**John R. Turner, Ph.D.**

**CURRICULUM VITAE**

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Editor–In–Chief: *Performance Improvement Quarterly* (PIQ)

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ResearcherID: D-1633-2016

**RELEVANT UNIVERSITY EXPERIENCE**

**Assistant Professor**

Applied Technology & Performance Improvement August 2015 - Present

Department of Learning Technologies,

College of Information,

The University of North Texas.

**Adjunct Professor**

Organizational Performance & Workplace Learning August 2015 – December 2015

College of Engineering,

Boise State University.

**EDUCATION**

**Doctor of Philosophy**

Applied Technology & Performance Improvement (ATPI) August 2010 – June 2015

Department of Learning Technologies,

College of Information,

The University of North Texas.

**Master of Science**

Human Resource Development (HRD) August 2007 - December 2008

Department of Human Resource Development and Technology,

The University of Texas at Tyler.

**Bachelor of Arts**

Psychology May 2006 - August 2007

Department of Psychology,

The University of Arkansas at Little Rock.

**Bachelor of Science**

Marine Engineering Technology August 1986 - April 1990

College of Engineering,

Maine Maritime Academy.

**RESEARCH SCHOLARSHIP**

**PUBLICATIONS**

**Recent Publications** *35 Publications (7 submitted, 8 refereed publications, 3 Book Chapters, 7 Non–Refereed Publications, 3 Editorials,7 Other Publications )*

**Manuscripts Submitted for Publication**

35.\* **Turner, J. R.**, & Baker, R. (2018). *A review of leadership theories: Identifying a lack of growth in the HRD leadership domain*. Manuscript submitted for publication.

34.\* **Turner, J. R.**, Baker, R., & Romine, K. (2018). *Complex adaptive team systems (CATS): A theoretical model addressing complexity and levels of interaction*. Manuscript submitted for publication.

33.\* **Turner, J. R.**, Chung, C.-H., Schroeder, J., & Johnson, K. (2018). *The leadership development spectrum: An integrative literature review and typology*. Manuscript submitted for publication.

32.\* **Turner, J. R.**, & Floyd, S. (2018). *Multilevel theories: Development, testing, and interpreting*. Manuscript submitted for publication.

31.\* **Turner, J. R.**, Bracey, P., & Allen, J. (2018). *Multilevel theory, theory development and dissemination*. Manuscript submitted for publication.

30.\* Chae, C., Passmore, D. L., Khadhuri, J. E. N., Baker, R., & **Turner, J. R.** (2017). *Structural model of topics in Academy of Human Resource Development journals, 1990-2015*. Manuscript submitted for publication.

29.\* **Turner, J. R.**, & Baker, R. (2017). Systems theory and complexity theory: Replacing systems theory with complexity theory as one of HRD’s foundational theories. Manuscript submitted for publication.

\**peer-reviewed publications*

**Refereed Publications**

28.\* Kellner, F., Chew, E., & **Turner, J. R.** (in press). Understanding the relationship of alexithymia and leadership effectiveness through emotional intelligence: An integrative literature review. *Performance Improvement Quarterly*. doi:10.1002/piq.21254

 (Web of Science)

27.\* **Turner, J. R.**, Baker, R., & Kellner, F. (2018). Theoretical literature review: Tracing the life-cycle of a theory and its verified and falsified statements*.* *Human Resource Development Review, 17*, 34-61. doi:10.1177/1534484317749680

 (SSCI, 2016 JIF 1.795)

26.\* **Turner, J. R.**, & Baker, R. (2017*).* Team emergence leadership development and evaluation: A theoretical model using complexity theory. *Journal of Information and Knowledge Management, 16*(2), 17 pages. doi:10.1142/50219649217500125

 (ESCI)

25.\* **Turner, J. R.** (2016). Team cognition conflict: A conceptual review identifying cognition conflict as a new team conflict construct. *Performance Improvement Quarterly, 29*, 145-167. doi:10.1002/piq.2129

 (Web of Science)

24.\* **Turner, J. R.** (2015). Hierarchical linear modeling: Testing multilevel theories. *Advances in Developing Human Resources, 17*, 88-101. doi:10.1177/1523422314559808

 (2016 SCR 0.516, ESCI/Web of Science)

23.\* **Turner, J. R.**, Chen, Q., & Danks, S. (2014). Team shared cognitive constructs: A meta-analysis exploring the effects of shared cognitive constructs on team performance. *Performance Improvement Quarterly, 27*, 83-117. doi:10.1002/piq.21163

 (Web of Science)

22.\* **Turner, J. R.** (2013). Multiagent systems as a team member. *The International Journal of Technology, Knowledge, and Society, 9*(1), 73-90. Retrieved from <http://ijt.cgpublisher.com/>

 (EBSCO)

21.\* **Turner, J. R.**, Zimmerman, T., & Allen, J. M. (2012). Teams as a sub-process for knowledge management. *Journal of Knowledge Management, 16*, 963-977. doi:10.1108/13673271211276227

 (JIF 2.053, 5-yr JIF 3.293, SSCI)

\**peer-reviewed publications*

**Book Chapters**

20. **Turner, J. R.**, Baker, R., & Morris, M. (in press). Complex adaptive systems: Adapting and managing teams and team conflict. In A. V. Boas (Ed.), *Organizational Conflict*. INTECH Open Science.

19.\* Romine, K., **Turner, J. R.**, & Baker, R. (2017). The chessboard model: The missing links between complexity and emergence. In D. G. Alemneh, J. Allen, & H. Suliman (Eds.), *Knowledge discovery and data design innovation* (pp. 171-190). doi:10.1142/9789813234482\_0009

18.\* **Turner, J.**, Petrunin, K. F., & Allen, J. (2015). Developing multilevel models for research. In V. Wang (Ed.), *Handbook of research on scholarly publishing and research methods.* IGI Global, 463-489. doi:10.4018/978-1-4666-7409-7.ch023

\**peer-reviewed publications*

Non-Refereed Publications

17. **Turner, J. R.**, & Baker, R. (2017). Pedagogy, leadership, and leadership development. *Performance Improvement, 56*(9), 5-11. doi:10.1002/pfi.21734

16. **Turner, J. R.**, & Baker, R. M. (2016). Updating performance improvement’s knowledge base: A call to researchers and practitioners using Gilbert’s behavior engineering model as an example. *Performance Improvement, 55*(6), 7-12. doi:10.1002/pfi.21590

15. **Turner, J. R.**, & Petrunin, K. (2015). Creating self-generating knowledge sharing spirals: Improving motivation in a knowledge economy. *Performance Improvement, 54*(7), 20-25. doi: 10.1002/pfi.21489

14. **Turner, J. R.** (2014). Grounded theory building for the workplace. *Performance Improvement, 53*(3), 31-38. doi:10.1002/pfi.21401

13. **Turner, J. R.**, & Danks, S. (2014). Case study research: A valuable learning tool for performance improvement professionals. *Performance Improvement, 53*(4), 24-31. doi:10.1002/pfi.21406

12. **Turner, J. R.** (2011). New metacognitive model for human performance technology. *Performance Improvement, 50*(7), 25-32. doi:10.1002/pfi.20229

11. **Turner, J. R.** (2010). Using feed process as a means of performance improvement in a dynamic environment. *Performance Improvement, 49*(8), 15-20. doi:10.1002/pfi.20168

**Editorials**

10. **Turner, J. R.** (in press). Literature reviews [Editorial]. *Performance Improvement Quarterly*.

9. **Turner, J. R.** (in press). Introduction, theoretical framework, and the problem statement [Editorial]. *Performance Improvement Quarterly*.

8. **Turner, J. R.** (2018). Scholarly publications: All manuscripts must have a beginning, middle, and end [Associate Editorial]. *Performance Improvement Quarterly*, 30, 227-230. doi:10.1002/piq.21272

**Other Publications** *7 Publications (2 Special Issue, 3 Editorial, 2 Performance Xpress, 1 CFP, 1 Book Review)*

7. **Turner, John R.** (Ed.). (2017). Leadership development [Special Issue]. *Performance Improvement*, 56(9).

6. **Turner, John R.** (Ed.). (2016). Testing and updating the knowledge base of the field of performance improvement [Special Issue]. *Performance Improvement, 55*(6).

5. **Turner, John R.** (2016). Special issue theme: Testing and updating the knowledge base of the field of performance improvement [Editorial]. *Performance Improvement, 55*(6), 5-6. doi:10.1002/pfi.21599

4. **Turner, J. R.** (May 3, 2016). Statistical significance, inferences and the decision maker. *Performance Xpress*, International Society for Performance Improvement (ISPI). Retrieved from https://www.ispi.org/ISPI/Resources/PX/Articles/Featured\_Articles/Statistical\_Significance\_\_Inferences\_and\_the\_Decision\_Maker\_\_\_May\_2016.aspx?WebsiteKey=8b8db682-5734-4be7-b952-33fdabafb78d

3. **Turner, J. R.** (November 2, 2016). Triangulation: A technique to reduce bias and improve validity and reliability. *Performance Xpress*, International Society for Performance Improvement (ISPI). Retrieved from http://www.performancexpress.org/2015/11/hpt-research-fit-triangulation-a-technique-to-reduce-bias-and-improve-validity-and-reliability/

2. **Turner, J. R.** (November 2, 2015). CALL FOR PAPERS: Performance Improvement Journal special issue: Current theories and models that help support and guide human performance technology and performance improvement. *Performance Xpress*, International Society for Performance Improvement (ISPI). Retrieved from http://www.performancexpress.org/2015/11/call-for-papers-performance-improvement-journal-special-issue-current-theories-and-models-that-help-support-human-performance-technology-and-performance-improvement/

1. **Turner, J. R.** (2012). Book review: Teaming [Review of the book *Teaming: How Organizations Learn, Innovate, and Compete in the Knowledge Economy*, by Edmondson, A. C.]. *Learning and Performance Quarterly, 1*(3), 31-32. Retrieved from [www.sageperformance.com/ojs/index.php/LPQ/Index](http://www.sageperformance.com/ojs/index.php/LPQ/Index)

**RECENT CITATIONS**

5. Zhang, Y., Liang, Q., & Fan, P. (2017). Strategic core change, faultlines and team flux: insight from punctuated equilibrium model. *Journal of Organizational Change Management, 30*, 54-75. doi:10.1108/JOCM-01-2016-0003

4. Fiore, S. M., & Wiltshire, T. J. (2016). Technology as teammate: Examining the role of external cognition in support of team cognitive processes. *Frontiers in Psychology, 7*, 1531. doi:10.3389/fpsyg.2016.01531

3. Jeong, S., Hsiao, Y.-Y., Song, J. H., Kim, J., & Bai, S. H. (2016). The moderating role of transformational leadership on work engagement: The influences of professionalism and openness to change. *Human Resource Development Quarterly* [Early cite]. doi:10.1002/hrdq.21265

2. Korner, M., Lippenberger, C., Becker, S., Reichler, L., Muller, C., & Zimmermann, L. (2016). Knowledge integration, teamwork and performance in health care. *Journal of Health Organization and Management, 30*, 2217-243. doi:10.1108/JHOM-12-2014-0217

1. Perez-Soltero, A., Galvez-Leon, H., Barcelo-Valenzuela, M., & Sanchez-Schmitz, G. (2016). A methodological proposal to benefit from team knowledge: An experience in a Mexican SME dedicated to the design of electromechanical devices. *VINE Journal of Information and Knowledge Management Systems, 46*, 298-318. doi:10.1108/VJIKMS-08-2015-0043

**PRESENTATIONS**

**International & National** *23 Presentations (21 refereed, 2 non-refereed)*

23.\* **Turner, J. R.**, Baker, R., & Romine, K. (2018, June). *Replacing systems theory with complexity theory as one of HRD’s foundational theories*. Proposal accepted for the University Forum for Human Resource Development Annual Conference 2018, Newcastle, UK.

22.\* **Turner, J. R.**, & Baker, R. (2018, June). *Leadership capacities in HRD: An integrative literature review and typology*. Proposal accepted for the University Forum for Human Resource Development Annual Conference 2018, Newcastle, UK.

21.\* **Turner, J. R.**, Baker, R., & Romine, K. (2018, May). *Complex adaptive team systems (CATS)*. Proposal submitted to the Science of Team Science (SciTS) 2018 Conference, Galveston, TX.

20.\* **Turner, J. R.**, & Romine, K. (2018, May). *A preview of the Team Science undergraduate and graduate programs at the University of North Texas and the New College at Frisco – UNT*. Proposal submitted to the Science of Team Science (SciTS) 2018 Conference, Galveston, TX.

19.\* Romine, K., & **Turner, J.** (2018, April). *The chessboard model: Organizational learning and development*. Proposal accepted for The Performance Improvement Conference 2018, Seattle, WA.

18.\* **Turner, J. R.**, Nel, B., & Doyle, A. (2017, April). *Critique of ISPI’s principles using complexity theory*. Proposal accepted for The Performance Improvement Conference 2018, Seattle, WA.

17.\* **Turner, J. R.**, Allen, J., Turner, A. (2017, April). *Meet the Performance Improvement Quarterly team*. Proposal accepted for The Performance Improvement Conference 2018, Seattle, WA.

16.\* **Turner, J. R.**, Baker, R. M., & Wood, J. (2018, February). *Leadership theories and supporting theories in HRD literature*. Poster session presented at the 2018 AHRD International Conference in the Americas, Richmond, VA.

15.\* **Turner, J. R.**, Baker, R., & Romine, K. (2017, October). *Complex adaptive team systems (CATS)*. Paper session presented at the 13th International Conference on Knowledge Management, Dallas­-Fort Worth, TX.

14.\* **Turner, J. R.**, Baker, R., & Romine, K. (2017, May). *Team emergence leadership development mode*l. Paper session (60 minutes) presented at The Performance Improvement Conference 2017, Montreal, Canada.

13.\* **Turner, J. R.**, Johnson, K., Schroeder, J., & Chung, C-H (2017, May). *Tying leadership capacities to leadership development techniques*. Paper session (60 minutes) presented at The Performance Improvement Conference 2017, Montreal, Canada.

12.\* Passmore, D., Chae, C., Al-Khaduri, J., Baker, R., & **Turner, J. R.** (2017, March). *Structural model of topics in Academy of Human Resource Development Journals, 1990-2015*. Paper session presented at the 2017 AHRD International Research Conference in the Americas, San Antonio, TX.

11.\* **Turner, J. R.**, & Floyd, S. (2017, March). *Multilevel theories: Development, testing, and interpreting*. Paper session presented at the 2017 AHRD International Research Conference in the Americas, San Antonio, TX.

10. **Turner, J. R.**, Hix, J., Baker, R., & Allen, J. (2017, March). *Improving your digital presence as a researcher,* FOCUS session (75 minutes) for the 2017 AHRD International Research Conference in the Americas, San Antonio, TX.

9.\* **Turner, J. R.**, Johnson, K., & Allen, J. (2016). *Team leader complexity: An integrative literature review*. Paper session presented at the 2016 AHRD International Conference in Asia & MENA, Morocco.

8.\* **Turner, J. R.**, Allen, J. M. (2015, April). *Practice to research: Grounded theory and case study research techniques*. Paper session (75-minute) presented at the International Society of Performance Improvement, San Antonio, TX.

7.\* **Turner, J. R.** (2015, February). *Theoretical literature review: Tracing the life-cycle of a theory and its verified and falsified statements*. Paper session presented at the AHRD International Conference in the Americas, St. Louis, MO.

6. **Turner, J. R.**, & Allen, J. M. (2015, February). *Evaluation of a paradigm: A proposal to conducting a meta-theoretical reflection of AHRD*. Paper session (focus group) presented at the AHRD International Conference in the Americas, St. Louis, MO.

5.\* **Turner, J. R.** (2014, February). *Team cognition conflict: A conceptual review identifying cognition conflict as a new team conflict construct.* Paper session (roundtable) presented at the AHRD International Research Conference in the Americas, Houston, TX.

4.\* **Turner, J. R.**, & Natividad, G. (2013, April). *Research in organizations: From action research to action learning*. Paper session (three 20-minute roundtable) presentation at the annual meeting of the International Society of Performance Improvement, Reno, NV.

3.\* **Turner, J. R.**, Chen, Q., & Danks, S. (2013, April). *Team shared cognitive constructs: A meta-analysis exploring the effects of shared cognitive measures on team performance*. Paper session presented at the 6th Annual International Symposium; Emerging Technologies for Online Learning, Las Vegas, NV.

2.\* **Turner, J. R.** (2013, March). *Multiagent systems as a team member: Removing the barriers to the unshared knowledge barrier*. Poster session presented at the Toulouse Graduate Exhibition, Denton, TX.

1.\* **Turner, J. R.** (2013, January). *Multiagent systems as a team member*. Paper session presented at the 9th International Technology, Knowledge, & Society Conference; Common Ground Publishing, Vancouver, Canada.

\**peer-reviewed publications*

**Invited Presentations** *7 Presentations*

7. **Turner, J. R.** (2017, October 17). *Digital Assets for Promoting Researchers* [Webinar]. Presentation for the University Council for Workforce and Human Resource Education (UCWHRE)

6. **Turner, J. R.** (2017, August 12). *Presentation on Team Science Program and Team Science Center*. UNT President’s Meeting with NetDragon.

5. **Turner, J. R.** (2017, June 29). UNT-Team Science (TSci) Proposal Presentation for: Dean of COI, Associate Dean of Academics at COI, and Vice Provost for Academic Outreach & Dean of UNT New College.

4. **Turner, J. R.** (2016 September). *Coding for Literature Reviews*. Presentation for LTEC 6031, Trends and Issues in Applied Technology, Training and Development; University of North Texas, Department of Learning Technologies.

3. **Turner, J. R.** (2015, April 24). Improving your digital presence as a researcher [Webinar]. In *Graduate Writing Colloquium – UNT Webinar Series*. Retrieved from http://www.slideshare.net/JohnTurner5/research-dissemination-presentation

2. **Turner, J. R.** (April 2015). *Station Master, Performance Improvement and Systems Thinking*. The annual meeting of the International Society of Performance Improvement, Philadelphia, PA.

1. Nimon, K., & **Turner, J. R.** (June 15, 2013). *Multivariate Regression Analysis Techniques*. Presentation for HRD 6352, Advanced Quantitative Methods in Human Resource Development; University of Texas at Tyler, College of Business and Technology.

**TEACHING SCHOLARSHIP**

**COURSES TAUGHT / REDESIGNED**

**Instructor**

Graduate

**⁺LTEC 6171. Consulting Skills (a4.8, 5/11)**

Department of Learning Technologies, The University of North Texas. Fall 2017

**⁺LTEC 5490. Diversity Issues in ATTD (a3.6, 6/9 )**

Department of Learning Technologies, The University of North Texas. Fall 2017

**⁺LTEC 6011. Technical Innovations / Theory Development (a4.2, 6/12)**

Department of Learning Technologies, The University of North Texas. Spring 2017

**⁺LTEC 6121. Leadership and Leadership Development (a4.1, 3/8)**

Department of Learning Technologies, The University of North Texas. Spring 2017

**⁺LTEC 5470. Interpersonal Skills Development (a3.8, 8/16)**

Department of Learning Technologies, The University of North Texas. Fall 2016

**⁺LTEC 5490. Diversity Issues in ATTD (a3.5, 2/8)**

Department of Learning Technologies, The University of North Texas. Fall 2016

**⁺ATTD 5320. Research Seminar in Applied Technology, Training and Development (ª3.9, 4/7)**

Department of Learning Technologies, The University of North Texas. Spring 2016

**ATTD 5121. Technical Presentation Skills (ª4.2, 15/38)**

Department of Learning Technologies, The University of North Texas. Spring 2016

**⁺ATTD 6210. Trends and Issues in Applied Technology, Training and Development (ª4.0, 1/4)**

Department of Learning Technologies, The University of North Texas. Fall 2015

**OPWL 531. Quantitative Research in Organizations (ª3.5, 13/13)**

Organizational Performance and Workplace Learning, Boise State University. Fall 2015

ª *Overall Summary Rating* (0 = lowest, 5 = highest); (# response / # enrolled)

⁺*Redesigned/Modified Course*

Undergraduate

**LTEC 4121. Technical Presentation Skills (ª4.2, 15/38)**

Department of Learning Technologies, The University of North Texas. Spring 2016

**LTEC 4741. Applied Technology, Performance Improvement Capstone. (ª3.4, 9/32)**

Department of Learning Technologies, The University of North Texas. Fall 2015

ª *Overall Summary Rating* (0 = lowest, 5 = highest)

⁺*Redesigned Course*

**Supervised Instructor**

**⁺ATTD 6210. Trends and Issues in Applied Technology, Training and Development**

Department of Learning Technologies, The University of North Texas. Fall 2014

**ATTD 6460. Consulting Skills**

Department of Learning Technologies, The University of North Texas. Spring 2014

**⁺ATTD 6100. Technological Innovations in Training and Development**

Department of Learning Technologies, The University of North Texas. Fall 2013

**LTEC 4200. Human Performance Technology**

Department of Learning Technologies, The University of North Texas. Fall 2013

⁺*Redesigned Course*

**AWARDS**

Recipient of the 2018 ISPI Award of Excellence October 2017

Outstanding Human Performance Communication Submission

Turner, J. R., Johnson, K., Schroeder, J., & Chung, C.-H. (to be awarded in April 2018). *The Leadership Development Spectrum*

Recipient of the 2018 ISPI Award of Excellence October 2017

Outstanding Human Performance Communication Submission

Turner, J. R., Baker, R., & Romine, K. (to be awarded in April 2018). *Team Emergence Leadership Development and Evaluation (TELDE) Model*

**ADVISEES**

**Major Professor**

Meaghan Blakey: Major Professor (2015 – Present).

Alaina Doyle: Major Professor (2015 – Present).

Schenita Floyd: Major Professor (2015 – Present).

Mark Morris: Major Professor (2015 - Present).

Daisy Ngo: Major Professor (2015 – Present).

Kerry Romine: Major Professor (2016 – Present).
Jae Schroeder: Major Professor (2015 – Present).

John Wood: Major Professor (2017 – Present).

**Doctoral Dissertation Committees**

Pacleb, S. (2016). *Examining the impact of the community of inquiry and student’s learning process on participant’s academic achievement*. Doctor of Philosophy dissertation in applied technologies and performance improvement, University of North Texas. (Co-Chair)

**Dissertation Committees**

UNT

Selverio Pacleb: Dissertation Co-Chair w Jeff Allen (2015-2016).

Jodi Mata: Dissertation Co-Chair w Jeff Allen (2015 – 2017).

Kerry Romine: Dissertation Co-Chair w Jeff Allen (2015 – Present).

Robin Tamez: Dissertation Co-Chair w Jeff Allen (2015 – Present).

Arielle Turner: Dissertation Co-Chair w Jeff Allen (2015 – Present).

Shelly Farmer: Dissertation Committee Member (2015 – 2017).

Kristin Firmery-Petrunin: Dissertation Committee Member (2015 – Present).

Frank Kellner: Dissertation Committee Member (2015 – Present).

Huang Tai-Yi: Dissertation Committee Member (2015 – Present).

Other

Francie Baker: Committee Member (2016 – Present).

Mississippi State University, College of Engineering - ME.

**GRANTS AND FUNDING**

**University of North Texas Funding** *Total Funding $17,341.00*

Small Grant (SG) for Article Processing Charge $841.00

*Office of the Vice President of Research & Innovation*

Team Science Program Development (Summer 2017). $10,000.00

*Course and Workshop Development*, UNT New College in Frisco, $6,000.00

*Course and Workshop Development*, UNT-COI, $4,000.00

CLEAR Course Design Institute (Summer 2016). $1,500.00

*Participated in CDI summer program*.

Junior Faculty Summer Research Support Award (Summer 2016). $5,000.00

*Junior Faculty Support*, Office of the Provost and Vice President for Academic Affairs.

**SERVICE SCHOLARSHIP**

**SERVICE ROLES**

**Professional Organizations Service**

**Editor–In–Chief** March 2018 - Present

*Performance Improvement Quarterly (PIQ), Wiley*

**Chair** April 2017 - Present

*Academic Awards Committee*, International Society for Performance Improvement.

**Committee Chair** August 2016 – Present

*Quantitative Special Interest Group (SIG)*, Academy of Human Resource Development.

**Committee Member** April 2016 - Present

*Theory Special Interest Group (SIG),* Academy of Human Resource Development.

**Committee Member** October 2015 – March 2017

*Research Committee,* International Society for Performance Improvement.

**Steering Committee Member** April 2016 – August 2016

*Quantitative Special Interest Group (SIG),* Academy of Human Resource Development.

**Committee Member** March 2014 – April 2016

*Quantitative Special Interest Group (SIG),* Academy of Human Resource Development.

**Department/Program Service Roles**

**Graduate Curriculum Committee**  2017-2018

Chair, Department of Learning Technologies.

**Undergraduate Curriculum Committee** 2017-2018

Committee member, Department of Learning Technologies.

**Program Coordinator** 2015 – 2017

*Undergraduate program coordinator*, Department of Learning Technologies.

**Committee Member** 2015 – 2017

*Technology Committee*, Department of Learning Technologies.

**Summer Workshop Coordinator** Summer 2016

*Research & Writing Workshop*, Department of Learning Technologies.

**Research Group** 2011 - 2015

*ATPI Research Group Member*, Department of Learning Technologies.

**College Service Roles**

**Selection Committee Member** Spring 2017

*Associate Dean of Research*, College of Information, University of North Texas

**Selection Committee Member** Summer 2016

*Academic Advisor II*, College of Information, University of North Texas.

**Selection Committee Member** Summer 2016

*Academic Counselor*, College of Information, University of North Texas.

**Selection Committee Member** Spring 2016

*Academic Advisor Assistant Director II*, College of Information, University of North Texas.

**Selection Committee Member** Spring 2016

*Academic Advisor III*, College of Information, University of North Texas.

**University Service Roles**

**UNT – Frisco Program Development** Spring 2017 - Present

Team Science Program Initiative for Frisco Campus at Dean’s Directive

**Editor/Reviewer Roles**

**Editor** March 2018

*Performance Improvement Quarterly (PIQ)*, Wiley.

**Associate Editor** April 2017 – March 2018

*Performance Improvement Quarterly (PIQ)*, Wiley.

**Reviewer** March 2017 – Present

*Human Development Resources International.*

**Reviewer** June 2016 – Present

*Human Resource Development Quarterly.*

**Reviewer** January 2016 – January 2018

*Total Quality Management & Business Excellence.*

**Reviewer** May 2015 – March 2018

*Performance Improvement Quarterly.*

**Conference Track Reviewer** January 2018

*The University Forum for HRD Annual Conference 2018 in Newcastle, UK.*

**Conference Track Reviewer** July 2017

*The 2017 ISPI Fall Symposium Conference.*

**Conference Track Reviewer** August 2016

*The 2016 AHRD International Research Conference in Asia and MENA.*

**Conference Track Reviewer** 2015 - 2016

*Academy of Human Resource Development Track Reviewer,* Workforce Education.

**Conference Track Reviewer** 2013 - 2015

*Academy of Human Resource Development Track Reviewer,*

Organization Development and Change.

**Reviewer**  2013 - 2015

*Career and Technical Education Research.*

**Reviewer** 2013 - 2015

*The International Journal of Technology, Knowledge, & Society.*

**Associate Editor** 2013

*The International Journal of Technology, Knowledge, and Society.*

**Student-Editor** 2014 - 2015

*Learning & Performance Quarterly*, The University of North Texas.

**Assistant Editor** 2012 - 2015

*Learning & Performance Quarterly* (Student-led journal).

**Reviewer** 2012 - 2014

*Learning & Performance Quarterly* (Student-led journal).

**Research Affiliate** 2012 - 2015

*Center for Knowledge Solutions*, The University of North Texas.

**PROFESSIONAL MEMBERSHIPS**

Academy of Human Resource Development (AHRD)

International Society of Performance Improvement (ISPI)

Interdisciplinary Network for Group Research (INGroup)