference & Exposition.
- Sadique, F., & Rothwell, W. (2025, April 14th). Accelerated Talent Development to maintain a competitive edge. The 2025 ISPI Performance Improvement Conference.
- Sadique, F., & Rothwell, W. (2025, April 14th). A Simulated workshop on bottom-up change management. The 2025 ISPI Performance Improvement Conference.
- Sadique, F. (2025, February 22). Exploration of Salesperson Competencies for Customer Engagement: Home Improvement Retail Organizations, 2025 AHRD Conference in the Americas.
- Al Hamli, N. B. T. & Sadique, F. (2025, February 21). Navigating Challenges: The Role of HR Practices in Building Organizational Resilience in the UAE's Private Sector. 2025 AHRD Conference in the Americas.
- Rothwell, W. J., Sadique, F., Zaballero, A., Williams, C. (2024, Oct 8). Bottom-Up Change: A Simulated-Workshop. Association for Talent Development Org Dev Conference. <https://orgdev.td.org/speakers>
- Chaudhary, A. K., Singh, P., Basak, S., & Sadique, F. (2023). Exploring the Perceptions Regarding Drinking Water Quality and Its Potential Health Effects among Plain-Sect Community. Wilmot, Ohio. <https://www.amishstudies.org/conference>
- Sadique, F., & Al Hamli, N. B. T. (2023, May 19). Exploring the potential for OD in GCC member states: Evaluating readiness and acceptability of OD values as a learning organization. 2023 International Society for Organization Development Conference, Mobil, Alabama. <https://doi.org/10.13140/RG.2.2.34871.09121>
- Rothwell, W., Williams, S., Zaballero, A., & Sadique, F. (2023, May 17). *Experiencing OD: A role-play simulation*. Conducted a 90-minute virtual workshop for the International Society for Organization Development and Change at the 2023 conference.
- Imroz, S., Sadique, F., Kim, D., Sim, S. H., Perez, O. (2022, August 25). Factors affecting the work-life balance perception of flight instructors. 25th Air Transport Research Society World Conference 2022. <https://medialibrary.uantwerpen.be/files/278898/98fd4c91-ecba-46f6-9eee-a52298b03ac1.pdf>
- Rothwell, W., & Sadique, F. (2022, June 9). Facilitating social and organizational change. Conducted an onsite one-hour session at the Organization Development

- Network (OD Network) Conference in Orlando, FL.
<https://www.odnetwork.org/page/2022-conf-schedule>
- Kumar Chaudhary, A., Sadique, F., Assan, E. *, Diaz, J., Jayaratne, K. S. U., Koundinya, V., Ghimire, N., & Chazdon, S. (2021, November). Seeking extension administrators' perspective to assess feedback on and understanding the broader applicability of an evaluation competency development model. Paper presented at the 35th Annual Virtual Conference of the American Evaluation Association (AEA).
 - Chaudhary, A. K., Assan, E., Sadique, F., Eaton, W., & Brasier, K. (2021, June 22). Understating Differences Among Motivations of Farmers with Diversity in Adoption of Conservation Practices. Oral presentation, 2021 Virtual Conference of The International Association for Society and Natural Resources, June 20th -24th, 2021. https://whova.com/embedded/subsession/issrm_202106/1618421/1618425/
 - Balushi, I. A., Chang, Y., Sadique, F., & Yoon, H. J. (2021, Nov 19). Positive organizational and HR factors in the healthcare service: The impact of Hopeful Career State and Work Engagement. Penn State WFED, OD&C, TD conference 2021, Virtual conference. https://www.youtube.com/watch?v=24-2hPYli_w&t=99s
 - Balushi, I. A., Chang, Y., Sadique, F., & Yoon, H. J. (2021, Feb 17-19). The mediating effect of hopeful career state and work engagement on HR outcome variables in healthcare in Oman. 2021 AHRD Conference in the Americas, Virtual conference.
 - Brendel, W. T., Samarin, I. A., & Sadique, F. (2021, Feb 17-19). Introducing SERA: An Open-Source Code for Developing Innovation and Inclusion Programs and Interventions. 2021 AHRD Conference in the Americas, Virtual conference.
 - Chaudhary, A. K., Assan, E., Sadique, F., Diaz, J., Jayaratne, K. S. U., Koundinya, V., Ghimire, N., & Chazdon, S. (2020, Dec). Guiding Evaluation Capacity Building of Extension Professionals using Perspective of Extension Educators,” as an Oral Presentation at the 2020 National Association of Extension Program and Staff Development Professionals (NAEPSDP) Conference.
 - Kumar Chaudhary, A., Assan, E., Sadique, F., Diaz, J., Jayaratne, K. S. U., Koundinya, V., Ghimire, N., & Chazdon, S. (2020, October). Understanding ways to promote evaluation capacity building among extension professionals: Seeking feedback on an evaluation competency development model. The paper was accepted for presentation at the 34th Annual Conference of the American Evaluation Association (AEA), Portland, Oregon. Note. The paper was not included in the final program due to reduced abstracts to be presented in the compact COVID-19 program.
 - Kumar Chaudhary, A., Assan, E., Sadique, F., Diaz, J., Jayaratne, K. S. U., Koundinya, V., Ghimire, N., & Chazdon, S. (2020, October). Enhancing evaluation capacity of extension professionals: Perspective of extension educators. The paper was accepted for presentation at the 34th Annual Conference of the American Evaluation Association (AEA), Portland, Oregon. Note. The paper was not included in the final program due to reduced abstracts to be presented in the compact COVID-19 program.
 - Kumar Chaudhary, A., Assan, E., & Sadique, F. (2020, October). I was enhancing stakeholder engagement by understating differences among farmers' motivations. The paper was accepted for presentation at the annual conference of the Universities Council on Water Resources and National Institutes for Water Resources

- (UCOWR/NIWR), Minneapolis, Minnesota. Note. Presenter and Principal author. The conference was canceled due to COVID-19.
- Yoon, H. J., Chang, Y.-L., Sadique, F., Balushi, I. A. (2020, September). Mechanisms for employees to reach a hopeful career state in Covid-19: A systems perspective. Corporate Career Development Consortium Quarterly Benchmarking Call. <https://doi.org/10.26207/2ww3-m652>
 - Balushi, I. A., Chang, Y., & Sadique, F. (2020, May 14). Organizational assessment based on a tertiary hospital in Oman. ISODC International Conference, Virtual conference. <https://doi.org/10.13140/RG.2.2.30384.99848>
 - Sadique, F. (2020, February 26-29). Performance improvement intervention concentrating retail customer engagement: Future of physical stores in home improvement [Poster presentation]. International Research Conference in the Americas, Atlanta, GA, USA. <https://cdn.ymaws.com/www.ahrd.org/resource/resmgr/2020conference/ahrd-conference-poster-ebook.pdf>
 - Assan, E., Sadique, F., & Kumar Chaudhary, A. (2019, November). Judging the applicability of an evaluation competency development model for non-formal educators: The perspectives of extension educators. Paper presented at the 7th Annual Rural Studies Student Conference, University Park, Pennsylvania. Note. I advised my graduate students to author abstracts and presentation of the paper.
 - Sadique, F., & Chaudhary, A. K. (2019, November 8). Ascertaining the perspective of extension administrators for strategic broader applicability of an evaluation competency development model [Poster presentation]. 7th Annual Rural Studies Student Conference, University Park, PA, USA.

Professional Presentation

- Basel, R., Sadique, F., & Rothwell, W. J. (2025, May 30). Research: Talent development function [Webinar]. Association for Talent Development (ATD). <https://www.td.org>
- Sadique, F., & Rothwell, W. J. (2025, July 3). Living the mission: Embedding purpose into everyday work. Manufacturing IP Virtual. Professional Development Series, Workforce Solutions for North Central PA.
- Sadique, F., & Zaballero, A. G. (2025, June 12). Humans + machines: Preparing the workforce for AI collaboration [Conference session]. Manufacturing IP Virtual Professional Development Series, Workforce Solutions for North Central PA.
- Sadique, F., & Zaballero, A. G. (2025, June 10). AI in manufacturing: What leaders need to know today to prepare for tomorrow [Conference session]. Manufacturing IP Virtual Professional Development Series, Workforce Solutions for North Central PA.
- Sadique, F. (2025, June 5). *Supportive culture – Opening up mental health talks* [Webinar]. MyCPE Continuing Education. <https://my-cpe.com>
- Sadique, F., & Park, J. G. (2025, June 3). Bridging generations to build the future of manufacturing [Conference session]. Manufacturing IP Virtual Professional Development Series, Workforce Solutions for North Central PA.
- Sadique, F. (2025, May 29). Filling the gaps: Replacement planning for manufacturing teams [Conference session]. Manufacturing IP Virtual Professional Development Series, Workforce Solutions for North Central PA.

- Sadique, F. & Behnam, B. (2025, May 15). *Mental Wellness Series: Resiliency across generations*. Conducted a 60-minute webinar for MyCPE.
- Sadique, F. (2025, April 3). Retention strategies for a multigenerational and hybrid workplace [Webinar]. myCPE Continuing Education.
- Rothwell, W., & Sadique, F. (2025, March 2). The Evolving Workplace Series: Balancing hybrid, remote, and in-office dynamics. Conducted a 60-minute webinar for MyCPE.
- Rothwell, W., & Sadique, F. (2025, February 6). 2025 HR outlook: What lies ahead. Conducted a 60-minute webinar for MyCPE.
- Rothwell, W. J., & Sadique, F. (2024, September 26). Transfer of Learning (Near and Far). Webinar for CPA, SHRM, HRCI, DE LPA, ME LPA, IA LPA & Accountant/Tax professionals. Online Learning Series. MyCPE.
- Sadique, F., & Zaballero, A. (2024, July 24). Organization Development Interventions Series: OD Team and Group Based Intervention. Webinar for CPA, SHRM, HRCI, DE LPA, ME LPA, IA LPA & Accountant/Tax professionals. Online Learning Series. MyCPE.
- Sadique, F., & Zaballero, A. (2024, June 6). *Organization Development Team and Group-Based Intervention*. Webinar for CPA, SHRM, HRCI, DE LPA, ME LPA, IA LPA & Accountant/Tax professionals. Organization Development Intervention Series: Executives & Managerial Intervention and Coaching. MyCPE.
- Sadique, F., & Bakhshandeh, B. (2024, June 20). Organization Development Intervention Series: Executives & Managerial Intervention and Coaching. Webinar for CPA, SHRM, HRCI, DE LPA, ME LPA, IA LPA & Accountant/Tax professionals. Organization Development Intervention Series: Executives & Managerial Intervention and Coaching. MyCPE.
- Sadique, F., & Bakhshandeh, B. (2024, May 24). Talent Management & Development Series: Strategies to Recruit and Retain Talent. Webinar for CPA, SHRM, HRCI, DE LPA, ME LPA, IA LPA & Accountant/Tax professionals. Talent Management & Development Series. MyCPE.
- Rothwell, W. J., & Sadique, F. (2024, May 30). Talent Management & Development Series: Preparing Talent for the Future through Succession Planning and Career Progression. Webinar for CPA, SHRM, HRCI, DE LPA, ME LPA, IA LPA & Accountant/Tax professionals. Talent Management & Development Series. MyCPE.
- Sadique, F. & Bakhshandeh, B. (2024, February 29). Webinar for CPA, SHRM, HRCI, DE LPA, ME LPA, IA LPA & Accountant/Tax professionals. Building an Organizational Coaching Culture: Effective Communication & Active Listening. MyCPE.
- Sadique, F., al Balushi, I., Alhamli, N., & Alqahtani, M. (2024, February 22). Advancing Human Resource Development/ Organization Development in the Gulf Cooperation Council (GCC): A multifaceted exploration. *AHRD 2024 International Research Conference Proceedings*. AHRD 2024 International Research Conference, Arlington, VA. <http://dx.doi.org/10.13140/RG.2.2.27543.96163>
- Zaballero, A., Rothwell, W., Williams, S. & Sadique, F. (2024, February 20). Startup: Simulation Webinar. Participated in an online simulation for the World Campus class of WFED572.

- Zaballero, A., Rothwell, W., Williams, S. & Sadique, F. (2024, February 7). Entry: Simulation Webinar. Participated in an online simulation for the World Campus class of WFED572.
- Sadique, F. & Bakhshandeh, B. (2023, Dec 14). Webinar for CPA, SHRM, HRCI, DE LPA, ME LPA, IA LPA & Accountant/Tax professional credit. 2023 HR trends: adapting to the new normal, anticipating 2024. MyCPE.
- Sadique, F. & Bakhshandeh, B. (2023, Nov 02). Webinar for CPA, SHRM, HRCI, DE LPA, ME LPA, IA LPA & Accountant/Tax professionals. The Agile, Innovative, and Resilient Supervisor: Working with People as the World Changes. MyCPE.
- Sadique, F. (2023, October 26). Workshop for Graduate Students. Research Presentation Through Poster. Workforce Education Graduate Student Association.
- Sadique, F. & Bakhshandeh, B. (2023, Oct 19). Webinar for CPA, SHRM, HRCI, DE LPA, ME LPA, IA LPA & Accountant/Tax professional credit. The Organized, Engaged, and Ethical Supervisor: Managing Time and Resources. MyCPE. <https://my-cpe.com/live-webinars/the-organized-engaged-and-ethical-supervisor-managing-time-and-resources>
- Sadique, F., & Rothwell, W. (panel facilitators). (2023, October 11). *Rethinking diversity, equity, and inclusion*. Conducted a one-hour podcast with Jamie Campbell, Associate Dean of Penn State's Smeal College of Business.
- Aileen, Z. & Sadique, F. (2023, Sep 14). Webinar for CPA, SHRM, HRCI, DE LPA, ME LPA, IA LPA & Accountant/Tax professional credit. Human resource partnership with artificial intelligence. MyCPE. Speaker profile <https://my-cpe.com/self-study/human-resource-partnership-with-artificial-intelligence>
- Rothwell, W. J., Aileen, Z., Williams, S., Sadique, F. (2023, May 19). Experience organization development role-play simulation. Ninety minutes workshop for ISODC Conference 2023.
- Rothwell, W. J., Aileen, Z., Williams, S., Sadique, F. (2023, April 7). [Pilot Test Experiential Learning in Online Format] OD Simulation for process consultation. Workshop prepared for the graduate students.
- Rothwell, W. J., Sadique, F. (2023, March 21). [Pilot Test Experiential Learning in Online Format] Mastering the art of process consultation and virtual group coaching simulation, Scene 2. Workshop prepared for the graduate students.
- Brendel, W. T., Risch, T., Sadique, F., & Samarin, I. A., (2023, March 2). Open-source inclusion: An invitation to harvest and share novel learning solutions. Academy of Human Resource Development 2023 Conference in the Americas.
- Rothwell, W. J., Sadique, F. (2023, February 15). [Pilot Test Experiential Learning in Online Format] Mastering the art of process consultation and virtual group coaching simulation, Scene 1. Workshop prepared for the graduate students.
- Yoon, H. J., Chang, Y.-L., Sadique, F., & Al Balushi, I. (2020, October). Ways to Support Employee Career Development During COVID-19: For Essential Workers, Remote Workers, Outgoing Workers, and Displaced Workers [Webinar]. 60-minute webinar delivered to HR practitioners
- Sadique, F. (2022). Keynote guest speaker. How to conduct research and ways to be successful as a researcher. Think Broad Think abroad workshop organized by the Center of International Affairs and Corporation.

- Yoon, H. J., Balushi, I. A., Chang, Y., & Sadique, F. (2020, September 17). The mechanism for employees to reach a hopeful career state in COVID-19: A system perspective. A 20-minute presentation was delivered to corporate participants, followed by a 40-minute focus group discussion with data collection through MeetingSphere.
- Sadique, F. (2020, April 21). Impact of COVID-19 on the retail industry. A 60-minute special presentation was delivered to Local Leaders of State College, Pennsylvania. The team was called a "think tank," and Dr. David Passmore organized the presentation session.
- Hajiri, A. A., & Sadique, F. (2019, November 8). Evaluation of satisfaction with the service of nurse practitioners as a substitute of a medical doctor in rural areas in Oman. [Poster presentation]. 7th Annual Rural Studies Student Conference, University Park, PA, USA.
- Sadique, F., & Faysal, W. [2011]. Think and do, save your breath. GPIT Business Idea Presentation Competition.

Presentation (Invited Talk)

- Sadique, F., [April 21st, 2024]. Mixed Method Insights. EGSO, Kansas State University. (Featured Speaker).
- Sadique, F., Rothwell, W. J., Zaballero, A. [December 12th, 2024]. Change 2024 Thought Leader Think Tank Series. Nexus4Change, Bowling Green University. (Featured Speaker).
- Rothwell, W., Sadique, F., & Zaballero, A. (2024, December 6). Trends impacting organizational development 2025. Delivered a 60-minute webinar for the Penn State/Workforce Education Professional Development Network. See: https://www.youtube.com/watch?v=Id0gm_SQLno
- Rothwell, W., & Sadique, F. (2024, November 14). Promoting inclusivity. Participated in a one-hour concurrent session as concurrent speakers in the HR Innovation 2024 virtual conference.
- Sadique, F [Nov 22nd, 2024]. Empowering Parent Scholars Workshop. Department of Applied Linguistics Gender Equity Center, Penn State. (Featured Speaker).
- Sadique, F. & Rothwell, W. J. [December 12th, 2024]. Advancing Diversity Promoting Inclusivity. MyCPE Conference.
- Sadique, F. (2021, March 14). Think broad, think abroad: Episode 3. Conducted a 120-minute invited keynote address by the Center for International Affairs and Cooperation (CIAC). <https://www.facebook.com/uiuinfo/videos/815207585740419>

Other Contribution

- Sadique, F. & Al Hamli, N. B. T. (Accepted Image Ready for 2024). Acceptance and readiness of GCC member states for OD as a learning organization. ISODC 2023 Newsletter.
- Sadique, F. (2020, April 13). The future of the physical retail workforce and the need for the organization development plan to settle the transformation of the 21st century

- focusing on customer engagement. ISODC Spring 2020 Newsletter.
https://www.isodc.org/resources/Spring20_Newletter_ISODC_Fnal.pdf
- Sadique, F. (2022 March-Present). Chief Editor/ Editor of WFED/OD&C, WEGSA, and the ODN Chapter Monthly Newsletter.

Non-published Thesis

- Sadique, F. (2013). A case study on Mercantile Bank Limited [Unpublished Undergraduate thesis]. United International University.

Guides & Technical Reports

- Rothwell, W., Sadique, F., & Zaballero, A. (2024). Retrospective: Looking back at human resource themes of 2023 to shed light on future action for 2024. Rothwell & Associates. (23 pages)
- Sadique, F. (2025). Building a talent development structure without borders 2.0. Association for Talent Development (ATD). Co-authored with W. J. Rothwell, A. G. Zaballero, & J. G. Park.

Innovative Instrument

- Basel, R., Sadique, F., & Rothwell, W. J. (2025, May 30). Research: Talent development function [Webinar]. Association for Talent Development (ATD). <https://www.td.org>
- Sadique, F., & Hwang, J. J. (2025). Survey Mastermind [Interactive learning module]. A Legacy of Learning. <https://360.articulate.com/review/content/d5d961c6-fe73-4111-9f55-4471c6644716/review>
- MyCPE sponsored Podcast Series Host. HR Talk: Career Growth Through Coaching (April 2023). <https://my-cpe.com/podcast/hr-next-career-growth-through-coaching-podcast-ep19>
- MyCPE sponsored Podcast Series Host. HR Talk: Unpacking trends and talent innovation (September 2023). <https://my-cpe.com/podcast/hr-talk-unpacking-trends-and-talent-innovations>
- What-The-Flip Podcast Organizer and Host: A podcast to welcome initiative-taking speakers, critical thinkers, and provocateurs in the spirit of curiosity, innovation, and humanity (2022-Present). Listen on Spotify: <https://open.spotify.com/show/4xDnbzFcG0LJLGgn25fm7B>
- A career assessment tool for transformative careers was created for Transformative Learning Institute. (2022) <https://www.opensourceod.com/mostmeaningfulcareers>
- Action learning OD and Process Consultation simulation tools pilot testing kit (2023) with Drs. William J Rothwell, Aileen Zaballero, and Sandy Williams.

Selected Ongoing project briefs/Articles submitted.

- Kumar Chaudhary, A., Assan, E.*, Sadique, F.*, Diaz, J., & Jayaratne, K. S. U. (in draft). Promoting broader implementation of the non-formal evaluation competency model using feedback from educators and administrators. Canadian Journal of Evaluation.

- Rothwell, W. J. & Sadique, F. (In draft, 80%). Job mapping. Journal of Behavioral Science.
- Rothwell, W. J., Sadique, F., West, R. (In draft, 75%). Theories of counseling psychology and Organization Development.
- Sadique, F.*, Kumar Chaudhary, A., Assan, E.*, Diaz, J., & Jayaratne, K. S. U. (in draft). Promoting broader implementation of the non-formal evaluation competency model: Perspectives of administrators. Evaluation and Program Planning. Note. 40% Contribution.
- William, J. R., Sadique, F., Al-Hamli, N., Al-Shawan, F. (Ongoing project). Succession planning for GCC family businesses.
- Collier, T., Sadique, F. (Initial stage based on dissertation study). K-12 Educators' Perceptions of the Factors Associated with Successful Interorganizational Collaboration.

CERTIFICATIONS /GRADUATE CERTIFICATES

Google AI Essentials

Google

Credential ID: JIJQNKYX0BYP

Completion date: April 30, 2025

Certified Career Service Provider (CCSP)

The National Career Development Association

Certificate # CCSP20-4834482201

Completion date: November 5th, 2023

SHRM Certified Professional (SHRM-CP)

Society of Human Resource Management

Completion date: July 21, 2023

Organization Development and Change Graduate Certificate in Consulting Skills

Graduation term: August 2023

The Pennsylvania State University

Organization Development and Change Essentials Graduate Certificate

Graduation term: August 2023

The Pennsylvania State University

Human Subject Research & Social and Behavioral Human Subject Research Certificate

Collaborative Institutional Training Initiative.

Completion date: 17 May 2023; Expiration date: 17 May 2026

Record ID: 50644399

Graduate Student Online Teaching Certificate

Certified by Penn State World Campus Online Faculty Development (June 2020)

Academy for Accounts, Inventory & Operation Management

Certified by IB corporation, Dhaka, Bangladesh (Sep 2012)

PROJECT FUNDING/GRANT

Funded Project

Kansas State University – College of Education AI Integration Grant

Principal Investigator: Farhan Sadique

Proposal Title: Accessibility by Design: AI-Enhanced Support for Inclusive Online Teaching

Amount Awarded: \$500 (Build and Showcase)

Project Timeline: Summer 2025

Course Integration: EDACE 824 – Online Teaching in Adult Education

Project Objective: This project integrates an AI-supported instructional module into the EDACE 824 syllabus to enhance accessibility and learner support. The module features a scenario-based H5P quiz linked to curated resources (checklists, videos, guides), along with a custom-trained AI assistant offering real-time, source-verified responses. The goal is to improve instructor confidence, policy awareness, and course accessibility outcomes.

Workforce Solution for North Central Pennsylvania/North Central Workforce Development Board

William J Rothwell, Farhan Sadique, Aileen Zaballero, Jong Gyu Park

Quotes for Speakers/Presentation(s) for Manufacturing Industry Partnership

Amount: Total Requested \$10,180

Project funded: \$10,180

Project Timeline: May 2025-June 2025

Project objective: The objective of this professional development initiative is to support workforce preparedness by delivering expert-led sessions on five critical topics: Mental Health First Aid to enhance workplace well-being and crisis response; generational intelligence to improve engagement with Gen Z and Gen Alpha; succession training to build leadership continuity; the impact of Artificial Intelligence (AI) on workforce dynamics and skills; and strategies for developing and sustaining mission and vision statements that align with organizational values and long-term goals.

Project ALLY'D: Accelerating and Lifting Learning (Co-PI)

Kavimandan, S. (Co-PI) & Sadique, F (Co-PI) Project ALLY'D: Accelerating and Lifting Learning of our Young Scholars through Diverse Initiatives, College of Education Innovation Grant.

Sponsor: College of Education Innovation Grant Program

Amount: Total Requested \$42,500

Project funded: \$42,202

Project Timeline: November 2024- October 2025

Project Objective: Project ALLY'D has three long-term goals: Initiate a preliminary student recruitment and retention pathway process to enhance the College of Education's diversity profile. Enhance the campus experiences of students who embody one or more intersecting ethno-racial/neurodivergent-gender identities. Provide ongoing institutional support for faculty to perceive, interpret, and engage with the college's DEIB programs and policies.

Microlearning Grant (Key Collaborator)

Mahfuza Farooque (Principal Investigator), Suman Saha (Co-Principal Investigator), Farhan Sadique (Key Collaborator). Professional Development Grant, "Innovating Instructional Strategies with Personalized Microlearning," Office of the President, Penn State. Amount: \$22,840.00, July 2025 - June 2026

Suman Saha (Principal Investigator), Mahfuza Farooque (Co-Principal Investigator), Farhan Sadique (Key Collaborator), & Kyusun Choi, Grants for Entrepreneurial Mindset for Student Success (GEMSS), "LogicForge: Adaptive Microlearning for Discrete Mathematics Proficiency," Leonhard Center, Penn State. Amount: \$19,093.00, January 2025 - December 2025.

Mahfuza Farooque (Principal Investigator), Suman Saha (Co-Principal Investigator), Farhan Sadique (Key Collaborator), Professional Development Grant, "Enhancing Student Engagement in a Large-Scale Computer Science Course through Interactive Bite-Size Video Learning Resources," Office of the President, Penn State. Amount: \$9,820.00, January 2025 - May 2025. Related research outcome:

- Next-gen education: Enhancing artificial intelligence (AI) for microlearning. 2025 ASEE Annual Conference & Exposition. Published in the proceedings and presented at the conference.
- Faculty Perspectives on Microlearning Implementation in Engineering and Computing Education. 2025 Frontier in Education Conference. Waiting for the second review for publication in the proceedings and conference presentation.

Business model feasibility study (Key Collaborator)

Rothwell, W., Zaballero, A., Park, J., & Sadique, F. (2024). Business model feasibility study for the talent development impact lab. Submitted to Leon Jackson from Rothwell and Associates, Inc. for \$70,000. [Private proposal through Rothwell & Associates]

Update of the ATD talent development framework

Rothwell, W. Zaballero, A., Sadique, F., Park, J. Y. (2024, September 18). Proposal: Update of the ATD talent development framework. Submitted to the Association for Talent Development. \$55,000. (Funded privately for \$7,500.) [Private proposal through Rothwell & Associates]

Evaluating the implementation of and farmers' participation in conservation programs

Assan, E. (PI), Chaudhury, A. (PI), Sadique, F. Evaluating the implementation and farmers' participation in conservation programs: A case of Pennsylvania Environmental

Quality Incentives Program, Northeast Sustainable Agriculture Research and Education Graduate Student Grant.

Sponsor: NE-SARE, University of Vermont

Amount: \$14,922.

Project timeline: 8/01/2020 to 12/31/2022

Plain Sect community water development project

Chaudhury, A. K. (PI), A., Sznajder, K., Barragan, A., Raj, C., Whitmer, W., & Sadique, F. Addressing Potential Health Effects due to Drinking Water Quality among Humans and Animals in Plain-Sect Community Using Community-Based Approaches.

Sponsor: Strategic Networks and Initiatives Program's (SNIP) Level II: Pursuit Grants, Penn State College of Agricultural Science.

Total awarded: \$49,925.

Project timeline: 04/01/2019 12/31/2022

Goal: Our research was designed to provide plain-sect community members with increased knowledge and skills to address drinking water quality issues that may affect humans and animals and, therefore, reduce the potential for human and animal health issues.

Evaluation capacity building for extension educators

Chaudhury, A. K. (PI), Diaz, J., Jayaratne, K. S., Koundinya, V., Ghimire, N., & Chazdon, S., Sadique, F., Assan, E. Ascertaining the Broader Applicability of an Evaluation Competency Development Model for Extension Educators: A Strategic Approach for Human Resources Development.

Sponsor: Penn State Extension

Total awarded: \$50,000.

Project timeline: 4/01/2019 to 6/01/2023 Related Research Outcome: Promoting broader implementation of the non-formal evaluation competency model using feedback from educators and administrators (Work in Progress).

BSA Cultural Program 70-29 Grant

Secured a fund of \$3000 from the GPSA, facing 50 parliament members to justify the program opportunities and goals.

BSA Alumni Connection Program Grant

A unique program was developed, organized, and secured funding from Global Penn State. The Global Program funded a successful program for \$400. 90% contribution.

GPSA International Student Welcoming Fund

Proposed a bill for incoming students from different states and countries to provide rides from airports and bus stops during the COVID-19 pandemic and passed with a majority vote from the assembly of elected delegates. \$3000. 90% contribution.

Not funded

Kansas State University – Adult Learning and Education (ALE) Grant Proposal

Principal Investigator: Farhan Sadique, Co-Principal Investigator: Dr. Abdul Aziz

Proposal Title: Designing Safe Communities: A Transdisciplinary Approach to Schools, Roads, and Real-World Problem Solving

Amount Requested: \$30,850

Funding Received: Not Funded

Proposed Timeline: July 2025 – June 2026

Proposal Summary:

This proposal aimed to foster community-centered problem-solving by engaging students in a transdisciplinary applied learning experience. The project would have brought together education and engineering students to address real-world challenges related to school and road safety, using microlearning, AI-enhanced simulations, and collaborative design thinking. The initiative intended to promote civic engagement, systems thinking, and inclusive infrastructure solutions aligned with adult learning principles.

Identifying Competencies for Developing & Implementing Microlearning Elements and Assessing Their Perceived Impact on Learners in Kansas Higher Education Institutions

Sadique, F. & Biniecki, S. M. Y. Identifying Competencies for Developing & Implementing Microlearning Elements and Assessing Their Perceived Impact on Learners in Kansas Higher Education Institutions. Funding supported by the College of Education. Total requested: \$38,996. (Submitted: August 2023, date not funded: November, 2023).

K-12 anti-bullying intervention

Rothwell, W. J., Sadique, F., Collier, T., Campbell, J., & Taylor, J. C. "Research and Intervention to Address Bullying among Neurodiverse Individuals with Physical and Intellectual Disabilities," Funding supported by King Family Impact Endowment, Penn State College of Education Seed Grant. Total requested: \$30,000. Total Awarded: 0 (Submitted: April 11, 2020, date not funded: June 2023).

Future of Work NSF grant

Sadique, F. (Domain expert and investigator), "FW-HTF-P: GPS for Future of Work: AI-Based Career Development and Transition of Displaced Workers in Retail," National Science Foundation, Federal Agencies. Total requested: \$150,000.00. Total awarded: \$0.00. Total anticipated: \$0.00. (Submitted: March 9, 2020, date not funded: July 1, 2020).

OTHER WORK EXPERIENCE

Financial Market Investor (Feb. 2015- Present)

Key accomplishment:

- Actively monitored market conditions, analyzed business performance, and gathered information for comprehensive investment research.
- Successfully realized a 30% profit by strategically capitalizing on optimal market opportunities.
- Gained practical experience in executing various financial operations, including short-selling, margin buying, setting limits, and performing technical analysis.

Adobe Stock/Getty Image Contributor (Dec 2018-Present)

Key accomplishment:

- Demonstrated vital photography skills to manage the opportunity to contribute.
- Launched own portfolio and monitored over time to bring new and timely concepts to the market.
- Increased sales by analyzing the current trend, demand, and possibilities.

Photojournalist (May 2014-Mar. 2015)

Collegio, PSU Student Publication

Key accomplishment:

- Built a strong network with university administration to access essential functions on behalf of the publication community.
- Enhanced writing skills due to regular reporting and publications
- Appeared more than 30 times in the publication as a reporter and photographer.

Foreign Exchange Department Intern (Feb. 2013-June 2013)

MERCANTILE BANK LTD.

Dhaka, Bangladesh

Key accomplishment:

- Learned to apply the information in the office environment.
- Maintaining journal, LC, foreign transaction
- Found improvement possibilities and developed a thesis paper based on my findings.

Interpreter and Training Coordinator (July 2010-Dec. 2010)

GRAMEEN BANK

Dhaka, Bangladesh

Worked under the direct supervision of Ratan Kumar Nag, head of the international training department. Assisted in educating international students about the Nobel Prize-winning microloan concept aimed at poverty reduction.

Key accomplishment:

- Upheld the organization's reputation during interactions with international interns, ensuring professional representation of the company.
- Collaborated effectively with bank managers and employees to facilitate an efficient week-long training program.
- Played a key role in data collection on microloans, ensuring clear and accurate communication during field interactions.

SELECTED PROFESSIONAL AFFILIATION

Toastmaster International

- Organized multiple Toastmasters sessions for student development.

Organization Development Network

- Currently serving as editorial board assistant.
- Conducted welcome group and served in multiple roles at conferences.

The International Society for Organization Development and Change

- Demonstrated robust research skills among the group of experts, frequently presented on separate occasions.
- Invited to attend webinars and host programs whenever necessary.

Academy of Human Resource Development

- Developed a strong network with HRD practitioners and created awareness of current workforce challenges and my research findings.
- Participating in research presentations at conferences to share findings to develop skills and arguments based on feedback.

Graduate and Professional Student Association

An association representing 14000 graduate students all over the world.

- The mission was to represent and support the interests of the University's current and future graduate and professional student community.
- Organized writing boot camp, career development activities, and social involvement activities to support students through the pandemic.

SERVICE AND LEADERSHIP

Service to University:

General Faculty Assembly: Diversity for Community

Kansas State University, 2024

- Participated in the College's general faculty assembly, contributing to discussions, decision-making, and governance processes impacting the academic and operational direction of the institution.

President, Workforce Education and Graduate Student Association, June 2022-May 2023

Vice President, Workforce Education, and Graduate Student Association, June 2021-May 2022

Secretary, Workforce Education Graduate Student Association, April 2020- May 2021

- Facilitated communication and collaboration among students within the Department of Workforce Education, enhancing the learning environment and student engagement.
- Assisted with new student orientation and effectively managed various programs within the department.
- Advocated for student needs in various capacities, ensuring student voices were heard and their concerns addressed.
- Promoted student publications and initiated a departmental student newsletter to enhance communication and information sharing.
- Contributed to the development of a student-centric departmental website, improving access to resources and information.
- Organized and executed the first-ever student conference in 2021 and a reunion program in 2022, serving as a representative of the Workforce Education Graduate Student Association (WEGSA).

College of Education Delegate, Graduate Professional Student Association, March 2020-May 2022

- Served on the professional development team, successfully organizing a Writing Bootcamp for graduate students and a stress management session during the COVID-19 pandemic.
- Championed the needs of graduate and professional students within the College of Education.
- Designed and implemented a program to support the local community while ensuring diversity, equity, and inclusion.

Chair of Professional Development Committee, Graduate Professional Association, December 2020-April 2021.

- Passed two significant bills with a majority vote from parliament members to improve professional writing and graduate students' professional presentation.
- Proactively addressed student issues, advocating for student needs during the pandemic.

Executive Secretary, Bangladesh Student Association, August 2020- September 2021

- Introduced a mentorship and alumni link program to assist prospective and existing students adapt to a new culture and overcome challenges.
- Designed a newsletter to engage the community during the COVID-19 outbreak, receiving praise for innovative concepts.
- Organized a series of events and activities aimed at promoting student development and well-being.

Childcare Subsidy Advisory Committee, Student Parent Childcare Subsidy, 2021

- Advocated graduate and professional students' need to the council.
- Raised a need to increase the salary limit for married graduate students earning a little more than the existing limit of \$32,000.
- Requested more promotional activities to support families in need around the University and personally reached out to promote available support.

Campus Recreation Advisory Council, Campus Recreation, 2021

- Supported the recreational facility requirements of graduate students, including advocating for a \$100 million student wellness initiative on 700 acres of land.
- Organized a successful tournament for the international community.
- Requested and increased the capacity of the Tennis Clinic for graduate students.

Service to the Professional Association:

Editorial Board member, Organization Development Journal, 2025

Reviewer, Journal of Research in Education, 2025

Award Review Committee, ISODC Conference 2025.

Book Reviewer, titled: Individual Life Plan: Creating a Personalized Roadmap, Springer, 2024.

Reviewer, Business and Professional Communication Quarterly, Sage Publishing, 2024

Co-Director, ODNetwork University Chapter, 2022

<https://www.odnetwork.org/general/custom.asp?page=odr-current>

Conference Student Chair, Penn State WFED, OD&C, TD conference 2021

Served as Co-Chair alongside Dr. William J Rothwell for the inaugural Penn State WFED, OD&C, and TD Virtual International Conference. This event drew over five hundred national and international registrants. <https://sites.psu.edu/conference/2021-conference/>

Welcome group moderator, Organization Development Network 2021-2022

Facilitated engaging and interactive welcome group sessions for new members of the OD network, improving member understanding and engagement within the organization.

Reviewer, Academy of Human Resource Development (AHRD) 2020

HRD Performance and Strategy Track & Performance and change track reviewer for the Academy of Human Resource Development (AHRD) Conference in the Americas 2020 & 2021, collaborated with Michael Kirchner, Ph.D., Kibum Kwon, Ph.D.

Session Host, Academy of Human Resource Development (AHRD)

2021 Virtual AHRD International Research Conference in the Americas, under the supervision of Karen Johnson, Ph.D.

Volunteer Coordinator and Ambassador, Academy of Human Resource Development (AHRD) Conference in the Americas in 2020

Coordinator, Toastmaster

Coordinated Toastmaster Speechcraft, Success Communication Series session with ten graduate students in March 2020-May 2020.

Organizer, United International University Entrepreneurship Forum

'Be-the-boss'-an entrepreneurial business idea competition organized by United International University, 2014

Founder and organizer Save a Little.

Save a Little is a nonprofit funding program for kids that collects and distributes money and clothes for the welfare of kids living in the severe poverty.

SKILLS

Data analysis with NVIVO, mPlus, Survey designing with Qualtrics, and MeetingSphere. Highly proficient in Photoshop Lightroom and Adobe Premiere video editing. Quantitative analysis using SPSS and Excel. Data presentation using Access. Developed skills to solve problems using Structured Equation Modeling.

Language: Bilingual (English and Bengali)

ACADEMIC HONORS

Top Educators & Content Creators 2025 by MyCPE One. Nominated by Dr. William J Rothwell. <https://my-cpe.com/awards-2024/farhan-sadique?id=729>

OD Network Award for Emerging Practitioner 2023 by OD Network Board of Trustees and the Award Committee. Nominated by Drs. William B Brendel, David Jamieson, William J Rothwell. Hall of Fame link: <https://www.odnetwork.org/page/award-winners>

Student Leader Scholarship, Penn State Student Affairs 2020 & 2021: The student leader scholarship was awarded considering the organization's contribution to the Penn State

Community. Extremely competitive and honorable recognition, the amount of \$1,350, and selected by the Student Leaders Scholarship Committee.

Outstanding Student Officer by the Office of Student Activities at Penn State in 2021 for my service in different capacities with the Bangladesh Student Association.

Graduate Student Recognition Award 2023 by the College of Education, I was nominated by the Workforce Education and Development faculty for this prestigious award, and received the award from Dr. Susan Land, Department Head.

Nominated for the Graduate Student Recognition Award 2022 by the Workforce Education and Development Program department with all faculty support.

First Position (Team), People vs. profit: the ethical choice of the triple bottom line. WFED Ethics Video and Discussion, Awarded jointly by Dr. Mark Threeton, Mr. Jamie Lupia, and Dr. Joey Fleck.

Tuition fees Grant based on academic record: Awarded from 2009 to 2013, based on the previous academic record by United International University, Bangladesh. \$4500.

Scholarship of Merit: 100% Scholarship for the corresponding trimester for the top 3% of the students, 2009-2013, by United International University. \$2000.

Talent pool Scholarship: Awarded in 2007 based on academic performance by the Bangladesh Education Board, Bangladesh.

AWARDS & RECOGNITIONS

Outstanding Dissertation Award 2025, International Society of Performance Improvement.

Dr. Kenneth E. Ruch Award in Education: Dr. Ruch created this award to recognize students in the Workforce Education program who have achieved academic excellence.

Barbara Crenshaw Student Development Fund in Workforce Education and Development: Barbara created this fund to support student participation in professional meetings and professional activities designed to enhance students' success.

PDK Educational Foundation Scholarship: The scholarship has been awarded based on my contribution to the school, academic performance, recommendation letter, and scholarly contribution. Total amount of \$2,000 one-time scholarship.

Rothwell Distinguish Professor Fund: Awarded in March 2023 by Dr. William J Rothwell, Distinguished Professor of Education. \$1,300.

Graduate Student Travel Grant Award: Awarded in March 2022 and February 2023 by Graduate School., The Pennsylvania State University. \$1,400.

J T Impellitteri Scholarship, The College of Education 2021, 2022, 2023: The Joseph T. Impellitteri Memorial Scholarship Fund in the amount of \$24,000 over three years. This scholarship was established in memory of Dr. Joseph Impellitteri by friends, alumni, and colleagues.

Kinley-Schumacher Scholarship, The College of Education, Dorothy E. Kinley-Schumacher Scholarship in the College of Education in the amount of \$6,426/year with a total amount of \$18,278. They created this scholarship endowment through her estate for graduate students considered Adult Learners—awarded in August 2021, 2022, and 2023.

UPAC Travel Fund: Awarded in December 2020 & 2022 by the University Park Allocation Committee for registration expenses. \$700.

Penn State Childcare Subsidy Award 2021-2023 by Penn State, awarded around \$10,000.

WFED Graduate Student Travel Grant: Awarded in January 2020 by Workforce Education and Development and the Department of Learning Performance System. The Pennsylvania State University. \$500.

Indian Student Scholarship Awarded Scholarship from Pittsburg State University for the year 2014.

Organization Development Network Membership: Awarded three years of free membership in the Organization Development Network by Dr. Bill Brendel. Competitive free membership is awarded to a minimal number of students from the department—\$ 400.

Best customer service award, voted by the customers for the dedication and problem-solving capabilities which are directly related to increased sales, Menards Inc., 2017

Winner of Best-selling contests 2018, strategic sales increasing competition among 350 stores, Menards Inc.

MEDIA APPEARANCE/FEATURED

College of Education Faculty, Staff, and Students Celebrated at Award Ceremony. Penn State News. Link: <https://www.psu.edu/news/education/story/college-education-faculty-staff-and-students-celebrated-awards-ceremony-0/>

OD Network Award Winners. Organization Development Network. <https://www.odnetwork.org/page/award-winners>

NCDA Student Spotlight. https://ncda.org/aws/NCDA/asset_manager/get_file/679203?ver=0

Featured Member of The Month. WFED/OD&C Professional Development Network Newsletter. <https://sites.psu.edu/wfedgsa/2023/04/27/newsletter-april->

[2023/?preview_id=1024&preview_nonce=a2885639ce&post_format=standard&_thumbnail_id=1028&preview=true](https://www.psu.edu/news/2023/?preview_id=1024&preview_nonce=a2885639ce&post_format=standard&_thumbnail_id=1028&preview=true)

College of Education Workforce Education Program to Host Upcoming DEIB Conference. Penn State News. [College of Education Workforce Education program to host upcoming DEIB conference | Penn State University \(psu.edu\)](#)

Penn State Students Recognized for Leadership and Service Awards. Penn State News. [Penn State Students Recognized for Leadership and Service Awards | Penn State University \(psu.edu\)](#)