

Jeff M. Allen, Ph.D. Regents Professor

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## RESEARCH PASSION

# Workforce Innovation in our Growing Global Knowledge Economy

# **EDUCATION**

1994	Ph.D.	Vocational Industrial Education (Concentration in HRD)	Pennsylvania State University
1990	M.S.	Industrial Technology	University of North Texas
1989	B.A.A.S.	Occupational & Vocational Education	University of North Texas

# UNIVERSITY ADMINISTRATIVE EXPERIENCE

2014 – 2015	Interim-Chair	Department of Learning Technologies College of Information	University of North Texas
2007 – 2010	Interim-Chair	Department of Learning Technologies College of Information	University of North Texas
2006 – 2007	Assistant Chair	Department of Technology & Cognition, College of Education	University of North Texas
2010 – 2020	Director	Center for Knowledge Solutions	University of North Texas

## UNIVERSITY FACULTY EXPERIENCE

2017 – Present	Regents Professor	Department of Information Science	University of North Texas
2015 – 2017	Regents Professor	Department of Learning Technologies	University of North Texas
2009 – 2015	Professor	Department of Learning Technologies	University of North Texas

2001 – 2009	Associate Professor	Department of Technology & Cognition	University of North Texas
1994 – 2001	Assistant Professor	Department of Technology & Cognition	University of North Texas
1993 – 1994	Regional Coordinator	Information Technology Education for the Commonwealth (ITEC) Center	Pennsylvania State University

#### RESEARCH SCHOLARSHIP

# PUBLICATIONS (NATIONAL/INTERNATIONAL) Note: \*Student, \*Alumni, \*Junior Faculty

#### Воокѕ

- **Allen, J.** (2022). *Fostering Wisdom at Work*. Rutledge Taylor & Francis Group. https://doi.org:10.4324/9781003018759
- \*Alumneh, D., **Allen, J.,** & Hawamdeh, S. (Eds.). (2017). *Knowledge Discovery and Data Design Innovation*. World Scientific. https://doi.org/10.1142/10832
- Gregson, J., & **Allen, J.** (Eds.). (2005). *Leadership in career and technical education: Beginning the 21st century.* University Council for Workforce and Human Resource Development.

#### **JOURNALS AND CHAPTERS**

#### In Progress/Submitted

- \*Eaves, T., **Allen, J.,** \*Rosellini, A., & \*Bank, N. (in press, 2023). Wisdom and Veterans: Enhancing the Perspective, Experience, and Resiliency of the Workforce. *Journal of Information and Knowledge Management*. Scheduled for Vol. 22, issue number 2
- <sup>†</sup>Njeri, M., **Allen, J.,** <sup>†</sup>Jennings, G., (In press) Assessing the application of  $\beta$ -weights and structure coefficients in published hospitality and tourism research. *Journal of Global Hospitality and Tourism*.

#### Published (n ~ 67)

- Allen, J. M., \*Rosellini, A., \*Khader, M., & \*Njeri, M. (2022). Leveraging Collective Wisdom to Impact Workplace Culture. In T. Merlo (Ed.), *Understanding, Implementing, and Evaluating Knowledge Management in Business Settings* (pp. 106-130). IGI Global. <a href="https://doi.org/10.4018/978-1-6684-4431-3.ch006">https://doi.org/10.4018/978-1-6684-4431-3.ch006</a>
- \*Rosellini, A., Allen, J. M., \*Khader, M., & \*Njeri, M. (2022). Work Tribes Present an Opportunity for Firms in Knowledge Management Systems. In T. Merlo (Ed.), *Understanding, Implementing, and Evaluating Knowledge Management in Business Settings* (pp. 58-82). IGI Global. https://doi.org/10.4018/978-1-6684-4431-3.ch004

- \*Zimmerman, T., \*Khader, M., \*Njeri, M., **Allen, J.** (2022). Default to Truth in Information Behavior: A Proposed Framework for Understanding Vulnerability to Deceptive Information. *Information, and Learning Science, https://doi.org/*10.1108/ILS-08-2021-0067
- **Allen, J.,** \*Zimmerman, T. (2022, January 20). Arbiters of Truth. *Information Matters*. https://informationmatters.org/2022/01/arbiters-of-truth/
- **Allen, J.,** Allen, D., & \*Tajallipour, P. (2022, January 7). Artificial intelligence: What are we trying to achieve? *Information Matters*. https://informationmatters.org/2021/12/artificial-intelligence-what-are-we-trying-to-achieve/
- \*Farmer, K, **Allen, J.,** \*Khader, M., \*Zimmerman, T., Johnstone, P. (2021). Paralegal students' and paralegal instructors' perceptions of synchronous and asynchronous online paralegal course effectiveness: A comparative Study. *International Journal for Educational and Vocational Studies*, 3(1), 1-16. https://doi.org/10.29103/jjevs.v3i1.3550
- Allen, J., \*Bracey, P., \*Aguilar, M., \*Zimmerman, T. (2020). Supporting Workforce Wisdom in a Global Economy. In C. Hughes (Eds.), *Strategies for Attracting, Maintaining and Balancing a Mature Workforce* (pp. 152 178). IGI Global. https://doi.org/10.4018/978-1-7998-2277-6.ch007
- \*Turner, J., **Allen, J.,** \*Bracey, P. (2019) Multilevel Theory Development and Dissemination. In V. Wang (Ed.), *Scholarly Publishing and Research Methods Across Disciplines* (pp. 184-212). IGI Global. https://doi.org/10.4018/978-1-5225-7730-0.ch009
- Allen, J., \*Turner, A. (2017) Motivation, Adaptation, and Leadership. *Performance Improvement*, 31(1),3 4. https://doi.org/10.1002/pfi.21683
- **Allen, J.,** \*Johnson, K. (2017) University of north Texas program of applied technology and performance improvement. *Performance Improvement*, *56*(1),1-8. https://doi.org/10.1002/pfi.21683
- \*Mayes, R., \*Tamez, R., **Allen, J.** (2017) Literature Overlaps and Gaps between the Fields of Knowledge Management and Human Resource Development. In D.G. Alumneh, J.M. Allen, S. Hawamdeh (Eds.), *Knowledge Discovery and Data Design Innovation* (265-281). World Scientific. https://doi.org/10.1142/10832
- **Allen, J. M.** and <sup>†</sup>Turner, A. (2017), Transforming leaders, troubleshooting job design, and performance support. *Performance Improvement Quarterly, 30*(2), 91–92. https://doi.org/10.1002/piq.21247
- \*Danks, S., Rao, T., **Allen, J.** (2017). Measuring culture of innovation: A validation study of innovation quotient instrument (part two), *Performance Improvement Quarterly, 30*(1), 29 53. https://doi.org/10.1002/piq.21241
- <sup>†</sup>Danks, S., Rao, T., **Allen, J.** (2017). Measuring culture of innovation: A validation study of innovation quotient instrument (part one), *Performance Improvement Quarterly, 29*(4), 427- 454. https://doi.org/10.1002/piq.21236
- **Allen, J.**, \*Turner, A. (2017). Employee performance and engagement for performance improvement, *Performance Improvement Quarterly*, *30*(5), 225-230. https://doi.org/10.1002/piq.21272

- **Allen, J.**, <sup>+</sup>Turner, A. (2017). Employee engagement, feedback and instructional design, *Performance Improvement Quarterly, 30*(3), 161-163. https://doi.org/10.1002/piq.21253
- **Allen, J.** (2017). Creating outcomes, organizational excellence, and cultural innovation, *Performance Improvement Quarterly, 30*(1), 3-4. https://doi.org/10.1002/piq.21242
- Allen, J. (2017). Research scholarship: Call to action, *Performance Improvement Quarterly, 29*(4), 337-341. https://doi.org/10.1002/piq.21238
- <sup>†</sup>Angnakoon, P., **Allen, J.M.** (2016). Exploring secondary school teachers' constructivist beliefs using TALIS 2013, *Turkish Online Journal of Educational Technology 15*(2). 1002 1011
- \*Chung, C., \*Angnakoon, P., Li, J., **Allen, J.** (2016). Virtual HRD and national culture: An information processing perspective, *European Journal of Training and Development, 40*(1), 21-35. https://doi.org/10.1108/EJTD-04-2015-0025
- <sup>†</sup>Joshua-Gojer, A., **Allen, J.,** (2015). Workforce Diversity in Volunteerism and the Peace Corps. In Wang, V. (Ed.), *Workforce Diversity in a Global Society Technologies and Concepts* (pp. 467 493). IGI Global. https://doi.org/10.4018/978-1-4666-1812-1.ch021
- <sup>†</sup>Joshua-Gojer, A., **Allen, J.,** Gavrilova Aguilar, M. (2015). Technology Integration in Work Settings. In M. Wadhwa & A. Harper (Eds.), *Technology, Innovation and Enterprise Transformation (pp. 1-19*). IGI Global. https://doi.org/10.4018/978-1-4666-6473-9.ch001
- \*Mayes, R. J., \*Bracey, P. S., \*Aguilar, M. G., & **Allen, J. M.** (2015). Identifying Corporate Social Responsibility (CSR) Curricula of Leading U.S. Executive MBA Programs. In Information Resources Management Association (Eds.), *Business Law and Ethics: Concepts, Methodologies, Tools, and Applications*. IGI Global (pp. 1123-1139). https://doi.org/10.4018/978-1-4666-8195-8.ch056
- <sup>†</sup>Petrunin, K., **Allen, J.** (2015). Accelerating the publication of your CTER contribution, *Career and Technical Education Research*, *39*(3), 185-190. https://doi.org/10.5328/cter39.3.185
- \*Mayes, R. J., \*Bracey, P. S., \*Aguilar, M. G., & **Allen, J. M.** (2015). Identifying Corporate Social Responsibility (CSR) Curricula of Leading U.S. Executive MBA Programs. In D. Palmer (Ed.), *Handbook of Research on Business Ethics and Corporate Responsibilities* (pp. 179-195). IGI Global. https://doi.org/10.4018/978-1-4666-7476-9.ch009
- \*Turner, J., \*Petrunin, K., **Allen, J.** (2015). Developing Multilevel Models for Research. In Wang, V. (Ed.), Handbook of Research on Scholarly Publishing and Research Methods (pp. 467 – 493). IGI Global. https://doi.org/10.4018/978-1-4666-7409-7.ch023
- <sup>†</sup>Pasquini, L. A., <sup>†</sup>Zimmerman, T. D., & Allen, J. M. (2014). Editorial: A new academic year, new learning and performance understandings. *Learning and Performance Quarterly*, 2(3), 1.
- <sup>†</sup>Zimmerman, T. D., <sup>†</sup>Pasquini, L. A., & **Allen, J. M.** (2014). Editorial: Expanding the boundaries of learning and performance. Learning and Performance Quarterly, 2(2), i.
- \*McKee, M., **Allen, J.,** \*Tamez, R. (2014). The effect of mobile support devices on anxiety and self-efficacy of hospital float staff, *Performance Improvement Quarterly, 27*(3), 59 81. https://doi.org/0.1002/piq.21171
- <sup>†</sup>Danks, S., **Allen, J.** (2014). Performance-based rubrics for measuring organizational strategy and program implementation, *Performance Improvement Quarterly, 27*(1), 33-49. https://doi.org/10.1002/pic.21166

- <sup>†</sup>Joshua-Gojer, A. E., **Allen, J.M.,** <sup>†</sup> Gavrilova-Aguilar, M. (2014). Technology integration in work settings. In Manish Wadhwa and Alan Harper (Eds.), *Technology, Innovation and Enterprise Transformation*. IGI Global (1-19). https://doi.org/ 10.4018/978-1-4666-6473-9
- <sup>†</sup>Zimmerman, T. D., <sup>†</sup>Pasquini, L. A., & **Allen, J.M.** (2014). Editorial: Expanding the boundaries of learning and performance, *Learning and Performance Quarterly*, 2(2), i.
- <sup>†</sup>Joshua-Gojer, A.E., Allen, J. (2013). Self-Initiated Expatriates in the United States: Implications for HRD. Journal of Knowledge Economy & Knowledge Management [Bilgi Ekonomisi ve Yönetimi Dergisi] 8(1), 39 45. https://dergipark.org.tr/en/pub/beyder/issue/3472/47230
- Wang, V.C., **Allen, J.** (2013) Workplace Learning: A paradigm shift to improve the 21<sup>st</sup> century workforce. In Wang, V. (Ed.), *Handbook of Research on Technologies for Improving the 21<sup>st</sup> Century Workforce: Tools for Lifelong Learning*. IGI Global (pp. 228 242). https://doi.org/10.4018/978-1-4666-2181-7.ch015
- Allen, J. (2013) Notes from the Editor. *Career and Technical Education Research 38*(1), p. 1-2. https://doi.org/10.5328/cter38.2.85
- Allen, J. (2013) Notes from the Editor. *Career and Technical Education Research 38*(2), p. 85. https://doi.org/10.5328/cter38.1.1
- Wang, V.C., **Allen, J.** (2013) Improving Workforce Education and Adult Learning: New Concepts. In Wang, V. (Ed.), *Handbook of Research on Technologies for Improving the 21<sup>st</sup> Century Workforce: Tools for Lifelong Learning*. IGI Global (pp. 1 12), https://doi.org/10.4018/978-1-4666-2181-7.ch001
- <sup>†</sup>Turner, J. R., <sup>†</sup>Zimmerman, T., & **Allen, J.** (2012). Teams as a sub-process for knowledge management. *Journal of Knowledge Management, 16*(2), 963-977. https://doi.org/10.1108/13673271211276227
- Zientek, L., Ozel, Z., Ozel, S., **Allen, J.** (2012). Reporting Confidence Intervals and Effect Sizes: Collecting the Evidence. *Career and Technical Education Research Journal 37*(2), 277 295. https://doi.org/10.5328/cter37.3.277
- Allen, J., \*Bracey, P., & \*Gavrilova, M. (2012). Learning in 2010: Instructional Challenges for Adult Career and Technical Education. In Wang, V.C. (Ed.), *Vocational Education Technologies and Advances in Adult Education: New Concepts.* (pp. 181-196). IGI Global. https://doi.org/10.4018/978-1-4666-0252-6.ch014
- \*Joshua-Gojer, A., **Allen, J.** (2012) Leveraging Workforce Diversity through Volunteerism, In Scott, C.L. & Byrd, M.Y. (Eds.), Handbook of Research on Workforce Diversity in a Global Society:

  Technologies and Concepts. IGI Global. (pp. 354 367) <a href="https://doi.org/10.4018/978-1-4666-1812-1.ch021">https://doi.org/10.4018/978-1-4666-1812-1.ch021</a>
- \*Gavrilova, M., \*Bracey, P., **Allen, J.** (2012) Examining the Diversity Curriculum of Leading Executive MBA Programs in the United States, In C.L. Scott & M.Y. Byrd, M.Y. (Eds.), *Handbook of Research on Workforce Diversity in a Global Society: Technologies and Concepts.* IGI Global (pp. 18 37). https://doi.org/10.4018/978-1-4666-1812-1.ch002
- <sup>†</sup>Joshua-Gojer, A. J., <sup>†</sup>Gavrilova-Aguilar, M., & <sup>†</sup>Philpot, D. (2012). Sustaining Organizational Innovation. In Wang, V. C. (Ed.), Encyclopedia of E-Leadership, Counseling and Training. IGI Global (pp. 514-531). https://doi.org/10.4018/978-1-61350-068-2.ch038

- Nimon, K., **Allen, J.** (2012) Notes from the Editor. *Career and Technical Education Research 37*(5), 185. https://doi.org/10.5328/cter37.3.185
- Allen, J., \*Bracey, P., & \*Pasquini, L. (2012). Learning and Performance Innovation. In Wang, V. C. (Ed.), *Encyclopedia of E-Leadership, Counseling and Training*. IGI Global. (pp. 48-64). https://doi.org/10.4018/978-1-61350-068-2.ch005
- \*Nimon, K., Zigarmi, D., & **Allen, J.** (2011). Measures of program effectiveness based on retrospective pretest data: Are all created equal? *American Journal of Evaluation*, 32(1), 8 28. https://doi.org/10.1177/1098214010378354
- Allen, J., \*Bracy, P. \*Gavrilova, M. (2010) Learning in 2010: Instructional challenges for adult career and technical education, *International Journal of Adult Vocational Education and Technology* 1(4), 48 62. https://doi.org/10.4018/IJAVET
- \*Nimon, K., \*Philibert, N., & **Allen, J.** (2008). Corporate chaplaincy programs: An exploratory student relates corporate chaplaincy activities to employee assistance programs, *Journal of Management, Spirituality, & Religion, 5*(3), 231-264. https://doi.org/10.1080/14766080809518706
- \*Philibert, N., **Allen, J.** & \*Elleven, R. (2008). Nontraditional students in community colleges and the model of college outcomes for adults, *International Journal of Adult Vocational Education and Technology*, 32(8), 582-596. https://doi.org/10.1080/10668920600859913
- **Allen, J.**, & \*Nimon, K. (2007). Retrospective pretest: A practical technique for professional development evaluation, *Journal of Industrial Teacher Education*, 44(3), 27-42.
- <sup>†</sup>Nimon, K., & **Allen, J.** (2007). A review of the retrospective pretest: Implications for performance improvement evaluation and research, *Workforce Education Forum*, *34*(1), 36-56.
- <sup>†</sup>Dodds, P., **Allen, J.,** <sup>#</sup>Philibert, N., <sup>#</sup>Elleven, R., & <sup>†</sup>Lewis, M. (2006). Efficacy of learning communities at four North Texas community colleges, *Workforce Education Forum*, *33*(1), 1 20.
- \*Bradley, T., **Allen, J.,** Hammilton, S., & Filgo, S. (2006). Leadership perceptions: Analysis of 360-degree feedback, *Performance Improvement Quarterly, 19*(1), 7 24.
- Andrews, C., & Allen, J. (2004). Analysis of management and employee job satisfaction, *The International Journal of Applied Management and Technology*, *2*(2), 97 115.
- \*Elleven, R., & **Allen, J.** (2004). Applying technology to online counseling: Suggestions for beginning e-therapist, *Journal of Instructional Psychology*, *31*(3), 223 227.
- **Allen, J.**, \*Clem, K. E., \*Elleven, R. K., \*Andrews, C. G., & \*Cagle, L. S. (2004). Copyright and fair use: An issue of ethics in a changing learning environment, *The Texas Journal of Distance Learning* [Online serial], 1(2), 1-8.
- \*Elleven, R., Greenhaw, K., & **Allen, J.** (2004). Campus chaplains: Cult training and perceptions, *College Student Journal*, *38*(2), 314 320.
- Andrews, C., **Allen, J.** (2004). Analysis of management and Employee Satisfaction, *The International Journal on Media Management 2(2), 97 115*.
- <sup>†</sup>Andrews, C., & **Allen, J.** (2002). Utilization of technology Enhanced Delphi techniques, *Workforce Education Forum*, *29*(1), 1-15.
- \*Elleven, R., **Allen, J.,** & Wircenski, M. (2001). The training of resident assistants: A comparison of public and private differences in the United States, *College Student Journal*, *35*(4), 609-615.

- \*Sherron, T., & **Allen, J**. (2000). Fixed effects vs. random effects: Two models commonly used with panel data analyses, *Multiple Linear Regression Viewpoints*, 26(1), 1-10.
- Wircenski, M., Walker, M., **Allen, J.**, & West, L. (1999). Age as a diversity issue in grades K-12 and in higher education, *Educational Gerontology*, *25*(6), 491-500.
- **Allen, J.**, Walker, M., & <sup>†</sup>Moorhead, M. (1999). Technology in the Vocational-Technical Curriculum: Issues for the New Millennium, *Workforce Education Forum, 26*(1), 1-13.
- Rademacher, J., & **Allen, J**. (1998). Enhancing assignment completion in academically diverse vocational classrooms, *The Journal for Vocational Special Needs Education*, *21*(1), 21-26.
- **Allen, J.**, & †Hart, M. (1998). Training older workers: Implications for HRD/HPT professionals, *Performance Improvement Quarterly, 11*(4), 91-102.
- Allen, J., & Schumacker, R. (1998). Team assessment utilizing a many-facet Rasch model, *Journal of Outcomes Measurement*, 2(2), 140-157.
- Wircenski, J., & **Allen, J**. (1998). Investigating the screwdriver: Vocational education and 25 years of technology [25<sup>th</sup> Anniversary Special Issue], *Workforce Education Forum*, *25*(1), 36-42.
- Chinoda, M., & **Allen, J.** (1998). Educators', administrators', and students' perceptions of technology programs in Pennsylvania, *Workforce Education Forum*, *25*(2), 69-86.
- Ennis-Cole, D., & **Allen, J.** (1998). Challenges of training and retraining older individuals with special needs, *The Journal for Vocational Special Needs Education*, *20*(3), 35-42.
- **Allen, J.** (1997). Strategic planning of technology for education: A beginning framework, *Occupation Education Forum*, 23(2), 13-21.
- **Allen, J.**, & Walker, M. (1996). Training employees with disabilities: Strategies from corporate training. *The Journal for Vocational Special Needs Education, 18*(3), 105-108.

## PROCEEDINGS AND PAPERS (N ~40)

- Bank, N., Allen, J., Kolu, C. (2021, September). Leveraging Information Literacy for Posttraumatic Growth [Conference paper, Second Place]. 2021 SIG-KM International Research Symposium, virtual.
- Eaves, T., **Allen, J.,** Rosellini, A., Khader, M., Njeri, M., Zimmerman, T. (2020, December 3-5). Wisdom and veterans: Enhance the perspective, experience, and resilience of the workforce [Conference paper]. International Conference for Knowledge Management, Durham, NC, USA.
- Zimmerman, T., Njeri, M., Khader, M., **Allen, J.,** Rosellini, A., Eaves, T. (2020, October). *A Review of Truth-Default Theory: Implications for Information Behavior Research* [Conference Paper]. 83<sup>rd</sup> Annual Association for Information Science. and Technology (ASIS&T) Conference Social Informatics SIG, Pittsburgh, PA [virtual].
- Eaves, T. **Allen, J.,** Zimmerman, T., Rosellini, A., Njeri, M., Khader, M. (2020, October). *Wisdom and Veterans: Enhance the Perspectives, Experiences, and Resilience of the Workforce* [Conference paper]. 83<sup>rd</sup> Annual Association for Information Science and Technology (ASIS&T) Conference Social Informatics SIG, Pittsburgh, PA [virtual].
- Smith, D. & **Allen, J.** (2019, October). Age group perceptions of social media privacy and responsibility. Proceedings of the Association for Information Science & Technology

- (ASIS&T) 15th Annual Social Informatics Research Symposium. https://www.asist.org/2019/10/21/schedule-for-the-15thannual-social-informatics-research-symposium/
- Allen, J., Smith, D., & Turner, J., (2019, October). Digital presence for information scholars. Proceedings of the Association for Information Science & Technology (ASIS&T) 2019 15th Annual Social Informatics Research Symposium. Retrieved from https://www.asist.org/2019/10/21/schedule-for-the-15th-annual-socialinformatics-research-symposium/
- Laksaniyanon, B, **Allen, J.** (2016, November). How changes capabilities and knowledge management affect organizational performance: A case study of Khon Kaen City, Thailand. *Proceedings of the 30<sup>th</sup> International Research Conference on Business, Economics and Social Science.* Singapore, International Research Conference 2016.
- Turner, J. R., †Hix, J., Baker, R., & **Allen, J.** (2017). *Improving your digital presence as a researcher,* FOCUS session [Conference paper]. 2017 AHRD International Research Conference in the Americas, San Antonio, TX.
- Turner, J. R., Johnson, K., & **Allen, J.** (2016, October). *Team leader complexity: An integrative literature review* [Conference paper]. 2016 AHRD International Conference in Asia & MENA, Morocco.
- Turner, J. R., **Allen, J.** (2015, April). *Practice to research: Grounded theory and case study research techniques. Research to Practice (RTP)* [Conference paper]. Annual meeting of the International Society of Performance Improvement, San Antonio, TX.
- Pasquini, L., Wakefield, J. S., Reed, A., & **Allen, J.** (2014, November). Digital scholarship and impact factors: Methods and tools to connect your research. *Proceedings of World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education 2014* (pp. 1564-1569). Chesapeake, VA: AACE.
- Pasquini, L., Wakefield, J., Reed, A., **Allen, J.** (November 2014). Digital Scholarship and Impact Factors: Methods and Tools to Connect Your Research [Conference paper]. Association for the Advancement of Computing in Education.
- Chung, C., Pasquini, L., *Allen, J.* (August 2013). Differences Between the U.S. and Taiwan in Terms of 8th Grade Math Achievement [Conference paper]. *Taiwan Education Research Association & Pacific Rim Objective Measurement Symposium Proceedings 2013*
- Adjebeng, S., **Allen, J.** (2012, November). Framework for Distance Learning Implementation in Developing Countries: A Conceptual Model for Ghana. [Conference Paper]. International Joint conference of the International Conference on Knowledge, Economy and Management; International Conference of the Asian Chapter of the Academy of Human Resource Development; and International Conference of the MENA Chapter of the Academy of Human Resource Development, Istanbul, Turkey.
- Nimon, K., **Allen, J.,** Aguilar, M. G., Zimmerman, T. Bracey, P., Pasquini, L. (2012, November). *Dispelling common myths about quantitative and qualitative research in a CTE context: What are some best practices?* [Symposium paper]. 2012 CTE Research and Professional Development Conference, Atlanta, GA.
- Bartlett, J., E., **Allen, J.**, Bartlett, M. E., Laanan, F. S., Nimon, K. F., Semanski, C., Schollenberger, T., Waugh, C. K. (2012, November). *Developing faculty to improve research methods for CTE research* [Symposium Paper]. 2012 CTE Research and Professional Development Conference, Atlanta, GA. [Outstanding Symposium Presentation]

- Danks, S., **Allen, J.** (2012, November). Performance Measurement Systems and Culture: Lessons Learned from Small-to-Medium Sized Enterprise Organizations [Conference Paper]. International Joint conference of the International Conference on Knowledge, Economy and Management; International Conference of the Asian Chapter of the Academy of Human Resource Development; and International Conference of the MENA Chapter of the Academy of Human Resource Development, Istanbul, Turkey.
- Joshua-Gojer, A., **Allen, J.** (2012, November). Self-Initiated Expatriates in the United States: Implications for HRD [Conference Paper]. International Joint conference of the International Conference on Knowledge, Economy and Management; International Conference of the Asian Chapter of the Academy of Human Resource Development; and International Conference of the MENA Chapter of the Academy of Human Resource Development, Istanbul, Turkey.
- Chung, C., Pasquini, L., Allen, J., Koh, C. (2012, October). *Review of Web-based Learning Management System Design for Higher Education* [Conference paper]. E-Learn, Montreal, Quebec.
- VanBebber, V., Nimon, K., **Allen, J.** (2010). *Workplace spirituality: An issue for learning and quality of work life?* 9<sup>th</sup> International Conference of the Asia Chapter of the Academy of Human Resource Development Proceedings. Shanghai, China.
- Li, J., Nimon, K., & **Allen, J.** (2008). Undergraduate HRD programs in the US. Academy of Human Resource Development International Research Conference Proceedings, Panama City, FL.
- Philibert, N., Allen, J., Long, S., & Nimon, K. (2008). Leadership competencies in team-based and traditional organizations: A comparative study. *Proceedings of the Academy of Human Resource Development International Research Conference*. Lille, France: AHRD
- Nimon, K., **Allen, J.,** & Philibert, N. (2007, November). *Effect size reporting in international HRD research*: [Conference paper]. 5th Asian Conference of the Academy of HRD. 6th International Conference of the Academy of HRD Asian Conference, Beijing, China.
- Murphy, M., Nimon, K., & **Allen, J.** (2007, November). *Attracting developing and managing talent through organizational culture* [Conference Paper]. 6th International Conference of the Academy of HRD Asian Conference, Beijing, China.
- Philibert, N, **Allen, J.,** Nimon, K., & Berryman, R. (2007). Knowledge management in virtual organizations: A study of best practices knowledge transfer model. *6th International Conference of the Academy of HRD Asian Conference Proceedings*. Beijing, China: AHRD.
- Nimon, K., **Allen, J.,** & Philibert, N. (2007). Effect size reporting in international HRD research: An analysis of research papers presented at the 5th Asian conference of the Academy of HRD. 6th International Conference of the Academy of HRD Asian Conference Proceedings, Beijing, China.
- Nimon, K., Murphy, M., & **Allen, J.** (2007). *Creating organizational alignment by discovering work as a calling* [Conference paper]. 45th Annual ISPI International Performance Improvement Conference, San Francisco, CA.
- Allen, J., Nimon, K., & Frear, S. (2007). Modeling the cyclical nature of HRD practices through economic data modeling. In F. M. Nafukho, T. J. Chermack, & C. M. Graham (Eds.), Proceedings of the Academy of Human Resource Development 2007 International Conference (pp. 1134-1137). Bowling Green, OH: AHRD.
- Nimon, K. & **Allen, J.** (2007). Evaluating professional development: Measurement outcomes from a multilevel performance improvement survey. *Proceedings of the 5th Annual Hawaii International Conference on Education* (p. 4018). Honolulu, HI: HICE, ISSN #1541-5880.

- Nimon, K., Williams, C., & **Allen, J.** (2007). Repeated measures: A primer for educators considering univariate and multivariate designs. *Proceedings of the 5th Annual Hawaii International Conference on Education* (pp. 4019-4066). Honolulu, HI: HICE, ISSN #1541-5880.
- Elleven, R.., & **Allen, J.** (2006). Spirituality in the workplace: An issue for Business Education [Conference paper]. International Conference on Education. Honolulu, HI.
- Nimon, K., & **Allen, J.** (2006). A synthesis of the literature relative to the retrospective pretest: Identifying a research agenda for the 21st century. In M. Ismail, A. M. Osman-Gani, S. Ahmad, A. L. Abdullah, I A. Ismail, & J. Othman (Eds.), *Human Resource Development in Asia: Thriving on Dynamism and Change* (pp. 633-641). Malaysia: Universiti Putra, Malaysia.
- **Allen, J.,** Nimon, K., & Eleven, R. (2006). Retrospective evaluation techniques for performance improvement consulting: Theory-to-practice. *Proceedings of the 44th Annual ISPI International Performance Improvement Conference,* Dallas, TX: ISPI.
- Nimon, K., **Allen, J.,** Philibert, N. (2006). Partnering with workplace chaplain providers: A radical form of employee assistance. *Proceedings of the 44th Annual ISPI International Performance Improvement Conference*. Dallas, TX: ISPI
- **Allen, J.,** Nimon, K., & Eleven, R. (2006). Retrospective evaluation techniques for performance improvement consulting: Theory-to-practice. *Proceedings of the 44th Annual ISPI International Performance Improvement Conference*, Dallas, TX.
- Allen, J., & Holecek, C. (2005). The Top 10 list: Tips for first year teacher. Proceedings of the 2005 Texas Business and Marketing Education Professional Development Conference Proceedings, Corpus Christi, TX.
- **Allen, J.**, & Holecek, C. (2005). Meet your mentor. *Proceedings of the 2005 Texas Business and Marketing Education Professional Development Conference Proceedings*, Corpus Christi, TX.
- **Allen, J.** (2005) Teaching in four easy steps: Work the circle. *Proceedings of the 2005 Texas Business and Marketing Education Professional Development Conference Proceedings*, Corpus Christi, TX.
- **Allen, J.** (2005). Retrospective analysis in the CTE classroom. *Proceedings of the 2005 Texas Business and Marketing Education Professional Development Conference Proceedings*, Corpus Christi, TX.
- **Allen, J.** (1995). A created team assessment instrument. In E. Holton III (Ed.), *Proceedings of the Academy of Human Resource Development Conference* (section 10-2). Austin, TX: Academy of Human Resource Development.

#### **POSTERS**

- **Allen, J.** (2022). A model of Collective Wisdom [Poster presentation, SECOND PLACE]. 20212 SIG-KM International Research Symposium, virtual.
- **Allen, J.** (2021). A Model of Wisdom: Call for Research [Poster presentation, FIRST PLACE]. 2021 SIG-KM International Research Symposium, virtual.
- Tajallipour, P., **Allen, J.** (2021) Sense of belonging and inclination towards knowledge sharing in organizations [Poster presentation, HONORABLE MENTION]. 2021 SIG-KM International Research Symposium, virtual.
- Njeri, M., Bank, N, **Allen, J.,** Tajallipour, P, Bukhari, A., Guevara, A. (2021, September). *The Application of Structure Coefficients in Published Information Science Research* [Poster

- presentation]. 2021 annual meeting of the Association for Information Science and Technology (ASIS&T), Salt Lake City, UT.
- Tajallipour, P., Blume, R., Bank, N., Khader, M., Njeri, M. **Allen, J.,** Guevara, A., Bukhari, A. (submitted). *Barriers in Knowledge Exchange Between Non-Native Instructors and their Students: A Call for Research* [Poster presentation]. 2021 2021 annual meeting of the Association for Information Science and Technology (ASIS&T), Salt Lake City, UT.
- Khader, M., Zimmerman, T., **Allen, J.,** Njeri, M., Bank, N., Guevara (2021, September). *The Role of Cognitive Authority in social media* [Poster presentation]. 2021 annual meeting of Association for Library and Information Science Education, Milwaukee, WI.
- Allen, J., Rosellini, A., Khader, M., Bank, N., Guevara, A., Njeri, M. (2021, September). *Virtual Knowledge Spaces: A Call for Research* [Poster presentation]. 2021 annual meeting of Association for Library and Information Science Education, Milwaukee, WI.
- Njeri, M., **Allen, J.,** Khader, M., Bank, N., Guevara, A. (2021, August). *Improving Research Techniques for Categorical Predictors for Multiple Regression in Hospitality and Tourism Publication* [Poster presentation]. 2021 annual meeting of International Council on Hotel, Restaurant, and Institutional Education [virtual].
- Allen, J., Mull, M., & Aguilar, M. (2019, October). *Unlearning in a Global Information Econo*my [Poster presentation]. 82<sup>nd</sup> Annual Association for Information Science and Technology (ASIS&T) Conference Social Informatics SIG, Melbourne, Australia.
- **Allen, J.,** Khader, M., Rosellini, A., Zimmerman, T. & Eaves, T. (2019, October) *Investigating wisdom: A call for research* [Poster presentation]. 82<sup>nd</sup> Annual Association for Information Science and Technology (ASIS&T) Conference, Melbourne, Australia.
- <sup>†</sup>Zimmerman, T., Khader, M., Abdulrahman, H., & **Allen, J.** (2019, October) *Political "fake news"* on social media: Factors surrounding its spread and influence [Poster presentation]. 82<sup>nd</sup> Annual Association for Information Science and Technology (ASIS&T) Conference, Melbourne, Australia.

#### Curriculum

- **Allen, J.**, Allen, H., & Brasfield, F. (1994). *Applications of Computer Aided Drafting*. Denton, Texas: RonJon Publications.
- **Allen, J.**, Allen, H., & Brasfield, F. (1994). *Computer Aided Civil Drafting*. Denton, Texas: RonJon Publications.
- **Allen, J.**, Allen, H., & Brasfield, F. (1994). *Computer Aided Drafting-College for Kids.* Denton, Texas: RonJon Publications.
- Allen, J., Allen, H., & Brasfield, F. (1994). Customizing AutoCAD. Denton, Texas: RonJon Publications.

#### Newsletters

- Nimon, K., & **Allen, J.** (2006, May). Energizing organizational change. International Society for Performance Improvement Dallas Fort Worth Chapter Newsletter, 14.
- Nimon, K, & **Allen, J.** (2006, April). Workplace spirituality. *International Society for Performance Improvement Dallas Fort Worth Chapter Newsletter, 13.*

Allen, J., & Wircenski, M. (1999). AgeShare: Training older learners: Issues for the New Millennium.

National Academy for Teaching and Learning about Aging [on-line].

http://www.unt.edu/natla/age\_share\_training\_older\_learners.htm.

# **JOURNAL EDITORSHIPS**

2015 – 2018 Top Journal in field	<b>Allen, J.</b> (Ed.). Performance Improvement Quarterly, ISSN: 1937-8327, <a href="http://onlinelibrary.wiley.com/journal/10.1002/(ISSN)1937-8327">http://onlinelibrary.wiley.com/journal/10.1002/(ISSN)1937-8327</a>
2012 – 2014 Top Journal in field	<b>Allen, J.</b> (Ed.). Career and Technical Education Research, ISSN: 1554-7558, Association for Career and Technical Education Research, <a href="http://www.ingentaconnect.com/content/acter/cter/">http://www.ingentaconnect.com/content/acter/cter/</a>
2011 – 2015 Student-run open-source, refereed journal	<b>Allen, J.</b> (Founding Ed., Faculty Editor). Learning and Performance Quarterly, ISSN 2166-3564 (student-run open-source, refereed journal)
2012 Sp. Issue	Nimon, K., <b>Allen, J.</b> (2012) (Special Eds.) Career and Technical Education, Volume 37, Number 3, ISSN: 1554-7558
1998, Sp. Issue	<b>Allen, J.</b> , Wircenski, M., & West, L. (Eds.). (1998) Aging: Our one common experience in special needs [Special issue]. <i>Journal of Vocational Special Needs Education</i> , 20(3), ISSN-0195-7597
	JOURNAL TRUSTEE
	JOURNAL TRUSTEE  Workforce Education Forum
2011 – Present	
2011 – Present 2010 – Present	Workforce Education Forum
	Workforce Education Forum  CURRENT JOURNAL EDITORIAL BOARDS
2010 – Present	Workforce Education Forum  CURRENT JOURNAL EDITORIAL BOARDS  Journal of Information Knowledge Management
2010 – Present 2012 – 2022	Workforce Education Forum  CURRENT JOURNAL EDITORIAL BOARDS  Journal of Information Knowledge Management  International Journal of Adult Vocational Education and Technology  Global View of Open Access and Scholarly Communications,

#### **PRESENTATIONS**

Note: Over 120 refereed presentations at international, national, or regional conferences. In addition, a prolific number of regional and local workshops, seminars, and lectures.

#### **Invited Lectures**

- **Allen, J.** (2020, June). *Innovation in a Knowledge Economy* [Presentation]. William and Mary, Willington, VA, USA.
- **Allen, J.** (2018, March). *Developing your Digital Presence: A Primer for Scholars* [Presentation]. Newcastle Business School, United Kingdom.
- **Allen, J.** (2016). *Publishing in Western Journals* [Presentation]. 2016 AHRD International Conference in Asia & MENA, Morocco.
- **Allen, J.** (2016, October). *Sustaining Innovation in a Global Society* [Presentation]. Al Akhawayn University. College of Education. Infrane, Morroco.
- **Allen, J.** (2013, December). *Sustaining Organizational Learning: Issues for Research* [Presentation]. Texas A&M, College Station, Texas.
- Allen, J. (2013, November). Mobile Learning for Teaching Effectiveness [Presentation]. National Kaohsiung University of Hospitality and Tourism 國立高雄餐旅大學. Kaohsiung City 812, Taiwan, R.O.C.
- Allen, J. (2013, November). Sustaining Learning Innovation through Learning Resources [Presentation].

  National Kaohsiung University of Hospitality and Tourism 國立高雄餐旅大學. Kaohsiung City 812, Taiwan, R.O.C.
- Allen, J. (2013, April). Learning and Performance Innovation for a Global Workforce [Presentation]. East China Normal University 华东师范大学, Distance Education College.
- **Allen, J.** (2013, April). *Mobile Learning for Teaching Effectiveness and Sustaining Learning Innovation through Learning Resources* [Presentation]. Zhejing University 浙江大学, Hangzhou China.
- **Allen, J.** (2013, April). *Sustaining Learning Innovation through Learning Resources* [Presentation]. [Presentation]. Zhejing University 浙江大学, Hangzhou China.
- Allen, J. (2013, April). Instructional Designed for Effective Performance [Presentation]. Hangzhou Normal University 杭州师范大学, Hangzhou, China.
- Allen, J. (2012). Career and technical education: A global workforce solution [Presentation]. Seoul National University 서울대학교, College of Education, Seoul, South Korea.
- Allen, J. (2012). Learning and performance innovation for a global workforce [Presentation]. Sungkyunkwan University 成均館大學校, College of Education, Seoul, South Korea.
- **Allen, J.** (2012). *Key session: Learning and performance innovation for a global workforce* [Presentation]. Human Resources Development Service of Korea (HRDKorea), Seoul, South Korea.
- Allen, J. (2010). Sustaining learning innovation through learning resources [Presentation]. East China Normal University 华东师范大学, College of Information. Shanghai, China.

- Allen, J. (2010). Learning and Performance Innovation [Presentation]. East China Normal University 华东师范大学, College of Information. Shanghai, China.
- Allen, J. (2010). Mobile learning for teaching effectiveness [Presentation]. Northwest University 西北大学, Xi'An, China.

#### Refereed Presentations (National/International)

- **Allen, J.,** An, L., Hofman, D., Islam, A., Pfeiffer, H. (2021, October). *Career Development in Knowledge Management* [Panel presentation]. 84<sup>th</sup> annual meeting of Association for Information Science and Technology, Salt Lake City, UT.
- Petrunin, K, & **Allen, J.** (2019) Saved by the PBL: Tales of project-based learning in the CTE classroom [Presentation]. at the Career & Technical Education Association Annual Conference.
- Turner, J. R., Johnson, K., & **Allen, J.** (2016, October). *Team leader complexity: An integrative literature review* [Presentation]. 2016 AHRD International Conference in Asia & MENA, Morocco.
- Allen, J. Colling, j. Li, J., McLennan, G. Won, S. (2016, February). Developing a Scholarly Identity HRD Scholar Panel [Panel presentation]. 2016 AHRD International Research Conference in the Americas. Jacksonville, Florida
- **Allen, J.** (2015, November). *Creating a Research Agenda for the Professorate* [Presentation]. Association for Career and Technical Educations, Nashville, TN.
- Turner, J. R., & **Allen, J.** (2015, February). *Evaluation of a paradigm: A proposal to conducting a meta-theoretical reflection of AHRD* [Focus Group paper]. AHRD International Conference in the Americas, St. Louis, MO.
- Turner, J. R., **Allen, J. M.** (2015, April). *Practice to research: Grounded theory and case study research techniques*. Research to Practice (RTP [Presentation]. annual meeting of the International Society of Performance Improvement, San Antonio, TX.
- **Allen, J.** (2015, March). *Learning Frameworks: Research to Practice* [Presentation]. International Society for Performance Improvement, San Antonio, Texas.
- Turner, J. R., & **Allen, J. M.** (2015, February). *Evaluation of a paradigm: A proposal to conducting a meta-theoretical reflection of AHRD* [Focus Group presentation]. AHRD International Conference in the Americas, St. Louis, MO.
- **Allen, J.** (2015, February). Academic Branding: The Department [Presentation]. 2016 AHRD International Research Conference in the Americas, St. Louis, Missouri.
- **Allen, J.** (2014, November). *The Professorate and the first three years* [Presentation]. Association for Career and Technical Educations, Nashville, TN.
- **Allen, J.** (2014, November). *Contributing to the Body of CTE Research through Mentorship and Collaboration* [Presentation]. Association for Career and Technical Educations, Nashville, TN
- **Allen, J.,** Gavrilova, M., Pasquini, L. (2013, February). *How to Plan your Academic Career: Issues for all faculty members* [Presentation]. Academy of Human Resource Development, Arlington, Virginia.
- Danks, S., **Allen, J.,** Oyarce, G. (2012, October), *Performance Measurement Systems and Culture: Lessons Learned from Small-to-Medium Enterprise Organizations* [Presentation]. Consejo Latinoamericano de Escuelas de Administración, Lima, Peru.

- Joshua-Gojer, A., **Allen, J.** (2012). *Self-initiated expatriates in the United States: Implications for HRD* [Presentation]. Academy of Human Resource Development International Research Conference Proceedings, Istanbul, Turkey.
- Nimon, K., Gavrilova, M., **Allen, J**. (2012). *Dispelling Common Myths about Quantitative and Qualitative Research in a CTE Context: What are Some Best Practices?* [Presentation]. Association for Career and Technical Education Research. Atlanta, Georgia
- Elleven, R.., & Allen, J. (2006, January). *Spirituality in the Workplace: An Issue for Business Education* [Presentation]. International Conference on Education. Honolulu, HI.
- Nimon, K., Murphy, M., & **Allen, J.** (2007, May). *Creating organizational alignment by discovering work as a calling* [Presentation]. 45th Annual ISPI International Performance Improvement Conference, San Francisco, CA.
- Nimon, K., & **Allen, J.** (2007, April). *Retrospective analysis: A practical approach to evaluating learning at professional development conferences* [Presentation]. American Educational Research Association, Chicago, IL.
- **Allen, J.** Nimon, K., & Frear, S. (2007, February). *Modeling the cyclical nature of HRD practices through economic data modeling* [Presentation]. Academy of Human Resource Development International Research Conference, Indianapolis, IN.
- Nimon, K., & **Allen, J.** (2007, January). *Evaluating professional development: Measurement outcomes from a multilevel performance improvement survey* [Presentation]. Hawaii International Conference on Education, Honolulu, HI.
- Nimon, K., Murphy, M., & **Allen, J.** (2007, April). *Creating organizational alignment and performance improvement by discovering work as a calling* [Presentation]. International Society for Performance Improvement, San Francisco, CA.
- Nimon, K., Williams, C., & **Allen, J.** (2007, January). *Repeated measures: A primer for educators considering univariate and multivariate designs* [Presentation]. Hawaii International Conference on Education, Honolulu, HI.
- Nimon, K., & **Allen, J.** (2006, December). *An integrative literature relative to the retrospective pretest: Identifying a research agenda performance improvement evaluation* [Presentation]. Academy of Human Resource Development, Putajaya, Malaysia.
- **Allen, J.**, Nimon, K., & Elleven, R. (2006, April). *Retrospective evaluation techniques for performance improvement consulting: Theory-to-practice* [Presentation]. 44th Annual International Performance Improvement Conference, Dallas, TX.
- Nimon, K., **Allen, J.**, & Philibert, N. (2006, April). *Partnering with workplace chaplain providers: A radical form of employee assistance* [Presentation]. 44th Annual International Performance Improvement Conference, Dallas, TX.
- Allen, J., & Burkes, K. (2006, May). Applying cognitive load theory to performance improvement [Presentation]. 2006 ASTD International Conference and Exposition, Dallas, TX.
- Allen, J., & Nimon, K. (2006, May). Retrospective evaluation techniques for performance improvement: Theory-to-Practice [Presentation]. 2006 ASTD International Conference and Exposition, Dallas, TX.
- **Allen, J.**, & Cagle, L. (2005, December). *T&I curriculum: Creating standards-based materials for electronic delivery* [Presentation]. American Career and Technical Education Association Conference, Kansas City, MO.

- Elleven, R., & **Allen, J.** (2005, January). *Evaluating resident assistant training Increase your level* [Presentation]. International Conference on Education, Honolulu, HI
- **Allen, J.** (2004, December) 100% online: Bachelors degree in applied technology and performance improvement [Presentation]. Association of Career and Technical Education Conference, Las Vegas, NV.
- Elleven, R., & **Allen, J.** (2004, January). *Freedom of religion and cults: A training curriculum for resident assistants* [Presentation]. International Conference on Education, Honolulu, HI.
- Wircenski, J., & **Allen, J.** (2003). A distance education model for career and technical education certification and professional development [Presentation]. International Conference on Education, Honolulu, HI.
- Wircenski, J.L., & **Allen, J.** (2003) *Health Science Technology Education: A CD-ROM based electronic field trip* [Presentation]. Reform with Results Conference, Beaver Creek, CO.
- Wircenski, J.L., Wircenski, M.D., & **Allen, J.** (2002). *Approaches to curriculum integration for health science technology education: A professional development CD-ROM* [Presentation]. Connecting Classrooms, Communities, and Careers Conference, Beaver Creek, CO.
- Tyler-Wood, T., Christensen, R., Arrowood, D., **Allen, J.**, & Maldonado, M. (2001, April). *Implementing technology into preservice teacher courses: PT3 first year* [Presentation]. SITE conference, Orlando, California.
- Wircenski, M., **Allen, J.**, Wircenski, J., & West, L. (2000, December). *Training industrial mentors to work with students from special populations* [Presentation]. Association for Career and Technical Education, San Diego, CA.
- Sherron, T., Schumacker, R., & **Allen, J.** (2000, April). *A fixed effects panel data model: Mathematics achievement in the U.S* [Presentation]. American Educational Research Conference, New Orleans, LA.
- **Allen, J.**, Wircenski, J., & Wircenski, M. (1999, December). *Classroom research techniques for career and technical educators* [Presentation]. Association for Career and Technical Education, Orlando, FL.
- **Allen, J.** (1998, December). *Staying current with classroom technology* [Presentation]. American Vocational Association, New Orleans, LA.
- **Allen, J.** (1998, March). *Training older workers: Implications for HRD professionals* [Presentation]. Academy of Human Resource Development International Conference, Chicago, IL.
- **Allen, J.**, Wircenski, M., & Ennis-Cole, D. (1997, December). *Technology and older teachers: Implications for pre-service and in-service education* [Presentation]. American Vocational Association, Las Vegas, NV.
- Wircenski, M. & **Allen, J**. (1997, December). *Blending youth and experience: Preparing for intergenerational classrooms* [Presentation]. American Vocational Association, Las Vegas, NV.
- **Allen, J.** (1995, December). *Strategic planning of technology: A framework for educators* [Presentation]. American Vocational Association Conference, Denver, CO.
- **Allen, J.** (1995, March). *A created team assessment instrument* [Presentation]. Academy of Human Resource Development International Conference, Atlanta, GA.
- Allen, J. (1994, July). *Practical technology and interdisciplinary teams: A winning combination*[Presentation]. Association for Applied Interactive Multimedia (AAIM) Third Annual Conference on Multimedia in Education and Industry, Charleston, SC.

#### Presentations (Refereed) Regional/State/Local

- Allen, J. (2014, September). How to Assess Career and Technical Education Student Learning
  [Presentation]. Annual Texas Career and Technical Education New Teacher Conference, Austin,
  Texas
- **Allen, J.** (2015, August). *Career and Technical Education for a Global* Workforce [Presentation]. Commerce ISD Career and Technical Education, Commerce, Texas.
- **Allen, J.** (2014, February). *Student Career Planning: O\*Net Why and How To* [Presentation]. Annual Texas Career Education Winter Conference, Austin, Texas
- Petrunin, K., **Allen, J.** (2014, February). *CTE Research: Research Why and How To* [Presentation]. Annual Texas Career Education Winter Conference, Austin, Texas
- **Allen, J.** (2014, May). *Talent Development: Defining Boundaries and Making Connections.* [Presentation]. Association for Talent Development, Fort Worth-Mid Cities Chapter.
- Allen, J. (2014, October). Facilitating in the Secondary Classroom: Techniques for Innovation [Presentation]. Annual Texas Career and Technical Education New Teacher Conference, Austin, Texas
- **Allen, J.** (2014, October). *UNT Career Clusters* [Presentation]. Annual Texas Career and Technical Education New Teacher Conference, Austin, Texas
- **Allen, J.** (2012, April). Learning and Performance Innovation: Initiatives for Research and Practice [Presentation]. Dallas American Society for Training and Development, Dallas, Texas
- Allen, J. (2012, April). Learning and Performance Innovation: Implication for the Workforce [Presentation]. Fort Worth/Mid-Cities American Society for Training and Development, Hurst, Texas.
- Allen, J. (2010, August). *Planning for Learning and Performance Innovation* [Keynote presentation]. Denton Independent School District Technology Innovation Conference. Denton, Texas.
- Wike, C., Nimon, K., Frear, S., & **Allen, J.** (2007, February). *Implications of generalizing convenience samples to the population in the field of training and development* [Conference Paper]. Southwest Educational Research Association Conference, Austin, TX.
- Nimon, K., & **Allen, J.** (2006, February). *Retrospective analysis: its use and function in self-perception measurement* [Conference Paper]. Southwest Educational Research Association Conference, Austin, TX.
- **Allen, J.** (2005, July) *Teaching in four easy steps: Work the circle* [Conference Paper]. 2005 Texas Business and Marketing Education Professional Development Conference, Corpus Christi, TX.
- **Allen, J.** (2005, July). *Retrospective analysis in the CTE classroom* [Conference Paper]. 2005 Texas Business and Marketing Education Professional Development Conference, Corpus Christi, TX.
- Allen, J., & Holecek, C. (2005, July). *The top 10 list: Tips for first year teacher* [Conference Paper]. 2005 Texas Business and Marketing Education Professional Development Conference, Corpus Christi, TX.
- **Allen, J.**, & Holecek, C. (2005, July). *Meet your mentor* [Conference Paper]. 2005 Texas Business and Marketing Education Professional Development Conference, Corpus Christi, TX.
- Holecek, C., & **Allen, J.** (2005, July). *Policies and procedures: OH MY!* [Conference Paper]. 2005 Texas Business and Marketing Education Professional Development Conference, Corpus Christi, TX.

- Holecek, C., & **Allen, J.** (2005, July). *Students with special needs: What do I do now?* [Conference Paper]. the 2005 Texas Business and Marketing Education Professional Development Conference, Corpus Christi, TX.
- **Allen, J.** (2005, October). *Teaching in four easy steps: Work the circle* [Presentation]. Trade & Industrial Education New Teacher Conference, Austin, TX.
- **Allen, J.** (2005, April). *The death of training* [Presentation]. American Society for Training and Development Fort Worth Chapter, Hurst, TX.
- **Allen, J.** (2005, April). *Online certification for career and technical education* [Presentation]. Texas Career Education Conference, Austin, TX.
- **Allen, J.**, & Elleven, R. (2005, March). *Surviving YOUR doctoral program* [Conference paper]. UNT Educational Research Conference, Denton, Texas.
- Mooneyham, C., Tyler-Wood, T., & **Allen, J.** (2004, November). *Enriching the legacy: "CATEway" to differentiation* [Presentation]. 27th Annual Texas Association for the Gifted and Talented Conference, Dallas, TX.
- **Allen, J.** (2004, September). *Top 10 technology survival skills* [Presentation]. Texas Trade & Industrial Education New Teacher Conference, Austin, TX.
- **Allen, J.** (2004, March). 100% online: An articulated bachelor's degree program at the University of North Texas [Presentation]. Seamless Transition State Conference, Austin, TX.
- **Allen, J.** (2004, February). *Surviving the Doctoral Program* [Conference paper]. UNT Educational Research Conference, Denton, TX.
- **Allen, J.** (2003, October). *BAAS articulation with North Texas community colleges* [Presentation]. College of Education Community College Conference, Denton, TX.
- Allen, J. (2002, October). *Teacher certification in the State of Texas: Challenges for the future*[Presentation]. Texas Industrial Vocational Association New Teacher Boot Camp, Austin, TX.
- **Allen, J.** (2003, March). *Promotion from Assistant to Associate Professor* [Presentation]. College of Education Faculty Promotion and Tenure Workshop. Denton, TX.
- **Allen, J.** (2002, October). *BAAS articulation* [Presentation]. College of Education Community College Conference, Denton, TX.
- **Allen, J.** (2001, October). *Technology infusion: Strategies and challenges in faculty development* [Presentation]. 001 Technology Leadership Fall Institute, Austin, TX.
- **Allen, J.** (2001, June). *Technology planning for career and technology education program* [Presentation]. 2001 Business and Marketing Education Professional Development Conference, Austin, TX.
- **Allen, J.** (2001, June). *Program evaluation: From benchmarking to planning* [Presentation]. 2001 Business and Marketing Education Professional Development Conference, Austin, TX.
- **Allen, J.** (2001, June). *Developing online: How do I start? How does it work* [Presentation]. 2001 Business and Marketing Education Professional Development Conference, Austin, TX.
- **Allen, J.** (2001, June). *Copyright: An issue of ethics in a digital age* [Presentation]. 2001 Business and Marketing Education Professional Development Conference, Austin, TX.
- **Allen, J.** (2001, March). *Promotion from Assistant to Associate Professor* [Presentation]. College of Education Faculty Promotion and Tenure Workshop, Denton, TX.

- **Allen, J.,** Knezek, G., & Wood, T. (2001, March). *Great tips on getting grants: Advice from successful writers* [Conference paper]. UNT Educational Research Conference, Denton, TX.
- **Allen, J.** (1998, September). *Evaluation of training programs: Theory-to-practice* [Presentation]. American Society of Training and Development Heart of Texas Chapter, Waco, TX.
- **Allen, J.** (1998, July). *Technology planning in career technology education: A beginning framework* [Conference paper]. Marketing Education Professional Development Conference, Austin, TX.
- **Allen, J.** (1998, June). *Classroom Technology in the New Millennium* [Presentation]. Mountain-Plains Region of the National Business Education Association [Keynote], Dallas, TX.
- Allen, J. (1998, November). Practical and appropriate technology in the training environment: A hands-on experience [Presentation]. American Society of Training and Development Fort Worth Mid-Cities Chapter, Fort Worth, TX.
- **Allen, J.** (1998, October). *Trends and issues in Human Resource Development* [Presentation]. Professional Association of Teachers and Trainers, Denton, TX.
- **Allen, J.** (1998, April). *Business Education in Texas: The next 10 years* [Presentation]. District 10 Chapter of the Texas Business Education Association, Plano, TX.
- **Allen, J.** (1997, March). *Inverted degree plans (2+2+2): A fifteen-year success program* [Presentation]. Fourth Annual Texas School-to-Work Conference, Austin, TX.
- **Allen, J.** (1997, June). *Discovering the vision for school-to-work initiatives* [Presentation]. Sherman Independent School District, Sherman, TX.
- **Allen, J.** (1997, June). Strategic planning of technology for HPT and HRD professionals [Presentation]. DFW Chapter of the International Society of Performance Improvement, Richardson, TX
- Allen, J., & Chinoda, M. (1997, June). *Adapting curriculum for special needs students* [Presentation]. St. Mary's Area School District, St. Mary's, PA.
- **Allen, J.** (1994, August). *Introduction to technology for adult educators* [Presentation]. Technology, Technology, A Summer Institute at Lockhaven University, Lockhaven, PA.
- **Allen, J.** (1994, March). *Telecommunications in the modern educational classroom* [Presentation]. The Annual Home Economics Technological Update Conference, University Park, PA.
- **Allen, J.** (1993, October). *Team assessment* [Conference paper]. Northeast Educational Research Association, Ithaca, NY.
- Allen, J. (1992, October). High tech teaching-computer management of the classroom [Presentation]. The Statewide Educational Conference for Allied Health/Health Occupations Professionals: Health Care 2000, University Park, PA.
- Allen, J., Cipicchio, D., & Chinoda, M. (1992, September). *The Use and Abuse of Surveys/Questionnaires in Training* [Presentation]. American Society for Training and Development Region III Conference, Akron, OH, September 16, 1992.
- **Allen, J.** (1992, June). Assessing professional development needs [Presentation]. The Pennsylvania Vocational Education Conference, Seven Springs, PA.
- **Allen, J.** (1992, June). *Practical approaches to technology in future vocational education classrooms* [Presentation]. The Pennsylvania Vocational Education Conference, Seven Springs, PA.
- Kisner, M., **Allen, J.**, Jackson, A, & Silvis, B. (1992, October) [Presentation]. *An introduction to strategic planning*. Bedford-Everett School District Advisory Board, Bedford, PA.

- Allen, J. (1992, June). Youth leadership skills [Presentation]. The State College Area YMCA, State College, PA.
- **Allen, J.** (1990, November). What about computer maintenance? [Presentation]. Sanger Independent School District, Sanger, TX.
- **Allen, J.** (1990, October). *Strategic planning for technological change* [Presentation]. Denton Independent School District Strategic Planning Committee, Denton, TX.

# GRANTS AND CONTRACTS

Total External Funding (through 2021): \$8,382,015
Salary Percentage Externally Funded (last three years): 50%

External Funding Rankings (last six years):

		Department	College	University
2017	\$120,000	12.9% of Coll	ege Total awards	
2016	\$250,000	#1 (tied)	#1 (tied)	Data no longer
2015	\$660,000	#1	#1	accessible after 2013
2014	\$620,000	#1	#1	
2013	\$620,000	#1	#1	#7
2012	\$800,000	#1	#1	#8
2011	\$751,000	#1	#2	#6
2010	\$750,000	#1	#1	#10
2009	\$750,000	#1	#2	#10

Source: UNT Office of Research and Economic Development

# **Funding Details**

Dates	Amount	Title, Principal Investigator(s)*	Agency
2017 \$120,000	\$60,000	Career & Technical Education Cluster Grant – Arch & Constr., STEM, Manufacturing *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
12.9% of COI FY17 Total	\$60,000	Career & Technical Education Cluster Grant – Business, Mgmt. & Admin., Marketing, Sales & Services *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
2016 \$250,000	\$125,000	Career & Technical Education Cluster Grant – Arch & Constr., STEM, Manufacturing *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education

Dates	Amount	Title, Principal Investigator(s)*	Agency
	\$125,000	Career & Technical Education Cluster Grant – Business, Mgmt. & Admin., Marketing, Sales & Services *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
2015 \$600,000	\$300,000	Career & Technical Education Cluster Grant – Arch & Constr., STEM, Manufacturing *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
	\$300,000	Career & Technical Education Cluster Grant – Business, Mgmt. & Admin., Marketing, Sales & Services *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
Dates	Amount	Title, Principal Investigator(s)*	Agency
2014 \$620,000	\$20,000	Online Professional Development in Statistics and Risk Management *Allen	Texas Education Agency
	\$300,000	Career & Technical Education Cluster Grant – Arch & Constr., STEM, Manufacturing *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
	\$300,000	Career & Technical Education Cluster Grant – Business, Mgmt. & Admin., Marketing, Sales & Services *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
Dates	Amount	Title, Principal Investigator(s)*	Agency
2013 \$620,000	\$20,000	Online Professional Development in Statistics and Risk Management *Allen	Texas Education Agency
	\$300,000	Career & Technical Education Cluster Grant – Arch & Constr., STEM, Manufacturing *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
	\$300,000	Career & Technical Education Cluster Grant – Business, Mgmt. & Admin., Marketing, Sales & Services *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education

Dates	Amount	Title, Principal Investigator(s)*	Agency
Dates	Amount	Title, Principal Investigator(s)*	Agency
2012 \$800,000	\$150,000	Online Professional Development in Statistics and Risk Management *Allen, Nimon	Texas Education Agency
	\$325,000	Career & Technical Education Cluster Grant – Arch & Constr., STEM, Manufacturing *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
	\$325,000	Career & Technical Education Cluster Grant – Business, Mgmt. & Admin., Marketing, Sales & Services *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
Dates	Amount	Title, Principal Investigator(s)*	Agency
2011 \$751,000	\$151,000	Online Professional Development in Statistics and Risk Management *Allen, Nimon	Texas Education Agency
	\$300,000	Career & Technical Education Cluster Grant – Arch & Constr., STEM, Manufacturing *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
	\$300,000	Career & Technical Education Cluster Grant – Business, Mgmt. & Admin., Marketing, Sales & Services *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
2010 \$750,000	\$150,000	Online Professional Development in Statistics and Risk Management *Allen	Texas Education Agency
	\$300,000	Career & Technical Education Cluster Grant – Arch & Constr., STEM, Manufacturing *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education

Dates	Amount	Title, Principal Investigator(s)*	Agency
	\$300,000	Career & Technical Education Cluster Grant – Business, Mgmt. & Admin., Marketing, Sales & Services *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
2009 \$600,000	\$300,000	Career & Technical Education Cluster Grant – Arch & Constr., STEM, Manufacturing *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
	\$300,000	Career & Technical Education Cluster Grant – Business, Mgmt. & Admin., Marketing, Sales & Services *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
2008 \$631,000	\$300,000	Career & Technical Education Cluster Grant – Arch & Constr., STEM, Manufacturing *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
	\$331,000	Career & Technical Education Cluster Grant – Business, Mgmt. & Admin., Marketing, Sales & Services *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
2007 \$600,000	\$300,000	Career & Technical Education Cluster Grant – Arch & Constr., STEM, Manufacturing *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
	\$300,000	Career & Technical Education Cluster Grant – Business, Mgmt. & Admin., Marketing, Sales & Services *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education

Dates	Amount	Title, Principal Investigator(s)*	Agency
2006 \$410,000	\$135,000	Professional Development for Business and Marketing Education *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
	\$275,000	Educational Excellence in Trade & Industrial Education *Wircenski, J. *Allen, J., *Wircenski, M.	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
2005 \$401,211	\$401,076	Educational Excellence in Trade & Industrial Education *Wircenski, J. *Allen, J., *Wircenski, M.	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
	\$135,000	Professional Development for Business and Marketing Education *Walker, *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
2004 <b>\$460,000</b>	\$135,000	Professional Development for Business and Marketing Education *Walker, *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
	\$325,000	Educational Excellence for Trade and Industrial Education *Wircenski, J., Wircenski, M., *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
2003 <b>\$532,477</b>	\$532,477	North Texas Rural Network – Community Technology Centers. North Central Texas College *Nutt, <b>Allen</b>	U.S. Department of Education
1999 \$174,614	\$174,614	The Millennium Project: Pathways for preparing tomorrow's teachers to infuse technology (Pt342a000123a) *Knezek, *Allen, *Tipps, *Rademacher, *Woods	U.S. Department of Education

Dates	Amount	Title, Principal Investigator(s)*	Agency
1999 \$1,713	\$1,713	Relationship between age and learning styles of older workers: Implications for vocational education *Allen, *Wircenski, M.	ARCO

# Grants Submitted, Unfunded

Dates	Amount	Title, Principal Investigator(s)*	Agency
2018 – 2022	\$775,000	Enhancing Graduate Education and Building Capacity in the Area of Digital Preservation *Alemneh, *Allen, *Hawamdeh	
2016	\$425,000	Career and Technical Education Statewide Leadership TEKS Implementation Professional Development *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
2016	\$1,500,000	Career and Technical Education Resource Integration Project *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education

# **Funded Internal Grants**

Dates	Amount	Title, Principal Investigators*	Agency
2004	\$7,000	Teaching with Technology Grant: A Virtual Town Square for Applied Technology, Training and Development.  *Allen	University of North Texas College of Education Development Grant
	\$15,000	Distributed Bachelor's Degree in Applied Technology and Performance Improvement *Allen	Teaching with Technology Grant, University of North Texas
2003	\$38,000	Distributed Bachelor's Degree in Applied Technology and Performance Improvement *Allen, *Wircenski, J.	Technology Infrastructure Fund, University of North Texas
	\$20,000	The Distributed Career and Technical Education Teacher Certification Program. *Allen, *Wircenski, J.	Teaching with Technology Grant, University of North Texas

2002	\$3,000	Development of an Internet-based International Corporate Training Certificate Program. *Allen	Charn Uswachoke International Development Fund
2001	\$36,000	Distributed Corporate Training Certificate Program in Applied Technology, Training, and Development.  *Allen	Teaching with Technology Grant, University of North Texas
	\$20,999	Development and distribution of web-based supplementary course material.  *Allen	University of North Texas Teaching with Technology Grant
1998	\$1,000	Traditional leadership skills vs. team leadership skills: A comparative study. *Allen	Academy of Human Resource Development Professional Development Grant
	\$750	The changing face of industry: The training needs of older workers. *Allen	University of North Texas Small Grant
1995	\$2,700	An evaluation of the impact of technology on training and development professionals in Dallas/Fort Worth *Allen	University of North Texas Research Initiation Grant

a End of Research Scholarship Section a

# TEACHING SCHOLARSHIP

Student Perceptions of Teaching (SPOT) Scores (Fall 2015 – Present)

"Overall Summative Rating (Overall) represents the combined responses of students to the four global summative items and is presented to provide an overall index of the class's quality. Challenge and Engagement Index (CEI) combines student responses to several items relating to how academically challenging students found the course to be and how engaged they were."

Average Teaching Rating for UNT SETE Scale:

Spring 2020

Overall Summative Rating (Overall): "very good" to "excellent"
Challenge and Engagement Index (CEI): "higher" than other courses

SEMESTER	Overall (1-5)	CEI (1-7)	Comments
Spring 2022	• •	• •	
INFO 5306 Project Management			
INFO 6880 Quan Methods			
INFO 6950 Dissertation			
Wintermester 2022			
INFO 4306 Project Management	4.4	5.5	
Fall 2021			
INFO 5306 Project Management	4.7	6.2	
INFO 6020 Adv. Quant. Methods	5.0	5	First Offering
INFO 6950 Dissertation	n/a		
Summer 2021			
INFO 4306 Project Management	4.6	3.9	
INFO 5306 Project Management	4.2	5.2	
Spring 2021			
INFO 5306 Project Management	4.4	5.6	
INFO 6010 Quantitative Methods	4.9	5.6	
INFO 6950 Dissertation	n/a		
Wintermester 2021			
INFO 4306 Project Management	4.9	5.5	
Fall 2020			
Fo	aculty Developn	nent Leave	

INICO 420C Duoi est Managament	4.6	F 2	Co Do inica
INFO 4306 Project Management	4.6	5.3	Course Revision
INFO 5306 Project Management	4.6	5.3	
INFO 6880 Quantitative Stats	5.0	6.0	Created New Course, First offering
INFO 6950 Dissertation	n/a		
Wintermester 2019			
INFO 4306/5306 Project	4.8	6.0	First offering in
Management			Wintermester
Fall 2019			
INFO 4306 Project Management	4.6	5.3	Major Course Revision
INFO 5306 Project Management	4.6	5.3	
INFO 6950 Dissertation	n/a		
Spring 2019			
INFO 5306 Project Management	3.8	5.5	
INFO 6950 Dissertation	n/a		
Fall 2018			
INFO 4306 Project Management	4.5	5.0	First time taught
INFO 5306 Project Management	3.4	4.3	
INFO 6950 Dissertation	n/a		
Spring 2018			
INFO 5860/6880 Grants and Scholarly Pub	4.7	6.1	Created New Course, First time taught
INFO 5306 Project Management	4.7	5.0	First time taught.
INFO 6950 Dissertation	n/a		-
LTEC 6950 Dissertation	n/a		
Fall 2017			
INFO 6000 (Dr. Miksa)	Observati	on only	Transition from Dept. of
INFO 6940 (Dr. Chen)	Observation only		Learning Technologies to Dept of Information
INFO 6950 Dissertation	n/a		_ 565 55
LTEC 6950 Dissertation	n/a		
Spring 2017			

Spring 2017

LTEC 4000 Principles of Training	4.0	5.1	Course capacity raised beyond pedagogy limit.
LTEC 5000 Performance Assessment in Workforce Learning and Performance	4.1	5.7	Course capacity raised beyond pedagogy limit.
LTEC 6950 Dissertation	n/a		
Fall 2016			
ATTD 5100 Foundations of Workforce Learning	3.4	4.0	First time taught in new format.
LTEC 4000 Principles of Training	3.7	4.9	Course capacity raised beyond pedagogy limit.
ATTD 6950 Dissertation	n/a		, , , , , , , , , , , , , , , , , , , ,
Spring 2016			•
LTEC 4741 Capstone	3.6	5.5	Course capacity raised beyond pedagogy limit.
ATTD 6450 Curriculum	3.2	5.5	First time taught in new
Development ATTD 6950 Dissertation	n/a		format
Fall 2015 (INTERIM-CHAIR)			
LTEC 4230 Internship	4.5	6.0	
LTEC 6460 Consulting Skills	4.5	5.2	First time taught in new format
LTEC 4230 Internship	4.7	6.6	
ATTD 6950 Dissertation	n/a		

Student Evaluation of Teaching Effectiveness (SETE) Scores (Prior to Fall 2015)

# Average Teaching Rating for UNT SETE Scale = 817 (Highly Effective)

SEMESTER	OEM	LEM	SRL	Overall	Effectiveness
Spring 2015 (INTERIM-CHAIR)					
ATTD 5360 Capstone	806	799	799	806	Highly Effective
ATTD 6460 Consulting Skills	801	795	804	805	Highly Effective
ATTD 6950 Dissertation	n/a				
FALL 2014					
ATTD 5340 Research Techniques	801	800	803	807	Highly Effective
ATTD 6100 Trends and Issues	807	794	808	811	Highly Effective
ATTD 6950 Dissertation	n/a	n/a	n/a	n/a	

SPRING 2014

ATTD 6460 Consulting Skills	807	800	800	803	Highly Effective
LTEC 4200 Principles of Emp. (intro	795	802	805	793	Highly Effective
ATTD 6950 Dissertation	n/a	n/a	n/a	n/a	
FALL 2013					
ATTD 6100 Tech. Innovation	803	800	801	805	Highly Effective
LTEC 4200 Principles of Emp.	795	790	794	794	Highly Effective
ATTD 6950 Dissertation	n/a	n/a	n/a	n/a	
SPRING 2013					
ATTD 6460 Consulting Skills	801	797	807	809	Highly Effective
ATTD 6950 Dissertation	n/a				
FALL 2012					
ATTD 6100 Tech. Innovation	801	804	798	813	Highly Effective
ATTD 6210 Trends & Issues	801	800	805	814	Highly Effective
ATTD 6950 Dissertation	n/a				
SPRING 2012					
ATTD 6460 Consulting Skills ATTD 6950	801	797	807	809	Highly Effective
Dissertation	n/a	n/a	n/a	n/a	
FALL 2011	, 🐷	, &	, «	, 🏎	
ATTD 6100 Tech. Innovation	794	802	809	816	Highly Effective
ATTD 6210 Trends & Issues	790	805	811	814	Highly Effective
ATTD 6950 Dissertation	n/a				
SPRING 2011					
ATTD 6460 Consulting Skills	799	801	802	803	Highly Effective
ATTD 6950 Dissertation	n/a				
FALL 2010					
ATTD 6460 Consulting Skills ATTD 6950	820	827	822	823	Highly Effective
Dissertation	n/a	n/a	n/a	n/a	
SPRING 2010	, =	, &	.,, ~	.,, -	_
ATTD 6460 Consulting Skills ATTD 6950	908	915	910	911	Highly Effective
Dissertation	,	,	,	,	
FALL 2009 (INTERIM-CHAIR)	n/a	n/a	n/a	n/a	
ATTD 6460 Consulting Skills	804	807	803	805	Highly Effective
· ·					riigiliy Eriective
ATTD 6950 Dissertation	n/a	n/a	n/a	n/a	

<sup>\*</sup>N/A: Course evaluations not utilized for this course.

Student Advising

Note: Since 1994, I have maintained a comprehensive website for doctoral students at: www.sageperformance.com

### Undergraduate

Undergraduate Administrator (1994 – 2003) included coordination of advising activities for approximately 150 undergraduate students and coordination degree plan activities with the COE student advisement office.

Undergraduate Advisor (1994 – 2003) consistently listed as the advisor for approximately 35 to 45 undergraduate students and 35 business/office education students. This includes degree plan creation, individual student course schedules, and graduation checks. As an advisor, I also participated during advising week each semester.

#### Masters

Masters Advisor (1994 – 2005) Consistently listed as the major professor for approximately 18 to 22 M.S. and M.Ed. students. This includes degree plan creation, individual student course schedules, and graduation checks.

#### **Teacher Certification**

Career and Technical Education Certification Administrator (2005 – 2007, 2010 – 2016) Included coordination all aspects of certification program for approximately 100 active teachers seeking certification.

Business Education Certification Administrator (1994 – 2007) Included coordination all aspects of certification program for approximately 100 active teachers seeking certification.

## **CURRENT DOCTORAL STUDENT ADVISEMENT**

#### **Dissertation Chair/Co-Chair**

Abdullah Alenezi

Mardhi Alazemi

Najla Almousa

Ahmed Bukhari

Antonia Guevara

Malak Khader

Millicent Njeri

Leah Smith

Paria Tajallipour

#### **Dissertation Committee Member**

Yildiz Esener

Ryan Feller Mohammed Huraysi Neslihan Gurol Jodi Mata

Shelby Danks, Outstanding dissertation Finalist: International Society for Performance Improvement

*Billy Moore,* outstanding dissertation Finalist University Council for Workforce and Human Resource Education

# **Doctoral Students Graduated (Major Professor)**

Note: 48 students have successfully defended their dissertation

2022	Malak Khader	Ph.D.
	Understanding the relationship between critical literacy, cultural literacy, and religious literacy among second generation immigrants	
2019	Kristine Firmery-Petrunin	Ph.D.
	Teaching 21st Century Skills through Project-based Learning and Extended Profession Development: A Survey of Business Educators	
2019	Tai-yi (Fischer) Huang	Ph.D.
	Essential Competencies for Entry-Level Management Positions in The Food and Beverage Industry in Taiwan and Mainland China	
2018	Kristin Farmer	Ph.D.
	Paralegal Students' and Paralegal Instructors' Perceptions of Synchronous and Asynchronous Online Paralegal Course Effectiveness: A Comparative Study	
2017	Stanley Adjabeng	Ph.D.
	The Status and Challenges of Online Distance Education Programs in Post- Secondary Institutions in Ghana	
2017	Rob Mayes	Ph.D.
	Content Originality Analysis Using Turnitin: Plagiarism Detection Software: Examining Corpora of Dissertations and Published Articles	
2016	Selvario Pacleb	Ph.D.
	Examining the Impact of the Community of Inquiry and Students Learning Processes on Participant's Academic Achievement	

2016	Ashwini Joshua-Gojer	Ph.D.
	Cross-cultural adjustment of self-initiated expatriates and individual work performance.	
2016	Mariya Gavrilova	Ph.D.
	Examination of the Alignment between the SHRM Competency Model and Undergraduate Syllabi of Human Resources and Management Programs in Texas	
2016	Elizabeth Bailey	Ph.D.
	Comparative study of perceived barriers to faculty participation in distance education at a four-year university	
2015	Shelby Danks	Ph.D.
	Measuring Culture of Innovation: A validation Study of the Innovation Quotient Instrument (Outstanding dissertation Finalist: International Society for Performance Improvement)	
2015	Bechamat Laksaniyanon	Ph.D.
	Acceptance Theories for Behavior in Conducting Research: Instructors in the Rajabhat University System, Thailand	
2015	John Turner	Ph.D.
	Knowledge Sharing: Examining Employee Perceptions Using Structural Equation Modeling	
2015	Chih Hung Chung	Ph.D.
	Investigating teachers' backgrounds and instructional practices to improve mathematics teacher training programs	
2015	Tekeisha Zimmerman	Ph.D.
	Testing the psychometric properties of the online student connectedness survey	
2015	Paeng Angnakoon	Ph.D.
	Exploring Teachers' Constructivist Beliefs Using Talis 2013: Approaches to Training and Development	

2014	Laura Pasquini	Ph.D.
	Organizational Identity and Community Values: Determining Meaning in Post-secondary Education Social Media Guidelines and Policy Documents	
2013	Sunil Patel	Ph.D.
	A Study of Performance and Effort Expectancy Factors Among Generational and Gender Groups to Predict Enterprise Social Software Technology Adoption	
2013	Joanne Hix	Ph.D.
	Measuring the Effectiveness of Transfer of Learning Constructs and Intent to Transfer in a Simulation-based Leadership Training Program	
2012	Marie Garrigue	Ph.D.
	Leadership Developmental Readiness of Generation Y in the Training Industry	
2012	Megan McKee The Affect of Mobile Performance Support Devices on Self-Efficacy of Float Staff in a Hospital Settings	Ph.D.
2012	Joyce Melius Mathematics Anxiety and Mathematics Self-Efficacy in Relationship to Medication Calculation Performance in Nurses	Ed.D.
2011	Pamela Bracey	Ph.D.
	An Examination of Soft Skills Listed in Texas Electronic Job Postings and Undergraduate Business Information Systems Syllabi	
2010	Billy Moore	Ph.D.
	Evaluating Technical Solutions and Blending Multimedia Mobile Applications into Technical Training (Outstanding dissertation Finalist: University Council for Workforce and Human Resource Education)	
2008	Credence Baker	Ph.D.
	Instructor Immediacy and Presence in the Online Learning Environment: An Investigation of Relationships with Student Affective Learning, Cognition and Motivation	
2007	Kate Burkes	Ph.D.
	Applying Cognitive Load Theory to the Design of Online Learning	

2007	Kim Nimon	Ph.D.
	Comparing Outcome Measures Derived from Four Research Designs Incorporating the Retrospective Pretest	
2007	Johnelle Welch	Ed.D.
	Identifying Factors that Predict Student Success in a Community College Online Distance Learning Course	
2006	Gus Perez	Ph.D.
	Comparing Outcome Measures Derived from Four Research Designs Incorporating Retrospective Pretest	
2006	Greg Thatcher	Ph.D.
	A Model of Pest Practice: Leadership Development Programs in the Nuclear Industry	
2005	Reba Berryman	Ph.D
	Knowledge Management in Virtual Organizations: A Study of a Best Practices Knowledge Transfer Model	
2006	Charlotte Mooneyham	Ed.D.
	Relationship between Career and Technical Education, Texas Assessment of Academic Skills, and other Academic Excellence Indicators	
2005	Nanette Philibert	Ph.D.
	Nontraditional Students in Community Colleges and the Model of College Outcome for Adults	
2004	Thomas Bradley	Ph.D.
	Analysis of Leadership Perception Using Multi-rater Feedback	
2003	Charles Andrews	Ph.D.
	Comparative Analysis of Management and Employee Job Satisfaction and Policy Perceptions	
2003	John Dawson	Ed.D.
	The Impact of Technical Barriers on the Effectiveness of Professional Development as Related to a Distance Education System-based course: A Case Study in the Web World of Wonders Environmental Science Learning Community	

2003	Jann Hebert	Ed.D.
	Perceived Barrier to Faculty Participation in Distance Education at a 4-year University	
2003	Jerry Hutyra	Ed.D.
	Analysis of Perceptional Differences Among Department Chairs, Faculty, and Instructors toward the Barrier to using Multiple Teaching Strategies in Two-Year Technical and Community College Electronic Courses	
2003	Randy McCamey	Ph.D.
	The Relationship Between the Reasons for Participation in Continuing Professional Education and the Leader Effectiveness of First-line Supervisors	
2003	Rich McVay	Ed.D.
	An Examination of Computer Anxiety Related to Achievement on Paper-and-Pencil and Computer-based Aircraft Maintenance Knowledge Testing of United States Air Force Technical Training Students	
2003	Roy Pineau	Ph.D.
	Student Preferences in Screen Design Factor for Internet Delivered College Courses	
2003	Charles Andrews	Ph.D.
		FII.D.
	Comparative Analysis of Management and Employee Job Satisfaction and Policy Perceptions	FII.D.
2002	, , , , , , , , , , , , , , , , , , , ,	Ph.D.
2002	Satisfaction and Policy Perceptions	
2002	Satisfaction and Policy Perceptions  Trish Dodds  Assessing the Efficacy of Learning Communities at Four North Texas	
	Satisfaction and Policy Perceptions  Trish Dodds  Assessing the Efficacy of Learning Communities at Four North Texas  Community Colleges	Ph.D.
	Satisfaction and Policy Perceptions  Trish Dodds  Assessing the Efficacy of Learning Communities at Four North Texas Community Colleges  Patty Pool  Levels of Resourcefulness and Motivation as they Relate to Sales	Ph.D.

1999	Carl Landsford	Ed.D.
	The Relationship between Time-on-Task in Computer-Aided Instruction and the Progress of Development Reading Students in the University of Texas and Texas Southmost College	
1999	Steven Boyd	Ph.D.
	Reactions and Learning Predictors of Job Performance in a United State Air Force Technical Training Program	

End of Teaching Scholarship Section

# **SERVICE SCHOLARSHIP**

### Membership in Professional Organizations

# **Association for Information Science and Technology**

2021 ASIS&T SIG Member of the Year

2022-2023 SIG-KM Chair

2019 – present Publication Committee Member2019 – present Research Committee Member

### **Knowledge and Information Professional Association**

2021 – present Vice President2018 – 2020 President

# **International Council for Knowledge Management**

2020 – Present Board Member

# Offices and Committee Assignments in Professional Organizations

### International / National

2020 - Present	International Council for Knowledge Management	Board Member
2020	International Conference on Knowledge Management	Conference Co-Chair
2019 – Present	Association for Information Science and Technology (ASIS&T)	Publication Committee Member
2017 – 2018	Joint Conference on Digital Libraries	Conference General Co-chair
2019	International Conference on Knowledge Management, Oct. 2017	Conference Co-Chair
2017	International Conference on Knowledge Management, Oct. 2017	Conference Co-Chair
2014 – 2017	Academy of Human Resource Development	Board Member
2000 – 2017	University Council for Workforce and Human Resource Development	UNT Representative

2012 – 2014	University Council for Workforce and Human Resource Development	President
2012 – 2016	Academy for Career and Technical Teacher Education	Executive Board At-Large Representative
2012 - 2015	Faculty Learning and Development SIG, Academy of Human Resource Development,	Chair
2010 – 2012	University Council for Workforce and Human Resource Education	President-Elect
2005 – 2008	University Council for Workforce and Human Resource Education	Executive Board Member, Trustee
2006 - 2008	International Society for Performance Improvement, Certified Performance Technologist and Academics Subcommittee	Committee Member
2004 – 2006	Hispanic Immigrant Training and Education Committee	Advisory Board Member
2005	Career College Association	Advisory Board Member
1995 – 2006	Accrediting Commission of Career Schools and Colleges of Technology	Educational Specialist
2001 – 2003	University Council for Workforce and Human Resource Education	Executive Board Member, Secretary-Treasurer
2001 – 2004	Association for Career and Technical Education, Trade and Industrial Policy Committee	Committee member
1999 – 2000	Association for Career and Technical Education, Trade and Industrial Education Research Committee	Chair
1999	Association for Career and Technical Education, Trade and Industrial Policy Committee	Committee member

1998 – 1999	Academy of Human Resource Development	Conference Proposal Reviewer
1997 – 1998	American Vocational Association, Chair Trade & Industrial Education Research Committee	
1997 – 1999	American Vocational Association Trade & Industrial Education Policy Committee	Committee member
	REGIONAL / STATE / LOC	CAL
2010 – 2016	Educational Service Center Region 10	CTE Advisory Board Member
2009 – 2015	Coppell Independent School District Career and Technology Education Division	Advisory Board Member
2006 – 2014	Northwest Independent School District Career and Technology Education Division	Advisory Board Member
2004 – 2014	Denton Independent School District Career and Technology Education Division	Advisory Board Member
2011- 2016	Northwest Independent School District Strategic Planning Committee	Committee Member
2005 - 2006	Texas Education Agency, Business Education Teacher Certification Standards Committee	Advisory Board Member
2005 – 2008	Dallas County Community College Cedar Creek Campus Management and Marketing Division	Advisory Board Member
2005	Dallas/Fort Worth Chapter of the International Society for Performance and Instruction	Board Member
2004	Texas Trade and Industrial Education Advisor Committee	Advisory Board Member

2002 – 2004	State Board for Educator Certification - Business Education Teacher Certification Committee	Committee Member
2001	Texas Education Agency Career and Technology Education Certification Project Writing Team	Team Member
2002	Texas Education Agency Trade and Industrial Education Standards Committee	Ad Hoc Committee Member
2001	Trade and Industrial Education Competency Writing Team	Ad-Hoc Team Member
1996 – 1998	Hutchin State Jail District Advisory Board	Board Member
University Activ	<u>vities</u>	
2022 – 2024	Professional Development Committee - KHPR	Chair
2021 – 2023	Faculty Mentoring Committee	Member
2016 – 2022	Regent Professor Selection Committee	Member
2011 – 2012	Faculty Senate Executive Committee	Officer
2012 – 2014	Faculty Committee on Committees	Member
2010 – 2013	Faculty Senate	Senator
2010 – 2013	University Research Committee	Member
2007 – 2010	Interim Department Chair	Appointed
2001-2004	Faculty Senate Executive Committee	Executive Member
2001-2003	Faculty Senate	Senator
1996 - 2000	University Undergraduate Curriculum Committee	Member
1996 - 2000	University Instructional Program Group	Member
1999 – 2000	University Faculty Load Committee	Chair

1995 – 1999	University Faculty Load Committee	 Member
1995 – 1998	Budget Advisory Committee for Student Service Fees	Member
<u>College</u>		
2020 – 2021	College Nomination Committee	Appointed
2012 – 2019	College Reappointment, Promotion and Tenure	Elected
2010 – 2012	College Election Officer	Appointed
2011	Strategic Planning Committee	Appointed
2010	Dean Evaluation Committee	Appointed
2010	LIS Department Chair Search	Appointed
2007 – 2010	Interim Department Chair	Appointed
2007 – 2010	Executive Committee	Department Chair
2005 – 2008	Faculty Affairs Committee	Member
2005 – 2008	International Committee	Recorder
1998 – 2005	Developing Scholars Task Force	Member
2005	Faculty Affairs Committee	Ad Hoc Member
2003 - 2006	Graduate Affairs Committee	Member
2004	Graduate Affairs Committee	Chair
2001 - 2006	ATTD Program Coordinator (see program service below)	
2001 - 2004	Faculty Affairs Committee	Member
2001	Task Force on Role of Faculty in the Delivery of Non-tradition	Member
2001	NCATE task force	Member

2001	Information Technology Resource Council – Strategic Planning sub-committee	Member		
2001 - 2002	Information Technology Resource Council	Member		
2001	UNT Systems Center Open House	Coordinator		
1998 – 2001	Information Technology Resource Council	Chair		
1999 – 2001	Graduate Curriculum Committee	Member		
1999 – 2000	SBEC Test & Design Administration Committee	Member		
1998 – 2000	Undergraduate Curriculum Committee	Member		
2000 – 2001	Task Force on Graduate Education	Member		
1998 – 1999	Information Resource Council	Member		
Information Science	nformation Science Department			
2022 – Present	Knowledge Management, PhD Concentration	Director		
2021 – 2023	Personnel Affair Committee	Chair		
2021 – 2023	Executive Committee	Member		
2021 – 2022	Committee on Committees	Member		
2021 – 2022	IS RPTC Committee	Member		
2019 – 2020	Information Science Brown Bag	Coordinator		
2017 – Present	End of Program Evaluation Sub-committee	Member		
2018 – 2020	Committee on Committees	Chair		
2017 – 2020	Admission and Student Affairs Committee	Chair		
2017 – 2020	Personnel Affair Committee	Member		
2017 – 2020	IS RPTC Committee	Member		

2019	Educational Psychology RPTC Committee (Professor)	Member
2017- 2018	Committee on Committees	Member
2017 – 2018	Information Science Brown Bag	Co-Coordinator
2017	BSIS Degree Website Landing	Coordinator
Learning Techr	nologies Department	
2015 – 2017	ATPI Program Coordinator	Member
2015 – 2017	Academic Affair Committee	Member
2015 – 2017	Executive Committee	Member
2012 – 2014	LT Technology Committee	Member
2011 – 2012	LT Assistant Professor Search	Chair
2010 – 2011	Executive Committee	Member
2010 – 2011	Personnel Affairs Committee	Member
2010 – 2011	Enrollment Management Committee	Member
2007 – 2010	Interim Department Chair	Appointed
2006 – 2007	Assistant Department Chair	Appointed
2006	Search Committee of Department Chair in Educational Psychology	Member
2001 – 2005	Executive Committee	Member
2002 – 2005	Promotion & Tenure Committee	Member
2002 – 2005	Personnel Affairs Committee	Member
2004 – 2005	Search Committee of Department Chair in Technology and Cognition	Member
2001 – 2006	ATTD Program Coordinator (see program service below)	Program Coordinator

2000	Steering Committee for Institute for the Integration of Technology into Teaching and Learning	Member
1999	Search Committee for Assistant Professor of Educational Research	Member
1994 – 2001	Technology and Cognition Curriculum and Resource Committee	Member
Program		
2000 – Present	Surviving the Doctoral Program (Fall Seminar)	
2000 – Present	Surviving the Dissertation (Fall Seminar)	
2005	Implemented the ATTD Town Forum (Electronic community for students)	Creator
2005	ATTD Doctoral Evaluation	Lead Author
2005	Create ATTD Program Valued Journal List	
2001 – 2006	Coordination of a large and diverse program area	Program Coordinator
1999 – 2004	Web master for ATTD program	Coordinator
Fall 2000	University of North Texas System Center at Dallas College Fair	Participating Advisor
1999 – 2002	Corporate Training Certificate Coordinator	Coordinate and manage 15 hr. certificate program
1995 – 2000	Undergraduate Program Coordinator for ATTD	Coordinator

1994 – 200	4	Recruitment a	and advising in the Nor olleges	rth Texas	Approximately 4 hours per week with community college recruitment activities: on-site student recruitment, degree plan web development, articulation plan updates
Student/S	tudent C	Organization S	<u>ervice</u>		
2018 – Pres	sent	IS Doctoral Re	esearch Team		Faculty Advisor
2009 – 201	7	LT Doctoral Re	esearch Team		Faculty Advisor
2000 – 201	8	Surviving your (Fall semester	r Doctoral Studies rs)		Creator/Facilitator
2000 – 201	8	Surviving your	r Dissertation Seminar sters)		Creator/Facilitator
1996 – 199	9	Delta Pi Epsilo	on, Alpha Epsilon Chap	ter	Faculty Advisor
		9	SCHOLARLY REVIE	ws	
2021		l Promotion & Evaluator	Candidate for Professor	Texas A&N	∕I University,
2020		l Promotion & Evaluator	Candidate for Professor	Penn State	e University
2017	Journal	Reviewer	Journal of Knowledge	e Managem	ent
2016		l Promotion & Evaluator	Candidate for Professor	Southern I	llinois University,
		l Promotion & Evaluator	Candidate for Associate Professor	Penn State	e University
2015		l Promotion & Evaluator	Candidate for Professor	University	of Akron

	External Promotion & Tenure Evaluator	Candidate for Professor	Southern Illinois University,
2014	External Promotion & Tenure Evaluator	Candidate for Professor	Florida International University
2010	External Promotion & Tenure Evaluator	Candidate for Professor	University of Akron
2010	External Promotion & Tenure Evaluator	Candidate for Professor	Oklahoma State University
2009	External Promotion & Tenure Evaluator	Candidate for Professor	Southern Illinois University
2008	Journal Reviewer	International Journal	of Training and Development
2004	External Reviewer	Program Review	Human Resources, and Communication Disorders at the University of Arkansas
2003	External Promotion & Tenure Evaluator	Candidate for Associate Professor	University of Arkansas
2000	External Promotion & Tenure Evaluator	Candidate for Associate Professor	University of Idaho
2000	Book Reviewer	Using Computers in Ea Research, McGraw-Hil	lucational and Psychological I
1999 - 2002	Ad-hoc Reviewer	Multiple Linear Regres	sion Viewpoints
1998 – 2003	Board Member	Workforce Education I	Forum
1996 – 1998	Editorial Board	Occupational Educatio	n Forum
1995 – 1998	Reviewer	Journal for Vocational	Special Needs Education

# **RESEARCH CERTIFICATION**

2019 – 2022 Collaborative Institutional Training Initiative (CITI Program) Human Subject Training Certification

	Honors / Awards	
2022 – 2029	Regents Professorship Award	University of North Texas
2021	SIG Member of the Year	Association for Information Science and Technology (ASIS&T)
2015 – 2022	Regents Professorship Award	University of North Texas
2015	Driving Force Award	Boy Scouts of America
2013	Distinguished Service Award	Association for Career and Technical Education Research
2013	Outstanding Dissertation Finalist (Advisor)	University Council for Workforce and Human Resource Education
2012	Outstanding Symposium	Academy for Career and Technical Teacher Education
2011	Soaring Eagle Award	University of North Texas
2011 – 2012	21st Century Leadership Institute	Member
2008	Outstanding Research Article	Journal of Industrial Teacher Education
2002	Eagle Partner Award for Outstanding Student Recruitment Efforts in College of Education	University of North Texas
2001	Charn Uswachoke International Development Fund Award	University of North Texas
2001-2002	Golden Web Award	International Association of Web Masters and Designers Golden Web Award
2000-2001	Golden Web Award	International Association of Web Masters and Designers Golden Web Award
2000	J.H. Shelton Excellence in Teaching Award Nominee	University of North Texas

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1999-2000	Developing Scholars Award	University of North Texas
1999	UNT Distributed Learning Pioneer	University of North Texas

# Selected Consulting

<u>Corporate</u>
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	Type of Industry	Type of Work
AT&T	Telecommunication	Training Evaluation
Boeing	Transportation, Defense Contractor	Curriculum Development
Bowen-McLaughlin-York	Vehicle Manufacturing, Defense Contractor	Team Assessment & Development
City of Carrollton	Public Service	Instrument Development
City of Gainesville	Public Service	Strategic Planning
Epson America	Technology	Curriculum Development
International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers	Construction	Training Delivery
Jostens	Personal Product Manufacturing	Team Assessment & Development
Murata Erie	Electronics Manufacturing	Team Assessment & Development
Woolrich, Inc.	Apparel Manufacturing	Team Assessment & Development
Yum, Inc.	Restaurant	Evaluation
<u>Education</u>		

# Type of Work

Bedford-Everett School District	Strategic Planning
Career College Institute	Accreditation Evaluation
Denton Independent School District	Strategic Planning (Technology)
Lewisville Independent School District	Curriculum Integration
Lockhaven University	Technology Adaptation
North Central Texas College	Curriculum Development
North Texas Tech-Prep Consortium	Curriculum Development
Sanger Independent School District	Technology Planning
Sherman Independent School District	Organizational Development
State College Area YMCA	Youth Leadership
State College Independent School District	Strategic Planning
University of Arkansas	Curriculum Planning
University of Nevada, Las Vegas	Strategic Planning

a End of Service Scholarship Section a

# **APPENDIX**

# Course Modification (2017 - Present)

**2019:** Revised Existing Course, INFO 4306/5306, Revised existing course to fit in Canvas System for a team based threee-week option. This included a revision of all assignments to team projects, revision of all assignment scope, calendars, automated announcements, discussion forums, grading system, and an 30% rewrite of all content.

**2018:** Revised Existing Course, INFO 4306/5306, Complete revised existing course to fit in Canvas System. This included a revision of calendars, automated announcements, discussion forums, grading system, and an 80% rewrite of all content and testing of all course internet links.

Finally, this included submitting the course for University Evaluation of Online courses.,

Revised Existing Course, INFO 4306/5306, Complete revised existing course within the Blackboard System. The course had not been taught by anyone but an adjunct for over 5 years. The course was completely.

New Course, INFO 6880 - Grant Writing and Scholarly Publications: This course is focused on the graduate student as an early career scholar and teaches the processes and practices of successful grant and research scholarship. This course has two major focuses: a) seeking initial funding for scholarly research, and b) success in early career scholarship and publishing. This course assist graduate scholars to secure funding and begin a productive scholarly research agenda.

Restructuring of all 100% online course per my guidelines for an asynchronous format:

- No required course textbook or "purchased" however, there may be recommended textbooks.
- The course content needs to be able to live for three to five years.
- Modules should be limited to 6-8 modules. Each module should only consist of 1-2 assignment and/or 1
- quiz.
- All modules should be open the first day of class.
- Open-exit format (students can self-pace). Student can exit the course upon course completion.
- Discussions are not graded if discussions are need for course success, consider hybrid online.
- Only enough grades to assess final grade.
- Course should have a "course outcome" that is indicative of overall course knowledge.
- If a final is needed, only used (for those with a B or less) that can be completed at any time during the semester.
- All core courses should follow the same template.
- Additionally, revised the existing course to fit in Canvas System for a 10-week summer option.

# Course Modification (2014 – 2016)

#### Undergraduate

- LTEC 4000 Principles of Training and Development (3) Investigates the design, delivery and evaluation of training and development programs. The relationship of modern technology and training theories are addressed.
- LTEC 4040 Organizational Development and Performance Improvement (3) This course explores the need for organizational change by examining the process of needs analysis, intervention selection, implementation, and evaluation. The focus of this course is on performance improvement and organizational development.
- LTEC 4060 Project Management and Applied Technology Performance Improvement (3) This course will explore the project life-cycle of defining, planning, executing and delivery. Students will learn and apply the processes and methods of project planning, management, and evaluation through a simulation activity. The use of technology applications will be addressed to improve human performance.
- LTEC 4160 Advanced Computer applications in Education and Training (3) Course is designed as an advanced preparation for students preparing to enter organizations in education or training that utilize modern computer-based technologies that include: graphic applications, telecommunications, networking, programming and computer-based training.
- LTEC 4200 Performance Improvement in Education and Training (3) Introduction to the history, theory, and practice of human performance technology in education and training. Explores the systemic process of analysis, intervention development, change implementation and process valuation involved in performance improvement.

#### Graduate

- LTEC 5000 Performance Assessment in Workforce Learning and Performance (3) A focus on the preliminary assessment of human performance problems in organizations. The design, development, implementation and evaluation of training programs for supervisors and trainers is discussed.
- LTEC 5100 Foundation of Workforce Learning and Performance (3) This overview course investigates the design, delivery, and evaluation of training programs. The relationship of modern technology and training theories with organizational practices will also be addressed.
- LTEC 6011 Technological Innovations in Training and Development (3) Study of current technological trends in the field of training and development. Emphasis on technologies used in the design, development, and support of training programs.
- ATPI 6460 Consulting Skills (3) Overview of the role of the consultant in HRD. Skills of organizing a practice, marketing consulting services, performing consulting services and performing practice management procedures.
- LTEC 6121 Leadership Development in Applied Technology and Training (3) The function of the applied technology administrator and training facilitator as a professional leader in developing, planning, organizing, controlling, coordinating and evaluating programs, services and activities.

### **CREATED CERTIFICATE PROGRAMS**

Basic Corporate Training Certificate (web-based)

**Advanced Corporate Training Certificate** 

### COURSES TAUGHT AT THE UNIVERSITY OF NORTH TEXAS

Notes: \* = created course

 $^{\mathcal{E}}$  = web-enhanced course created by Dr. Allen

<sup>ô</sup> = 100% online course created by Dr. Allen

#### Undergraduate

### Information Science (INFO)

O INFO 4306. Project Management for Information Systems. Managing the process of planning, developing, implementing, and evaluating systems in libraries and information centers of all types and sizes. Planning, defining requirements, developing requests for proposals, evaluating alternative systems, and locating and hiring consultants

# Learning Technologies (LTEC

- <sup>a</sup>, <sup>ô</sup> LTEC 4070. Principles of Leadership, Empowerment and Team Building. The nature and scope of leadership and empowerment as it relates to applied technology and industrial training environments; the techniques for leadership, empowerment and team building are emphasized.
- <sup>a</sup>,+, <sup>ô</sup> LTEC 4100. Principles of Training and Development. Investigates the design, delivery and evaluation of training and development programs. The relationship of modern technology and training theories are addressed.
- <sup>a</sup>, <sup>o</sup> LTEC 4120. Instructional Strategies in Career and Technical Education. Basic instructional techniques and media commonly utilized in applied technology, training and development; emphasis is placed on illustrated presentations and technical demonstrations.
- <sup>ô</sup> LTEC 4121. Technical Presentation Skills. Emphasis on technical presentation skills and electronic presentation media commonly utilized in training and development. Topics such as developing an audience profile, arranging facilities, topic introduction techniques, questioning and summary strategies are addressed.
- <sup>a</sup>, <sup>ô</sup> LTEC 4140. Work-Based Learning in Career and Technical Education. Study of the basic standards and recent changes in work-based learning. Emphasis is placed on developing materials to effectively facilitate the work-based learning component of a workforce education program.
- <sup>3</sup>,Ô LTEC 4200. Performance Improvement in Education and Training. Introduction to the history, theory and practice of human performance technology in education and training. Explores the systemic process of analysis, intervention development, change implementation and process evaluation involved in performance improvement.

- <sup>a</sup>, <sup>o</sup> LTEC 4300. Computer Applications in Education and Training. Two broad areas of applications (occupational and educational) are discussed and demonstrated. Course focuses on an integration of software packages in a project-oriented, real-world environment. Course is primarily hands-on with students working extensively on the computer and related hardware.
- <sup>a</sup>, Æ LTEC 4340. Office Information Processes. Course combines skills of hardware and software use with an introduction to teaching methods needed to teach those skills to students in the K-12 office education classroom.
- <sup>3</sup>,Ô LTEC 4350. Advanced Computer Applications in Education and Training. Course is designed as an advanced preparation for students preparing to enter organizations in education or training that utilize modern computer-based technologies that include: graphic applications, telecommunications, networking, programming and computer-based training.
- ³,ô LTEC 4360. Desktop Publishing in Education and Training. Course emphasizes the application of desktop publishing theory and practices in education and training. Course utilizes desktop publishing software to create technical brochures, advertisements, newsletters and other publications in the industrial training organization or educational environment.
- <sup>ÔÆ</sup> LTEC 4435. History and Principles of Applied Technology. A study of the historical development, founding principles and objectives of applied technology programs in the United States; focus on the types of programs, general organization and methods of delivery.
- ôÆ LTEC 4630. Organization and Administration of Applied Technology Programs. A study of the organization and administration of applied technology programs, including techniques for the structure, delivery and evaluation of the educational function, budgeting, operations and staffing.
- <sup>ô</sup> LTEC 4740. Instructional Internship in Applied Technology and Training. Supervised observation and instructional practice in an approved applied technology program or industrial training environment; discussion and evaluation seminars are scheduled.

### **Graduate Courses**

### Information Science (INFO)

- <sup>3</sup>,+ INFO 6050: Quantitative Research Method for Information Science. This course will introduce information science scholars to concepts in quantitative research in preparation for conducting independent research. This course will enable students to critically understand, critique, and develop quantitative research methodology and apply it appropriately to various issues in their chosen field of specialization.
- <sup>a</sup>,+ INFO 6060: Advanced Quantitative Research Method for Information Science. This is the second of a two course will introduce information science scholars to concepts in advanced quantitative research in preparation for conducting independent research. This course will enable students to critically understand, critique, and develop quantitative research methodology and apply it appropriately to various issues in their chosen field of specialization.

\*,+, O INFO 6880: Grant Writing and Scholarly Publications. This course is focused on the graduate student as an early career scholar and teaches the processes and practices of successful grant and research scholarship. This course has two major focuses: a) seeking initial funding for scholarly research, and b) success in early career scholarship and publishing. This course assist graduate scholars to secure funding and begin a productive scholarly research agenda.

### Learning Technologies (LTEC)

- <sup>ô</sup> LTEC 5010. Performance Assessment. A focus on the preliminary assessment of human performance problems in organizations. The design, development, implementation, and evaluation of training programs for supervisors and trainers is discussed.
- <sup>3</sup>,Ô LTEC 5100. Principles of Applied Technology, Training and Development. This overview course investigates the design, delivery, and evaluation of training programs. The relationship of modern technology and training theories with organizational practices will also be addressed.
- <sup>ô</sup> LTEC 5120. Demonstrating Effective Presentation Skills. Such instructional strategies as lecture and demonstration are emphasized; includes introduction, questioning and summary techniques, as well as the use of basic media commonly utilized in technical presentations.
- ³,ô LTEC 5121. Corporate Training Presentation Skills. Such training strategies as job coaching and small group instruction are emphasized; includes motivation techniques, one-on-one interaction skills, questioning and summary techniques and the use of electronic presentation media.
- <sup>3,0</sup> LTEC 5160. Advanced Computer Applications in Education and Training. Advanced preparation for students entering education or training organizations that utilize modern computer-based technologies including graphic applications, telecommunications, networking, programming, and instructional technology. Prerequisite(s): consent of department.
- ôÆLTEC 5430. Historical Foundations of Applied Technology. An examination of the historical and philosophical foundations of applied technology. Interrelationships of economic, sociological and psychological foundations are considered. Includes the role and responsibility of the professional educator in applied technology programs.
- <sup>3</sup>,Ô LTEC 5140. Developing Work-Based Experiences in Career and Technical Education. This course is designed to address all aspects of work-based learning. Basic standards and the development of educational training opportunities are included.
- <sup>a</sup>, <sup>E</sup> LTEC 5480. Research Techniques in Applied Technology and Training. A general orientation to basic methods of research in applied technology, training, and development; including the scientific method as a basis for analysis, interpretation of results. This course should be taken in the last 15 semester hours of the program.
- ôÆLTEC 5500. Research Seminar in Applied Technology, Training and Development. The course focuses on research issues in applied technology, training, and development. Problems related to the fields of applied technology, organizational culture, training and human resource development, research designs and statistical methods for conducting research in training and development will be studied.

- \*.ÆLTEC 5630. Organization of Applied Technology Programs. Prepares applied technology teachers to organize and administer programs. The emphasis of the course is on setting up programs, establishing student records, advising students, conducting public relations and student/program evaluation.
- ELTEC 5720. Evaluation Seminar. A seminar designed to assist master's candidates in conducting research in the field of applied technology, training, and development, including the dissemination and discussion of findings. Scheduled during last resident registration. Prerequisite(s): ATTD 5480.
- <sup>a</sup>, Æ LTEC 6100. Technological Innovations in Training and Development. Study of current technological trends in the field of training and development. Emphasis on technologies used in the design, development, and support of training programs.
- ELTEC 6200. Leadership Development in Applied Technology and Training. The function of the applied technology administrator and training facilitator as a professional leader in developing, planning, organizing, controlling, coordinating, and evaluating programs, services and activities.
- ELTEC 6210. Trends and Issues in Applied Technology, Training and Development. A study of current national trends and issues in the fields of applied technology, training, and development. Emphasis on topics related to leadership, organizational culture, and total quality improvement.
- <sup>a</sup>, <sup>Æ</sup> LTEC 6460. Consulting Skills. Overview of the role of the consultant in HRD. Skills of organizing a practice, marketing consulting services, performing consulting services and performing practice management procedures.
- <sup>a</sup>, <sup>o</sup> LTEC 6470. Evaluation and Accountability in Applied Technology and Training. Methods and procedures used in evaluating applied technology and industrial training programs; services, activities and current practices used in determining and improving accountability.
- \*, ELTEC 6480. Research Seminar. An orientation to basic methods of doctoral dissertation research in applied technology, training, and development; including the scientific methods as a basis for analysis and interpretation of results. Students begin preparation of a dissertation proposal in the field of applied technology, training, and development.