

Curriculum Vitae of
Kim Nimon, Ph.D., Professor

University of Texas at Tyler
Department of Human Resource
Development
3900 University Blvd.
Tyler, TX 75799

Phone: 903-566-7310
Fax: 903-565-5650
Cell: 214-675-4872
Email: kim.nimon@gmail.com

AREAS OF EXPERTISE

- Workforce Development
 - Human Resource Development
 - Employee Engagement
- Quantitative Analytical Methodologies
 - Applied General Linear Model Analyses
 - Statistical Software Programming
 - Measurement and Evaluation

EDUCATION

Year	Degree	Major	Institution
2013	Ph.D.	Educational Research	University of North Texas Denton, TX
2007	Ph.D.	Applied Technology and Performance Improvement	University of North Texas Denton, TX
2003	M.A.	Organizational Leadership	Regent University Virginia Beach, VA
1981	B.S.	Computer Science	University of Arkansas Fayetteville, AR

PROFESSIONAL EXPERIENCE

Years	Employer	Rank/Job Title
2020 – present	University of Texas at Tyler Soules College of Business Department of Human Resource Development	Professor

2014– 2020	University of Texas at Tyler Soules College of Business Department of Human Resource Development	Associate Professor
2013– 2014	University of North Texas College of Information Department of Learning Technologies	Associate Professor
2008– 2013	University of North Texas College of Information Department of Learning Technologies	Assistant Professor
2005–2012	University of North Texas College of Education Department of Educational Psychology	Adjunct Instructor
2007–2008	Southern Methodist University College of Education and Human Development Department of Teaching and Learning	Research Assistant Professor
2006–2007	University of North Texas College of Education Center for Interdisciplinary Research and Analysis	Statistical Consultant
2004–2007	University of North Texas College of Education Department of Technology and Cognition	Graduate Assistant & Teaching Fellow
1996–2003	Nimon Consulting, Inc.	President
1987–1996	DNA Enterprises, Inc.	Vice President
1984–1987	Alcatel/DSC Communications, Inc.	Software Manager
1981–1984	Texas Instruments	Software Engineer

SCHOLARLY PUBLICATIONS

[88 referred articles, 15 book chapters, 29 editorially reviewed articles]

A. Refereed Journal Articles

88. **Nimon, K.**, Fulmore, J., Keiffer, G., & Brown, B. (in press). CALMs: A Shiny application for comprehensive analysis of latent means. *Applied Psychological Measurement*.
87. Wilson, W., **Nimon, K.**, Mmuobuike, K. (in press). Enhancing data reliability in cross-cultural research: Introducing alphaTAD to diagnose low coefficient alpha. *Human Resource Development International*.
86. Brown, B., **Nimon, K.**, Ellinger, A. (in press). Examining measurement invariance of a managerial coaching scale across traditional and virtual employee groups: Implications for expanding managerial coaching research. *Human Resource Development International*. <https://doi.org/10.1080/13678868.2024.2361181>
85. Yoo, S, **Nimon, K.**, Patole, S. R. (2024). Artificial intelligence in human resource development: An umbrella review protocol. *PLoS ONE* 19(9), 1-7. <https://doi.org/10.1371/journal.pone.0310125>
84. Legate, A., **Nimon, K.**, Noblin, A. (2024). (Semi)automated approaches to data extraction for systematic reviews and meta-analyses in social sciences: A living review. *F1000Research*, 13(664).
83. Fulmore, J., **Nimon, K.**, Reio, T. (2024). The role of organizational culture in the relationship between affective organizational commitment and unethical pro-organizational behavior. *Journal of Managerial Psychology*, 39(7), 845-862. <https://doi.org/10.1108/JMP-11-2022-0581>
82. Arnulf, J. K., Olsson, U. H., **Nimon, K. F.** (2024). Measuring the menu, not the food: “Psychometric” data may instead measure “lingometrics” (and miss its greatest potential). *Frontiers in Psychology*, 15(1308098), 1-14. <https://doi.org/10.3389/fpsyg.2024.1308098>
81. Stone, K., **Nimon, K.**, & Allinger, E. (2024). Examining the predictive validity of a managerial coaching scale: A longitudinal study. *Frontiers in Psychology*, 15(1277422), 1-11, <https://doi.org/10.3389/fpsyg.2024.1277422>
80. Yoo, S, Turner, J., **Nimon, K.**, & Adepoju, B. (2024). Weaving layers of learning: Multiplex learning networks in the workplace. *Human Resource Development Review*, 23(1), 121-146. <https://doi.org/10.1177/15344843231215380> [Elwood F. Holton III Research Excellence Award]

79. Gu, F., Yung, Y., Cheung, M., Joo, B., & **Nimon, K.** (2023). Statistical inference in redundancy analysis: A direct covariance structure modeling approach. *Multivariate Behavioral Research*, 58(5), 877-893. <https://doi.org/10.1080/00273171.2022.2141675>
78. **Nimon, K.**, & Shuck, B., Fulmore, J., Zigarmi, D. (2023). Testing the redundancy between work engagement and job attitudes: A replication and extension of the affective events theory in human resource development. *Human Resource Development Quarterly*, 34(1), 75-90. <https://doi.org/10.1002/hrdq.21464> [Top Cited Article 2021-2022; 2022-2023]
77. Legate, A., & **Nimon, K.** (2023). (Semi) automated approaches to data extraction for systematic reviews and meta-analyses in social sciences: A living review protocol. *F1000Research*, 11(1036). <https://doi.org/10.12688/f1000research.125198.2>
76. **Nimon, K.**, Zientek, L. R., & Fulmore, J. (2022). A hierarchical map and application to traverse and unify analyses in the multivariate general linear model. *Multivariate Behavioral Research*, 57(6), 1027-1046. <https://doi.org/10.1080/00273171.2021.1943295>
75. Hammack-Brown, B., Fulmore, J. A., Keiffer, G. L., **Nimon, K.** (2022). Finding invariance when noninvariance is found: An illustrative example of conducting partial measurement invariance testing with the automation of the factor-ratio test and list-and-delete procedure. *Human Resource Development Quarterly*, 33, 179-203. <https://doi.org/10.1002/hrdq.21452>
74. Carrell, S., Ellinger, A. D., **Nimon, K.**, Sewon, K. (2022). Examining the relationships among managerial coaching, perceived organizational support, and job engagement in the U.S. higher education context. *European Journal of Training and Development*, 46(5/6), 563-584. <https://doi.org/10.1108/EJTD-10-2020-0145>
73. DuPlessis, J., Ellinger, A. D., **Nimon, K.**, & Sewon, K. (2021). Examining the mediating effect of job crafting on the relationship between managerial coaching and job engagement among apprentice electricians in the U.S. skilled trades. *Human Resource Development International*, 24(5), 1367-8868, <https://doi.org/10.1080/13678868.2021.1947696>
72. Lunn, M. L., Ellinger, A. D., **Nimon, K. F.**, & Halbesleben, J. R. B. (2021). Effects of CEO perceptions of collective organizational engagement on patient experience. *Journal of Patient Experience*, 8, 1-9, <https://doi.org/10.1177/23743735211034027>
71. Scott, K., & **Nimon, K.** (2021). Construct validity of data from a TPACK self-assessment in 2-year public college faculty in the U.S. *Journal of Research on Technology in Education*, 53(4), 427-445. doi: 10.1080/15391523.2020.1790444
70. **Nimon, K.**, Joo, B., & Bontrager, M. (2021). Work cognitions and work intentions: A canonical correlation study. *Human Resource Development International*, 24, 65-91. doi: 10.1080/13678868.2020.1775038

69. **Nimon, K.** (2021). MOWDOC: A dataset of documents from Taking the Measure of Work for building a latent semantic analysis space. *Frontiers in Psychology, 11*:523494. doi: 10.3389/fpsyg.2020.523494
68. **Nimon, K.,** Shuck, B. (2020). Work engagement and burnout: Testing the theoretical continuums of identification and energy. *Human Resource Development Quarterly, 31*, 301-318, doi:10.1002/hrdq.21379
67. Chretien, J., **Nimon, K.,** Reio, T. G., Jr. (2020). Responding to low coefficient alpha: Possible alternatives to the file drawer. *Human Resource Development Review, 19*, 215-239. doi: 10.1177/2F1534484320924151
66. Arnulf, J. K., **Nimon, K.,** Larsen, K. R., Hovland, C. V., Armesen, M. (2020). The priest, the sex worker, and the CEO: Measuring motivation by job type. *Frontiers in Psychology, 11* (1321). doi: 10.3389/fpsyg.2020.01321
65. Turner, J., Brown, Q., Passmore, D. L., **Nimon, K.,** Baker, R., Jeong, S., & Flatt, C. (2019). Meta-Science: Guidelines for the practitioner. *Advances in Developing Human Resources, 21*, 503-512. doi:10.1177/1523422319870790
64. **Nimon, K.,** Conley, D., Bontrager, M. Keiffer, G., & Brown, B. (2019). Descriptive statistics from published research: A readily available alternative to raw data to assess analytic reproducibility and robustness. *Advances in Developing Human Resources, 21*, 421-437. doi: 10.1177/1523422319869853
63. Mull, M., Roberts, P., Keiffer, G., Berrios, J., & **Nimon, K.** (2019). Developing a benchmarking survey for academic members of an international academy. *Planning for Higher Education, 77*(2), 1-11.
62. **Nimon, K.** (2018) apsl2lme: A model-selection diagnostic tool for hierarchical linear models. *General Linear Model Journal, 44*(2), 11-19. doi:10.31523/glmj.044002.003
61. Moreno, N., Newell, A. D., Zientek, L. R., **Nimon, K.,** & Vogt, G. L. (2018). Linking science education and HIV using viral biology, epidemiology and science practices. *Health Education Journal, 77*, 884-898. doi:10.1177/0017896918783778
60. Holland, D., Kraha, A., Zientek, L. R., **Nimon, K.,** Berrios, Julia, A., Johnson, U., Ponce, H. F., & Henson, R. K. (2018). Reliability generalization for the Motivated Strategies for Learning Questionnaire: A meta-analytic view of reliability estimates. *SAGE Open*, July-September, 1-29. doi:10.1177/2158244018802334
59. Zigarmi, D., **Nimon, K.,** & Conley, D. (2018). Employee affect- and cognition-based trust in their leader and the implications for employee work intentions: A canonical correlation study. *New Horizons in Adult Education and Human Resource Development, 30*(3), 23-40. doi:10.1002/nha3.20221

58. Joo, B., Zigarmi, D., **Nimon, K.**, & Shuck, B. (2017). Work environment cognition and psychological well-being: The role of cognitive engagement as a partial mediator. *The Journal of Applied Behavioral Science*, 53, 446-469. doi:10.1177/0021886316688780
57. **Nimon, K.**, Berrios, J., Keiffer, G. L., Mull, M., & Musgrave, J. (2017). Regression as the univariate general linear model: Examining test statistics, *p* values, effect sizes, and descriptive statistics using R. *General Linear Model Journal*, 43(1), 50-82. doi:10.31523/glmj.043001.004
56. Shuck, B., Osam, K., Zigarmi, D., & **Nimon, K.** (2017). Definitional and conceptual muddling: Identifying the positionality of employee engagement and redefining the construct. *Human Resource Development Review*, 16, 263-293. doi:10.1177/1534484317720622
55. Shuck, B., **Nimon, K.**, & Zigarmi, D. (2017). Untangling the predictive nomological validity of employee engagement: Partitioning variance in employee engagement using job attitude measures. *Group & Organization Management*, 42, 79-112. doi:10.1177/159601116642364
54. Zimmerman, T. K., & **Nimon, K.** (2017). The online student connectedness survey: Initial evidence of construct validity. *International Review of Open and Distributed Learning*, 18(3). doi:10.19173/irrodl.v18i3.2484
53. Zientek, L. R., **Nimon, K.**, & Brown, B. (2016). Analyzing data from a pretest-posttest control group design: The importance of statistical assumptions. *European Journal of Training and Development*, 40, 638-659. doi:10.1108/EJTD-08-2015-0066
52. Chambers, S., & **Nimon, K.**, Anthony, P. (2016). A primer for conducting survey research using MTurk: Tips for the field. *International Journal of Adult Vocational Education and Technology*, 7(2), 54-73. doi:10.4018/IJAVET.2016040105
51. **Nimon, K.**, Zientek, L., & Kraha, A. (2016). All-possible-subsets for MANOVA and factorial MANOVAs: Alternative to the weekend project. *International Journal of Adult Vocational Education and Technology*, 7(2), 88-112. doi:10.4018/IJAVET.2016040107
50. **Nimon, K.**, Shuck, B., & Zigarmi, D. (2016). Construct overlap between employee engagement and job satisfaction: A function of semantic equivalence? *Journal of Happiness Studies*, 17, 1149-1171. doi: 10.1007/s10902-015-9636-6
49. Angnakoon, P., Kraha, A., & **Nimon, K.** (2015). Interpreting regression effects custom dialog: An SPSS plug-in to the R yhat package. *General Linear Model Journal*, 41(2), 1-12.
48. Chermack, T., Coons, L. M., **Nimon, K.**, Bradly, P., Glick M. B. (2015). The effects of scenario planning on participant perceptions of creative organizational climate. *Journal of Leadership & Organizational Studies*, 22, 355-371. doi:10.1177/1548051815582225

47. Reio, T., Chambers, S., Gavrilova-Aguilar, M., & **Nimon, K.** (2015). Commonality analysis: A tool for reference librarian's. *Reference Librarian*, 56, 315-326. doi:10.1080/02763877.2015.1057682
46. **Nimon, K.**, Zientek, L., Thompson, B. (2015). Investigating bias in squared structure coefficients. *Frontiers in Psychology*, 6(949), 1-10. doi:10.3389/fpsyg.2015.00949
45. **Nimon, K.**, & Henson, R. (2015). Validity of a residualized dependent variable after pretest covariance correction: Still the same variable? *Journal of Experimental Education*, 18, 405-422. doi:10.1080/00220973.2014.907228
44. Kim, J., **Nimon, K.**, Song, J. H., Zigarmi, D. (2015). The work cognition inventory: A validation in the Korean public sector. *Human Resource Development International*, 18, 169-180. doi:10.1080/13678868.2015.1026550
43. Prunier, J. G., Colyn, M., Legendre, X., **Nimon, K. F.**, Flamand, M. C. (2015). Multicollinearity in spatial genetics: Separating the wheat from the chaff using commonality analysis. *Molecular Ecology*, 24, 263-283. doi:10.1111/mec.13029
42. **Nimon, K.** & Zigarmi, D. (2015). Development of the work intention inventory short-form. *New Horizons in Adult Education and Human Resource Development*, 27, 15-28. doi:10.1002/nha3.20090
41. Reio, T., **Nimon, K.**, Shuck, B. (2015). Preface: Quantitative data-analytic techniques to advance HRD theory and practice. *Advances in Developing Human Resources*, 1, 3-11. doi:10.1177/1523422314559653
40. **Nimon, K.** (2015). Secondary data analysis from published descriptive statistics: Implications for theory, research, and practice. *Advances in Developing Human Resources*, 17, 26-39. doi:10.1177/1523422314559805
39. **Nimon, K.** & Zigarmi, D. (2015). The Work Cognition Inventory (WCI-R): Initial evidence of construct validity for the revised form. *Journal of Career Assessment*, 23, 117-136. doi:10.1177/1523422314559805
38. Ray-Mukherjee, J., **Nimon, K.**, Mukherjee, S., Morris, D. W., Slotow, R., & Hamer, M. (2014). Using commonality analysis in multiple regression: A tool to decompose regression effects in the face of multicollinearity. *Methods in Ecology and Evolution*, 5, 320-328. doi:10.1111/2041-210X.12166
37. Joo, B., **Nimon, K.** (2014). Transformational leadership and authentic leadership: A canonical correlational study. *European Journal of Training and Development*, 38, 570-587. doi:10.1108/EJTD-12-2013-0129 [**Highly Commended Paper of 2014**]

36. **Nimon, K.** (2014). Explaining differences between retrospective and traditional pretest self-assessments: Competing theories and empirical evidence. *International Journal of Research & Method in Education*, 37, 256-269. doi:10.1080/1743727X.2013.820644
35. Zientek, L. R., Younes, R., Thompson, B., **Nimon, K.**, Mittag, K. C., & Taylor, S. (2013). Fractions as a foundation for algebra within a sample of prospective teachers. *Research in the Schools*, 20, 76-95.
34. Chermack, T., **Nimon, K.** (2013). Drivers and outcomes of scenario planning: A canonical correlation analysis. *European Journal of Training and Development*, 37, 881-834. doi:10.1108/ejtd-03-2013-0030
33. Nathans, L. L., **Nimon, K.**, & Walker, D. (2013). Use of the multiple lens approach to multiple regression findings with a national dataset. *Multiple Linear Regression Viewpoints*, 39(1), 26-33.
32. **Nimon, K.**, Oswald, F. L. (2013). Understanding the results of multiple linear regression: Beyond standardized regression coefficients. *Organizational Research Methods*, 16, 650-674. doi:10.1177/1094428113493929
31. Hutchins, H. M., **Nimon, K.**, Holton, E., Bates, R. (2013). Can the LTSI predict transfer performance? Testing intent to transfer as a proximal transfer of learning outcome. *International Journal of Selection and Assessment*, 21, 251-263. doi:10.1111/ijsa.12035
30. Shuck, B., Ghosh, R., Zigarmi, D., & **Nimon K.** (2013). The jingle jangle of employee engagement: Further exploration of the emerging construct & implications for organizational learning and workplace performance. *Human Resource Development Review*, 12, 11-25. doi:10.1177/1534484312463921 [**Elwood F. Holton III Research Excellence Award**]
29. **Nimon, K.** (2012). To aggregate or not and potentially better questions for clustered data: The need for hierarchical linear modeling in CTE research. *Career and Technical Education Research*, 37, 213-233. doi:10.5328/cter37.3.213
28. Benson, J., Zigarmi, D., **Nimon, K.** (2012). Manager's emotional intelligence: Their perceived use of direct and supportive leader behaviors and resultant employee satisfaction. *Journal of Business Administration Research*, 1(2), 30-50. doi:10.5430/jbar.v1n2p30
27. **Nimon, K.** (2012). Statistical assumptions of substantive analyses across the general linear model: A mini-review. *Frontiers in Psychology*, 3(322), 1-5. doi:10.3389/fpsyg.2012.00322
26. Zigarmi, D., **Nimon, K.**, Houson, D., Witt, D., & Diehl, J. (2012). The work intention inventory (WII): Initial evidence of construct validity. *Journal of Business Administration Research*, 1(1), 24-42. doi:10.5430/jbar.v1n1p24

25. Chermack, T. J., Song, J. H., **Nimon, K.**, Cho, M., Korte, R. F. (2012). The development and assessment of an instrument for measuring mental model styles. *Learning and Performance Quarterly*, 1(1), 1–20.
24. Nathans, L. L., Oswald, F. L., **Nimon, K.** (2012). Interpreting multiple linear regression: A guidebook of variable importance. *Practical Assessment, Research & Evaluation*, 17(9), 1–19.
23. **Nimon, K.**, Zientek, L. R., Henson, R. (2012). The assumption of a reliable instrument and other pitfalls to avoid when considering the reliability of data. *Frontiers in Psychology*, 3(102), 1–13. doi:10.3389/fpsyg.2012.00102
22. Kraha, A., Turner, H., **Nimon, K.**, Zientek, L., Henson, R. (2012). Tools to support multiple regression in the face of multicollinearity. *Frontiers in Psychology*, 3(44), 1–16. doi:10.3389/fpsyg.2012.00044
21. **Nimon, K.**, & Zigarmi, D. (2011). The assessment of a multinational using the employee work passion model. *Advances in Developing Human Resources*, 13, 490–503. doi:10.1177/1523422311431681 [In ADHR Outstanding Issue for 2011]
20. Zigarmi, D., & **Nimon, K.** (2011). A cognitive approach to work intention: The stuff that employee work passion is made of? 13, 447–461. *Advances in Developing Human Resources*. doi:10.1177/1523422311431152 [In ADHR Outstanding Issue for 2011]
19. Zigarmi, D., **Nimon, K.**, Houson, D., Witt, D., & Diehl, J. (2011). A preliminary field test of an employee work passion model. *Human Resource Development Quarterly*, 22, 195–221. doi:10.1002/hrdq.20076
18. **Nimon, K.**, Zigarmi, D., Houson, D., Witt, D., & Diehl, J. (2011). The work cognition inventory: Initial evidence of construct validity. *Human Resource Development Quarterly*, 22, 7–35. doi:10.1002/hrdq.20064
17. **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, 8–28. doi:10.1177/10982140103878354
16. D'Souza, D. E., Clower, T. L., **Nimon, K.**, Oldmixon, E. A., Van Tassell, F. S. (2011). Developing a mission/vision statement for a faculty senate. *Planning for Higher Education*, 39(2), 15–24.
15. **Nimon, K.** (2010). Regression commonality analysis: Demonstration of an SPSS Solution. *Multiple Linear Regression Viewpoints*, 36(1), 10–17.
14. **Nimon, K.**, Henson, R., & Gates, M. (2010). Revisiting interpretation of canonical correlation analysis: A tutorial and demonstration of canonical commonality analysis. *Multivariate Behavioral Research*, 45, 702–724. doi:10.1080/00273171.2010.498293

13. Denton, C.A., **Nimon, K.**, Mathes, P.G., Swanson, E.A., Kurz, T., Shih, M., & Hocker, J. (2010). Effectiveness of an early reading intervention scaled up in multiple schools: Implications for response to intervention models. *Exceptional Children*, 76, 394–416. doi:10.1177/001440291007600402
12. Li, J. & **Nimon, K.** Undergraduate HRD Programs in the US. (2009). *Research in Higher Education Journal*, 5, 115–124.
11. Zigarmi, D., **Nimon, K.**, Houson, D., Witt, D., & Diehl, J. (2009). Employee engagement: Toward a framework and operational definition for employee work passion. *Human Resource Development Review*, 8, 300–326. doi:10.1177/1534484309338171
10. **Nimon, K.** & Williams, C. (2009). Performance improvement through repeated measures: A primer for educators considering univariate and multivariate design. *Research in Higher Education Journal*, 2, 117–136.
9. **Nimon, K.**, Philbert, N., & Allen, J. (2008). Corporate chaplaincy programs: An exploratory student relates corporate chaplaincy activities to employee assistance programs. *Journal of Management, Spirituality, & Religion*, 3, 231–264. doi:10.1080/14766080809518706
8. Chermack, T., & **Nimon, K.** (2008). The effects of scenario planning on participant decision making style. *Human Resource Development Quarterly*, 19, 351–372. doi:10.1002/hrdq.1245
7. Wircenski, J., Wircenski, M., & **Nimon, K.** (2008). Cultivating nursing career connections in K–12 education: A vital force in priming the post–secondary nursing education pipeline. *Journal for Nurses in Staff Development*, 24(5), E1–E7. doi:10.1097/01.NND.0000320687.57308.1d
6. Li, J., & **Nimon, K.** (2008). Importance of recognizing generational differences in HRD policy and practices: A study of workers in Qinhuangdao, China. *Human Resource Development International*, 11, 167–182. doi:10.1080/13678860801932980
5. **Nimon, K.**, Lewis, M., Kane, R., & Haynes, R. (2008). An R package to compute commonality coefficients in the multiple regression case: An introduction to the package and a practical example. *Behavior Research Methods*, 40, 457–466. doi:10.3758/BRM.40.2.457
4. Allen, J., & **Nimon, K.** (2007). Retrospective pretest: A practical technique for professional development evaluation. *Journal of Industrial Teacher Education*, 44(3), 27–42. **[JITE Outstanding Manuscript Award]**
3. **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.

2. Elleven, R., Wircenski, M., Wircenski, J., & **Nimon, K.** (2006). Curriculum-based virtual field trips: Career development opportunities for students with disabilities. *Journal for Vocational Education Special Needs Personnel*, 28(3), 4–11.
1. **Nimon, K.**, Elleven, R., Wircenski, M., & Wircenski, J. (2005). Electronic career expos: Locally validated, cutting edge, customized tools for career exploration. *Workforce Education Forum*, 33(1), 1–20.

B. Book Chapters

15. **Nimon, K.** (2020). Designing and conducting a quantitative study: Lessons learned from work, home, and school (pp. 97-106). In K. Townsend, M. N. K. Saunders, R. Loudoun, E. A. Morrison (Eds.), *How to keep your doctorate on track: Insights from students' and supervisors' experiences*. Cheltenham, United Kingdom: Edward Elgar.
14. Chambers, S., & **Nimon, K.** (2019). Conducting survey research using MTurk. In Management Association, I. (Ed.), *Social entrepreneurship: Concepts, methodologies, tools, and applications* (pp. 639-669). Hershey, PA: IGI Global. doi:10.4018/978-1-5225-8182-6.ch033 (reprint of Chambers & Nimon, 2018)
13. Chambers, S., & **Nimon, K.** (2019). Conducting survey research using MTurk (pp. 410-439). In Management Association, I. (Ed.), *Crowdsourcing: Concepts, methodologies, tools, and applications*. Hershey, PA: IGI Global. doi: 10.4018/978-1-5225-8362-2.ch022 (reprint of Chambers & Nimon, 2018)
12. Zigarmi, D., **Nimon, K.**, Roberts, T. P., & Shuck, B. (2019). A model for the formation of employee work passion: Initial findings and future directions (pp. 105-138). In R. Vallerand and N. Houliort (Ed.), *Passion for work: Determinants and consequences*. Oxford, England: Oxford University Press.
11. **Nimon, K.** (2018). Multicollinearity. In B. Frey (Ed.), *The SAGE encyclopedia of educational research, measurement, and evaluation* (p. 1100). Thousand Oaks, CA: Sage.
10. **Nimon, K.**, Zientek, L., & Kraha, A. (2018). Conducting all-possible-subsets for MANOVA and factorial MANOVA: No longer a weekend project. *Handbook of research on innovative techniques, trends, and analysis for optimized research methods* (pp. 258-288). Hershey, PA: IGI Global.
9. Chambers, S., & **Nimon, K.** (2018). Conducting survey research using MTurk. *Handbook of research on innovative techniques, trends, and analysis for optimized research methods* (pp. 258-288). Hershey, PA: IGI Global.

8. **Nimon, K.**, Oswald, F. L. (2015). Understanding the results of multiple linear regression: Beyond standardized regression coefficients. In G. Boyle, J. G. O’Gorman, G. J. Fogarty (Eds.). *Sage benchmarks in psychology: Work and organizational psychology* (Vol. 1). London: SAGE Publishers. (reprint of Nimon & Oswald, 2013)
7. **Nimon, K.** (2015). Education in workplace settings. In M. Spector (Ed.), *Encyclopedia of Educational Technology* (pp. 248-250). Thousand Oaks, CA: Sage.
doi:10.4135/9781483346397.n109
6. Shuck, B., **Nimon, K.**, & Zigarmi, D. (2014). Employee engagement and HRD: Exploring the philosophical underpinnings, measurement, and interventions. In N. E. Chalofsky, T. S. Rocco, and M. L. Morris (Eds.), *The handbook of human resource development: The discipline and the profession* (pp. 605-622). Hoboken, NJ: Wiley.
5. **Nimon, K.**, & Augilar-Gavrilova, M. (2014). Dispositional heavy work investment: A review of assessments designed to measure addiction to and passion for work. In I. Harpaz and R. Snir (Eds.), *Heavy work investment: Its nature, sources, outcomes, and future directions* (pp. 98-118). New York: Routledge.
4. Lin, L., Bonner, D., **Nimon, K.** (2013). Do gender and ADHD affect media multitasking attitudes and behaviors. In L. Liu, D. C. Gibson, C. Maddux (Eds.), *Research Highlights in Technology and Teacher Education 2013* (pp. 135-140). Chesapeake, VA: Society for Information Technology and Teacher Education.
3. Lin, L., **Nimon, K.**, Bonner, D. (2012). Parents’ influence on adolescent children’ media-multitasking attitudes and behaviors. In C. Maddux and D. Gibson (Eds.), *Research Highlights in Technology and Teacher Education 2012* (pp. 127-132). Chesapeake, VA: Society for Information Technology and Teacher Education.
2. Lane, F., **Nimon, K.**, & Roberts, J. K. (2012). A random intercepts model of part-time employment and standardized test scores using SPSS. In G. D. Garson (Ed.), *Hierarchical linear modeling: Guide and applications* (pp. 149–165). Thousand Oaks, CA: Sage.
1. Roberts, J. K., **Nimon, K.**, & Martin, L. (2010). Hierarchical linear modeling (HLM) applications in the context of giftedness research. In R. Subotnik & B. Thompson (Eds.), *Research methodologies for conducting research on giftedness* (pp. 171–192). Washington, DC: American Psychological Association. doi:10.1037/12079-008

C. Editorially Reviewed Journal Articles

29. Werner, J., Ellinger, A., Anderson, V., **Nimon, K.** (in press) [Invited Editorial]. A reflective provocation on generativity and human resource development. *Human Resource Development Quarterly*. doi:10.1002/hrdq.21550

28. Arnul, J. K., Larsen, K. R., Martinsen, O. L., **Nimon, K.** (2021) [Editorial]. Semantic algorithms in the assessment of attitudes and personality. *Frontiers in Psychology*, 12, 1-3. doi:10.3389/fpsyg.2021.7205559
27. Werner, J., Anderson, V., **Nimon, K.** (2019) [Editorial]. Human Resource Development Quarterly and human resource development: Past, present, and future. *Human Resource Development Quarterly*, 30, 9 – 15. doi:10.1002/hrdq.21340
26. Berrios, J., & **Nimon, K.** (2018) [Writer's Forum]. metaBUS: A tool for informing HRD theory, research, and practice. *New Horizons in Adult Education and Human Resource Development*, 30(3), 78-88. doi:10.1002/nha3.20227
25. Zientek, L., Werner, J., Campuzano, M. V., & **Nimon, K.** (2018) [Writer's Forum]. The use of Google Scholar for research and research dissemination. *New Horizons in Adult Education and Human Resource Development*, 30, 39-46. doi:10.1002/nha3.20209
24. **Nimon, K.** (2017) [Editorial]. HRDQ submissions of quantitative research report: Three common comments in decision letters and a checklist. *Human Resource Development Quarterly*, 28, 281-298. doi:10.1002/hrdq.212907
23. **Nimon, K.**, Roberts, P. (2017) [Invited Submission]. Research to advance undergraduate HRD education: "Please sir, I want some more". *Advances for Developing Human Resources*, 19(2), 207-214. Doi:10.1177/1523422317695283 [In ADHR Outstanding Issue for 2017]
22. **Nimon, K.** (2016) [Editorial]. Methods matter: Call for research methods submissions. *Human Resource Development Quarterly*, 27, 457-459. doi: 10.1002/hrdq.21264
21. Brown, B., & **Nimon, K.** (2016). [Book Review] The Oxford handbook of multimethod and mixed methods research inquiry. *New Horizons in Adult Education and Human Resource Development*, 28(4), 53-55. doi:10.1002/nha3.20163
20. **Nimon, K.**, & Robinson, D. (2016) [Guest Editorial]. The quest for scientific discipline in HRD research: Designs that support causal inference. *European Journal of Training and Development*, 40, 578-582. doi:10.1108/EJTD-07-2016-0056
19. Anderson, V., **Nimon, K.**, & Werner, J. (2016) [Editorial]. What will the HRDQ future be: When one turns into three. *Human Resource Development Quarterly*, 27, 177-179. doi: 10.1002/hrdq.21255

18. Scott, K., & **Nimon, K.** (2015) [Book Review] Management, valuation, and risk for human capital and human assets: Building the foundation for a multi-disciplinary, multi-level theory. *Human Resource Development International*, 19, 91-94. doi: 10.1080/13678868.2015.1066478
17. **Nimon, K. F.** & Astakhova, M. (2015). [Editorial] Improving the rigor of quantitative HRD research: Four recommendations in support of the general hierarchy of evidence. *Human Resource Development Quarterly*, 26, 231-247. doi:10.1002/hrdq.21219
16. Ellinger, A. D., Anderson, V., Gubbins, C., Lunn, M. L., **Nimon, K. F.**, Sheehan, M., Werner, J. M. (2013). [Editorial] The generous spirit of the peer review process: Perspectives and insights from the HRDQ Editorial team on providing high-quality reviews. *Human Resource Development Quarterly*, 24, 417-428. doi:10.1002/hrdq.21176
15. **Nimon, K.**, Farmer, K. & Rogers, J. (2013). [Chaplain's Brief] Does prayer at work relate to employee well being ? *Annals of the American Psychotherapy Association*, 16(3), 89.
14. Farmer, K. & **Nimon, K.** (2013). [Chaplain's Brief] Leadership through service. *Annals of the American Psychotherapy Association*, 16(1), 98-99.
13. **Nimon, K.** & Allen, J. (2012). [Editorial] Notes from the editors. *Career and Technical Education Research*, 37, 185-186. doi:10.5328/cter37.3.185
12. **Nimon, K.** & Farmer, K. (2012). [Chaplain's Brief] Leadership through servitude. *Annals of the American Psychotherapy Association*, 15(2), 84-85.
11. **Nimon, K.** & Farmer, K. (2011). [Chaplain's Brief] Workplace prayer rooms. *Annals of the American Psychotherapy Association*, 14(3), 74-75.
10. **Nimon, K.** (2011). [Editorial] Improving the quality of quantitative research reports. *Human Resource Development Quarterly*, 22, 387-394. doi:10.1002/hrdq.20091
9. **Nimon, K.**, & Reio, T. (2011). [Instructor's Corner] The use of canonical commonality analysis for quantitative theory building. *Human Resource Development Review*, 10, 451-463. doi:10.1177/1534484311417682
8. **Nimon, K.**, & Reio, T. (2011). [Instructor's Corner] Regression commonality analysis: A technique for quantitative theory building. *Human Resource Development Review*, 10, 329-340. doi:10.1177/1534484311411077
7. **Nimon, K.**, & Reio, T. (2011). [Instructor's Corner] Measurement invariance: A foundational principle for quantitative theory building. *Human Resource Development Review*, 10, 198-214. doi:10.1177/1534484311399731
6. **Nimon, K.** (2011). [Chaplain's Brief] Religious Discrimination. *Annals of the American Psychotherapy Association*, 14(2), 86-88.

5. **Nimon, K.** (2010). [Chaplain's Brief] The chaplain survey. *Annals of the American Psychotherapy Association*, 13(3), 68–69.
4. **Nimon, K.** (2010). [Chaplain's Brief] Improving workplace chaplaincy. *Annals of the American Psychotherapy Association*, 13(1), 71.
3. **Nimon, K.** (2009). [Chaplain's Brief] A day with a workplace chaplain. *Annals of the American Psychotherapy Association*, 12(4), 65–67.
2. **Nimon, K.** (2009). [Chaplain's Brief] A cautionary tale. *Annals of the American Psychotherapy Association*, 12(3), 77–78.
1. **Nimon, K.** (2009). [Interview] Chaplains interview with Dr. Kim Nimon. *Annals of the American Psychotherapy Association*, 12(2), 62–63.

D. Other Scholarly Work

9. Lai, J., Peres-Neto, P., & **Nimon, K.** (2021). Rdacca.hp[Computer software and manual], Accessible from <http://cran.r-project.org>. Note: A package for the R statistics language and environment for hierarchical and variation partitioning for canonical analysis.
8. **Nimon, K.**, Oswald, F., & Roberts, J. K. (2013; 2020; 2021; 2023; 2025). yhat[Computer software and manual], Accessible from <http://cran.r-project.org>. Note: A package for the R statistics language and environment to interpret regression effects.
7. **Nimon, K.**, & Roberts, J. K. (2009; 2010; 2012). yhat[Computer software and manual], Accessible from <http://cran.r-project.org>. Note: A package for the R statistics language and environment to interpret regression effects.
6. Nimon, R. E., **Nimon, K. F.**, Espenlaub, D. E. (2013). *U.S. Patent No. 8,429,752* Washington, DC: U.S. Patent and Trademark Office.
5. **Nimon, K. F.** (1999). *Switzerland Patent No. 00 507 044*. Bern, Switzerland: Swiss Federal Institute of Intellectual Property.
4. **Nimon, K. F.** (1999). *Canada Patent No. 2,063,846*. Gatineau, Quebec: Canada Intellectual Property Office.
3. **Nimon, K. F.** (1995). *U.S. Patent No. 5,432,781*. Washington, DC: U.S. Patent and Trademark Office.
2. **Nimon, K. F.** (1994). *U.S. Patent No. 5,291,480*. Washington, DC: U.S. Patent and Trademark Office.

1. Grant, E. E., Hanson, Gary D., **Nimon, K. F.**, & McCoy, J. K. (1993). U.S. Patent No. 5,218,602. Washington, DC: U.S. Patent and Trademark Office.

GRANTS, CONTRACTS, & GIFTS

[Total: Funded Grants/Contracts: \$145,626[\$414,907] as PI; \$251,000 as Co-PI;
External Evaluator for \$104,500 [\$4,965,292]; Gifts: \$36,000]

A. Funded External Grants/Contracts

Years	Title and Amount	Awarding Agency/ Organization	Role/Position
2024- 2027	Reducing barriers to IT technician education, \$24,000 [\$349,818]	National Science Foundation (#2350276)	External Evaluator
2024- 2027	HSI Implementation and Evaluation Project: Enhancing Student Success in Calculus to Strengthen STEM Pathways at Hispanic-Serving Institutions, \$24,000 [\$999,957]	National Science Foundation (#2421228)	External Evaluator
2020- 2024	EAGER: SaTC AI-Cybersecurity: Secure and privacy preserving adaptive artificial intelligence curriculum development for cybersecurity, \$29,719 [\$299,000]	National Science Foundation (#2039408)	Principal Investigator
2017– 2023	Secure and Privacy Preserving Big Data Analytics Curriculum Development, \$18,000.00 [\$499,992.00]	National Science Foundation (#1723602)	External Evaluator
2020- 2022	SATC: EDU: Curriculum Development for Secure Blockchain Technologies, \$4,500 [\$499,595]	National Science Foundation (#1931800)	External Evaluator
2018- 2022	Collaborative Research: Enhancing Diversity in the Mathematics Graduate Applicant Pool, \$18,000 [\$239,713]	National Science Foundation (#1820771; 1820765)	External Evaluator

2013– 2014	CTE Curriculum Development and Evaluation, \$29,357.00	Everman ISD	Principal Investigator
2012– 2013	Online Professional Development in Statistics and Risk Management, \$100,000.00	Texas Education Agency	Co–Principal Investigator
2012– 2013	Workforce Development and Evaluation, \$30,000.00	Everman ISD	Principal Investigator
2011– 2012	Online Professional Development in Statistics and Risk Management, \$151,000.00	Texas Education Agency	Co–Principal Investigator
2011– 2012	Workforce Development and Evaluation, \$7,250.00	Everman ISD	Principal Investigator
2011– 2012	Career and Technical Education Lesson Plan Development and Evaluation, \$10,000.00	Everman ISD	Principal Investigator
2010– 2014	CHAMPS: CHallenging Algorithms and Mathematics in Problem Solving for middle school students, \$40,000.00 [\$2,726,035]	National Science Foundation (#0742477)	External Evaluator
2009– 2010	Employee Work Passion Data Analytics, \$10,000.00	The Ken Blanchard Companies	Principal Investigator

B. Funded Gifts

Years	Title and Amount	Awarding Agency/ Organization	Role/Position
2013– 2014	COI Information and Research Analysis Lab, \$5,000.00	Elite Research, LLC	COI IRA Lab Director
2012– 2013	COI Information and Research Analysis Lab, \$2,500.00	Zigarmi Associates, Inc.	COI IRA Lab Director
2012– 2013	COI Information and Research Analysis Lab, \$6,000.00	The Ken Blanchard Companies	COI IRA Lab Director
2012– 2013	COI Information and Research Analysis Lab, \$5,000.00	Center for Knowledge Solutions	COI IRA Lab Director

2012– 2013	COI Information and Research Analysis Lab, \$5,000.00	Elite Research, LLC	COI IRA Lab Director
2011– 2012	COI Information and Research Analysis Lab, \$5,000.00	Center for Knowledge Solutions	COI IRA Lab Director
2011– 2012	COI Information and Research Analysis Lab, \$7,500.00	FISH Technologies, Inc.	COI IRA Lab Director

C. Funded Internal Grants

Year	Title and Amount	Awarding Agency/ Organization	Role/Position
FY24	Interactive Learning with HIPE (HR Intelligent Prompt Engine)! Embracing Artificial Intelligence to Align HRD Education with Industry Competencies	University of Texas at Tyler	Principal Investigator
FY21	Systematic Review of Available Technologies to Automate the Process of Manuscript Selection and Data Collection to support Quantitative Meta-Analyses \$7,00.00	University of Texas at Tyler	Principal Investigator
FY14	MetaSeer: An Automated Tool to Extract Information for Meta-Analyses \$7,300.00	University of North Texas Research Opportunity (ROP)	Principal Investigator

D. Non-funded External Grants

Year	Title and Amount	Awarding Agency/ Organization	Role/Position
2022- 2026	Collaborative Research: NRT-HDR: Interdisciplinary Research in AI and Data Science Foundations and Applications in STEM, \$240,000	National Science Foundation	Principal Investigator
2022- 2026	Collaborative Research: Developing and Testing Innovations (DTI): Executive Functions, Community	National Science Foundation	Principal Investigator

	Involvement, & Technology Enhancements in Mathematical Learning (EXCITE Math), \$69,248		
2021-2025	Collaborative Research: Developing and Testing Innovations (DTI): Executive Functions, Community Involvement, & Technology Enhancements in Mathematical Learning (EXCITE Math), \$46,844	National Science Foundation	Principal Investigator
2018-2022	Self-management Intervention for Well-being of Black Mothers and Preterm Infants. \$2,000,000.	National Institutes of Health	Statistician
2017–2019	Impact of Reworking Exams on Student Performance in Advanced CS Courses. \$300,000.0000.	National Science Foundation	External Collaborator
2014–2016	MetaSeer.STEM: A Software Tool Suite to Support Information Extraction for Meta-Analysis of STEM Education Research. \$250,000.00	National Science Foundation PRIME	Principal Investigator
2013–2015	Preparing Students for STEM Careers, Promoting Transitions in STEM Educational Paths, and Measuring Success: An ITEST Resource Center, \$2,000,000.00	National Science Foundation ITEST	Co-Principal Investigator
2011	Development and Dissemination of an Algebra Teacher Self-Efficacy Instrument, \$1,100,232.00	Institute of Education Sciences	Co-Investigator
2011	Understanding Links Between Online Games Targeting Visual Attention Capacity and the Problem Solving Ability of General Chemistry Students, \$1,324,197.00	National Science Foundation	Internal Evaluator

2010	VERBS: Vocabulary, Emotional Recognition, Behavior, and Social Skills Support for Learners with Autism Spectrum Disorders, \$1,494,807.09	Department of Education	Statistical Analyst
2010	Employing Simulated Cognitive Behavioral Therapy to Develop Individualized Coping Strategies for College-Age Drinking, \$1,237,407.00	National Institutes of Health	Evaluator
2009	CAREER: Connecting Media Multitasking habits to Multimedia Designs for Learning, \$729,890.13	National Science Foundation	Evaluator
2009	INSPIRE: INfluencing Stereotype Perceptions and images Regarding Engineers, \$499,917.00	National Science Foundation	Consulting Statistician

E. Non-funded Internal Grants

Year	Title and Amount	Awarding Agency/ Organization	Role/Position
2009	Validity of Adjusted Dependent Variables After Covariance Correction: Still the Same Variable?, \$7,428.60	University of North Texas Research Initiation Grant	Principal Investigator
2009	Validity of Adjusted Dependent Variables After Covariance Correction: Still the Same Variable?, \$5,000.00	University of North Texas Junior Faculty Summer Grant	Principal Investigator

CONFERENCE PRESENTATIONS

[117 International/National Conference Presentations, 25 Regional Conference Presentations, 7 Local Conference Presentations, 40 Invited Presentations, Workshops, and Training Sessions]

A. Conference Presentations (International/National)

117. Thuraisingham, B., **Nimon, K.**, & Khan, L. (2024, May) [*An education program for big data security and privacy*](#). Paper presented at the 2024 10th Conference on Big Data Security on Cloud (BigDataSecurity) (pp. 1-4). New York City, NY: IEEE.
116. Wilson, W. & **Nimon, K.** (2024, February). *Evaluating facets of job satisfaction using single-item measures*. Referred extended abstract presented at the 2023 Academy of Human Resource Development Conference.
115. Brown, B., Roberson, C., & **Nimon, K.** (2024, February). *Examining measurement invariance of a managerial coaching scale across traditional and virtual employee groups*. Referred extended abstract presented at the 2023 Academy of Human Resource Development Conference.
114. **Nimon, K.**, Roberson, C., Shuck, B., & Ghosh, R. (2024, February). *Testing the factor structure of the Compassionate Coaching by Leader Index (CCLI)*. Referred extended abstract presented at the 2023 Academy of Human Resource Development Conference.
113. **Nimon, K.**, & Zigarmi, D. (2023, March). *Work cognitions and work intentions: A two-way cross-lagged panel study*. Referred extended abstract presented at the 2023 Academy of Human Resource Development Conference.
112. Rose, K., & **Nimon, K.** (2023, March). *Using latent semantic analysis to inform HRD program design: Compartmenting professional competency models for potential alignment*. Referred extended abstract presented at the 2023 Academy of Human Resource Development Conference.
111. Roberson, C., Shuck, B., & Ghosh, R., **Nimon, K.** (2023, March). *Testing the factor structure of the Compassionate Coaching by Leader Index (CCLI)*. Referred extended abstract presented at the 2023 Academy of Human Resource Development Conference.
110. Stone, K., **Nimon, K.** (2023, March). *Artificial intelligence in survey platform systems: An aid to robust survey design and data analyses*. Professional development workshop presented at the 2023 Academy of Human Resource Development Conference.
109. Stone, K., Norman, J., **Nimon, K.** (2023, March). *Refresh, restart, renew: The power behind PHD writing retreats*. Referred extended abstract presented at the 2023 Academy of Human Resource Development Conference.

108. Fulmore, J., Hammack-Brown, B., Keiffer, G, **Nimon, K.** (2022, April). *Let's talk about groups!: The importance of conducting propensity score matching before measurement invariance testing*. Referred extended abstract presented at the 2022 Academy of Human Resource Development Virtual Conference.
107. Norman, J., **Nimon, K.** (2022, April). *Reduce missing data!: A planned missing data survey design experiment*. Referred extended abstract presented at the 2022 Academy of Human Resource Development Virtual Conference.
106. Norman, J., **Nimon, K.**, Zigarmi, D. (2021, February). *A multi-year study of the multivariate relationship between work cognitions and work intentions*. Referred extended abstract presented at the 2021 Academy of Human Resource Development Virtual Conference.
105. Dray, K. K., Sabat, I. E., Keith, M. G., DeSimone, J. A., **Nimon, K.**, Bailey, J. (2020, June) *How should I/O psychologists collect data via MTurk?* [Panel Discussion]. Society of Industrial Organizational Psychologists.
104. Skidmore, S. T., Zientek, L. R., Lane, F. & **Nimon, K.** (2020, Apr 17 - 21) *Profiles of undergraduate completers: Deconstructing the heterogeneity* [Roundtable Session]. AERA Annual Meeting San Francisco, CA <http://tinyurl.com/vc8ggq9> (Conference Canceled)
103. Keiffer, G., Brown, B., **Nimon, K.**, & Kramer, T. (2020, February). *Propensity score analysis in HRD quantitative research*. Professional development workshop presented at the Academy of Human Resource Development 2020 International Research Conference in the Americas. Atlanta, GA: AHRD.
102. **Nimon, K.**, Shuck, B., Fulmore, J., & Zigarmi, D. (2020, February). *Examining the role of affect within the nomological network of the A-factor of job attitudes and work engagement: A replication and extension using commonality analysis*. Poster presented at the Academy of Human Resource Development 2020 International Research Conference in the Americas. Atlanta, GA: AHRD.
101. Chretien, J., & **Nimon, K.** (2019, February). *CFA marker technique: Assessing common method variance and bias*. Professional development workshop presented at the Academy of Human Resource Development 2019 International Research Conference in the Americas. Louisville, KY: AHRD.
100. Hammack-Brown, B., Keiffer, G., Fulmore, J., & **Nimon, K.** (2019, February). *Techniques when noninvariance is found: An extension of Nimon and Reio (2011)*. Poster presented at the Academy of Human Resource Development 2019 International Research Conference in the Americas. Louisville, KY: AHRD.

99. Justin, R., & **Nimon, K.** (2019, February). *Public datasets: An alternative to convenience sampling for quantitative research*. Poster presented at the Academy of Human Resource Development 2019 International Research Conference in the Americas. Louisville, KY: AHRD.
98. **Nimon, K.**, Ray-Mukherjee, J., Morris, D. (2018, August). *Predictor importance with commonality coefficients in multilevel models in ecology*. Poster presented at the Ecological Society of America Conference. Atlanta, GA.
97. **Nimon, K.**, & Savage, C. (2018, August). *Program evaluation in public school environments*. Paper presented at the annual meeting of the American Psychological Association, San Francisco, CA.
96. DuPlessis, J., Ellinger, A., & **Nimon, K.** (2018, June). *Examining the relationships among managerial coaching, job crafting, and job engagement in the skilled trades*. Abstract presented at the 19th International Conference on Human Resource Development Research and Practice across Europe, Newcastle, UK.
95. **Nimon, K.**, & Zientek, L. (2018, April). *Commonality analysis of multivariate measures of association*. Paper presented at the annual meeting of the American Educational Research Association, New York City.
94. Chretien, J., Kramer, T., & **Nimon, K.** (2018, February). *Hypotheses in HRD research*. Poster presented at the Academy of Human Resource Development 2018 International Research Conference in the Americas. Richmond, VA: AHRD.
93. Mull, M., Roberts, P., Keiffer, G., Berrios, J., & **Nimon, K.** (2018, February). *The development of a benchmarking survey for academic member of a human resource development program of excellence network*. Paper presented at the Academy of Human Resource Development 2018 International Research Conference in the Americas. Richmond, VA: AHRD.
92. **Nimon, K.**, & Shuck, B. (2018, February). *Burnout and work engagement: Examining empirical overlap*. Paper presented at the Academy of Human Resource Development 2018 International Research Conference in the Americas. Richmond, VA: AHRD.
91. **Nimon, K.**, Anderson, V., Reio, T., Werner, J. (2018, February). *Research rigor: Insights on conducting and reporting quality empirical research in HRDQ*. Food and thought session presented at the Academy of Human Resource Development 2018 International Research Conference in the Americas. Richmond, VA: AHRD.
90. Carrell, S., Ellinger, A., & **Nimon, K.** (2017, June). *Examining the relationships among managerial coaching behaviors, employee engagement, occupational self-efficacy, and perceived organizational support in a higher education context*. Paper presented at the 18th International Conference on Human Resource Development Research and Practice across Europe, Lisbon, Portugal.

89. **Nimon, K.**, Berrios, J., Keiffer, G. L., Mull, M., & Musgrave, J. (2017, April). *Regression as the univariate general linear model: Examining test statistics, p values, effect sizes, and descriptive statistics using R*. Paper presented at the annual meeting of the American Educational Research Association, Washington, D.C.
88. Berrios, J., & **Nimon, K.** (2017, March). *Getting on the metaBUS: Meta-analyses of HRD Research*. Poster presented at the Academy of Human Resource Development 2017 International Research Conference in the Americas. San Antonio, TX: AHRD.
87. Brown, B., Keiffer, G., Conley, D., Bontrager, M., Clardy, J. M., & **Nimon, K.** (2017, March). *Conducting SEM using published descriptive statistics: Extending HRD research*. Professional development workshop presented at the Academy of Human Resource Development 2017 International Research Conference in the Americas. San Antonio, TX: AHRD.
86. Shuck, B., **Nimon, K.**, Zigarmi, D. (2017, March). *Definitional and conceptual muddling: Identifying the positionality of employee engagement and defining the construct*. Paper presented at the in the Americas. San Antonio, TX: AHRD.
85. Werner, J., Storberg-Walker, J., Campuzano, M., Twesme, E., Anderson, V., **Nimon, K.**, & Short, H. (2017, March). *Promoting your individual research via social media*. Professional development workshop presented at the Academy of Human Resource Development 2017 International Research Conference in the Americas. San Antonio, TX: AHRD.
84. **Nimon, K.**, Shuck, B., & Zigarmi, D. (2016, June). *A meta-analytic investigation into the third order commonality between employee engagement and job attitudes*. Paper presented at the 17th International Conference on Human Resource Development Research and Practice across Europe, Manchester, England.
83. **Nimon, K.**, & Zientek, L. (2016, April). *Interpreting canonical correlation results: Using Yhat software to analyze canonical variates*. Paper presented at the annual meeting of the American Educational Research Association, Washington, D.C.
82. Neppali, K., Caragea, C., Mayes, R., **Nimon, K.**, & Oswald, F. (2016, February). *MetaSeer.STEM: Towards automating meta-analyses*. Paper presented at the Twenty-Eight AAAI Conference on Innovative Applications (IAAI-16, pp. 4035-4040). Phoenix, AZ: IAAI.
81. Bontrager, M., Hammack-Brown, B., Conley, D., Christian, P., Keiffer, G., & **Nimon, K.** (2016, February). *Hierarchical linear modeling and human resource development: The importance of three-level and cross-classified models*. Focus session presented at the Academy of Human Resource Development 2016 International Research Conference in the Americas. Jacksonville, FL: AHRD.

80. Keiffer, G., Christian, P., Conley, D., Hammack-Brown, B., Bontrager, M., & **Nimon, K.** (2016, February). *Introduction to hierarchical linear modeling in human resource development research*. Workshop presented at the Academy of Human Resource Development 2016 International Research Conference in the Americas. Jacksonville, FL: AHRD.
79. Madsen, S., Ellinger, A., Anderson, V., **Nimon, K.**, & Werner, J. (2016, February). *Publication ethics and the Academy of Human Resource Development*. Workshop presented at the Academy of Human Resource Development 2016 International Research Conference in the Americas. Jacksonville, FL: AHRD.
78. **Nimon, K.**, Bontrager, M., & Joo, B. (2016, February). *Work cognition and work intention: A canonical correlation study*. Abstract presented at the Academy of Human Resource Development 2016 International Research Conference in the Americas. Jacksonville, FL: AHRD.
77. **Nimon, K.**, Shuck, B., & Zigarmi, D. (2016, February). *The tie that binds employee engagement and job attitudes: Harmonious passion and work affect?* Abstract presented at the Academy of Human Resource Development 2016 International Research Conference in the Americas. Jacksonville, FL: AHRD.
76. Ruona, W., Anderson, V., **Nimon, K.**, Werner, J., Storberg-Walker, J., Elliott, C., Leimbach, M. (2016, February). *Meet the journal editors session*. Focus session presented at the Academy of Human Resource Development 2016 International Research Conference in the Americas. Jacksonville, FL: AHRD.
75. Zimmerman, T., & **Nimon, K.** (2016, February). *Examining factor validity of the online student connectedness survey*. Paper presented at the Academy of Human Resource Development 2016 International Research Conference in the Americas. Jacksonville, FL: AHRD.
74. Mata, J., Cox, L., & **Nimon, K.** (2015, November). *Making a difference in local communities: Project-based instruction in principles of human services using google sites*. Session presented at ACTE's Career/Tech Vision 2015, New Orleans, LA.
73. Mata, J., Cox, L., & **Nimon, K.** (2015, November). *Bedazzling big data in business information management (BIM): Helping students find the fun in predictive analytics*. Session presented at ACTE's Career/Tech Vision 2015, New Orleans, LA.
72. Mata, J., Mata, E., Cox, L., **Nimon, K.**, & Allen, J. (2015, November). *To what degree can word storms demonstrate alignment between curricular content and associated objectives?* Poster presented at the 2016 CTE Research and Professional Development Conference, New Orleans, LA.
71. Angnakoon, P., & **Nimon, K.** (2015, April). *Interpreting regression effects custom dialogue: An SPSS plug-In to the R yhat package*. Paper presented at the annual meeting of the American Educational Research Association, Chicago, IL.

70. Anthony-McMann, P., Lunn, M. L., Maffei, S., **Nimon, K.**, Shuck, B., Ellinger, E. (2015, February). *Engaging with employee engagement: The 3Ms: Meaning, measurement, and more required research*. Focus session presented at the Academy of Human Resource Development 2015 International Research Conference in the Americas. St. Louis, MO: AHRD.
69. Egan, T., Ghosh, R., Gerber, N., **Nimon, K.**, & Wang, J. (2015, February). *Exploring mixed methods research: A gateway to new HRD frontiers*. Focus session presented at the Academy of Human Resource Development 2015 International Research Conference in the Americas. St. Louis, MO: AHRD.
68. Farmer, K., & **Nimon, K.** (2015, February). *Religious accommodation in the workplace: Examining recent federal case law*. Abstract presented at the Academy of Human Resource Development 2015 International Research Conference in the Americas. St. Louis, MO: AHRD.
67. Joo, B., Zigarmi, D., **Nimon, K.**, & Shuck, B. (2015, February). *How employee perceptions of work environment relate to cognitive engagement and psychological well-being: A South Korean application*. Paper presented at the Academy of Human Resource Development 2015 International Research Conference in the Americas. St. Louis, MO: AHRD.
66. Oswald, F., Caragea, C., & **Nimon, K.** (2014, May). *Technology-enhanced meta-analysis across scientific disciplines*. Panel discussion presented at the Annual Meeting of the Society for Industrial-Organizational Psychology, Honolulu, HI.
65. **Nimon, K.**, Zientek, L., & Thompson, B. (2014, April). *Investigating bias in squared structure coefficients*. Paper presented at the annual meeting of the American Educational Research Association, Philadelphia, PA.
64. Kim, J. H., Song, J. H., & **Nimon, K.** (2014, February). *The influence of work cognition on job engagement and motivational construct of training transfer in the context of Korean public sector*. Abstract presented at the Academy of Human Resource Development 2014 International Research Conference in the Americas. Houston, TX: AHRD.
63. **Nimon, K.**, Anderson, V., Ellinger, A., Gubbins, C., Lunn, M. L., Sheehan, & Werner, J. (2014, February) *Research horizons: Transitioning conference papers to journal publications: Human Resource Development Quarterly editorial team members share tips and guidance*. Food and thought presented at the of Human Resource Development 2014 International Research Conference in the Americas. Houston, TX: AHRD.
62. **Nimon, K.**, Reio, T. G., Jr., & Allen, J. (2014, February). *Secondary data analysis from published descriptive statistics: Implications for theory, research, and practice*. Abstract presented at the of Human Resource Development 2014 International Research Conference in the Americas. Houston, TX: AHRD.

61. **Nimon, K.**, Shuck, B., & Zigarmi, D. (2014, February). *Latent semantic analysis: Examining manifest validity of employee engagement measures*. Paper presented at the of Human Resource Development 2014 International Research Conference in the Americas. Houston, TX: AHRD.
60. **Nimon, K.**, Yoon, S. W., Munn, S., Gurkan, D., & Chakraborty, M. (2014, February). *Big data: What is it and what does it mean for HRD?* Innovative session presented at the of Human Resource Development 2014 International Research Conference in the Americas. Houston, TX: AHRD.
59. Shuck, B., Zigarmi, D., & **Nimon, K.** (2014, February). *Untangling the jangle: Examining the common and unique variance of engagement*. Abstract presented at the of Human Resource Development 2014 International Research Conference in the Americas. Houston, TX: AHRD.
58. Zigarmi, D., **Nimon, K.**, Shuck, B. (2014, February). *Employee engagement; Job attitude or mediator between job attitude and affect*. Abstract presented at the of Human Resource Development 2014 International Research Conference in the Americas. Houston, TX: AHRD.
57. **Nimon, K.**, Henson, R., Roberts, K. (2013, August). *Using fit indices to holistically assess forms of predictor importance in multilevel models*. Paper presented at the annual meeting of the American Psychological Association, Honolulu, HI.
56. Henson, R., **Nimon, K.** (2013, July). *Impact of a covariate of the validity of residualized dependent variable: Does the nomological net change?* Paper presented at the annual meeting of the American Psychological Association, Honolulu, HI.
55. Ellinger, A. D., Anderson, V., Gubbins, C., Lunn, M. L., **Nimon, K. F.**, Sheehan, M., & Werner, J. M. (2013, June). *HRDQ Symposium for authors and reviewers*. Presentation at the UFHRD Conference, Brighton, England.
54. Bartlett, J. E., Allen, J. M., Park, T., **Nimon, K.**, & Bartlett, M. E. (2013, April). *Meet journal editors: Journal Talks 10. Career and Technical Educational Research* journal talk at the Annual Meeting of the American Educational Research Association, San Francisco, CA.
53. Lin, L., Bonner, D., & **Nimon, K.** (2013, April). *The effect of gender and attention deficit/hyperactivity disorder on media multitasking*. Paper presented at the Annual Meeting of the American Educational Research Association, San Francisco, CA.
52. Nathans, L., **Nimon, K.**, & Walker, D. (2013, April). *Use of the multiple lens approach to multiple regression findings with a national data set*. Paper presented at the Annual Meeting of the American Educational Research Association, San Francisco, CA.

51. **Nimon, K.**, & Oswald, F. (2013, April). *Exploring the predictor space in multiple linear regression: A methodologist's toolbox*. Paper presented at the Annual Meeting of the American Educational Research Association, San Francisco, CA.
50. Aamodt, M. G., Baker, M., Hoffman, C. C., LeBreton, J. M., **Nimon, K.**, & Sady K. (2013, April). *Multiple regression analysis: Guidance for the applied researcher*. Panel discussion presented at the Annual Meeting of the Society for Industrial-Organizational Psychology, Houston, TX.
49. Aguilar, M. G., Bodwell, W., Ghosh, R., Hagen, M., Hewapathirana, G. I., Manikoth, N., **Nimon, K.**, Rosenbusch, K. (2013, February). *Debating "grey areas" in quantitative research*. Innovative session sponsored by the Quantitative Research Methods SIG presented at the 2013 International Research Conference in the Americas. Arlington, VA: AHRD.
48. Aguilar, M. G., **Nimon, K.**, Reio, T. G., & Wang, G. (2013, February). *Preparing manuscripts for the "final launch": HRDQ quantitative methods editors share tips: Sponsored by the Quantitative Research Methods SIG*. Food N Thought Session presented at the Academy of Human Resource Development 2013 International Research Conference in the Americas. Arlington, VA: AHRD.
47. Joo, B., & **Nimon, K.** (2013, February). *Transformational leadership and authentic leadership: A canonical correlational study*. Paper presented at the Academy of Human Resource Development 2013 International Research Conference in the Americas. Arlington, VA: AHRD.
46. **Nimon, K.**, & Zigarmi, D. (2013, February). *Development of the Work Intention Inventory: Short-Form*. Abstract presented at the Academy of Human Resource Development 2013 International Research Conference in the Americas. Arlington, VA: AHRD.
45. Shuck, B., **Nimon, K.**, & Zigarmi, D. (2013, February). *Employee engagement and HRD: Philosophical underpinning, measurement, and interventions*. Paper presented at the Academy of Human Resource Development 2013 International Research Conference in the Americas. Arlington, VA: AHRD.
44. **Nimon, K.**, Caragea, C., & Oswald, F. L. (2013, February). *Meta-scraping: Two technological approaches to support meta-analyses*. Paper presented at the iConference 2013 (pp. 665-667). doi:10.9776/13311
43. 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 presented at the 2012 CTE Research and Professional Development Conference, Atlanta, GA. **[Outstanding Symposium Presentation]**

42. **Nimon, K.** (2012, November). *To aggregate or not to aggregate and other questions relating to nested data: A demonstration of hierarchical linear modeling using state achievement data*. Poster presented at the 2012 CTE Research and Professional Development Conference, Atlanta, GA.
41. **Nimon, K.**, Allen, J., Zimmerman, T. K., Bracey, P., Pasquini, L. (2012, November). *Dispelling common myths about quantitative and qualitative research in a CTE context: What are some best practices?* Symposium presented at the 2012 CTE Research and Professional Development Conference, Atlanta, GA.
40. Holland, D., Zientek, L., **Nimon, K.**, Kraha, A., Johnson, U. Ponce, H. Henson, R. (2012, October). *A reliability generalization study: The motivated strategies for learning questionnaire*. Poster presented at the annual meeting of the American Evaluation Association, Minneapolis, MS.
39. **Nimon, K.**, Lane, F., Aguilar, M. G., Carrero, K., Frear, S., Garrigue, M., Zimmerman, T, Zientek, L., Henson, R. (2012, October). *Reliability generalization (RG): Examining reliability estimate of the organizational commitment questionnaire (OCQ)*. Paper presented at the annual meeting of the American Evaluation Association, Minneapolis, MS.
38. Lin, L., **Nimon, K.**, & Bonner, D. (2012, May). *Media multitasking: Are adolescent attitudes and behavior influenced by their parents?* Paper presented at the annual meeting of the American Educational Research Association, British Columbia, Canada.
37. Nathans, L., Oswald, F., & **Nimon, K.** (2012, May). *Viewing multiple linear regression models through multiple lenses?* Paper presented at the annual meeting of the American Educational Research Association, British Columbia, Canada.
36. **Nimon, K.**, Bonner, D., & Lin, L. (2012, May). *Media multitasking: A psychometric evaluation of the Inventory of the Polychronic Values (IPV) in a paired sample of mothers and adolescents?* Paper presented at annual meeting of the American Educational Research Association, British Columbia, Canada.
35. Lin, L., **Nimon, K.** & Bonner, D. (2012, March). Parents' influence on adolescent children' media-multitasking attitudes and behaviors. Paper presented at the Society for Information Technology & Teacher Education International Conference 2012 (pp. 2925–2930). Chesapeake, VA: AACE. Retrieved from <http://www.editlib.org/p/40035>.
34. **Nimon, K.**, Reio, T. G., Shuck, B., Aguilar, M. G., Dzabala, D. B, Haley, J, Hewapathirana, G. I. (2012, March). *Dispelling common myths about quantitative research and advancing best practices*. Innovation session presented at AHRD International Conference in the Americas, Denver, CO.

33. Chermack, T. & **Nimon, K.** (2012, March). *Mediators and outcomes of scenario planning: A canonical correlation analysis*. Paper presented at the Academy of Human Resource Development 2012 International Research Conference in the Americas (pp. 1122–1159). Denver, CO: AHRD.
32. Hutchins, H. M., **Nimon, K.**, Holton, E., Bates, R. (2012, March). *Assessing learning transfer system factors and transfer of training: A survey of law enforcement personnel*. Paper presented at the Academy of Human Resource Development 2012 International Research Conference in the Americas (pp. 2670–2678). Denver, CO: AHRD.
31. **Nimon, K.**, Zigarmi, D., Houson, D., Witt, D., & Diehl, J. (2012, March). *The work intention inventory: Initial evidence of construct validity*. Paper presented at the Academy of Human Resource Development 2012 International Research Conference in the Americas (pp. 1813–1844). Denver, CO: AHRD. **[2012 Cutting Edge Award]**
30. Bonner, D., Walsh, B., **Nimon, K.** (2011, May). *Grant writing courses: Are they preparing graduate students to consider the power of their proposals?* Paper presented at the annual meeting of the American Educational Research Association, New Orleans, LA.
29. **Nimon, K.**, Roberts, J. K. (2011, May). *apsl2lme: A model-selection diagnostic tool for hierarchical linear models*. Paper presented at the annual meeting of the American Educational Research Association, New Orleans, LA.
28. Chermack, T. J., Song, J. H., **Nimon, K.**, Cho, M., Korte, R. F. (2011, February). *The development and assessment of an instrument for measuring mental model styles*. Paper presented at the Academy of Human Resource Development 2011 International Research Conference in the Americas (pp. 1999–2027). Schaumburg, IL: AHRD. **[2011 Cutting Edge Award]**
27. Perry, K., Davies, R., Puente, J. M. D., Meyer, Ch., Murphrey, T. P., Stoter, A., Stabile, B., **Nimon, K.**, Shepperson, T. (2010, November). *Critical concepts for introductory evaluation courses*. Session presented at the annual meeting of the American Evaluation Association, San Antonio, TX.
26. VanBebber, V., **Nimon, K.**, Allen, J. (2010, November). *Workplace spirituality: An issue for leaning and quality of work life?* Paper presented at the 9th International Conference of the Asia Chapter of the Academy of Human Resource Development, Shanghai, China.
25. **Nimon, K.**, Henson, R. (2010, May). *Validity of residualized variables after pretest covariance corrections: Still the same variable?* Paper presented at the annual meeting of the American Educational Research Association, Denver, CO.
24. **Nimon, K.**, Gavrilova, M., & Roberts, J. K. (2010, February). *Regression results in human resource development research: Are we reporting enough?* Abstract presented at the Academy of Human Resource Development 2010 International Research Conference in the Americas (pp. 803–812). Knoxville, TN: AHRD.

23. **Nimon, K.** & Zigarmi, D. (2010, February). *Factor structure of SWLS scores across gender from clients of a national management training company*. Abstract presented at the Academy of Human Resource Development 2010 International Research Conference in the Americas (pp. 803–812). Knoxville, TN: AHRD.
22. **Nimon, K.**, & Gavrilova, M. (2010, February). *Commonality analysis: Demonstration of an SPSS solution for regression analysis*. Poster presented at the 2010 iConference, University of Illinois at Urbana–Champaign.
21. **Nimon, K.** & Zigarmi, D. (2009, November). *The validity of self-report measures: Comparisons from four designs incorporating the retrospective pretest*. Paper presented at the annual meeting of the American Evaluation Association, Orlando, FL.
20. Zigarmi, D., **Nimon, K.**, Houson, D., Witt, D., & Diehl, J. (2009, August). *Toward a framework and operational definition for employee work passion*. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
19. Roberts, K., & **Nimon, K.** (2009, April). *regress: An R package for computing beta weights, structure coefficients, commonality coefficients, and families of effect sizes*. Paper presented at the annual meeting of the American Educational Research Association, San Diego, CA.
18. Philibert, N., Allen, J., Long, S., & **Nimon, K.** (2008, June). *Leadership competencies in team-based and traditional organizations: A comparative study*. Paper presented at the Academy of Human Resource Development 2008 International Research Conference in Europe. Lille, France: AHRD.
17. **Nimon, K.**, Henson, R. (2008, March). *Assessing the validity of dependent variables residualized by covariate correlates*. Poster presented at the annual meeting of the American Educational Research Association, New York, NY.
16. **Nimon, K.**, Lewis, M., Kane, R., & Haynes, R. (2008, March). *An R package to compute commonality coefficients in the multiple regression case*. Paper presented at the annual meeting of the American Educational Research Association, New York, NY.
15. Li, J., & **Nimon, K.** (2008, February). *Undergraduate HRD programs in the United States*. Paper presented at Academy of Human Resource Development 2008 International Research Conference in the Americas (pp. 546–553). Panama City, FL: AHRD.
14. Williams, C., & **Nimon, K.** (2008, January). *A quantitative modeling approach examining the impact of undergraduate teacher preparation programs on K–12 outcomes*. Paper presented at the 6th Annual Hawaii International Conference on Education (pp. 5252–5398). Honolulu, HI HICE, ISSN #1541–5880.

13. Murphy, M., & **Nimon, K.**, & Allen, J. (2007, November). *Attracting, developing, and managing talent through organizational culture*. Paper presented at the Academy of Human Resource Development 2007 International Research Conference in Asia. Beijing, China: AHRD.
12. **Nimon, K.**, & Allen, J. (2007, November). *Effect size reporting in international HRD research: An analysis of research papers presented at the 5th Asian conference of the Academy of HRD*. Paper presented at the Academy of Human Resource Development 2007 International Research Conference in Asia. Beijing, China: AHRD.
12. Philibert, N, Allen, J., **Nimon, K.**, & Berryman, R. (2007, November). *Knowledge management in virtual organizations: A study of best practices knowledge transfer model*. Paper presented at the Academy of Human Resource Development 2007 International Research Conference in Asia. Beijing, China: AHRD.
10. **Nimon, K.**, & Allen, J. (2007, April). *Retrospective analysis: A practical approach to evaluating learning at professional development conferences*. Paper presented at the annual meeting of the American Educational Research Association, Chicago, IL.
9. **Nimon, K.**, Murphy, M., & Allen, J. (2007, April). *Creating organizational alignment by discovering work as a calling*. Presentation at the 45th Annual ISPI International Performance Improvement Conference. San Francisco, CA: ISPI.
8. Allen, J. & **Nimon, K.**, Frear, S. (2007, February). *Modeling the cyclical nature of HRD Practices through economic data modeling*. Abstract presented at the Academy of Human Resource Development 2007 International Research Conference in the Americas (pp. 1134–1137). Indianapolis, IN: AHRD.
7. Li, J. & **Nimon, K.** (2007, February). *Living in interesting times?: Chinese workforce response to state owned enterprise reform*. Paper presented at the Academy of Human Resource Development 2007 International Research Conference in the Americas (pp. 977–984). Indianapolis, IN: AHRD. **[2007 Cutting Edge Award]**
6. **Nimon, K.** & Allen, J. (2007, January). *Evaluating professional development: Measurement outcomes from a multilevel performance improvement survey*. Presentation at the 5th Annual Hawaii International Conference on Education (p. 4018). Honolulu, HI: HICE, ISSN #1541–5880.
5. **Nimon, K.**, Williams, C., & Allen, J. (2007, January). *Repeated measures: A primer for educators considering univariate and multivariate designs*. Paper presented at the 5th Annual Hawaii International Conference on Education (pp. 4019–4066). Honolulu, HI: HICE, ISSN #1541–5880.

4. **Nimon, K.**, Allen, J. (2006, November). *A synthesis of the literature relative to the retrospective pretest: Identifying a research agenda for the 21st century*. Paper presented at the Academy of Human Resource Development 2006 International Research Conference in Asia. (pp. 633–641). Malaysia: Universiti Putra Malaysia.
3. Allen, J., **Nimon, K.**, Eleven, R. (2006, April). *Retrospective evaluation techniques for performance improvement consulting: Theory-to-practice*. Presentation at the 44th Annual ISPI International Performance Improvement Conference. Dallas, TX: ISPI.
2. Bradley, T., **Nimon, K.** (2006, April). *Nurturing the neglected human element: Performance improvement through workplace spirituality*. Presentation at the 44th Annual ISPI International Performance Improvement Conference. Dallas, TX: ISPI.
1. **Nimon, K.**, Allen, J., Philibert, N. (2006, April). *Partnering with workplace chaplain providers: A radical form of employee assistance*. Presentation at the 44th Annual ISPI International Performance Improvement Conference. Dallas, TX: ISPI.

B. Conference Presentations (Regional)

25. Zientek, L. R., **Nimon, K.**, Fulmore, J. (2020, February). *The multivariate general linear model hierarchy: A comprehensive illustration – Take 2*. Workshop conducted at the annual meeting of the Southwest Educational Research Association, Arlington, TX.
24. Mull, M., Renbarger, R., Matteson, S. M., Morgan, G., & **Nimon, K.** (2019, February). *Teaching research methods: Innovation in the pedagogy of quantitative and qualitative courses*. Workshop conducted at the annual meeting of the Southwest Educational Research Association, San Antonio, TX.
23. **Nimon, K.**, Berrios, J., Mull, A., Musgrave, J., Chretien, J., & Zientek, L. (2018, February). *Canonical correlation as the multivariate GLM: A comprehensive illustration of a refined hierarchy*. Paper presented at the annual meeting of the Southwest Education Research Association, New Orleans, LA.
22. Zientek, L., & **Nimon, K.** (2017, February). *Conducting secondary analyses from published research: Interpreting published data in new ways*. Workshop presented at the annual meeting of the Southwest Education Research Association, San Antonio, TX.
21. **Nimon, K.**, Berrios, J., Cooper, J., Mull, A., Musgrave, J., & Keiffer, G., Zientek, L. (2017, February). *Canonical correlation as the multivariate GLM: A comprehensive illustration*. Workshop presented at the annual meeting of the Southwest Education Research Association, San Antonio, TX.

20. **Nimon, K.**, Berrios, J., Keiffer, G., Mull, A., Musgrave, J. (2016, February). *Regression as the univariate GLM: An illustration with R*. Workshop presented at the annual meeting of the Southwest Education Research Association, New Orleans, LA.
19. Mata, J., Cox, L. C., **Nimon, K. F.**, West, J., Sewell, C., and Wynne, J. (2015, July). *Connecting with Community: Project-based Learning in Principles of Human Services*. Presentation at the Family and Consumer Sciences Teachers Association of Texas Professional Development Conference, Dallas, TX.
18. Moreno, N., Newell, A. D., Zientek, L. R., & **Nimon, K.** (2015, February). *STEMming the HIV/AIDS tide: Linking science education to critical word issues*. Paper presented at the annual meeting of the Southwest Education Research Association, San Antonio, TX.
17. **Nimon, K.**, Skidmore, S. T., Zientek, L. R., & Thompson, B. (2013, February). *Bias and precision in several R^2 correction equations across various research designs and situations*. Paper presented at the annual meeting of the Southwest Education Research Association, San Antonio, TX.
16. **Nimon, K.** & Qin, X. (2013, February). *To truncate or not: The case of corrected correlation coefficients > 1* . Paper presented at the annual meeting of the Southwest Education Research Association, San Antonio, TX.
15. Zientek, L. R., **Nimon, K.** & Kraha, A. (2013, February). *All possible subsets for predictive discriminant analysis and logistic regression: Automating the process*. Paper presented at the annual meeting of the Southwest Education Research Association, San Antonio, TX.
14. Zientek, L. R., **Nimon, K.**, & Natesan, P. (2013, February). *Conducting and publishing research: An overview of the research process*. Workshop presented at the annual meeting of the Southwest Education Research Association, San Antonio, TX.
13. **Nimon, K.**, Cox, L. C., Sewell, C., Wynne, J., Lamars, P. (2012, February). *Everman ISD/University of North Texas Collaborative*. Panel discussion presented at the Education Open Source Conference, Austin, TX.
12. Kraha, A., & **Nimon, K.** (2012, February). *All possible subsets discriminant analysis: The weekend project*. Paper presented at the annual meeting of the Southwest Education Research Association, New Orleans, LA.
11. **Nimon, K.**, Zientek, L. R., Thompson, B. (2012, February). *Beta weights and structure coefficients: Why do they bounce?* Paper presented at the annual meeting of the Southwest Education Research Association, New Orleans, LA.
10. Roberts, K., & **Nimon, K.** (2012, February). *Commonality coefficients in logistic regression: A new software solution in R*. Paper presented at the annual meeting of the Southwest Education Research Association, New Orleans, LA.

9. Zientek, L. R., Natesan, P., & **Nimon, K.** (2012, February). *Conducting and publishing research: An overview of the research process*. Workshop presented at the annual meeting of the Southwest Education Research Association, New Orleans, LA.
8. Kraha, A., Turner, H., **Nimon, K.**, Zientek, L., Henson, R. (2011, February). *Evaluating predictor importance: Tools to support interpreting multiple regression*. Paper presented at the annual meeting of the Southwest Education Research Association, San Antonio, TX.
7. **Nimon, K.**, Nathans, L. L., & Henson, R. (2010, February). *Commonality analysis: A promising strategy for improving understanding of regression*. Paper presented at the annual meeting of the Southwest Education Research Association, New Orleans, LA.
6. **Nimon, K.**, & Roberts, J. K. (2009, February). *A software solution for conducting commonality analysis*. Paper presented at the annual meeting of the Southwest Education Research Association, San Antonio, TX.
5. **Nimon, K.** (2008, February). *Factor structure of satisfaction with life scale (SWLS) scores across gender*. Paper presented at the annual meeting of the Southwest Education Research Association, New Orleans, LA.
4. **Nimon, K.** (2007, February). *Repeated measures (univariate and multivariate designs): A primer for performance improvement specialists*. Paper presented at the annual meeting of the Southwest Education Research Association, San Antonio, TX.
3. Wike, C., **Nimon, K.**, Frear, S., Allen, J. (2007, February). *Performance improvement research: Implications of generalizing convenience samples to the population*. Paper presented at the annual meeting of the Southwest Education Research Association, San Antonio, TX.
2. **Nimon, K.**, Allen, J. (2006, February). *Retrospective analysis: Its use and function in self-perception measurement*. Paper presented at the annual meeting of the Southwest Education Research Association, Austin, TX.
1. Roberts, K., Murphy, M., Williams, C., Tan, C., **Nimon, K.** (2005, February). *Using S-Plus to conduct simulations and build functions*. Symposium conducted at the annual meeting of the Southwest Educational Research Association, New Orleans, LA.

C. Conference Presentations (Local)

7. **Nimon, K.**, & Yoo, S. (2024, September). *Artificial intelligence and human resource development*. Presentation at the annual symposium of the East Texas Human Resources Association, Longview, TX.

6. Carrero, K., **Nimon, K.**, Lane, F., Gavrilova–Aguilar, M., Garrigue, M., Zimmerman, T. Frear, S. (2012, February). *Reliability generalization: Organizational commitment questionnaire*. Poster presented at the annual meeting of the Educational Research Exchange, University of North Texas, Denton.
5. Ballom, C., Murphy, M., **Nimon, K.**, Wike, C. (2007). *Creating a dissertation accountability group*. Session presented at the Doctoral Students’ “Tools for Success” Conference, University of North Texas, Denton.
4. **Nimon, K.**, Allen, J., Murphy, M., Wike, C., Wircenski, M., & Wircenski, J. (2007). *Beating the ABD/PhD odds: A panel discussion on the benefits and challenges of a dissertation accountability group*. Symposium presented at the Education Research Exchange, University of North Texas, Denton.
3. **Nimon, K.** (2006, January). *A review of the retrospective pretest*. Paper presented at the annual meeting of the Educational Research Exchange, University of North Texas, Denton.
2. **Nimon, K.** (2005, March). *OCAI: A tool for diagnosing organizational culture*. Paper presented at the University of North Texas Communication Conference, Denton.
1. **Nimon, K.** (2005, February). *Religious expression in the workplace: Source for organizational effectiveness*. Paper presented at the annual meeting of the Educational Research Exchange, University of North Texas, Denton.

D. Invited Presentations, Workshops, and Training Sessions

40. **Nimon, K.** (2024, January). *Experimental research design and methods*. Guest lecturer at Drexel University, Philadelphia, PA.
39. **Nimon, K.** (2023, November). *Satisfaction with Life Scale: The Role of Semanticness*. Guest lecturer at BI Norwegian Business School, Oslo, Norway.
38. **Nimon, K.** (2023, November). *Keynote address for The 3rd Talent Strategy Summit*. China.
37. **Nimon, K.** (2023, November). Invited panelist at *NSF SaTC EDU Directions Workshop*. University of Texas at Dallas, TX.
36. **Nimon, K.** (2023, June). *Keynote address for 23rd International Conference on Human Resource Development Research and Practice across Europe*. National College of Ireland, Dublin.

35. **Nimon, K.**, Zientek, L. R., Fulmore, J. (2023, February). *Learning and teaching the General Linear Model through gamification and an open-source Shiny application*. Invited workshop conducted at the annual meeting of the Southwest Educational Research Association.
34. **Nimon, K.** (2023, January). *Experimental research design and methods*. Guest lecturer at Drexel University, Philadelphia, PA.
33. **Nimon, K.** (2022, October). *Effectiveness of an early reading intervention scaled up in multiple schools: Implications for response to intervention models: A conversation with Kim Nimon, PhD*. Guest lecturer at Southern Methodist University, Dallas, TX.
32. **Nimon, K.** (2022, May). *Keynote address for 2022 HRD Graduate Student Research*. Illinois University. Urbana-Champaign, IL.
31. **Nimon, K.** (2022, January). *Experimental research design and methods*. Guest lecturer at Drexel University, Philadelphia, PA.
30. Shuck, B., **Nimon, K.**, & Lee, J. (2021, October). [AHRD Podcast: Season 2 Episode 4: Employee Engagement](#). Academy of Human Resource Development.
29. **Nimon, K.**, Zientek, L. R., Fulmore, J. (2021, February). [Canonical correlation analysis as a general analytic model: Facts and fiction](#). Invited workshop conducted at the annual meeting of the Southwest Educational Research Association.
28. **Nimon, K.** (2021, January). *Experimental research design and methods*. Guest lecturer at Drexel University, Philadelphia, PA.
27. **Nimon, K.** (2020, November). *Mirror, mirror on the wall – What’s the best predictor of them all?* Guest lecturer at University of Alberta, Alberta, Canada.
26. Doty, H., **Nimon, K.**, & Stocks, R. (2020, November). *Authorship, publication, and peer review virtual panel discussion*. Invited panelist at The University of Texas at Tyler, Tyler, TX.
25. Gangone, M., Mokhtari, K., **Nimon, K.**, Gray, N. (2020, November). *Tenure and promotion workshop*. Invited panelist at The University of Texas at Tyler, Tyler, TX.
24. **Nimon, K.** (2020, June). *canCORRgam: Canonical correlation as a general analytic model*. Invited speaker at the University of Dallas DBA Colloquium, Irving, TX.
23. **Nimon, K.**, Satorra, A., Olsson, U. H., Arnulf, J. K. (2019, November). *Semantic algorithms in research on organizational behavior (OB): Methods, theory and measurement issues?* Invited speaker at the BI Norwegian Business School, Oslo, Norway.
22. **Nimon, K.** (2019, November). *R Teaser*. Invited speaker at the BI Norwegian Business

School, Oslo, Norway.

21. **Nimon, K.** (2019, June). *Mirror, mirror on the wall – What’s the best predictor of them all?* Invited speaker at the University of Dallas DBA Colloquium, Irving, TX.
20. **Nimon, K.**, Zientek, L. R., Mull, M. (2019, February). *Regression as the univariate general linear model – Take 2.* Invited workshop conducted at the annual meeting of the Southwest Educational Research Association, San Antonio, TX.
19. **Nimon, K.** (2018, April). *Employee engagement.* Invited speaker at the 2nd quarter Human Resource Alliance meeting, Longview, TX.
18. **Nimon, K.** (2018, February). *Using latent semantic analysis software and published descriptive statistics to investigate claims of construct proliferation.* Invited speaker at Leeds School of Business, University of Colorado, Boulder.
17. **Nimon, K.** (2018, February). *Graduate Student Research Colloquium.* Invited speaker at the 2018 Academy of Human Resource Development International Research Conference in the Americas, Richmond, VA.
16. Egan, T., **Nimon, K.**, & Wang, J. (2015, February). *Graduate Student Research Colloquium.* Invited workshop speaker at the 2015 Academy of Human Resource Development International Research Conference in the Americas, St. Louis, MO.
15. **Nimon, K.** (2014, November). *Mirror, mirror on the wall: What’s the best predictor of them all?.* Invited speaker at the Advances in Research Designs Symposium, University of North Texas, Denton, TX.
14. **Nimon, K.** (2014, February). *Emerging Research.* Invited workshop speaker at the 2014 Academy of Human Resource Development International Research Conference in the Americas, Houston, TX.
13. **Nimon, K.**, Lane, F., & Angnakoon, P. (2014, February). *Using R for educational research: Statistics, simulation, and graphs.* Invited training session conducted at the annual meeting of the Southwest Educational Research Association, New Orleans, LA.
12. **Nimon, K.** (2013, September). *Employee work passion: What does it mean?* Invited speaker to HRD Korea. Seoul, Korea.
11. **Nimon, K.** (2013, June). *Multivariate Regression Analyses.* Guest lecturer for HRD 6352 – Advanced Quantitative Methods in Human Resource Development. University of Texas, Tyler, TX.
10. **Nimon, K.** (2013, February). *How to effectively review, submit, and publish your academic manuscript.* Invited workshop speaker for *Learning and Performance Quarterly*, Denton, TX.

9. **Nimon, K.** (2013, February). *Emerging Research*. Invited workshop speaker at the 2013 Academy of Human Resource Development International Research Conference in the Americas, Arlington, VA.
8. **Nimon, K., & Roberts, K.** (2012, February). *Using R for educational research: An introductory workshop to break the learning curve*. Invited training session conducted at the annual meeting of the Southwest Educational Research Association, New Orleans, LA.
7. **Nimon, K.** (2011, November). *The relationship between cleaning your attic and completing your dissertation*. Invited speaker at Industrial/Organizational Psychology Graduate Student Brown Bag, Rice University, Houston, TX.
6. **Nimon, K.** (2011, March). *Putting the common in commonality analysis*. Invited speaker at Mathematics and Science Education Seminar, Texas A&M University, College Station.
5. **Nimon, K.** (2011, February). *Networking with Leading HRD Scholars*. Invited scholar at the 2011 Academy of Human Resource Development International Research Conference in the Americas, Schaumburg, IL.
4. **Nimon, K.** (2011, February). *Emerging Research*. Invited workshop speaker at the 2011 Academy of Human Resource Development International Research Conference in the Americas, Schaumburg, IL.
3. Roberts, J. K., **Nimon, K.**, & Martin, L. (2010, May). *Analyzing longitudinal data: Multilevel and repeated measures ANOVA models*. Invited paper presented at the annual meeting of the American Education Research Association, Denver, CO.
2. Henson, R., Chen, Q., Hull, D., Natesan, P., **Nimon, K.**, & Tashakkori, A. (2010, February). *Quantitative consultation for researchers*. Invited training session conducted at the annual meeting of the Southwest Educational Research Association, New Orleans, LA.
1. Roberts, J. K., & **Nimon, K.** (2009, February). *Using software packages to conduct hierarchical linear modeling*. Invited workshop presented at the annual meeting of the Southwest Education Research Association, San Antonio, TX.

JOURNAL ACTIVITIES

A. Editor

Human Resource Development International, Guest Editor – Special Issue

Frontiers in Psychology, Guest Associate Editor – Semantic Algorithms in the Assessment of Attitudes and Personality (2020-2021)

Human Resource Development Quarterly, Co-Editor (2016–2018)

European Journal of Training and Development, Co-Editor – Special Issue: The quest for scientific discipline in HRD research: Designs that support causal inference (2016)

Advances in Developing Human Resources, Co-Editor – Quantitative data-analytic techniques to advance HRD theory and practice (2015)

Human Resource Development Quarterly, Associate Editor (2013–2015)

Career Technical Education Research, Co-Editor – Special Issue on Research Methods (2012)

Human Resource Development Quarterly, Assistant Editor – Quantitative Methods (2010–2012)

B. Editorial Boards

Annals of the American Psychotherapy & Integrative Health (2009–present)

Career and Technical Education Research (2011–2013)

Human Resource Development Review (2015–present)

Human Resource Development Quarterly (2010–2013, 2019-present)

General Linear Model Journal (previously *Multiple Linear Regression Viewpoints*) (2010–2013; 2013-2016; 2017-2019)

International Journal of Adult Vocational Education and Technology (2017 – present)

Journal of Information Technology and Application in Education (2012 – 2013)

New Horizons in Adult Education and Human Resource Development (2011–present)

Online Journal for Workforce Education and Development (2013 – 2019)

C. Journal Manuscript Reviews

Advances in Methods and Practices in Psychological Science (2018, 2019)

American Journal of Evaluation (2020)

Behavior Research Methods (2007–2010, 2012–2014, 2017)

BMC Medical Research (2021)

British Journal of Management (2018)

Career and Technical Education Research (2009–2010)

Current Psychology (2020)

Educational and Psychological Measurement (2007–2010)

European Journal of Training and Development (2018, 2019)

Evaluation and Program Planning (2013)

Human Resource Development Review (2009–2012)

Human Resource Development International (2011, 2014, 2016, 2022, 2023, 2024)

Human Resource Management Review (2020)

IEEE Transaction on Neural Networks and Learning Systems (2013)

International Journal of Behavioral Development (2019)

International Journal of Manpower (2014, 2017)

International Journal of Selection and Assessment (2017)

Internet Interventions (2021)

Journal of Chinese Human Resource Management (2014)

Journal of Happiness (2014, 2016, 2017)

Journal of the Associations for Information Systems (2016)

Journal of Leadership and Organizational Studies (2012)

Journal of Library & Information Science Research (2009)

Journal of Mathematical Sciences and Modeling (2024)

Journal of Management (2012)

Journal of Management, Spirituality, and Religion (2017)

Journal of Modern Applied Statistical Methods (2019)

Journal of Organizational Effectiveness (2019)

Multivariate Behavioral Research (2010)

PLOS ONE (2017, 2018)

PeerJ – The Journal of Life & Environmental Sciences (2020, 2021)

Personality and Individual Differences (2021)

Psychological Assessment (2016)

Psychological Methods (2015, 2016)

SAGE Open (2018)

Social Science Computer Review (2014)

Survey Research Methods (2022)

HONORS AND AWARDS

Year	Honor and Awards	Organization
2024	Elwood F. Holton III Research Excellence Award	Academy of Human Resource Development
2024	Top 2% of Scientists Annual Index	Stanford
2024	Career Champion	UT Tyler Career Success
2024	Top Cited Article 2022-2023	Wiley
2023	Top Cited Article 2021-2022	Wiley
2022	President's Scholarly Achievement Award	The University of Texas at Tyler
2022	Top 2% of Scientists Annual Index	Stanford
2021	Outstanding HRD Scholar Award	Academy of Human Resource Development
2021	Top 2% of Scientists Annual Index	Stanford
2020	Top 2% of Scientists Annual Index	Stanford
2017	Annual Research Award	UT Tyler College of Business and Technology

2015	Highly Commended Paper of 2014	<i>European Journal of Training and Development</i>
2014	Early Career Scholar Award for 2013	Academy of Human Resource Development
2013	Elwood F. Holton III Research Excellence Award	Academy of Human Resource Development
2013	Excellence in Scholarship Award	UNT College of Education
2013	<i>Thank a Teacher</i> recognition	UNT Center for Learning Enhancement and Redesign
2012	Outstanding Symposium Presentation	Association for Career and Technical Education Research
2012	<i>Thank a Teacher</i> recognition	UNT Center for Learning Enhancement and Redesign
2012	Finalist: Outstanding Assistant Professor	University Council for Workforce and Human Resource Education
2012	2012 Cutting Edge Award	Academy of Human Resource Development
2012	J. H. Shelton Excellence in Teaching Award Nomination	University of North Texas
2011	2011 Cutting Edge Award	Academy of Human Resource Development
2010	Piper Award Nomination	University of North Texas
2009	Honors Day Award	University of North Texas
2008	2007 Cutting Edge Award	Academy of Human Resource Development

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

Organization/Service	Timeframe /Annual Meeting
<i>Academy of Human Resource Development</i>	2007 – present
Program Reviewer	2022 - 2024 Conference in the Americas
	2020 Conference in the Americas
	2008 – 2012 Conference in the Americas

	2013 – 2014 Conference in Asia
Early Career Scholar Committee	
Chair	2021 – 2022 Conference in the Americas
Member	2015 – 2020 Conference in the Americas
Program Excellence Network	
Benchmarking Survey Architect	2014 – 2018 Conference in the Americas
UNT Representative	2009 – 2014 Conference in the Americas
Richard A. Swanson Research Excellence Award Committee	
Chair	2016 Conference in the Americas
Member	2011 – 2012 Conference in the Americas
Cutting Edge Award Committee Member	2010 – 2012 Conference in the Americas
Quantitative Research Methods SIG	
Member	2010 - present
Chair (Officer)	2010 – 2015 Conference in the Americas
<i>Academy of Management</i>	
Program Reviewer	2008 – 2010 Annual Meeting
Member	2008 – present
<i>American Evaluation Association</i>	
Program Reviewer	2009, 2012 Annual Meeting
Member	2009 – present
<i>American Educational Research Association</i>	
Division D Review Panelist	2013 Annual Meeting
Multiple Linear Regression SIG	
Secretary/Treasurer (Officer)	2011 – 2014 Annual Meeting
Program Chair (Officer)	2010 Annual Meeting
Program Chair–Elect (Officer)	2009 Annual Meeting
Member	2007 – present
Career Development SIG	
Review Panelist	2011 Annual Meeting
Review Panelist	2010 Annual Meeting
Workplace Learning SIG	
Review Panelist	2011 Annual Meeting
Member	2007 – present
Hierarchical Linear Modeling SIG	
Review Panelist	2016 Annual Meeting
Member	2007 – present
Structural Equation Modeling SIG	
Member	2007 – present
<i>American Psychological Association</i>	
Member	2015 – present

Association for Career and Technical Education Research

ACTER Exec Committee, Ex-officio member	2013
CTER Editorial Board, Chairperson	2013
CTER Author of the Year Committee Member	Volume 32

Southwest Education Research Association

Deputy Treasurer	2024 Annual Meeting – present
Treasurer	2012 – 2024 Annual Meeting
Past President	2013 – 2014 Annual Meeting
President	2012 – 2013 Annual Meeting
Program Chair/President Elect	2011 – 2012 Annual Meeting
Board Member (Member-at-large)	2010 – 2011 Annual Meeting
Newsletter Editor	2009 – 2010 Annual Meeting
Program Reviewer	2005 – 2009 Annual Meeting
Member	2005 – present

The Society of Industrial and Organizational Psychology

Member	2015 – present
--------	----------------

CONSULTING

Years	Organization	Role
2024	Backstory Preaching Lisa Cressman	Data Analyst
2021	Eagle Mountain ISD Linda Parks	Data Analyst
2014–2019	United Way (Fort Worth, TX) Chris Alvarado, Latoya Stewart, Emily Furney	External Evaluator
2007–2016	International Ironworkers National Training Fund (Washington, DC) Mikey Reylin, Rick Sullivan	Instructor
2008–2014	Fish Software (Addison, TX) Rick Weldon	Statistical Analyst
2012	Successful Practices Network (Rexford, NY) Doug Silver	Statistical Analyst

2007–2009	SMU Institute for Reading Research (Dallas, TX) Dr. Patricia Mathes	Statistical Analyst
2007–2009	Texas Christian University (Fort Worth, TX) Dr. Cathy Block	Statistical Analyst

INSTRUCTIONAL ACTIVITIES

A. Areas of Expertise

Leadership	Training & Development
Evaluation	Research Design & Analysis
Organizational Development	Quantitative Statistics

B. Graduate Courses Taught

Semester	Course #, Course Title	Enrolled	Rating (n)
Spring 2024	HRD 6355, Multivariate Statistics	10	4.30 ^a (8)
	HRD 6359, Advanced Research Seminar in HRD	13	4.77 ^a (11)
	HRD 6x95, Doctoral Dissertation	10	n/a
Fall 2023	HRD 6351, Univariate Statistics	13	4.35 ^a (9)
	HRD 6352, Structural Equation Modeling	12	4.81 ^a (9)
	HRD 6x95, Doctoral Dissertation	10	n/a
Spring 2023	HRD 6355, Multivariate Statistics	13	4.67 ^a (9)
	HRD 6359, Advanced Research Seminar in HRD	7	4.60 ^a (6)
	HRD 6x95, Doctoral Dissertation	8	n/a
Fall 2022	HRD 6351, Univariate Statistics	13	4.82 ^a (11)
	HRD 6352, Structural Equation Modeling	7	4.57 ^a (7)
	HRD 6x95, Doctoral Dissertation	10	n/a
Spring 2022	HRD 6355, Multivariate Statistics	8	4.14 ^a (3)
	HRD 6359, Advanced Research Seminar in HRD	8	4.96 ^a (6)
	HRD 6x95, Doctoral Dissertation	7	n/a
Fall 2021	HRD 6351, Univariate Statistics	10	4.98 ^a (8)
	HRD 6352, Structural Equation Modeling	7	4.69 ^a (7)
	HRD 6x95, Doctoral Dissertation	6	n/a
Spring 2021	HRD 6355, Multivariate Statistics	10	4.60 ^a (6)
	HRD 6359, Advanced Research Seminar in HRD	8	4.75 ^a (4)
	HRD 6x95, Doctoral Dissertation	7	n/a

Semester	Course #, Course Title	Enrolled	Rating (n)
Fall 2020	HRD 6351, Univariate Statistics	14	4.64 ^a (10)
	HRD 6352, Structural Equation Modeling	10	4.86 ^a (6)
	HRD 6x95, Doctoral Dissertation	6	n/a
Spring 2020	HRD 6355, Multivariate Statistics	8	4.91 ^a (5)
	HRD 6x95, Doctoral Dissertation	4	n/a
Fall 2019	HRD 6351, Univariate Statistics	10	4.98 ^a (7)
	HRD 6352, Structural Equation Modeling	10	4.88 ^a (7)
	HRD 6x95, Doctoral Dissertation	2	n/a
Spring 2019	HRD 6355, Advanced Statistics in HRD	11	5.00 ^a (5)
	HRD 6359, Advanced Research Seminar in HRD	6	4.75 ^a (4)
	HRD 6x95, Doctoral Dissertation	4	n/a
Fall 2018	HRD 6351, Intermediate Statistics in HRD	11	4.80 ^a (11)
	HRD 6352, Quantitative Research in HRD	11	4.50 ^a (8)
	HRD 6x95, Doctoral Dissertation	8	n/a
Spring 2018	HRD 6355, Advanced Statistics in HRD	12	4.60 ^a (11)
	HRD 6359, Advanced Research Seminar in HRD	8	5.00 ^a (8)
	HRD 6x95, Doctoral Dissertation	7	n/a
Fall 2017	HRD 6351, Intermediate Statistics in HRD	15	4.50 ^a (15)
	HRD 6352, Quantitative Research in HRD	8	4.60 ^a (7)
	HRD 6x95, Doctoral Dissertation	6	n/a
Spring 2017	HRD 6355, Advanced Statistics in HRD	9	4.50 ^a (8)
	HRD 6x95, Doctoral Dissertation	6	n/a
Fall 2016	HRD 6351, Intermediate Statistics in HRD	9	4.70 ^a (8)
	HRD 6352, Quantitative Research in HRD	8	5.00 ^a (8)
Spring 2016	HRD 6352, Quantitative Research in HRD	10	4.90 ^a (7)
	HRD 6355, Advanced Statistics in HRD	9	4.98 ^a (8)
Fall 2015	HRD 6351, Intermediate Statistics in HRD	11	5.00 ^a (6)
	HRD 6355, Advanced Statistics in HRD	12	4.70 ^a (9)
Summer 2015	HRD 6352, Quantitative Research in HRD	14	4.20 ^a (7)
Spring 2015	HRD 6359, Advanced Research Seminar	11	4.80 ^a (10)
Fall 2014	HRD 5328, Intermediate Statistics in HRD	15	4.60 ^a (12)

Semester	Course #, Course Title <i>^aMean from Scale of 1 – 5</i>	Enrolled	Rating (<i>n</i>)
Spring 2014	ATTD 5320, Research Seminar in ATTD	9	811 ^b (6)
	ATTD 5360, Evaluation Seminar	5	n/a
	ATTD 6030, Practicum	1	n/a
	ATTD 6950, Dissertation	6	n/a
Fall 2013	ATTD 5340, Research Techniques in ATTD	7	781 ^b (6)
	ATTD 6480, Research Seminar	9	810 ^b (5)
	ATTD 6030, Practicum	1	n/a
	ATTD 6950, Dissertation	7	n/a
Spring 2013	ATTD 5320, Research Seminar in ATTD	6	805 ^b (2)
	ATTD 5360, Evaluation Seminar	6	817 ^b (6)
	ATTD 6900, Special Problems	5	n/a
	ATTD 6950, Dissertation	6	n/a
Fall 2012	ATTD 5340, Research Techniques in ATTD	7	807 ^b (7)
	ATTD 6480, Research Seminar	8	809 ^b (8)
	ATTD 6900, Special Problems	1	n/a
	ATTD 6950, Dissertation	2	n/a
	EPSY 6900, Special Problems	1	n/a
<i>^bOverall Effectiveness Score from SETE; Scores above 786 = Highly Effective</i>			
Spring 2012	ATTD 5320, Research Seminar in ATTD	4	805 ^c (4)
	ATTD 5360, Evaluation Seminar	5	813 ^c (5)
	ATTD 6030, Practicum	1	n/a
	ATTD 6900, Special Problems	1	n/a
	ATTD 6950, Dissertation	2	n/a
<i>^cOverall Effectiveness Score from SETE; Scores above 788 = Highly Effective</i>			
Fall 2011	ATTD 5340, Research Techniques in ATTD	7	813 ^d (5)
	ATTD 6480, Research Seminar	5	813 ^d (4)
	ATTD 6950, Dissertation	2	n/a
<i>^dOverall Effectiveness Score from SETE; Scores above 786 = Highly Effective</i>			
Spring 2011	ATTD 5500, Research Seminar in ATTD	8	797 ^e (4)
	ATTD 5720, Evaluation Seminar	6	792 ^e (3)
	ATTD 6900, Special Problems	2	n/a
	ATTD 6950, Dissertation	2	n/a
<i>^eOverall Effectiveness Score from SETE; Scores above 783 = Highly Effective</i>			
Fall 2010	ATTD 5480, Research Techniques in ATTD	10	750 ^f (3)
	ATTD 6480, Research Seminar	9	772 ^f (3)
	ATTD 6950, Dissertation	2	n/a

Semester	Course #, Course Title	Enrolled	Rating (n)
	CECS 6800, Reliability Generalization	9	827 ^f (4)
	<i>^fOverall Effectiveness Score from SETE; Scores above 745 = Highly Effective</i>		
Spring 2010	ATTD 5500, Research Seminar in ATTD	12	860 ^g (6)
	ATTD 5720, Evaluation Seminar	12	842 ^g (7)
	<i>^gOverall Effectiveness Score from SETE; Scores above 739 = Highly Effective</i>		
Fall 2009	ATTD 5480, Research Techniques in ATD	9	884 ^h (3)
	ATTD 6480, Research Seminar	5	890 ^h (3)
	<i>^hOverall Effectiveness Score from SETE; Scores above 702 = Highly Effective</i>		
Spring 2009	ATTD 5720, Evaluation Seminar	6	4.90 ⁱ (6)
	ATTD 6030, Practicum	1	n/a
	ATTD 6900, Special Problems	1	n/a
	<i>ⁱMean from Scale of 1 – 5</i>		
Fall 2008	ATTD 5480, Research Techniques in ATTD	8	4.46 ^k (14)
	ATTD 6480, Research Seminar	6	
	<i>^kMean from Scale of 1 – 5 combined across both classes</i>		

C. Undergraduate Courses Taught

Semester/Year	Course #, Title	Enrolled	Evaluation (n)
Fall 2009	LTEC 4070, Principles of Leadership, Empowerment, and Team Building	23	815 ^g (6)
	<i>^gOverall Effectiveness Score from SETE; Scores above 702 = Highly Effective</i>		

GRADUATE STUDENT ADVISING

A. Doctoral Committees Chaired/Co-Chaired

Year	Student Dissertation	Degree
2025	Leah Rossett <i>The jingle jangle fallacy of organizational identification: An exploration of its meaning and measurement through cluster and meta-analytic methods.</i> The University of Texas at Tyler.	Ph.D.
2025	Amanda Legate <i>Enhancing research and practice in HRD with AI-driven data extraction.</i> The University of Texas at Tyler.	Ph.D.
2024	Joanna Norman <i>Pathways to women's career success: Career transitions, entrepreneurship, and career optimism as a catalyst toward success.</i> The University of Texas at Tyler.	Ph.D.
2023	Amy Baskin <i>Campus level teacher turnover in Texas elementary schools: An examination of the impact of leadership factors and school demographics using hierarchical linear modeling.</i> The University of Texas at Tyler.	Ph.D.
2022	Katherine Stone <i>Testing the predictive validity of a managerial coaching scale using a cross-lagged panel design.</i> The University of Texas at Tyler.	Ph.D.
2021	Thomas E. Kramer <i>The effects of perceived organizational justice of inclusive talent management practices on employee work effort.</i> The University of Texas at Tyler. [2022 ATD Dissertation Award]	Ph.D.
2020	Janice Chretien <i>Testing the modality effect in an online training of virtual workers” A experiment inspired by social distancing.</i> The University of Texas at Tyler.	Ph.D.
2019	David Conley <i>Organizational cognition as intervened by organizational support and engagement on employees’ exhibition of organizational citizenship behaviors.</i> The University of Texas at Tyler.	Ph.D.

- | | | |
|------|--|-------|
| 2019 | <p>Silvana Chambers</p> <p><i>Examining the comply or explain approach for women on boards in FTSE organizations with regard to gender diversity and the gender pay gap: A regression discontinuity approach.</i> The University of Texas at Tyler. [AHRD Esworthy Malcom S. Knowles Dissertation of the Year]</p> | Ph.D. |
| 2018 | <p>Amanda “Mandolen” Mull</p> <p><i>Testing and adapting an integrated model of motivation to lead and intention to apply.</i> The University of Texas at Tyler.</p> | Ph.D. |
| 2018 | <p>Julia A. Fulmore</p> <p><i>Testing the structural invariance of affective commitment on unethical pro-organizational behavior across clan and hierarchy organizational culture types.</i> The University of Texas at Tyler.</p> | Ph.D. |
| 2018 | <p>Bryn Rose Brown</p> <p><i>Testing the measurement invariance and latent mean differences of data from the employee perceptions of supervisor/line manager coaching behavior between virtual and traditional employees from generation X and Y.</i> The University of Texas at Tyler.</p> | Ph.D. |
| 2018 | <p>Kristin Collette Scott</p> <p><i>Initial evidence of construct validity of data from a self-assessment instrument of technological pedagogical content knowledge (TPACK) in 2-year public college faculty in Texas.</i> The University of Texas at Tyler. . [2021 AAUA Leo and Margaret Goodman-Malamuth Dissertation of the Year]</p> | Ph.D. |
| 2017 | <p>Greggory L. Keiffer</p> <p><i>Testing the measurement invariance of data from the Utrecht work engagement scale by generational cohort for employees in leisure and hospitality industry.</i> The University of Texas at Tyler.</p> | Ph.D. |
| 2017 | <p>Robin James Mayes</p> <p><i>A Content Originality Analysis of HRD Focused Dissertations and HRD Focused Published Academic Articles Using Turnitin Plagiarism Detection Software.</i> University of North Texas.</p> | Ph.D. |
| 2015 | <p>John R. Turner</p> <p><i>Knowledge sharing: Examining employee perceptions using structural equation modeling.</i> University of North Texas.</p> | Ph.D. |
| 2015 | <p>Tekeisha Zimmerman</p> <p><i>Testing the psychometric properties of the online student connectedness survey.</i> University of North Texas.</p> | Ph.D. |

2015	Susan W. Frear <i>A construct validity analysis of the Work Perception Profile data.</i> University of North Texas.	Ph.D.
2014	Ratchadaporn Boonsong <i>Instructions adoption of a web-based learning system at Rajabhat Universities in Thailand: A study using the unified theory of acceptance and use of technology.</i> University of North Texas.	Ph.D.
2013	Jacqueline Kennedy <i>Examining the relationship between individual and work characteristics and learning transfer factors.</i> University of North Texas.	Ph.D.
2012	Joyce Melius <i>Mathematics anxiety, and mathematics self-efficacy in relation to medication calculation performance in nurses.</i> University of North Texas.	Ph.D.

B. Doctoral Committees Served On

Year	Student Dissertation	Degree
2022	Lacey Logan <i>Workplace fun for employee engagement: A FUNction of organizational culture?</i> The University of Texas at Tyler.	Ph.D.
2021	Sonya H. Niazy <i>Mentoring early career teachers under COVID-19 pandemic in the state of Texas: A phenomenological case study.</i> The University of Texas at Tyler.	Ph.D.
2020	Jennifer Duplessis <i>Examining the mediating effect of job crafting on the relationship between managerial coaching and job engagement in the skilled trades.</i> The University of Texas at Tyler. [AHRD Esworthy Malcom S. Knowles Dissertation of the Year]	Ph.D.
2020	Amber Lynne McEnturff <i>Comparing raw score difference, multilevel modeling, and structural equation modeling methods for estimating discrepancy in dyads.</i> The University of North Texas.	Ph.D.
2019	Mary Lynn Lunn <i>Examining the direct effect of CEO perceptions of collective organizational engagement on patient experience in acute-care hospitals.</i> The University of Texas at Tyler.	Ph.D.

- | | | |
|------|--|-------|
| 2018 | Sam Carrell | Ph.D. |
| | <i>Examining the mediating influence of occupational self-efficacy and perceived organizational support on the relationship between perceived managerial coaching behaviors and employee engagement among higher education strategic enrollment management professionals.</i> The University of Texas at Tyler. [Finalist for the AHRD Esworthy Malcom S. Knowles Dissertation of the Year; AERA Workplace Learning SIG Exemplary Dissertation Award] | |
| 2017 | Katie Daniels | Ph.D. |
| | <i>Response shift bias: An examination of measurement invariance in self-reported change.</i> Western Michigan University. | |
| 2015 | David F. Holland | Ph.D. |
| | <i>Reliability generalization: A systematic review and evaluation of meta-analytic methodology and reporting practice.</i> University of North Texas. | |
| 2015 | Heather Jean Turner | Ph.D. |
| | <i>A performance evaluation of confidence intervals for ordinal coefficient alpha.</i> University of North Texas. | |
| 2014 | Laura Pasquini | Ph.D. |
| | <i>Organizational identify and community values: Identifying meaning in postsecondary education social media guidelines and policy documents.</i> University of North Texas. | |
| 2014 | Feliz Weitzman | Ph.D. |
| | <i>Organizational longevity as a predictor of organizational learning, organizational identity, organizational innovation, and fiscal conservatism.</i> Colorado State University. | |
| 2013 | Nisha Manikoth | Ph.D. |
| | <i>Development and validation of a scale to measure contemporary career development organizational culture.</i> George Washington University. [AHRD Esworthy Malcom S. Knowles Dissertation of the Year; AERA Workplace Learning SIG Dissertation of the Year] | |
| 2013 | Joanne Hix | Ph.D. |
| | <i>Measuring the effectiveness of transfer of learning constructs and intent to transfer in a simulation-based leadership training program.</i> University of North Texas. | |
| 2012 | Marie Garrigue | Ph.D. |
| | <i>Leader developmental readiness of generation Y in the training industry.</i> University of North Texas. | |

- | | | |
|------|--|-------|
| 2012 | Byunghum Ahn
<i>General satisfaction of students in 100% online courses in the department of learning technologies at the University of North Texas.</i> University of North Texas. | Ph.D. |
| 2012 | Trissa Cox
<i>Factors associated with behavioral intention to disclose personal information on geosocial networking applications.</i> University of North Texas. | Ph.D. |
| 2012 | Dave Bonner
<i>A study of the technological, instructional, and motivational factors affecting PHR certification exam outcomes.</i> University of North Texas. | Ph.D. |
| 2011 | Ursula Johnson
<i>Parent involvement and science achievement: A latent growth curve analysis.</i> University of North Texas. | Ph.D. |
| 2011 | Donne Kirk
<i>Style and satisfaction: Is instructor satisfaction style a predictor of instruction job satisfaction?</i> University of North Texas. | Ph.D. |
| 2009 | David Wayne Godfrey
<i>The behavior changes that can be realized when leaders are exposed to the theories and metaphors found in quantum physics.</i> University of North Texas. | Ph.D. |
| 2009 | Nancy Lynne Cox
<i>Student characteristics and self-concepts of secondary career and technical education students in a north central Texas region.</i> University of North Texas. | Ph.D. |

C. Current Doctoral Committees Chairing

1. Adopoju, Bisola, The University of Texas at Tyler, Soules College of Business
2. Gaytan, Oscar, The University of Texas at Tyler, Soules College of Business
3. Noblin, Ashlee, The University of Texas at Tyler, Soules College of Business
4. Roberson, Crystal, The University of Texas at Tyler, Soules College of Business
5. Said, Radie, The University of Texas at Tyler, Soules College of Business
6. Taylor, Maryn, The University of Texas at Tyler, Soules College of Business
7. Wilson, Wesley, The University of at Tyler, Soules College of Business

D. Current Doctoral Committees Serving On

1. Patole, Sanket, The University of Texas at Tyler, Soules College of Business
2. Sears, Shonda, The University of Texas at Tyler, Soules College of Business
3. Mmuobuike, Kelechi, The University of Texas at Tyler, Soules College of Business

SERVICE TO UNIVERSITY

A. University Service

Years	Organization	Position
2024 – present	Technical Advisory Committee to The Institute for Health Innovation, Data Science and Research	Member
2020 – present	Office of Research and Scholarship Research Design and Analysis Lab	Director
2024 – 2027	UT Tyler Research Council	Member
2025	UT Tyler Hearing Tribunal Panel	Chair
2024 – 2025	UT Tyler Hearing Tribunal Standing Pool	Member
2024 – 2025	UT Tyler Graduate School Dean Search Committee	Member
2019 - 2021	UT Tyler Lyceum Student Research Showcase	Judge
2019	UT Tyler Associate Provost for Research and Scholarship Search Committee	Member
2018 – 2020	UT Tyler Research Council	Member
2018	UT Tyler Director of Research and Scholarship Search Committee	Member
2015 – 2018	UT Tyler Faculty Senate	Member
2014 – 2017	UT Tyler Arts and Performance Complex Advisory Committee	Member
2012 – 2014	UNT Faculty Senate University Library Committee	Member
2012 – 2014	UNT Undergraduate Curriculum Committee	Member
2009 – 2010	UNT Ad hoc Committee to Establish Vision, Mission, and Values Statements for Faculty Senate	Member
2007	Learning Management System Evaluation Committee	Member

B. College Service

Years	Organization	Position
2023 – 2025	Faculty/Staff Awards and Research	Member
2020 – 2021	Hibbs Institute	Fellow
2020 – 2021	UT Tyler Soules COB Dean Search Committee	Member
2019 – 2020	UT Tyler Soules COB HRD/HRM Task Force	Member
2019 – 2020	UT Tyler Soules COB PhD Task Force	Member
2019 – 2020	UT Tyler Soules COB Strategic Planning Committee	Member
2019 – 2021	UT Tyler Soules COB Faculty and Staff Awards and Research Committee	Member
2018 – 2020	UT Tyler Soules COB Student Awards and Scholarship Committee	Member
2018 – 2019	UT Tyler Soules COB Dean Search Committee	Member
2014 – 2016	UT Tyler COB Tenure and Promotion Committee	Member
2012 – 2014	UNT COI Academic Affairs Committee	Member
2012 – 2013	UNT COI Doctoral Experience/Colloquium Ad hoc Committee	Member
2011	UNT COI Academic Strategic Plan Ad hoc Committee	Member
2011	UNT COI Research Strategic Plan Ad hoc Committee	Member
2010 – 2014	UNT COI Information for Research and Analysis Lab	Director
2010 – 2011	UNT COI Faculty Assembly Committee	Member
2009 – 2010	UNT COI Faculty Assembly Committee	Chair

Years	Organization	Position
2008 – 2009	UNT Ad hoc Committee to Establish Vision, Mission, and Values Statements for College	Chair

C. Department Service

Years	Organization	Position
2019 – present	UT Tyler HRD PhD Program	Coordinator
2018 – present	UT Tyler HRD Curriculum Committee	Chair
2018 – present	UT Tyler HRD PhD Admissions Committee	Co-Chair
2024 – 2025	UT Tyler HRD Faculty Search Committee	Chair
2024 – 2025	UT Tyler HRD Third-Year Review Committee	Member
2019 –2024	UT Tyler HRD Department	Interim Chair
2014 – 2015	UT Tyler HRD Third-Year Review Committee	Chair
2012 – 2014	UNT COI LT Enrollment Management Committee	Member
2011 – 2013	UNT COI LT Executive Committee	Member
2010 – 2013	UNT COI LT Technology Committee	Member
2009 – 2012	UNT COI LT Enrollment Management Committee	Member
2009 – 2011	UNT COI LT Department Chair Search Committee	Member
2008 – 2009	UNT COI LT Awards Ad hoc Committee	Member

D. Program Service

Years	Organization	Position
2012 – 2014	UNT COI LT ATTD Program	Doctoral Advisor
2013 – 2014	UNT COI LT ATTD Lecturer Search Committee	Member

2011 – 2012	UNT COI LT ATTD Assistant Professor Search Committee	Member
2011 – 2012	UNT COI LT CECS Assistant Professor Search Committee	Member

SERVICE TO THE COMMUNITY

Years	Organization	Position
2021 – 2023	Cumberland Ridge Homeowner Association	Board Member
2016 – 2021	<u>Lindale Education Foundation</u>	Board Member and Treasurer
2019	Texas Education Agency	P-TECH and ICIA Success Grant Program Peer Reviewer
1999 – 2021	SEED Charities, Inc. (dba <u>Threads of Hope</u>)	Founder and President
2016 – 2017	<u>David Powell Food Pantry</u>	Volunteer