

Curriculum Vitae



Dr Chen Zan

Principal Researcher

Senior Lecturer

Research Division, Institute for Adult Learning

Singapore University of Social Sciences

Education Qualifications

2013	Doctor of Philosophy, Nanyang Technological University, Singapore
2008	Master of Arts, Tianjin Foreign Studies University, China
2003	Bachelor of Arts, Tianjin Foreign Studies University, China

Academic and Professional Experience

2020 – Present	Principal Researcher, Institute for Adult Learning, Senior Lecturer, Singapore University of Social Sciences
2015 – 2019	Senior Researcher, Institute for Adult Learning
2014 – 2015	Research Associate, English Language Institute of Singapore, Ministry of Education
2013 – 2014	Research Associate, Office of Education Research, NIE
2012 – 2013	Lecturer (Part-time), English Language & Literature Academic Group, NIE,
2008 – 2013	PhD Research Student (NTU Research Scholarship), English Language & Literature Academic Group, NIE, NTU
2003 – 2008	Lecturer, Tianjin Foreign Studies University, China

Memberships and Professional Activities

2022 – present	Asian Coordinator of Research Network 3 in ASEM countries of the ASEM Education and Research Hub for Lifelong Learning (ASEM LLL Hub)
2022 – 2023	Editorial Advisory Board for two books by IGI Global and Springer
2021 – present	Adult Learning Collaboratory Taskforce
2019 – 2020	Organising committee for the Future of Adult Learning Research Symposium

Consultancy and Executive Experience

2022	Led a research consultancy project for NTUC LearningHub for its five year strategic Planning
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Research Interests

- Adult education and training, teacher professional development, learning innovation, work motivation, work satisfaction

Selected Publications

BOOK CHAPTERS:

Chen, Z. (2023). Building Strong Adult Education Partnerships for the Wellbeing of the Aviation Workforce During the COVID-19 Pandemic. In S. Tawiah & I. Setlhodi (Eds.), *Promoting the Socio-Economic Wellbeing of Marginalized Individuals Through Adult Education* (pp. 1-16). IGI Global. <https://doi.org/10.4018/978-1-6684-6625-4.ch001>

Bound, H., & Chen, Z. (2022). The dynamic landscape of adult education in Singapore. In Lee, Y. J. (ed), *Education in Singapore*, Education in the Asia-Pacific Region: Issues, Concerns and Prospects 66. Springer, Singapore. https://doi.org/10.1007/978-981-16-9982-5_8.

Goh, C., & Chen, Z. (2013). Teaching spoken English in China: The relationship between beliefs and characteristics of university EFL teachers. In S. Ben Said & L. J. Zhang (Eds.), *Language teachers and teaching: Global perspectives, local initiatives* (pp.109 – 126). New York: Routledge.

CONFERENCE PAPERS

Chen, Z. (2023, July). *Forging dynamic capabilities of training providers for the development of a resilient workforce*. Paper presented at the 32nd National VET Research Conference “No Frills”, Malborne, Australia.

Chen, Z. (2023, May). *Demystifying work motivation, job quality and work effort*. **Keynote speech** at the 2nd World Conference on Psychology and Behavioral Science 2023, London, UK.

Chen, Z. (2023, January). *Innovation in training and adult education in Singapore: opportunities and challenges*. Invited speech at the 2023 7th Annual Global Congress of Knowledge Economy, Sapporo, Japan.

Chen, Z. (2022, September). *Covid-19 as a catalyst for change: perspectives from adult educators and learners*. Invited presentation at Singapore Polytechnic’s Excellence in Education and Training Convention 2022, Singapore.

Chen, Z. (2022, April). *Supporting innovation in the TAE sector*. Invited speaker and panellist for ‘innovLogue webinar: Innovation the DNA for Growth’, organised by Institute for Adult Learning, Singapore.

Chen, Z. & Tan, B. Z. (2022). *An international comparison of online learning transition during COVID-19*. Paper presented at the 12th International Researching Work & Learning Online Conference (RWL12) ‘Work, Learning & Social Change’, organised by University of Toronto, Canada.

Bound, H. & Chen, Z. (2022). *How training providers make the most of changing circumstances*. Paper presented at the 12th International Researching Work & Learning Online Conference (RWL12) ‘Work, Learning & Social Change’, organised by University of Toronto, Canada.

Chen, Z. & D. Kwok. (2022). *Determinants of Learners’ Core Skills Development and Employment During Covid-19 Online Learning: Perspectives of Adult Educators in Singapore*. Paper presented at the Applied Learning Conference 2022 ‘Embracing Change in an Era of Disruption’, organised by Singapore Institute of Technology, Singapore.

Chen, Z. & D. Kwok. (2021). *Factors impacting training and adult education providers’ business performance: the Singapore context*. Paper presented at the ICVET 2021 International Conference on Vocational Education and Technology, Tokyo, Japan. **[Best Presentation Award]**

Chen, Z. (2021). Training and Adult Education: Challenges and Opportunities. Invited speech at the inlab-BytePlus roundtable. Singapore: Institute for Adult Learning and BytePlus.

Tan, B. Z., & Chen, Z. (2021). *Moving Adult Learning and Higher Education Online Due to COVID-19: Challenges and Opportunities*. Paper presented at eLFA2021 (eLearning Forum Asia 2021), Soegijapranata Catholic University, Indonesia.

Sim, S. K. & Chen, Z. (2020). *Online Learning during Covid-19 – from the Adult Education Perspective*. Invited speech at Roundtable on online education as countries' responses to education disruption during COVID-19 and lessons learnt. SEAMEO, Vietnam.

Chen, Z. (2020). *Impact of COVID-19 on teaching and training in Higher Education and Adult Learning*. Paper presented at eLFA2020 (eLearning Forum Asia 2020), the Chinese University of Hong Kong, HK.

Chen, Z. (2020). Online learning and the future for Adult Learning. Invited presentation at the InnovLogue webinar. Singapore: Institute for Adult Learning.

Chen, Z. (2019). *Promoting innovative learning at the workplace – a Singapore story*. PAPER PRESENTED AT 11th Research on Work and Learning (RWL) Conference, Giessen, Germany.

Chen, Z. (2019). Skills, practice and challenges in the adoption of learning technologies in training and adult education. In Y. W. Chew, K. M. Chan, and A. Alphonso (Eds.), *Personalised Learning. Diverse Goals. One Heart. ASCILITE 2019 Singapore* (pp. 76-81). <http://publications.ascilite.org/index.php/APUB/article/view/717>

Cheng, S. C., & Chen, Z. (2019). Quality of adult educators in Singapore: domain and pedagogical proficiency. PAPER PRESENTED AT 11th Research on Work and Learning (RWL) Conference, Giessen, Germany.

Chen, Z. (Nov, 2018). Training and adult education (TAE) landscape in Singapore – profile and challenges of the TAE providers and adult educators. PAPER PRESENTED AT Adult Learning Symposium 2018, Singapore. https://www.ial.edu.sg/getmedia/4a5e482a-6055-4d07-9795-8a805f947fde/2-2-Dr-Chen-Zan_paper.pdf

Chen, Z. (Aug, 2018). Towards a high-quality training and adult education in Singapore: preliminary findings on adult educators. PAPER PRESENTED AT 27th National Vocational Education and Training Research Conference, Sydney, Australia.

Chen, Z. (Jul, 2017). Blended Learning in Singapore's training and adult education sector: key characteristics and challenges. PAPER PRESENTED AT the Second Canadian International Conference on Advances in Education, Teaching & Technology 2017, Toronto, Canada. **[Best Presenter]**

Chen, Z. (Nov, 2016). Process and partnerships in seeding learning innovations in continuing education and training in Singapore – a case of open innovation. PAPER PRESENTED AT the Adult Learning Symposium 2016, Singapore.

Chen, Z. (Jun, 2016). Seeding learning innovations in continuing education and training in Singapore. PAPER PRESENTED AT the E-learning Forum Asia 2016, Shanghai, China.

Doyle, P., Lee, R., Tan, E. M., and Chen, Z. (Jun, 2015). Effective communication in English-medium subject classrooms: a preliminary descriptive framework. PAPER PRESENTED AT the Redesigning Pedagogy: Leaders, Values and Citizenship in 21st Century Education 2015, Singapore.

Chen, Z. (2013, April). Talking about decision-making in EFL oral English instruction. PAPER PRESENTED AT the NIE-ELL Postgraduate Conference 2013, Singapore.

Chen, Z., & Goh, C. (2011, August). Teachers' beliefs about oral English instruction: a survey of EFL university teachers in China. PAPER PRESENTED AT AILA 2011, Beijing.

Chen, Z., & Goh, C. (2011, April). Knowledge of students: Teaching oral English to university students. PAPER PRESENTED AT the 46th RELC International Seminar, Singapore.

Chen, Z. (2011, April). Teachers' knowledge about oral English teaching: A survey of university EFL teachers in China. PAPER PRESENTED AT the NIE-ELL Postgraduate Conference 2011, Singapore.

Chen, Z., & Goh, C. (2010, July). Teaching oral English in China: Challenges to EFL teachers. PAPER PRESENTED AT The Australian Council of TESOL Association International TESOL Conference, Gold Coast, Australia.

Chen, Z. (2010, April). Chinese EFL Teachers' Beliefs about Oral English Instruction. Paper presented at NIE-ELL Postgraduate Conference 2010, Singapore.

JOURNAL ARTICLES

Chen, Z., & Murphy, I. (2023). Domain and pedagogical competency and currency: A framework for capability development of adult educators. *Journal of Adult and Continuing Education*, 29(1), 273-293. <https://doi.org/10.1177/14779714221125494>

Chen, Z., & Tan, B. Z. (2023). An international comparison of online learning transition during COVID-19. *eLearn* 2023, 3, Article 1 (03-01-2023). <https://doi.org/10.1145/3590200.3585390>

Chen, Z., & binte Hardy, S. (2023). Snapshot of the present, glimpse into the future: impact of COVID-19 on higher education and adult training. *International Journal of Mobile Learning and Organisation*, 17, (1/2), 76-92. <https://doi.org/10.1504/IJMLO.2023.10044417>

Chen, Z. & Aryadoust, V. (2023). Testing the measurement invariance of the work motivation scale for training and adult education in a nationwide study of Singapore. *Current Psychology*, 42, 3122–3133. <https://doi.org/10.1007/s12144-021-01579-w>

Chen, Z., & Ramos, C. (2022). Work satisfaction of adult educators in Singapore: an empirical analysis. *Journal of Vocational Education & Training*. <https://doi.org/10.1080/13636820.2022.2049624>

Watermeyer, R. Chen, Z. & Ang, B. J. (2022) 'Education without limits': The digital resettlement of post-secondary education and training in Singapore in the COVID-19 era, *Journal of Education Policy*, 37(6), 861-882. DOI: [10.1080/02680939.2021.1933198](https://doi.org/10.1080/02680939.2021.1933198)

Chen, Z., Chia, A., & Bi, X. (2021). Promoting innovative learning in training and adult education – a Singapore Story, *Studies in Continuing Education*, 43(2), 196-207. <https://doi.org/10.1080/0158037X.2020.1772224>

Chen, Z., Pavlova, M., & Ramos, C. (2021). A systematic approach to adult educators' professional development in Singapore: challenges and future developments. *International Journal of Lifelong Education*, 40 (5-6), 455-470. <https://doi.org/10.1080/02601370.2021.1978006>

Chen, Z., & Goh, C. (2014). Teacher knowledge about oral English instruction and teacher profiles: An EFL perspective. *Teacher Development*. 18(1), 81-99. <https://doi.org/10.1080/13664530.2013.854270>

Chen, Z., & Goh, C. (2011). Teaching oral English in higher education: challenges to EFL teachers. *Teaching in Higher Education*, 16 (3), 333 - 345. <https://doi.org/10.1080/13562517.2010.546527>

Chen, Z. (2013). PhD research abstract: Teacher cognition about oral English instruction in Chinese EFL university classrooms. *SAAL Quarterly*, 101&102, 23-26.

Chen, Z. (2011). SAAL lecture report: Classroom discourse research and classroom ethnography. *SAAL Quarterly*, 95, 7-10.

RESEARCH NOTES:

Chen, Z., Tan, B. Z., & Choo, A. (2023). A snapshot of the current TAE landscape. *IAL Advance*, 7, 5-7. <https://www.ial.edu.sg/about-ial/ial-advance/issue-7/>

Watermeyer, R., Shapiro, H & Chen, Z. (2022). *Digital Futures of Higher Education: The EdTech Imperative?* Singapore: Institute for Adult Learning.

Chen, Z., Cheng, S. C., & Ramos, C. (2019). *Education and skills: How they are related to adult educators' income in Singapore*. Singapore: Institute for Adult Learning.

Chen, Z., Cheng, S. C., & Ramos, C. (2019). *Singapore adult educators' income, education and skills*. Singapore: Institute for Adult Learning.

Chen, Z., Cheng, S. C., & Heng, W. J. (2019). *Innovation in action: Business and pedagogical innovation in the training and adult education sector*. Singapore: Institute for Adult Learning.

Bound, H., Chen, Z., Bi, X. F., & Chia, A. (2018). *iN.LEARN: looking forward to 2025*. Singapore: Institute for Adult Learning.

Tan, B. Z., Chen, Z., Watermeyer, R., & Niederpruem, M. (2020). *Online Learning: the new norm in a Post-COVID-19 world*. Singapore: Institute for Adult Learning.

Tan, B. Z. & Chen, Z. (2020). *Adult educators' transition to online learning, teaching and assessment due to COVID-19*. Singapore: Institute for Adult Learning.

TECHNICAL REPORTS:

Chen, Z., Ang, B., binte Hardy, S., & Andre, N. (2021). *COVID-19 Educator Survey*. Singapore: Institute for Adult Learning.

Chen, Z., Tan, B. Z., Ang, B., Hardy, S. & Watermeyer, R. (2020). *Digital Strategy Transformation: Impact on Training and Adult Education (TAE) sector in Singapore*. Singapore: Institute for Adult Learning.

Chen, Z., Ang, B. J., & Niederpruem, M. (2020). *Infographic: COVID-19 Educator Survey*. Singapore: Institute for Adult Learning.

Chen, Z., Ramos, C., Pua, L.D., & Cheng, S. C. (2020). *Training and Adult Education Landscape in Singapore: characteristics, challenges and policies*. Singapore: Institute for Adult Learning.

Chen, A., Lee, W. O., Chen, Z., Sadik, S., Lim, W. Y., & Bhowmick, S. (2020). Taskforce on the Future of Adult Learning Research Singapore: Consultative Paper by the Subgroup on 'Towards the Science of Adult Learning'.

Institute for Adult Learning. (2019). *Infographic: Training and Adult Education in Singapore*. Chen Zan & Heng Wen Jun.

Doyle, P., Lee, R., Tan, E. M., & Chen, Z. (2015). *Effective communication for learning in school subjects – A preliminary framework*. Singapore: English Language Institute of Singapore.