

John R. Turner, Ph.D.

CURRICULUM VITAE

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Editor-in-Chief: *Performance Improvement Quarterly* (PIQ)

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ResearcherID: D-1633-2016

<https://www.ncbi.nlm.nih.gov/myncbi/john.turner.1/bibliography/public/>

RELEVANT UNIVERSITY EXPERIENCE

Associate Professor

Applied Technology & Performance Improvement
Department of Learning Technologies,
College of Information,
The University of North Texas.

September 2021 - Present

Visiting Fellows

Mathias Corvinus Collegium Academy
for Leading Change
Budapest, Hungary

January 2021 - Present

Assistant Professor

Applied Technology & Performance Improvement
Department of Learning Technologies,
College of Information,
The University of North Texas.

August 2015 – August 2021

Adjunct Professor

Organizational Performance & Workplace Learning
College of Engineering, Boise State University.

August 2015 – December 2015

EDUCATION

Doctor of Philosophy

Applied Technology & Performance Improvement (ATPI)
Department of Learning Technologies,
College of Information,
The University of North Texas.

August 2010 – June 2015

Master of Science

Human Resource Development (HRD)
Department of Human Resource Development and Technology, The
University of Texas at Tyler.

August 2007 - December 2008

Bachelor of Arts

Psychology
Department of Psychology,
The University of Arkansas at Little Rock.

May 2006 - August 2007

Bachelor of Science

Marine Engineering Technology, College
of Engineering,
Maine Maritime Academy.

August 1986 - April 1990

RESEARCH SCHOLARSHIP

Google Scholar Citations, 626; h-index, 13; i10-index, 17.

<https://scholar.google.com/citations?hl=en&user=YMkGOZcAAAAJ>

Harzing.com h-index, 13; g-index, 23; 54.45 cites/year; 8.68 cites/paper.

PUBLICATIONS

Current Activity 71 Publications (7 in-progress, 2 articles submitted, 20 refereed publications, 3 books published, 7 book chapters, 7 non-refereed publications, 14 editorials, 11 other publications). Estimated total downloads = 45,000+

*peer-reviewed publications

Books/Manuscripts in-Progress

- 7.* **Turner, J. R.**, Thurlow, N., & Protzman, C. (2022). Decision Making in Extreme Uncertainty.
- 6.* **Turner, J. R.**, Thurlow, N., & DePraline, C. (2022). *The Flow System Playbook: Application*.
- 5.* Baker, F. A., Baker, R. M., & **Turner, J. R.** (2020). *Analysis of mechanical engineering inquiry strategies to reinforce ABET criteria*.
- 4.* **Turner, J. R.**, Snowden, D., Thurlow, N., Van Goubergen, D., Protzman, C., & Blignaut, S. (2020). *Flow praxis: Exapting lean thinking to flow thinking*.
- 3.* **Turner, J. R.**, & Baker, R. (2020). *Teams, team science, and team effectiveness: Why it matters to the discipline of HRD*.
- 2.* **Turner, J. R.**, Baker, R., & Lazar, J. (2020). *Shared leadership: The catalyst to emergence of distributed leadership*.
- 1.* **Turner, J. R.** (2020). *Boundary spanning; The new role of middle management for multiteam systems, the ecosystem economy, and the circular economy*.

Books/Manuscripts Submitted for Publication

- 2.* **Turner, J. R.**, Snowden, D., & Thurlow, N. (2021). The substrate-independence theory: Advancing constructor theory to scaffold substrate attributes for the recursive interaction between knowledge and information. Manuscript submitted for publication.
- 1.* **Turner, J. R.**, & Baker, R. (2020). *Creativity and innovative processes as complex adaptive systems: A multilevel theory*. Manuscript submitted for publication. (*Human Resource Development Review*, SSCI, Impact Factor 2.765)

Refereed Publications

- 20.* **Turner, J. R.**, & Baker, R. (2020). Collaborative research: Techniques for conducting collaborative research from the Science of Team Science (SciTS). *Advances in Developing Human Resources*, 22, 72-86. doi:10.1177/1523422319886300 (ESCI, Scopus CiteScore .990, +141 downloads)
- 19.* **Turner, J. R.**, & Baker, R. (2020). Just doing the do: A case study testing creativity and innovative processes as complex adaptive systems. *New Horizons in Adult Education & Human Resource Development*, 32(2), 40-61. <https://doi.org/10.1002/nha3.20283> (ESCI, Editor: Tonette S. Rocco, Florida International University)
- 18.* **Turner, J. R.**, Baker, R., Ali, Z., & Thurlow, N. (2020). A new multiteam system (MTS) effectiveness model. *Systems*, 8(2), 21. <https://doi.org/10.3390/systems8020012> (ESCI, +922 downloads, Editor: Ockle Bosch, Kelo University, Japan; Listed by journal as a 'Highly Accessed Article' on 5/8/2020)

- 17.* **Turner, J. R.**, & Brown, Q. H., Passmore, D. L., Nimon, K., Baker, R., Jeong, S., & Flatt, C. (2019). Metascience: Guidelines for the practitioner. *Advances in Developing Human Resources*, 21(4), 503-512. doi:10.1177/1523422319870790 (ESCI, Scopus CiteScore .990, +207 downloads)
- 16.* **Turner, J. R.**, Morris, M., & Atamenwan, I. (2019). A theoretical literature review on adaptive structuration theory and its relevance to human resource development. *Advances in Developing Human Resources*, 21, 289-302. doi:10.1177/1523422319851275 (ESCI, Scopus CiteScore .990, +579 downloads)
- 15.* **Turner, J. R.**, & Chacon–Rivera, M. R. (2019). A theoretical literature review on the social identity model of organizational leadership (SIMOL). *Advances in Developing Human Resources*, 21, 371-382. doi:10.1177/1523422319851444 (ESCI, Scopus CiteScore .990, +657 downloads)
- 14.* **Turner, J. R.**, & Baker, R. (2019). Complexity theory: An overview with potential applications for the social sciences. *Systems*, 7(1), 22 pages. <https://doi.org/10.3390/systems7010004> (ESCI, +11,672 downloads, Editor: Ockle Bosch, Kelo University, Japan)
- 13.* **Turner, J. R.**, Baker, R., Schroeder, J., Johnson, K., & Chih-hung, C. (2019). The global leadership capacity wheel: Comparing HRD leadership literature with research from global and indigenous leadership. *European Journal of Training and Development*, 43, 105-131. doi:10.1108/EJTD-072018-0061
Awarded 2020 Emerald Literati Award:

Congratulations, your article '**The Global Leadership Capacity Wheel: comparing HRD leadership literature with research from global and indigenous leadership**' has been selected as an Outstanding Paper in the 2020 Emerald Literati Awards. The editorial team said that it is one of the most exceptional pieces of work they saw throughout 2019.

(ESCI, Scopus 2017 CiteScore 1.45, +361 downloads)
- 12.* **Turner, J. R.**, Thurlow, N., Baker, R., Northcutt, D. & Newman, K. (2019). Multiteam systems in an Agile environment: A realist systematic review. *Journal of Manufacturing Technology Management*, 30(4), 748-771. <https://doi.org/10.1108/JMTM-10-2018-0355> (SSCI, 2018 JIF 2.642, CiteScore 2018 3.92, +719 downloads, Most popular in past 7 days)
- 11.* Baker, R., Ramos, K., & **Turner, J. R.** (2018). Game design for visually-impaired individuals: Creativity and innovation theories and sensory substitution devices influence on virtual and physical navigation skills. *The Irish Journal of Technology Enhanced Learning*, 4(1), 36-47. Doi:10.22554/ijtel.v4i1.51 Retrieved from <https://journal.ilta.ie/index.php/telji/article/view/51/78> (Open Access, CC-BY 4.0)
- 10.* Kellner, F., Chew, E., & **Turner, J. R.** (2018). Understanding the relationship of alexithymia and leadership effectiveness through emotional intelligence: An integrative literature review. *Performance Improvement Quarterly*, 31, 35-56. doi:10.1002/piq.21254 (ESCI; +505 downloads)
- 9.* **Turner, J. R.**, & Baker, R. (2018). A review of leadership theories: Identifying a lack of growth in the HRD leadership domain. *European Journal of Training and Development*, 42, 470-498. doi:10.1080/EJTD-06-2018-0054 (ESCI, Scopus 2018 CiteScore 1.36; +1170 downloads; listed as ‘Most read papers from this title’ in the 7 days on 2/2019, 3/6/2019)
- 8.* **Turner, J. R.**, Baker, R., & Kellner, F. (2018). Theoretical literature review: Tracing the life-cycle of a theory and its verified and falsified statements. *Human Resource Development Review*, 17, 34-61. doi:10.1177/1534484317749680 (SSCI, 2-yr JIF 2.487, 5-yr 2.586; +7162 downloads; highlighted as one of the ‘Best articles 2016-2018: A curated collection by the HRDR Editorial Board’).

Acknowledged as runner-up for the Elwood F. Holton III Award for Best Paper of the Year published in 2018 by *Human Resource Development Review*.

- 7.* **Turner, J. R.,** Baker, R., Schroeder, J., Johnson, K., & Chih-hung, C. (2018). Leadership development techniques: Mapping leadership development techniques with leadership capacities using a typology of development. *European Journal of Training and Development*, 42, 538-557. doi:10.1108/EJTD-03-2018-0022
(ESCI, Scopus 2017 CiteScore 1.45; +1079 downloads; listed as ‘Most read papers from this title’ in the past 7 days on 2/2019, 3/6/2019)
Awarded 2019 Emerald Literati Award:

Congratulations! Your article “**Leadership development techniques: mapping leadership development techniques with leadership capacities using a typology of development**” published in *European Journal of Training and Development* has been selected by the editorial team as Highly Commended in the 2019 Emerald Literati Awards.
- 6.* **Turner, J. R.,** & Baker, R. (2017). Team emergence leadership development and evaluation: A theoretical model using complexity theory. *Journal of Information and Knowledge Management*, 16(2), 17 pages. <https://doi.org/10.1142/50219649217500125>
(ESCI; +109 downloads, Featured Article, Dr. Suliman, H. Editor)
- 5.* **Turner, J. R.** (2016). Team cognition conflict: A conceptual review identifying cognition conflict as a new team conflict construct. *Performance Improvement Quarterly*, 29, 145-167. doi:10.1002/piq.2129
(ESCI; +687 downloads)
- 4.* **Turner, J. R.** (2015). Hierarchical linear modeling: Testing multilevel theories. *Advances in Developing Human Resources*, 17, 88-101. doi:10.1177/1523422314559808
(ESCI; Scopus CiteScore 1.500, +464 downloads)
- 3.* **Turner, J. R.,** Chen, Q., & Danks, S. (2014). Team shared cognitive constructs: A meta-analysis exploring the effects of shared cognitive constructs on team performance. *Performance Improvement Quarterly*, 27, 83-117. doi:10.1002/piq.21163
(ESCI; +353 downloads)
- 2.* **Turner, J. R.** (2013). Multiagent systems as a team member. *The International Journal of Technology, Knowledge, and Society*, 9(1), 73-90. doi:10.18848/1832-3669/CGP/v09i01/56355
(EBSCO)
- 1.* **Turner, J. R.,** Zimmerman, T., & Allen, J. M. (2012). Teams as a sub-process for knowledge management. *Journal of Knowledge Management*, 16, 963-977. doi:10.1108/13673271211276227
(SSCI, 2017 JIF 2.551, 5-yr JIF 3.489; +2,177 downloads)

Books Published

- 3.* **Turner, J. R.,** Thurlow, N., & Rivera, B. (2020). *The flow system: The evolution of Agile and Lean thinking in an age of complexity*. Aquiline Books – UNT Libraries.
<https://digital.library.unt.edu/ark:/67531/metadc1725755/m1/1/>
2. **Turner, J. R.,** & Thurlow, N., & Rivera, B. (2020). *The Flow System Guide*. The Flow Consortium; U.S.A. https://www.amazon.com/Flow-System-Guide-Turner-Ph-D/dp/B085KN39FP/ref=tmm_pap_swatch_0?encoding=UTF8&qid=1584305261&sr=1-3
1. **Turner, J. R.,** & Thurlow, N. (2020). *The Flow System: Key Principles and Attributes*. The Flow Consortium; U.S.A. https://www.amazon.com/Flow-System-Key-Principles-Attributes/dp/B085DQB92N/ref=tmm_pap_swatch_0?encoding=UTF8&qid=1583621778&sr=1-3

Book Chapters

- 7.* **Turner, J. R.**, Thurlow, N. (2021). Cynefin's influence on The Flow System. In R. Greenberg & B. Bertsch (Eds.), *Cynefin: Weaving sense-making into the fabric of our world*. Cognitive Edge.
- 6.* **Turner, J. R.**, Thurlow, N., & Rivera, B. (2020). The flow system: Practitioner tools for navigating complexity. In Tiem, D. V. & Burns, N. C. (Eds.), *Cases on performance improvement innovation* (pp. 248-273). IGI Global. doi:10.4018/978-1-7998-3673-5.ch014
- 5.* **Turner, J. R.**, Baker, R., & Romine, K. (2019). Complex adaptive team systems (CATS): Scaling of a team leadership development model. In M. Franco (Ed.), *Digital Leadership – A New Leadership Style for the 21st Century* (pp. 135-151). INTECH Open Science. doi: 10.5772/intechopen.88743
(+348 downloads; *INTECH Open metrics*; *Web of Science* Book Citation Index)
- 4.* **Turner, J. R.**, Allen, J., & Bracey, P. S. (2019). Multilevel theory model development and dissemination. In V. C. X. Wang (Ed.), *Scholarly Publishing and Research Methods Across the Disciplines* (pp. 184-212). IGI Global. doi:10.4018/978-1-5225-7730-0.ch009.
- 3.* **Turner, J. R.**, Baker, R., & Morris, M. (2018). Complex adaptive systems: Adapting and managing teams and team conflict. In A. A. V. Boas (Ed.), *Organizational Conflict* (pp. 65-94). INTECH Open Science. doi:10.5772/intechopen.72344
(+1659 downloads, *INTECH Open metrics*; *Web of Science* Book Citation Index)
- 2.* Romine, K., **Turner, J. R.**, & Baker, R. (2017). The chessboard model: The missing links between complexity and emergence. In D. G. Alemneh, J. Allen, & H. Suliman (Eds.), *Knowledge discovery and data design innovation* (pp. 171-190). World Scientific. doi:10.1142/9789813234482_0009
- 1.* **Turner, J.**, Petrunin, K. F., & Allen, J. (2015). Developing multilevel models for research. In V. Wang (Ed.), *Handbook of research on scholarly publishing and research methods* (pp. 463-489). IGI Global. doi:10.4018/978-1-4666-7409-7.ch023
(+500 university libraries cataloged, featured at AERA 2015)

Non-Refereed Publications

7. **Turner, J. R.**, & Baker, R. (2017). Pedagogy, leadership, and leadership development. *Performance Improvement*, 56(9), 5-11. doi:10.1002/pfi.21734
6. **Turner, J. R.**, & Baker, R. M. (2016). Updating performance improvement's knowledge base: A call to researchers and practitioners using Gilbert's behavior engineering model as an example. *Performance Improvement*, 55(6), 7-12. doi:10.1002/pfi.21590
5. **Turner, J. R.**, & Petrunin, K. (2015). Creating self-generating knowledge sharing spirals: Improving motivation in a knowledge economy. *Performance Improvement*, 54(7), 20-25. doi: 10.1002/pfi.21489
4. **Turner, J. R.** (2014). Grounded theory building for the workplace. *Performance Improvement*, 53(3), 31-38. doi:10.1002/pfi.21401
3. **Turner, J. R.**, & Danks, S. (2014). Case study research: A valuable learning tool for performance improvement professionals. *Performance Improvement*, 53(4), 24-31. doi:10.1002/pfi.21406
2. **Turner, J. R.** (2011). New metacognitive model for human performance technology. *Performance Improvement*, 50(7), 25-32. doi:10.1002/pfi.20229
1. **Turner, J. R.** (2010). Using feed process as a means of performance improvement in a dynamic environment. *Performance Improvement*, 49(8), 15-20. doi:10.1002/pfi.20168

Editorials

14. **Turner, J. R.** (2021). Mentorship, entrepreneurship, and job performance [Editorial]. *Performance Improvement Quarterly*, 34(1). doi:10.1002/piq.21357
(ESCI; + downloads)
13. **Turner, J. R.** (2021). Systematic reviews [Editorial]. *Performance Improvement Quarterly*, 33(4). Doi:10.1002/piq.21355.
(ESCI; 312 downloads)

12. **Turner, J. R.** (2020). Theories are not intended to be static [Editorial]. *Performance Improvement Quarterly*, 33(3). doi:10.1002/piq.21347
(ESCI; +22 downloads)
11. **Turner, J. R.** (2020). APA 7th Edition: Now expected of all submissions to PIQ [Editorial]. *Performance Improvement Quarterly*, 33(2). doi:10.1002/piq.21338
(ESCI; +2,269 downloads)
10. **Turner, J. R.** (2019). Managerial coaching, leadership training transfer, mindfulness-meditation, and mega-planning [Editorial]. *Performance Improvement Quarterly*, 32(3), i-iv.
doi:10.1002/piq/21319
(ESCI; +101 downloads)
- 9.* **Turner, J. R.** (2019). Introduction to Meta-Science in HRD [Editorial]. *Advances in Developing Human Resources*, 21(4), 403-408. doi:10.1177/1523422319870788
(*Advances in Developing Human Resources*, ESCI, Scopus CiteScore .990; +209 downloads)
8. **Turner, J. R.** (2019). The essential components for an article, with examples [Editorial]. *Performance Improvement Quarterly*, 32, 105-110. doi:10.1002/piq.21315
(ESCI; +134 downloads)
7. **Turner, J. R.** (2019). What implications came from your study: An overview of the discussion and conclusion sections [Editorial]. Advance online publication. *Performance Improvement Quarterly*, 32, 7-11. doi:10.1002/piq.21303
(ESCI; +147 downloads)
6. **Turner, J. R.** (2019). Tell me what you found not what it means: A review of the Results section [Editorial]. *Performance Improvement Quarterly*, 31, 323-326. doi:10.1002/piq.21291
(ESCI; +292 downloads)
Awarded Top Cited Article 2019-2020 by Wiley Publishing:

"We are delighted that your work published in *Performance Improvement Quarterly*, is among our top cited papers! **"

5. **Turner, J. R.** (2018). Tell me how you got those numbers: A review of the Methodology section [Editorial]. *Performance Improvement Quarterly*, 31, 219-223. doi:10.1002/piq.21286
(ESCI; +130 downloads)
4. **Turner, J. R.** (2018). Leadership, culture, and community [Editorial]. *Performance Improvement Quarterly*, 31, 109-112. doi:10.1002/piq.21281
(ESCI; +701 downloads)
3. **Turner, J. R.** (2018). Literature review [Editorial]. *Performance Improvement Quarterly*, 31, 113-117. doi:10.1002/piq.21275
(ESCI; +10,115 downloads)
Acknowledged as the Top Downloaded Paper in 2018-2019 for Performance Improvement Quarterly by Wiley.
2. **Turner, J. R.** (2018). Introduction, theoretical framework, and the problem statement [Editorial]. *Performance Improvement Quarterly*, 31, 103-106. doi:10.1002/piq.21271
(ESCI; +701 downloads)
1. Allen, J. M., Turner, A., & **Turner, J. R.** (2018). Employee performance and engagement for performance improvement: Scholarly publications: All manuscripts must have a beginning, middle, and end [Associate Editorial]. *Performance Improvement Quarterly*, 30, 227-230.
doi:10.1002/piq.21272
(ESCI; +1,921 downloads)

Other Publications 10 Publications (+16 Translations)

11. Linders, B., **Turner, J.**, Thurlow, N., & Rivera, B. (May 14, 2021). *The flow system: Leadership for solving complex problems*. InfoQ. Retrieved from <https://www.infoq.com/articles/flow-systemleadership-complex-problems/>

10. Linders, B., **Turner, J.**, Thurlow, N., & Rivera, B. (March 30, 2021). *The flow system: Getting fast customer feedback and managing flow*. InfoQ. Retrieved from <https://www.infoq.com/articles/flow-system-customer-feedback/>
9. **Turner, J. R.**, Thurlow, N., & Rivera, B. (November, 2019). *The Flow System Guide*. Retrieved from <https://www.flowguides.org/>
Translated into the following languages:
Arabic – Egyptian by Saleh, H. & Saleh, M.
<https://flowguides.org/admin/files/TFS-Guide-Final-R18-12-31-2019-Arabic.pdf>
Audio Descriptive Version by James C. Thomas
<https://www.youtube.com/watch?v=q83emgiTgFM>
Chinese - Simplified by Hui, E. R.
<https://flowguides.org/admin/files/TFS-Guide-Final-R18-11-2019-Mandarin-NT.pdf>
Chinese – Traditional by Loo Kia
<https://flowguides.org/admin/files/TFS-Guide-Final-R18-11-2019-Trad-Chinese.pdf>
Dutch by Gastiaan Brouwer https://flowguides.org/admin/files/TFS-Guide-Final-R18-11-2019_Dutch.pdf German by Irion, R.
https://flowguides.org/admin/files/TFS-Guide-Final-R18-11-2019_German.pdf
Hindi by Prachi Gupta and Atulya Krishna
https://flowguides.org/admin/files/TFS-Guide-Final-R18-11-2019_Hindi.pdf
Italian by Marco Baldini and Bastiaan Brouwer
https://flowguides.org/admin/files/TFS-Guide-Final-R18-11-2019_Italian.pdf
Korean by Chung Eun Kim (Jane) and Chungil Chae (Chad)
https://flowguides.org/admin/files/TFS-Guide-Final-R18-11-2019_Korean.pdf
Polish by Edmundson, E.
<https://flowguides.org/admin/files/TFS-Guide-Final-R18-11-2019-Polish.pdf>
Portuguese Brazilian by Christopher Thompson (Lean Institute Brazil)
https://flowguides.org/admin/files/TFS-Guide-Final-R18-11-2019_PTBR.pdf
Portuguese Portugal by Hugo Lourenco https://flowguides.org/admin/files/TFS-Guide-Final-R18-11-2019_pt_PT.pdf
Punjabi by Ghosh, L.
<https://flowguides.org/admin/files/TFS-Guide-Final-R18-11-2019-Punjabi-NT.pdf>
Romanian by Viorel Ovidiu Herinean and Natalie Caraman
<https://flowguides.org/admin/files/TFS-Guide-Final-R18-11-2019-Romanian.pdf>
Spanish by Javier A. Miranda and Roger Venegas
https://flowguides.org/admin/files/TFS-Guide-Final-R18-11-2019_Spanish.pdf
Ukrainian by Denis Gobov and Alisa Poliakh
https://flowguides.org/admin/files/TFS-Guide-Final-R18-11-2019_Ukrainian.pdf
8. Thurlow, N., **Turner, J. R.**, & Rivera, B. (July 9, 2019). Introducing the Toyota Flow System [Features]. *Planet Lean: The Lean Global Network Journal*. Retrieved from <https://planetlean.com/introducing-the-toyota-flow-system/>
(Highlighted as one of the best Lean articles of 2019 by the Managing Editor, Planet Lean)
7. **Turner, John R.** (Ed.). (2017). Leadership development [Special Issue]. *Performance Improvement*, 56(9).
6. **Turner, John R.** (Ed.). (2016). Testing and updating the knowledge base of the field of performance improvement [Special Issue]. *Performance Improvement*, 55(6).
5. **Turner, John R.** (2016). Special issue theme: Testing and updating the knowledge base of the field of performance improvement [Guest Editor's Notes]. *Performance Improvement*, 55(6), 5-6. doi:10.1002/pfi.21599
4. **Turner, J. R.** (May 3, 2016). Statistical significance, inferences and the decision maker. *Performance Xpress*, International Society for Performance Improvement (ISPI). Retrieved from https://www.ispi.org/ISPI/Resources/PX/Articles/Featured_Articles/Statistical_Significance_Infe

rences_and_the_Decision_Maker____May_2016.aspx?WebsiteKey=8b8db682-5734-4be7-b95233fdabafb78d

3. **Turner, J. R.** (November 2, 2016). Triangulation: A technique to reduce bias and improve validity and reliability. *Performance Xpress*, International Society for Performance Improvement (ISPI). Retrieved from <http://www.performanceexpress.org/2015/11/hpt-research-fit-triangulation-atechnique-to-reduce-bias-and-improve-validity-and-reliability/>
2. **Turner, J. R.** (November 2, 2015). CALL FOR PAPERS: Performance Improvement Journal special issue: Current theories and models that help support and guide human performance technology and performance improvement. *Performance Xpress*, International Society for Performance Improvement (ISPI). Retrieved from <http://www.performanceexpress.org/2015/11/call-for-papersperformance-improvement-journal-special-issue-current-theories-and-models-that-help-supporthuman-performance-technology-and-performance-improvement/>
1. **Turner, J. R.** (2012). Book review: Teaming [Review of the book *Teaming: How Organizations Learn, Innovate, and Compete in the Knowledge Economy*, by Edmondson, A. C.]. *Learning and Performance Quarterly*, 1(3), 31-32. Retrieved from www.sageperformance.com/ojs/index.php/LPQ/Index

PRESENTATIONS

International & National 64 Presentations (43 refereed, 2 non-refereed, 19 invited)

- 45.* **Baker, R., Hirudayaraj, M., Karimiha, S., & Turner, J. R.** (2021). *Moving beyond learning to change: A systematic literature review of adaptive learning in Human Resources Development*. Presentation proposal accepted for the 2021 Academy of Human Resource Development 28th International Research Conference [Virtual] in the Americas, February 17-19, 2021.
- 44.* **Turner, J. R., Baker, R., Washington, J., & Schroeder, J.** (2021). *Creative and innovative processes as complex adaptive systems: A multilevel theory*. Presentation proposal accepted for the 2021 Academy of Human Resource Development 28th International Research Conference [Virtual] in the Americas, February 17-19, 2021.
- 43.* **Turner, J. R., Baker, R., Lazar, J.** (2021). *Distributed Leadership*. Presentation proposal accepted for the 2021 Academy of Human Resource Development 28th International Research Conference [Virtual] in the Americas, February 17-19, 2021.
- 42.* **Turner, J. R., Baker, R., Thurlow, N., & Ali, Z.** (2020, June). *A new multiteam system (MTS) effectiveness model*. Presentation at the 11th International Science of Team Science Conference, Durham, NC.
- 41.* **Turner, J. R., Baker, R., Ali, Z., & Thurlow, N.** (2020, June). *Multiteam system effectiveness model*. Presentation at the 21st International University Forum for Human Resource Development Conference, Budapest, Hungary.
- 40.* **Turner, J. R., Baker, R.,** (2020, April). *Introduction to the Toyota Flow System (TFS)*. Presentation at the ISPI 2020 Annual Conference, Tucson, AZ.
- 39.* **Turner, J. R., Baker, R., & Fu, F.** (2020, April). *Let's talk research: The editors of PIQ*. Presentation at the ISPI 2020 Annual Conference, Tucson, AZ.
- 38.* **Allen, J., Smith, D., & Turner, J.** (2019, October). *Digital presence for information scholars*. Poster presented at the 82nd Annual Association for Information Science and Technology (ASIS&T) Conference, Melbourne, Australia.
- 37.* **Baker, R., Hirudayaraj, M., & Turner, J. R.** (2019, June). *The statistics for machine learning: Data are not normal*. Presentation at the 2019 Irish Learning Technology Association, Dundalk, Ireland.
- 36.* **Turner, J. R., Thurlow, N., Baker, R., Northcutt, D., & Newman, K.** (2019, May). *Multiteam systems in an Agile environment*. Presentation at the 2019 Science of Team Science (SciTS) Conference, Lansing, MI.
- 35.* **Baker, R., Hirudayaraj, M., Turner, J. R., & Bickle, J.** (2019, April). *Teaching black swans: Role for adaptive education*. Presentation at the ISPI 2019 Annual Conference, New Orleans, LA.

- 34.* **Turner, J. R.**, Baker, R., Nel, B., & Shahan, J. (2019, April). *Multiteam systems as a systematic complexity application*. Presentation at the ISPI 2019 Annual Conference, New Orleans, LA.
- 33.* **Turner, J. R.**, Baker, R., & Fu, F. (2019, April). *Let's talk research evaluation and dissemination: Presentation by the PIQ editors*. Presentation at the ISPI 2019 Annual Conference, New Orleans, LA.
- 32.* **Turner, J. R.**, & Baker, R. (2019, April). *Creativity and innovation processes as complex adaptive systems*. Presentation at the ISPI 2019 Annual Conference, New Orleans, LA.
- 31.* Baker, R., Hirudayaraj, M., **Turner, J. R.**, & Bickle, J. (2019, February). *Artificial intelligence in HRD: Adaptive learning research agenda*. Presentation at the 2019 Academy of Human Resource Development 26th International Research Conference in the Americas, Louisville, KY.
- 30.* **Turner, J. R.**, Thurlow, N., Baker, R., Northcutt, D., & Newman, K. (2019, February). *Multiteam systems: A systematic review identifying solutions to multiteam systems for Toyota Connected*. Presentation at the 2019 Academy of Human Resource Development 26th International Research Conference in the Americas, Louisville, KY.
- 29.* **Turner, J. R.**, Thurlow, N., Baker, R., Northcutt, D., & Newman, K. (2019, February). *MTS team effectiveness model: A new team effectiveness framework for multiteam systems*. Presentation at the 2019 Academy of Human Resource Development 26th International Research Conference in the Americas, Louisville, KY.
- 28.* Baker, R., **Turner, J. R.**, & Bickle, J. (2018, October). *Teaching black swans: Role for adaptive education*.
Presentation at the International society for Performance Improvement 2018 Regional Symposium, Detroit, MI.
- 27.* Baker, R., Ramos, K., & **Turner, J. R.** (2018, June). *Game design for visually-impaired individuals: Creativity and innovation theories and sensory substitution devices influence on virtual and physical navigation skills*. Presentation at the Irish Learning Technology Association (ILTA) EdTech2018 Conference, TEL Quality Matters–People, Policies and Practices, Carlow, Ireland.
- 26.* Baker, R., Ramos, K., & **Turner, J. R.** (2018, May). *Game design for visually-impaired individuals using individual difference and sensory substitution devices*. Presentation at Windesheim University Research Seminar, the Netherlands.
- 25.* **Turner, J. R.**, Baker, R., & Romine, K. (2018, June). *Replacing systems theory with complexity theory as one of HRD's foundational theories*. Presentation at the University Forum for Human Resource Development (UFHRD) Annual Conference 2018, Newcastle, UK.
- 24.* **Turner, J. R.**, & Baker, R. (2018, June). *Leadership capacities in HRD: An integrative literature review and typology*. Presentation at the University Forum for Human Resource Development (UFHRD) Annual Conference 2018, Newcastle, UK.
- 23.* **Turner, J. R.**, Baker, R., & Romine, K. (2018, May). *Complex adaptive team systems (CATS)*. Presentation at the Science of Team Science (SciTS) 2018 Conference, Galveston, TX.
- 22.* **Turner, J. R.**, Baker, R., & Romine, K. (2018, May). *Team emergence leadership development and evaluation model using complexity theory*. Presentation at the Science of Team Science (SciTS) 2018 Conference, Galveston, TX.
- 21.* **Turner, J. R.**, & Romine, K. (2018, May). *A preview of the Team Science undergraduate and graduate programs at the University of North Texas and the New College at Frisco – UNT*. Presentation at the Science of Team Science (SciTS) 2018 Conference, Galveston, TX.
- 20.* Romine, K., & **Turner, J.** (2018, April). *The chessboard model: Organizational learning and development*. Presentation at The Performance Improvement Conference 2018, Seattle, WA.
- 19.* **Turner, J. R.**, Allen, J., Turner, A., Romine, K. (2018, April). *Meet the Performance Improvement Quarterly team*. Presentation at The Performance Improvement Conference 2018, Seattle, WA.
- 18.* **Turner, J. R.**, Nel, B., & Doyle, A. (2018, April). *Critique of ISPI's principles using complexity theory*. Presentation at The Performance Improvement Conference 2018, Seattle, WA.
- 17.* **Turner, J. R.**, Romine, K. (2018, April). *Future plans for Performance Improvement Quarterly (PIQ)*. Roundtable presentation at The Performance Improvement Conference 2018, Seattle, WA.

- 16.* **Turner, J. R.**, Baker, R. M., & Wood, J. (2018, February). *Leadership theories and supporting theories in HRD literature*. Poster session presented at the 2018 AHRD International Conference in the Americas, Richmond, VA.
- 15.* **Turner, J. R.**, Romine, K., & Baker, R. (2017, October). *Complex adaptive team systems (CATS)*. Paper session presented at the 13th International Conference on Knowledge Management, Dallas-Fort Worth, TX.
- 14.* **Turner, J. R.**, Baker, R., & Romine, K. (2017, May). *Team emergence leadership development model*. Paper session (60 minutes) presented at The Performance Improvement Conference 2017, Montreal, Canada.
- 13.* **Turner, J. R.**, Johnson, K., Schroeder, J., & Chung, C-H (2017, May). *Tying leadership capacities to leadership development techniques*. Paper session (60 minutes) presented at The Performance Improvement Conference 2017, Montreal, Canada.
- 12.* Chae, C., Al-Khaduri, J., Passmore, D., Baker, R., & **Turner, J. R.** (2017, March). *Structural model of topics in Academy of Human Resource Development Journals, 1990-2015*. Paper session presented at the 2017 AHRD International Research Conference in the Americas, San Antonio, TX.
- 11.* **Turner, J. R.**, & Floyd, S. (2017, March). *Multilevel theories: Development, testing, and interpreting*. Paper session presented at the 2017 AHRD International Research Conference in the Americas, San Antonio, TX.
10. **Turner, J. R.**, Hix, J., Baker, R., & Allen, J. (2017, March). *Improving your digital presence as a researcher*, FOCUS session (75 minutes) for the 2017 AHRD International Research Conference in the Americas, San Antonio, TX.
- 9.* **Turner, J. R.**, Johnson, K., & Allen, J. (2016). *Team leader complexity: An integrative literature review*. Paper session presented at the 2016 AHRD International Conference in Asia & MENA, Morocco.
- 8.* **Turner, J. R.**, Allen, J. M. (2015, April). *Practice to research: Grounded theory and case study research techniques*. Paper session (75-minute) presented at the International Society of Performance Improvement, San Antonio, TX.
- 7.* **Turner, J. R.** (2015, February). *Theoretical literature review: Tracing the life-cycle of a theory and its verified and falsified statements*. Paper session presented at the AHRD International Conference in the Americas, St. Louis, MO.
6. **Turner, J. R.**, & Allen, J. M. (2015, February). *Evaluation of a paradigm: A proposal to conducting a meta-theoretical reflection of AHRD*. Paper session (focus group) presented at the AHRD International Conference in the Americas, St. Louis, MO.
- 5.* **Turner, J. R.** (2014, February). *Team cognition conflict: A conceptual review identifying cognition conflict as a new team conflict construct*. Paper session (roundtable) presented at the AHRD International Research Conference in the Americas, Houston, TX.
- 4.* **Turner, J. R.**, & Natividad, G. (2013, April). *Research in organizations: From action research to action learning*. Paper session (three 20-minute roundtable) presentation at the annual meeting of the International Society of Performance Improvement, Reno, NV.
- 3.* **Turner, J. R.**, Chen, Q., & Danks, S. (2013, April). *Team shared cognitive constructs: A meta-analysis exploring the effects of shared cognitive measures on team performance*. Paper session presented at the 6th Annual International Symposium; Emerging Technologies for Online Learning, Las Vegas, NV.
- 2.* **Turner, J. R.** (2013, March). *Multiagent systems as a team member: Removing the barriers to the unshared knowledge barrier*. Poster session presented at the Toulouse Graduate Exhibition, Denton, TX.
- 1.* **Turner, J. R.** (2013, January). *Multiagent systems as a team member*. Paper session presented at the 9th International Technology, Knowledge, & Society Conference; Common Ground Publishing, Vancouver, Canada.

Invited Presentations 19 Invited Presentations

19. **Turner, J. R.** (2020, November 26). Team Science and Collaboration Techniques. Presentation for faculty at The Ghana Institute of Management and Public Administration [Virtual], Ghana, Africa.
18. **Turner, J. R.** (2020, November 13). The Flow System and Leadership Development. Presentation at MCC Leadership Training Academy, Budapest, Hungary.
17. **Turner, J. R.** (2019, November 6). *Introduction to The Toyota Flow System*. Keynote speaker for KONE, Allen, Texas.
16. **Turner, J. R.** (2019, October). *Team effectiveness > Team Performance*. XA: Keynote presentation at the eXperience Agile 2019 Conference, Lisbon, Portugal.
<https://www.experienceagile.org/#speakers>
15. Thurlow, N., Van Goubergen, D., **Turner, J. R.**, & Protzman, C. (2019, October). Workshop presenter and discussant for the *Toyota Flow System Concepts and Tools* workshop at the eXperience Agile 2019 Conference, Lisbon, Portugal.
14. **Turner, J. R.** (2019, October). Panelist on *Debriefing Learning Points* for the Agile Human Factors 2019 Conference on *A Human-Centric perspective for Team Work – Teams before Frameworks and Methods* Conference at the Portuguese Air Force (Monsanto Aerial Command), Lisbon, Portugal.
13. **Turner, J. R.** (2019, September 27). *Introduction to The Toyota Flow System*. Keynote speaker for the Dallas American Society for Quality quarterly meeting, Richardson, Texas.
12. Rosenbusch, K., Shuck, B., Morrison, E., & Greer, T. (2019, February 15). *The changing of the guard: Transforming the way we respond to the challenges in academia*. Invited panelist as contributing author to special issue in *Advances in Developing Human Resources* (ADHR) at the 2019 Academy of Human Resource Development 26th International Research Conference in the Americas, Louisville, KY.
11. Cseh, M., & McLean, G. (2019, February 14). The Graduate Student Research Colloquium. Invited panelist as the quantitative methods representative. Pre-Conference at the 2019 Academy of Human Resource Development 26th International Research Conference in the Americas, Louisville, KY.
10. **Turner, J. R.** (2018, October 9). *Coding for Literature Reviews*. Presentation for LTEC 6031, Trends and Issues in Applied Technology, Training and Development; University of North Texas, Department of Learning Technologies.
9. **Turner, J. R.**, Baker, R., & Kinshuk (2018, April 16). *Complexity and Team Science*. Invited presentation on research for Toyota Connected, Plano, TX.
8. **Turner, J. R.**, Romine, K. (2018, April 8). *Research Trends and Issues*. Presentation at The Performance Improvement Conference 2018, Seattle, WA.
7. **Turner, J. R.** (2017, October 17). *Digital Assets for Promoting Researchers* [Webinar]. Presentation for the University Council for Workforce and Human Resource Education (UCWHRE)
6. **Turner, J. R.** (2017, August 12). *Presentation on Team Science Program and Team Science Center*. UNT President's Meeting with NetDragon.
5. **Turner, J. R.** (2017, June 29). UNT-Team Science (TSci) Proposal Presentation for: Dean of COI, Associate Dean of Academics at COI, and Vice Provost for Academic Outreach & Dean of UNT New College.
4. **Turner, J. R.** (2016 September). *Coding for Literature Reviews*. Presentation for LTEC 6031, Trends and Issues in Applied Technology, Training and Development; University of North Texas, Department of Learning Technologies.
3. **Turner, J. R.** (2015, April 24). Improving your digital presence as a researcher [Webinar]. In *Graduate Writing Colloquium – UNT Webinar Series*. Retrieved from <http://www.slideshare.net/JohnTurner5/research-dissemination-presentation>
2. **Turner, J. R.** (April 2015). *Station Master, Performance Improvement and Systems Thinking*. The annual meeting of the International Society of Performance Improvement, Philadelphia, PA.
1. Nimon, K., & **Turner, J. R.** (June 15, 2013). *Multivariate Regression Analysis Techniques*. Presentation for HRD 6352, Advanced Quantitative Methods in Human Resource Development; University of Texas at Tyler, College of Business and Technology.

TEACHING SCHOLARSHIP

COURSES TAUGHT / REDESIGNED

Instructor

Graduate

LTEC 6121. Leadership & Leadership Development

Sections 020 & 026 (°4.8, 5/8)

Department of Learning Technologies, The University of North Texas.

Spring 2021

Student Comments:

“It was very intellectually stimulating, it made me change some of my thinking in leadership around competencies, leadership capacities, out group, etc.”

“It [the class] did stretch my thinking. Dr. Turner introduced me to a new form of writing literature reviews. I have liked it so much and would want to do other articles using the same style. I wish I learned this kind of writing when I was in my first year in the program, I would have written better papers in my previous classes.”

LTEC 5800. Studies in LTEC: Organization Development & Change

Sections 080, 086 (combined with LTEC 4040)(°3.3, 16/37)

Department of Learning Technologies, The University of North Texas.

Fall 2020 Student

Comments:

“I enjoyed this course because it gave me a different outlook on how an organization is ran.”

“This class prompted my learning. It was intellectually stimulating.”

LTEC 5100. Foundations of Workforce Learning and Performance

Section 020 (combined with LTEC 4000) (°4.2, 20/59)

Department of Learning Technologies, The University of North Texas. Spring 2020 Student Comments:

“Made me think outside the box. Great professor with tons of knowledge.” “Excellent.

Dr. Turner is one of the best professors at UNT. He is excellent!!!!” ***LTEC 6011.**

Technical Innovations / Theory Development (°4.6, 3/7)

Department of Learning Technologies, The University of North Texas.

Spring 2018 Student Comments:

“This class was extremely intellectually stimulating. I found it amazing what I did not know about epistemology, theorizing, and philosophizing. The assignments stretched me both professionally and spiritually and I know I have gained the types of life long knowledge, skills, and abilities that will benefit me.”

“I do not have suggestions for improving the class. Dr. Turner did a great job.”

***LTEC 6121. Leadership and Leadership Development (°4.5, 4/6)**

Department of Learning Technologies, The University of North Texas.

Spring 2018 Student Comments:

“The research was greater than expected.”

***LTEC 6171. Consulting Skills (°4.8, 5/11)**

Department of Learning Technologies, The University of North Texas.

Fall 2017 Student Comments:

“The class was intellectually stimulating especially that the professor give detailed information and explanation of each topic to help us understand and also the projects were very interesting and engaging especially the tea[m] work.”

“I thought the class was fantastic.”

***LTEC 5490. Diversity Issues in ATTD (°3.6, 6/9)**

Department of Learning Technologies, The University of North Texas.

Fall 2017

Student Comments:

"It was very intellectually stimulating. It did stretch my thinking when reading the assignments for the course. Especially reading Plato's Cave."

"Writing papers about different areas of diversity was enlightening....This class also enlightened me on diversity in different areas, corporate and private."

***LTEC 6011. Technical Innovations / Theory Development (#4.2, 6/12)**

Department of Learning Technologies, The University of North Texas.

Spring 2017 Student Comments:

"The class was very informative, intellectually stimulating and did stretch my thinking and knowledge to another level."

"The amounts of presentations and course material coupled with clear explanations from Dr. Turner...contributed a lot [t]o my learning."

***LTEC 6121. Leadership and Leadership Development (#4.1, 3/8)**

Department of Learning Technologies, The University of North Texas.

Spring 2017 Student Comments:

"Leadership development is fascinating. The content provided very useful information in focusing on leadership development theories."

"Instructor feedback and numerous presentations and critique from the class were helpful."

***LTEC 5470. Interpersonal Skills Development (#3.8, 8/16)**

Department of Learning Technologies, The University of North Texas.

Fall 2016 Student Comments:

"Absolutely! I was able to relate many of the assignments to both my personal and professional life experiences. It also allowed me to expand my thoughts in relation to each assignment given." "I am glad that I've had Dr. Turner to guide me....he answered all my queries and patiently helped me out in grasping the concepts and further writing them down in the correct manner."

***LTEC 5490. Diversity Issues in ATTD (#3.5, 2/8)**

Department of Learning Technologies, The University of North Texas.

Fall 2016 Student Comments:

"The course was stimulating in the fact that it expanded my definition of diversity beyond mainstream parameters and influenced the way interpret data from the news for example."

***ATTD 5320. Research Seminar in Applied Technology, Training and Development (#3.9, 4/7)**

Department of Learning Technologies, The University of North Texas.

Spring 2016 Student Comments:

"Yes, this class pushed me intellectually. I did not realize how much was involved in actual research. I thought I knew what research was until I took this class."

"...the class was excellent and the instructor was even better."

ATTD 5121. Technical Presentation Skills (#4.2, 15/38)

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

"This class made me think outside of the box! I really enjoyed it and got a new understanding of technology!"

"The instructor was absolutely fantastic and there is nothing in this class that needs improvement."

***ATTD 6210. Trends and Issues in Applied Technology, Training and Development (#4.0, 1/4)**

Department of Learning Technologies, The University of North Texas. Student Comments:

Fall 2015

"It required me to perform at a higher level."

OPWL 531. Quantitative Research in Organizations (#3.5, 13/13)

Organizational Performance and Workplace Learning, Boise State University.

Fall 2015

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

Undergraduate

LTEC 4070. Principles of Leadership, Empowerment and Team Building

Sections 020, 021 (°3.7, 8/30)

Department of Learning Technologies, The University of North Texas.

Spring 2021

Student Comments:

“The class was very intellectually stimulating. It stretched my thinking by allowing me to expand my perspective on different subjects.”

“Assignments consisted of observing and questioning leaders in my personal life. This allowed me to increase my communication within my own leadership structure.”

LTEC 4070. Principles of Leadership, Empowerment and Team Building

Sections 020, 021, 026 (°4.2, 16/42)

Department of Learning Technologies, The University of North Texas.

Fall 2020

Student Comments: “This class was intellectually stimulating, because the instructor not only provided the necessary tools needed to succeed in this online class but he also allowed the students to express their thoughts in a respectable manner while challenging each other’s opinions.”

“Great information about team building that I will use in my career.”

LTEC 4040. Organization Development & Change

Sections 020,021,026 (combined with LTEC 5800)(°3.3, 16/37)

Department of Learning Technologies, The University of North Texas.

Fall 2020 Student

Comments:

“I enjoyed this course because it gave me a different outlook on how an organization is ran.” “This class prompted my learning. It was intellectually stimulating.”

***LTEC 4070. Principles of Leadership, Empowerment and Team Building Sections**

020/021/022/026 (°4.1, 18/54)

Department of Learning Technologies, The University of North Texas. Spring 2020 Student Comments: “The content provided deepened my understanding of the concepts and methods utilized by leaders, and I truly appreciate how well Dr. Turner developed the course around the book to make us critically think about our responses.”

“The managing conflicts section was very interesting [and] help[ed] a lot.”

LTEC 4000. Principles of Training and Development

Sections 020/021/022 (combined with LTEC 5100) (°4.2, 20/59)

Department of Learning Technologies, The University of North Texas. Spring 2020 Student Comments:

“Made me think outside the box. Great professor with tons of knowledge.”

“Excellent. Dr. Turner is one of the best professors at UNT. He is excellent!!!”

***LTEC 4070. Principles of Leadership, Empowerment and Team Building**

Sections 020/021 (°3.8, 23/55)

Department of Learning Technologies, The University of North Texas. Fall 2019 Student Comments:

“I learned a lot about working well with group members and completing assignments on time.”

“I had to think outside the box, this course helped me in both my professional and personal relationships.”

***LTEC 4741. Learning Technologies Capstone**

Section 020 (°3.8, 4/15)

Department of Learning Technologies, The University of North Texas. Fall 2019 Student Comments:

“The class demanded a healthy amount of self-reflection which at times was difficult but necessary.”

***LTEC 4070. Principles of Leadership, Empowerment and Team Building**

Section 021 (°4.7, 10/49)

Department of Learning Technologies, The University of North Texas. Spring 2019 Student Comments:

“The team work contributed to learning in this class.”

“Gaining more insight into Leadership.”

***LTEC 4070. Principles of Leadership, Empowerment and Team Building.**

Sections 026, 020, 022 (*4.2, 14/38)

Department of Learning Technologies, The University of North Texas. Spring 2019 Student Comments:

“This class was intellectually stimulating because it allowed me to apply the material I learned in the course into the assignments.”

“This class was in a way intellectually challenging. We had to work in groups and the assignments were challenging.”

***LTEC 4070. Principles of Leadership, Empowerment and Team Building.**

(*4.6, 12/50; *4.7, 4/8)

Department of Learning Technologies, The University of North Texas. Fall 2018 Student Comments:

“In thinking about leaders, this course made me think more about the process and mechanisms involved with leading a group of people.”

“All of the assignments were helpful to my learning.”

“The class was intellectually stimulating and stretched my thinking.”

***LTEC 4040. Organizational Development and Performance Improvement. (*3.6, 12/44)**

Department of Learning Technologies, The University of North Texas. Fall 2018 Student Comments:

“Dr. Turner approached the assignments in a unique way. He actually reviewed our submissions and challenged our reasoning.”

“I learned so much and the feedback given was great.”

“The feedback I received after every assignment was very helpful and beneficial to my learning.”

LTEC 4121. Technical Presentation Skills (*4.2, 15/38)

Department of Learning Technologies, The University of North Texas.

Spring 2016

LTEC 4741. Applied Technology, Performance Improvement Capstone. (*3.4, 9/32)

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

“It stretched my concept of personal responsibility in the work place.”

“Diving deep into my own attributes to figure out what I have to offer potential employers.”

^a *Overall Summary Rating* (0 = lowest, 5 = highest) ^{*}*Redesigned/Updated Course*

Supervised Instructor

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

Department of Learning Technologies, The University of North Texas.

Fall 2014

ATTD 6460. Consulting Skills

Department of Learning Technologies, The University of North Texas.

Spring 2014

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

Department of Learning Technologies, The University of North Texas.

Fall 2013

LTEC 4200. Human Performance Technology

AWARDS

Top Downloaded Paper 2018-2019 - Wiley April 2020

Performance Improvement Quarterly

Turner, J. R. (2018). Literature review [Editorial]. *Performance Improvement Quarterly*, 31, 113-117.
doi:10.1002/piq.21275

Highly Commended in the 2019 Emerald Literati Awards August 2019

European Journal of Training and Development.

Turner, J. R., Baker, R., Schroeder, J., Johnson, K., & Chih-hung, C. (2018). Leadership development techniques: Mapping leadership development techniques with leadership capacities using a typology of development. *European Journal of Training and Development*, 42, 538-557. doi:10.1108/EJTD-03-2018-0022

The Elwood F. Holton III Award Runner-Up for Best Paper of the Year February 2018 published in 2018
by *Human Resource Development Review*.

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

Recipient of the 2018 ISPI Award of Excellence October 2017

Outstanding Human Performance Communication Submission

Turner, J. R., Johnson, K., Schroeder, J., & Chung, C.-H., *The Leadership Development Spectrum*.

Recipient of the 2018 ISPI Award of Excellence October 2017 Outstanding Human Performance
Communication Submission

Turner, J. R., Baker, R., & Romine, K., *Team Emergence Leadership Development and Evaluation (TELDE) Model*.

ADVISEES

Major Professor

- (a): Major Co-Professor (2016 – Present).
- (b): Major Co-Professor (2016 – Present). (c):
Major Co-Professor (2016 - Present).

Doctoral Dissertation Committees

Pacleb, S. (2016). *Examining the impact of the community of inquiry and student's learning process on participant's academic achievement*. Doctor of Philosophy dissertation in Applied Technologies and Performance Improvement, University of North Texas. (Co-Chair)

Turner, A. M. (2020). *The differences in mental effort and task difficulty between veterans and non-veterans in Bachelor of Applied Arts and Science degree programs at Texas Public Universities*. Doctor of Philosophy dissertation in Applied Technologies and Performance Improvement (ATPI), University of North Texas. (Committee Chair)

Dissertation Committees

UNT

- (i): Dissertation Chair (2019-2020).
- (j): Dissertation Co-Chair w Mike Spector (2018 – Present).
- (k): Dissertation Co-Chair w Mike Spector (2018 – Present).
- (l): Dissertation Co-Chair w Mike Spector (2018 – Present).
- (m): Dissertation Committee Member (2016 – Present).
- (n): Dissertation Committee Member (2016 – Present).
- (o): Dissertation Committee Member (2015 – Present).
- (p): Dissertation Committee Member (2015 – Present).
- (q): Dissertation Committee Member (2015 – Present).

Other

- (r): Committee Member (2016 – Present).
- Mississippi State University, College of Engineering - ME.

GRANTS AND FUNDING

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

Air Force (AF) Continuous Process Improvement and Innovation (CPI²) and Digital Transformation Leader
Professional Development
Partnership with Defense Acquisition Support Services (DAS) and The Flow Consortium Executive
Leader Training FA7014-20-D-XXXX

Exapting the Hospitality Industry for a Post-COVID-19 Environment
Corporate & Foundation Relations-UNT

Team-Based Design in Biomedical Engineering Education (R25)
National Institute of Health (NIH)-Grant Proposal
PAR-19-215 FOA Number

Cyber Ambassador Fellow (2019 – Present)
Michigan State University Cyber Ambassador Program

Complexity Thinking for the Future of Work (Fall 2019)
NSF-Convergence Accelerator (C-Accel); proposal submission

Small Grant (SG) for Article Processing Charge (Spring 2018) \$841.00
Office of the Vice President of Research & Innovation

Team Science Program Development (Summer 2017). \$10,000.00
Course and Workshop Development, UNT New College in Frisco, \$6,000.00
Course and Workshop Development, UNT-COI, \$4,000.00

CLEAR Course Design Institute (Summer 2016). \$1,500.00
Participated in CDI summer program.

Junior Faculty Summer Research Support Award (Summer 2016). \$5,000.00
Junior Faculty Support, Office of the Provost and Vice President for Academic Affairs.

SERVICE SCHOLARSHIP

SERVICE ROLES

Professional Organizations Service

Fellow <i>Cyber Ambassadors Professional Skills Training for CyberInfrastructure Professionals</i> Michigan State University	July 2019 - Present
Editor-In-Chief <i>Performance Improvement Quarterly (PIQ), Wiley</i>	March 2018 - Present
Chair <i>Academic Awards Committee, International Society for Performance Improvement.</i>	April 2017 - Present
Committee Chair <i>Quantitative Special Interest Group (SIG), Academy of Human Resource Development.</i>	August 2016 – Present
Committee Member <i>Theory Special Interest Group (SIG), Academy of Human Resource Development.</i>	April 2016 - Present
Committee Member <i>Research Committee, International Society for Performance Improvement.</i>	October 2015 – March 2017
Steering Committee Member <i>Quantitative Special Interest Group (SIG), Academy of Human Resource Development.</i>	April 2016 – August 2016
Committee Member <i>Quantitative Special Interest Group (SIG), Academy of Human Resource Development.</i>	March 2014 – April 2016

Department/Program Service Roles

Graduate Curriculum Committee Committee Chair, Department of Learning Technologies.	2018-2019
Graduate Curriculum Committee Committee Chair, Department of Learning Technologies.	2017-2018
Undergraduate Curriculum Committee Committee member, Department of Learning Technologies.	2018-2019
Undergraduate Curriculum Committee Committee member, Department of Learning Technologies.	2017-2018
Faculty Search Committee Committee member, Assistant/Associate, Adaptive Learning Technologies and Analytics.	2018-2019
Faculty Search Committee Committee member, Assistant/Associate, Instructional Systems Technology.	2017-2018
Faculty Search Committee Committee member, Assistant/Associate, Adaptive Learning Technologies and Analytics.	2017-2018
Program Coordinator <i>Undergraduate program coordinator, Department of Learning Technologies.</i>	2015 – 2017
Committee Member <i>Technology Committee, Department of Learning Technologies.</i>	2015 – 2017
Summer Workshop Coordinator <i>Research & Writing Workshop, Department of Learning Technologies.</i>	Summer 2016
Research Group <i>ATPI Research Group Member, Department of Learning Technologies.</i>	2011 - 2015

College Service Roles

Selection Committee Member <i>Associate Dean of Research, College of Information, University of North Texas</i>	Spring 2017
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Selection Committee Member <i>Academic Advisor II, College of Information, University of North Texas.</i>	Summer 2016
Selection Committee Member <i>Academic Counselor, College of Information, University of North Texas.</i>	Summer 2016
Selection Committee Member <i>Academic Advisor Assistant Director II, College of Information, University of North Texas.</i>	Spring 2016
Selection Committee Member <i>Academic Advisor III, College of Information, University of North Texas.</i>	Spring 2016
University Service Roles	
UNT – Frisco Program Development Team Science Program Initiative for Frisco Campus at Dean’s Directive	Spring 2017 - Present
Editor/Reviewer Roles	
Conference Track Reviewer <i>The Science of Team Science 2018 Conference, Galveston, TX.</i>	March 2018
Editor-in-Chief <i>Performance Improvement Quarterly (PIQ), Wiley.</i>	March 2018
Associate Editor <i>Performance Improvement Quarterly (PIQ), Wiley.</i>	April 2017 – March 2018
Reviewer <i>Human Development Resources International.</i>	March 2017 – Present
Reviewer <i>Human Resource Development Quarterly.</i>	June 2016 – Present
Reviewer <i>Total Quality Management & Business Excellence.</i>	January 2016 – January 2018
Reviewer <i>Performance Improvement Quarterly.</i>	May 2015 – March 2018
Conference Track Reviewer <i>The University Forum for HRD Annual Conference 2018 in Newcastle, UK.</i>	January 2018
Conference Track Reviewer <i>The 2017 ISPI Fall Symposium Conference.</i>	July 2017
Conference Track Reviewer <i>The 2016 AHRD International Research Conference in Asia and MENA.</i>	August 2016
Conference Track Reviewer <i>Academy of Human Resource Development Track Reviewer, Workforce Education.</i>	2015 - 2016
Conference Track Reviewer <i>Academy of Human Resource Development Track Reviewer, Organization Development and Change.</i>	2013 - 2015
Reviewer <i>Career and Technical Education Research.</i>	2013 - 2015
Reviewer <i>The International Journal of Technology, Knowledge, & Society.</i>	2013 - 2015
Associate Editor <i>The International Journal of Technology, Knowledge, and Society.</i>	2013
Student-Editor <i>Learning & Performance Quarterly, The University of North Texas.</i>	2014 - 2015
Assistant Editor <i>Learning & Performance Quarterly (Student-led journal).</i>	2012 - 2015
Reviewer <i>Learning & Performance Quarterly (Student-led journal).</i>	2012 - 2014
Research Affiliate	2012 - 2015

Center for Knowledge Solutions, The University of North Texas.

PROFESSIONAL MEMBERSHIPS

Academy of Human Resource Development (AHRD)

International Society of Performance Improvement (ISPI)

Interdisciplinary Network for Group Research (INGroup)

International Network for the Science of Team Science (INSciTS)