Rochell R. McWhorter, Ph.D.

The University of Texas at Tyler
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Google Scholar Profile: https://goo.gl/o3Ryve

EDUCATION

Degrees

2011   **Ph.D. in Human Resource Development**
Texas A&M University, College Station, Texas, 4.0 GPA
Dissertation: *Scenario Planning as the Development of Leadership Capability and Capacity; and Virtual Human Resource Development*
Co-Chairs: Dr. Susan A. Lynham and Dr. Frederick Nafuko
Committee Members: Dr. Yvonna S. Lincoln and Dr. Connie Fournier

1993   **M.S. in Education**
Certification: Educational Diagnostician
The University of Texas at Tyler

1990   **B. S. in Education**
Certification: Math (K-8)
The University of Texas at Tyler

ACADEMIC EXPERIENCE

The University of Texas at Tyler, Tyler, Texas
2017-Current   Associate Professor of Human Resource Development
                Soules College of Business
2011-2017   Assistant Professor of Human Resource Development
                College of Business and Technology
2009-2011   Senior Lecturer in Human Resource Development
                College of Business and Technology
2006   Adjunct Lecturer, School of Education

Texas A&M University, College Station, Texas
2009-2010   Instructional Technology Consultant: Assisted with the design and development of a virtual campus, and training of faculty and staff; reported to Director of Instructional Technology for TAMU main campus

1984-1985   Accounting Assistant. Managed accounts payable, sick leave, vacation time, and benefits for full-time employees

Lindale Independent School District, Lindale, Texas
 2007-2009   Educational Diagnostician

Tyler Independent School District, Tyler, Texas
 1994-2007   Educational Diagnostic Consultant
 1992-1994   Content Mastery Center Coordinator
 1991-1992   Secondary Math Teacher

UNIVERSITY TEACHING
The University of Texas at Tyler

Graduate Teaching

HRD 6353	Advanced Qualitative Research in HRD
HRD 6343	Foundations of Qualitative Research
HRD 6359	Advanced Research Seminar in HRD
HRD 6391	Qualitative Research in HRD
HRD 5350	Leadership & Ethics in HRD
HRD 5347	Performance Consulting
HRD 5344	Conflict Resolution
HRD 5343	Foundations of HRD
HRD 5331	Workforce Development
HRD 5370	Internship in HRD
HRD 5371	Internship in HRD
EDSP 5364	Seminar: Assessment in Spec Education
TECH 5303	Research Techniques

Undergraduate Teaching

HRD 4331	Workforce Development
HRD 4320	Job Analysis
HRD 4321	Intro to Distance Learning
HRD 4399	Independent Study
HRD 4370	Internship in HRD
HRD 4372	Capstone in HRD
HRD 4313	Management of the Instructional Environment
HRD 4301	Supervision
HRD 3342	Career Development and Human Resource Planning
HRD 3333	Human Relations
HRD 3312	Training and Development
HRD 3306	Team Building
HRD 3301	Introduction to HRD & Performance Management Systems
TECH 4372	Capstone Experience
TECH 4173	ePortfolio Course
TECH 2330	Technology and Society
TECH 2323	Intro to Computer Applications
TECH 1301	Technology and Society

PROFESSIONAL EXPERIENCE

Escrow Officer, Colonial Title Company   May 1999 – August 2004
Athens, Texas

Escrow Officer, East Texas Title Company   June 1995 – March 1999
Athens, Texas and Gun Barrel City, Texas

Auditing Assistant, DSF Corporation   May 1988 – August 1990
Tyler, Texas

CERTIFICATIONS AND PROFESSIONAL CREDENTIALS

2022   Micro-credentials within the University Ecosystem (UT System)
2022   Certificate: IU Advanced Anti-Plagiarism Course (Indiana University)
2021   Certificate: "Equity and Inclusion in Online Learning" (ISTE.org)
2021   Certificate: "Creating Community in Online Classrooms" (ISTE.org)
1995   Escrow License, Texas Department of Insurance
1993   Educational Diagnostician Certificate, Texas Education Agency (Grades PK-12)
1992   Generic Special Education Certificate (Grades PK-12), Texas Education Agency
1990   Texas Teacher Certificate with Math Endorsement, Texas Education Agency

CORPORATE AND ORGANIZATIONAL CONSULTING

Leadership Development International. Developed experiential learning materials for one of their international clients: *The Higher Colleges of Technology--Fujairah College (HCT-FC) in the United Arab Emirates (UAE).*

KR Virtual Designs. Developed virtual learning environments for *The University of Texas at Tyler.* Projects included: 3D Sulfuric Acid Plant, 3D Nanotechnology Safety Lab, and virtual space for a doctoral Nursing clinical course.

Texas A&M University, *Instructional Technology Services.* Worked directly with IT Director at A&M to develop an online training area to hold academic events for faculty, undergraduate, and graduate students on Texas A&M's 3D virtual campus in Second Life™.

PUBLICATIONS

Refereed Journal Articles

44. **McWhorter, R. R.** (2023, in press). Virtual human resource development: Definitions, challenges, and opportunities. *Human Resource Development Review*. https://doi.org/10.1177/15344843231188820 "A+" Journal on Soules Journal List

43. Carpenter, R. E., **McWhorter, R. R.**, Stone, K., & Coyne, L. (2023, in press). Adopting virtual reality for education: Exploring teachers' perspectives on readiness, opportunities, and challenges. *International Journal on Integrating Technology in Education*. "B" Journal on Soules Journal List

42. McClurg, N. O., Ellinger, A., **McWhorter, R.,** & Osman-Gani, A. (2023). Exploring workplace spirituality in the context of work teams: A qualitative multi-case, multi-team study. *Human Resource Development Quarterly*. https://onlinelibrary.wiley.com/doi/pdf/10.1002/hrdq.21499 "A+" Journal on Soules Journal List

41. Delello, J. A., **McWhorter, R. R.,** Roberts, P. B., De Giseppe, T., & Corona, F. (2023). The risks and rewards of collegiate Esports: A multi-case study of gamers in the United States and Italy. *International Journal of Gaming and Computer-Mediated Simulations, 15*(1), 1-22. https://www.igi-global.com/gateway/article/full-text-pdf/317115 H-Index 19.

40. Adele, B., Ellinger, A. D., **McWhorter, R. R**., & Egan, T. (2023). Exploring learning outcomes for managers who coach. *European Journal of Training and Development*, 47(5/6), 635-652. https://doi.org/10.1108/EJTD-12-2021-0198 H-Index 50, SJR: .50, "A" Journal on Soules Journal List

39. Bennett, E. E., & **McWhorter, R. R.** (2022). Dancing in the paradox: Virtual HRD, online teaching, and learning. *Advances in Developing Human Resources*, *24*(2). https://doi.org/10.1177/15234223221079440 H-Index 46; "A" Journal on Soules Journal List

38. Carpenter, R., **McWhorter, R. R**., Donaldson, S., Silberman, D., & Maffei, S. (2021). Working against the clock: A model for rural STEMI triage. *Health Services Insights. 14*: 1–8. https://doi.org/10.1177/11786329211037521 (SJR: .74, Sage Journal)

37. Delello, J. A., **McWhorter, R. R**., Roberts, P. B., Dockery, H. (2021). The rise of eSports: Insights into the perceived benefits of risks for college students. *International Journal of eSports Research, 1*(1), 1-19. https://doi.org/10.4018/IJER.20210101.oa5 (Open Access)

36. Bennett, E. E., & **McWhorter, R. R**. (2021). Virtual HRD's role in crisis and the post Covid-19 professional lifeworld: Skills for a new technological era. *Advances in Developing Human Resources, 23*(1), 5-25. https://doi.org/10.1177/1523422320973288 H-Index 46; "A" Journal on Soules Journal List

35. Gipson, C., Delello, J. A., & **McWhorter, R. R.** (2020). Engaging nursing students and older adults through service-learning. *Working with Older People,* 25(1), 84-93. https://doi.org/10.1108/WWOP-10-2020-0053

34. Deal, B. J., Hermanns, M., Marzilli, C., Fountain, R., Mokhtari, K., & **McWhorter, R. R**. (2020). A faculty-friendly framework for improving teaching and learning through service-learning. *Journal of Service-Learning in Higher Education*, *10*, 3–11. https://journals.sfu.ca/jslhe/index.php/jslhe/article/view/178

33. Bennett, E. E., & **McWhorter, R. R**. (2019). Social movement learning and social innovation: Empathy, agency, and the design of solutions to unmet social needs. *Advances in Developing Human Resources, 21*(2), 224-249. (SJR: .61) See: https://doi.org/10.1177/1523422319827939 H-Index 46; "A" Journal on Soules Journal List

32. Delello, J. A., **McWhorter, R. R**., & Lawrence, H. (2019). Fostering a community of inquiry in online discussions. *Academic Exchange Quarterly, 23*(1), 11-18. https://scholarworks.uttyler.edu/education_fac/12/

31. Goette, W. F., Delello, J. A., & **McWhorter, R. R.** (2019). Gendered experiences of mobile gaming and augmented reality: Engagement with Pokémon GO among university students. *International Journal of Virtual and Augmented Reality*, *3*(2), 54-67. DOI: https://www.igi-global.com/article/gendered-experiences-of-mobile-gaming-and-augmented-reality/239898

30. Delello, J. A., **McWhorter, R. R.,** & Goette, W. (2018). College students' attraction to the mobile augmented reality game Pokemon Go. *International Journal of Gaming and Computer-Mediated Simulations*. (IJGCMS), *10*(3), 1-19. (SJR: .27) See: https://www.igi-global.com/article/college-students-attraction-to-the-mobile-augmented-reality-game-pokmon-go/214858

29. Delello, J. A., Hawley, H., **McWhorter, R. R.,** Gipson, C., & Deal, B. (2018). Gamifying Education: Motivation and the implementation of digital badges for use in Higher Education. *International Journal of Web-Based Learning and Teaching Technologies, 13*(4), 17-33. (SJR: .15)   https://www.igi-global.com/article/gamifying-education/210182

28. Delello, J. A., **McWhorter, R. R.,** & Marmion, S. (2018). Understanding the productivity of faculty members in Higher Education. *International Journal of Management in Education, 12*(2)*,* 154-178. (SJR: .15) https://www.inderscienceonline.com/doi/abs/10.1504/IJMIE.2018.090738

27. Rueter, J. A., **McWhorter, R. R.,** & Delello, J. A. (2019). Decision-making practices of assessment personnel: The choices we make. *Assessment for Effective Intervention, 44*(4), 281-291. (SJR: .53) https://doi.org/10.1177/1534508418758370

26. Delello, J. A., **McWhorter, R. R.,** & Everling, K. (2017). Looking in from the outside: Perspectives of caring for an individual diagnosed with agenesis of the corpus callosum. *Journal of Social Science and Humanities Research*, *2*(3), 33-56. https://ijrdo.org/index.php/sshr/article/view/598

25. Hall, A., Delello, J. A., & **McWhorter, R. R.** (2017). Using Facebook to supplement instruction in online and hybrid courses. *International Journal of Innovation and Learning, 22*(1). (SJR: .22) See: https://www.inderscienceonline.com/doi/abs/10.1504/IJIL.2017.085250 "B" Journal on Soules College of Business.

24. Delello, J. A., & **McWhorter, R. R** (2017). Reducing the digital divide: Connecting older adults to iPad technology. *Journal of Applied Gerontology*, *36*(1), 3-28 (SJR .58) https://www.ncbi.nlm.nih.gov/pubmed/26084479

23. **McWhorter, R. R.,** Delello, J. A., & Roberts, P. B. (2016). Giving back: Exploring service-learning in an online learning environment. *Journal of Interactive Online Learning, 14*(2), 80-99. (*SJR: .66*) https://scholarworks.uttyler.edu/education_fac/13/

22. Lawrence, H., **McWhorter, R. R.,** Jackson, S., Gilley, A., & Gilley, J. (2016). Managerial behaviors that support participative decision making. *Journal of Scholastic Inquiry: Business.* https://issuu.com/csiresearch/docs/journal_of_scholastic_inquiry-speci

21. **McWhorter, R. R.,** & Delello, J. A. (2016). Green technologies enabling virtual learning environments. *International Journal of Information Communication Technologies and Human Development, 8*(4), 38-55. https://www.igi-global.com/article/green-technologies-enabling-virtual-learning-environments/163424

20. Ellinger, A. D., & **McWhorter, R. R**. (2016). Qualitative case study research as empirical inquiry. *International Journal of Adult Vocational Education and Technology, 7*(3), 1-13. https://eric.ed.gov/?id=EJ1155655

19. Bennett, E. E., & **McWhorter, R. R.** (2016). Opening the black box and searching for smoking guns: Process causality in qualitative research. *European Journal of Training and Development, 40*(8/9), 691-718. (SJR: .49). See https://www.emeraldinsight.com/doi/full/10.1108/EJTD-07-2015-0049

18. Rueter, J. A., **McWhorter, R. R.,** Lamb, J., & Dykes, F. (2016). Updated perspectives on educational diagnosticians' understanding of reading assessments. *Current Issues in Education, 19*(1), 1-19. (SJR: .23). *https://scholarworks.uttyler.edu/cgi/viewcontent.cgi?article=1001&context=education_fac*

17. Marzilli, C., Delello, J. A., Marmion, S., **McWhorter, R. R.,** & Roberts, P. (2015). Exploring the perceptions of college students on the use of technology: What do they really think? *International Journal of Sciences: Basic and Applied Research, 24*(2), 434-456. https://scholarworks.uttyler.edu/cgi/viewcontent.cgi?article=1002&context=hrd_fac

16. Delello, J. A., **McWhorter, R. R.,** & Camp, K. (2015). Using social media as a tool for learning: A multi-disciplinary study. *International Journal on E-Learning (IJEL) Corporate, Government, Healthcare & Higher Education, 14*(2). 163-180. (Ranked 4th in journal of E-Learning, H-Index) https://eric.ed.gov/?id=EJ1062974

15. Delello, J. A., **McWhorter, R. R.**., & Camp, K. (2015). Integrating augmented reality in higher education—A multidisciplinary study of student perceptions. *Journal of Educational Multimedia and Hypermedia.* Retrieved from http://www.editlib.org/p/148455 (SJR: .21).

14. **McWhorter, R. R.,** & Lynham, S. A. (2014). An initial conceptualization of virtual scenario planning. *Advances in Developing Human Resources, 16*(3), 335-355. (SJR: .61). https://journals.sagepub.com/doi/pdf/10.1177/1523422314532096

13. **McWhorter, R. R.** (2014). A synthesis of new perspectives on Virtual HRD. *Advances in Developing Human Resources, 16*(3), 391-401. (SJR: .4) https://journals.sagepub.com/doi/10.1177/1523422314532126

12. Delello, J. A., & **McWhorter, R. R**. (2014). Creating virtual communities of practice with the visual social media platform Pinterest. *International Journal of Social Media and Interactive Environments (IJSMILE), 2(3), 216-236.* https://www.researchgate.net/publication/267449957_Creating_virtual_communities_of_practice_with_the_visual_social_media_platform_Pinterest

11. Avery, S., **McWhorter, R. R**., Lirely, R., & Doty, H. (2014). Searching for empirical validity in an Assurances of Learning system. *Journal of Education for Business, 89*(3), 156-164. (SJR: .3) https://www.tandfonline.com/doi/abs/10.1080/08832323.2013.800467?journalCode=vjeb20

10. Marzilli, C., Delello, J. A., Marmion, S., **McWhorter, R. R.,** Brown, P., & Marzilli, T. S. (2014). Faculty attitudes towards integrating technology and innovation. *International Journal on Integrating Technology in Education, 3*(1), 1-20. https://arxiv.org/ftp/arxiv/papers/1404/1404.4334.pdf

9. Delello, J. A., **McWhorter, R. R,** Marmion, S., Camp, K., Everling, K.., Neel, J., & Marzilli, C. (2014). The life of a professor: Stress and coping. *Polymath: An Interdisciplinary Arts and Sciences Journal*, *4*(1), 39-58. https://ojcs.siue.edu/ojs/index.php/polymath/article/view/2932

8. **McWhorter, R. R**., Delello, J. A., Raisor, C., Roberts, P. B., & Fowler, D. (2013). A cross-case analysis of the use of web-based ePortfolios in Higher Education. *Journal of Information Technology Education: Innovations in Practice, 12*, 253-286. https://eric.ed.gov/?id=EJ1027388

7. Delello, J. A., Everling, K. M., **McWhorter, R. R**., Lawrence, H. (2013). Fostering presence in online discussions. *Academic Exchange Quarterly, 17*(2). *Editor's Choice Award* http://rapidintellect.com/AEQweb/5284v3.pdf

6. Fazarro, D. E., & **McWhorter, R. R**. (2011). Leveraging green computing for increased viability and sustainability. *Journal of Technology Studies, 37*(2). Retrieved from https://scholar.lib.vt.edu/ejournals/JOTS/v37/v37n2/fazarro.html

5. Fazarro, D. E., Lawrence, H., & **McWhorter, R. R**. (2011). Going virtual: Delivery of nanotechnology safety education on the web. *Journal of STEM Teacher Education, 48*(2), 38-51. Retrieved from http://scholar.lib.vt.edu/ejournals/JSTE/v48n2/pdf/fazarro.pdf and https://ir.library.illinoisstate.edu/jste/vol48/iss2/1

4. **McWhorter, R. R**. (2010). Exploring the emergence of Virtual Human Resource Development. *Advances in Developing Human Resources*, *12*(6), 623-631. (SJR .4) https://journals.sagepub.com/doi/pdf/10.1177/1523422310395367

3.   Mancuso, D., Chlup, D., & **McWhorter, R. R**. (2010). A study of adult learning in a virtual world, *Advances in Developing Human Resources*, *12*(6), 681-699.   (SJR: .61) https://journals.sagepub.com/doi/pdf/10.1177/1523422310395368

2.   **McWhorter, R. R**., Lynham, S. A., & Porter, D. E. (2008). Scenario planning as the development of leadership capability and capacity. *Advances in Developing Human Resources, 10*(2), 259-284. (SJR: .4) https://journals.sagepub.com/doi/10.1177/1523422307313332

1. Cowell, C., Hopkins, P. C., **McWhorter, R**., & Jordan, D. L. (2006). Alternative training models. *Advances in Developing Human Resources, 8*(4), 460-475. (SJR: .61) http://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.907.8560&rep=rep1&type=pdf

Refereed Manuscripts Under Review, In Revision, or Resubmitted

2. Laurie, M**.,** & **McWhorter, R. R**. (under review). Multi-case study of service-learning in the time of Covid-19.

1. **McWhorter, R. R.,** Johnson, G., Delello, J. A., Young, M.. & Carpenter, R. E. (in revision). We have talent: Mock team interviewing improves employer perceived competence on hireability.

Invited Reaction: Editor Reviewed

1   Bennett, E. E., & **McWhorter, R. R.** (2017). Reaction – Organizational learning, community, and Virtual HRD: Advancing the discussion. *New Horizons in Adult Education & Human Resource Development, 29*(3), 19-27. https://onlinelibrary.wiley.com/doi/full/10.1002/nha3.20188

Industry Articles: Editor Reviewed

1. **McWhorter, R. R.,** & Lindhjem, K. A. (2013). Nanotechnology safety education in a virtual learning environment. *IEEE Nanotechnology Magazine, 7(2), 15–17. (H-Index)* https://ieeexplore.ieee.org/document/6525402

Co-Editor of Refereed Journal Special Issues

2. Bennett, E. E., & **McWhorter, R. R.** (2014). New perspectives on Virtual Human Resource Development. *Advances in Developing Human Resources, 16*(3), 263-401. (SJR: .61) H-Index 46; "A" Journal on Soules Journal List https://journals.sagepub.com/toc/adha/16/3

1. **McWhorter, R. R**., & Bennett, E. E. (2010). Virtual Human Resource Development. *Advances in Developing Human Resources, 12*(6), 619-641. "A" Journal on Soules Journal List https://journals.sagepub.com/toc/adha/12/6

Books

1. Delello, J. A., & **McWhorter, R. R.,** Eds. (2020). *Disruptive and Emerging Technological Trends Research across Education and the Workplace*. Edited volume. IGI Global Inc. https://works.bepress.com/rochell_mcwhorter/115/

Book Review

1. McWhorter, R. R., & Diamond, M. (2007). 'How organizations work' (book review), *Human Resource Development International, 10*(2), 233-239. (H-Index) https://www.tandfonline.com/doi/full/10.1080/13678860701347214

Published Book Chapters

16. **McWhorter, R. R**., & Bennett, E. E. (2021). Creepy technologies and the privacy issues of invasive technologies. In International Management Association (Ed.), *Research Anthology on Privatizing and Securing Data.* (pp. 1726-1745). IGI Global.
https://www.igi-global.com/gateway/chapter/280253 [republished]

15. Delello, J. A., Consalvo, A. L., **McWhorter, R. R.,** & Doepker, G. (2021). Sponsoring older adults' improvement of metaliteracy (pp. 128-141). In L. Henry and N. Stahl (Eds.), *Literacy Across the Community: A Comprehensive Collection of Research and Praxis*. Routledge Publishing. https://www.taylorfrancis.com/chapters/edit/10.4324/9781003031550-13/sponsoring-older-adults-improvement-metaliteracy-using-ipads-julie-delello-annamary-consalvo-rochell-mcwhorter-gina-doepker

14. Ellinger, A. D., & **McWhorter, R. R.** (2020). Case study research – Chapter 8. *Sage Handbook of Coaching*. London: Sage Publishers. https://eric.ed.gov/?q=mcwhorter&id=EJ1155655

13. Bennett, E. E., & **McWhorter, R. R**. (2020). Digital technologies for teaching and learning. Tonnette Rocco, Ed., Adult and continuing education for an interconnected world. Chapter for *2020 Handbook of Adult and Continuing Education (ACE)*. https://styluspub.presswarehouse.com/browse/book/9781620366844/The-Handbook-of-Adult-and-Continuing-Education

12. **McWhorter, R. R.,** & Bennett, E. E. (2020). Creepy Technologies. In *Disruptive and Emerging Technology Trends Across Education and the Workplace* (J. Delello & R. McWhorter, Eds.). IGI Global. https://www.igi-global.com/chapter/creepy-technologies-and-the-privacy-issues-of-invasive-technologies/252320

11. **McWhorter, R. R.,** Owens, M., Neel, J., Rueter, J. A., Doepker, G. M. (2020). Examining the Adult Learning of "Giving Back" Initiatives in Higher Education. IGI Book Chapter in *Handbook of Research on Adult Learning in Higher Education.* (M. Okojie, & T. C. Boulder, Eds., pp. 473-500). IGI Global. https://doi.10.4018/978-1-7998-1306-4

10. **McWhorter, R. R**., Delello, J. A., Gipson, G., Mastel-Smith, B., & Caruso, K. (2020). Do loneliness and social connectedness improve in older adults through mobile technology? In *Disruptive and Emerging Technology Trends Across Education and the Workplace, J. A. Delello & R. R. McWhorter, Eds.* (pp. 221-242). IGI Global. https://doi.10.4018/978-1-7998-2914-0.ch009

9. **McWhorter, R. R.,** & Ellinger, E. E. (2018). Qualitative case study research: An initial primer. In Wang, V. C. X., (Ed.). *Handbook of Research on Innovative Techniques, Trends, and Analysis for Optimized Research Methods.* Hershey, PA https://www.igi-global.com/gateway/chapter/197736

8. Bennett, E. E., & **McWhorter, R. R.** (2017). International HRD (IHRD) and Virtual HRD. In T. Garavan, A. McCarthy, & R. Carbery (Eds.). *A handbook of International HRD: Context, processes and people*. Edward Elgar Publishing. https://www.elgaronline.com/view/edcoll/9781781954171/9781781954171.xml

7. Delello, J. A., & **McWhorter, R. R.** (2016). New visual literacies and competencies for education and the workplace. In B. Guzzetti & M. Lesley (Eds.), *Handbook of Research on the Societal Impact of Digital Media* (pp. 127-162). Hershey, PA: IGI Global. https://doi.10.4018/978-1-4666-8310-5.ch006

6. Delello, J. A., & **McWhorter, R. R.** (2016). New visual social media for the higher education classroom. In G. Mallia (Ed.), *The social classroom: Integrating social network use in education*. Hershey, PA: IGI Global. https://doi.10.4018/978-1-4666-4904-0.ch019

5. **McWhorter, R. R.,** & Delello, J. A. (2015). Green computing through virtual learning environments. In F. Nafukho (Ed.). *Integrating technology into higher education and in the workplace.* Hershey, PA: IGI Global. ***Selected for Editor's Choice Award*** https://doi.org/10.4018/978-1-4666-8632-8.CH047

4. **McWhorter, R. R**. (2015). Social networking skills for building your brand. In *A new brand you: Professional branding workbook,* G. Johnson & K. Gerwig (Eds.). (pp. 60-64). LuLu.

3. Raisor, C., & **McWhorter, R. R.** (2015). Teaching technical writing with virtual world technology. In S. Gregory, M. Lee, B. Dalgarno, & B. Tynan (Eds.), *Virtual worlds in online learning: Cases and applications.* Nova Science Publishers. https://scholars.library.tamu.edu/vivo/display/n184102SE/Documents/View%20All

2. Bennett, E. & **McWhorter, R. R.** (2014). Virtual Human Resource Development. In N. Chalofsky, T. Rocco, & L. Morris (Eds.), *The handbook of human resource development: The discipline and the profession* (pp. 567-589). Hoboken, NJ: Wiley https://doi.org/10.1002/9781118839881.ch33

1. **McWhorter, R. R**., Roberts, P. B. & Mancuso, D. S. (2013). Exploring professional online conferences for the adult learner. *Developing and Sustaining Adult Learners* (pp. 267-281). Information Age Publishing. Adult Higher Education Alliance (AHEA) Book Series. https://works.bepress.com/rochell_mcwhorter/21/

Books and Book Chapters under Review, Revision, or in Development

2. **McWhorter, R. R.,** & Bennett, E. E. (in development). Learning and Development within Virtual HRD [with a focus on AI]

1. **McWhorter, R. R.,** Laurie, M., Neel, J., Hebert, J., & Geiger, W. (in development). Designing Service-Learning Experiences for Student Learning. (E-Book, Open Education Resource).

Non-Refereed Invited Publications

3. **McWhorter, R. R.** (May 2013). Technically speaking: Real-time connections through WebEx. In *AHRD Digest*, Academy of Human Resource Development.

2. **McWhorter, R. R**. (April 2013). *Case study: Human Resource Development students find innovative ways to showcase their skills*. Pathbrite ePortfolios.

1. **McWhorter, R. R.** (June 2012). Virtual HRD spotlight: Utilizing Pinterest as a learning tool. In *AHRD Digest*, Academy of Human Resource Development.

REFEREED CONFERENCE PROCEEDINGS

52. Delello, J. A., **McWhorter, R. R.,** & Roberts, P. (2023). The impact of Esports on the habits, health, and wellness of the collegiate player. *ISTELive 23 Conference*, Philadelphia, PA. June 25-28, 2023.

51. Patole, S. R., **McWhorter, R. R.,** & Carpenter, R. E. (2023). Exploring intelligent learning systems, artificial intelligence, and implications for organizational culture [Poster presentation]. *Academy of Human Resource Development Virtual Conference,* March 1-4, 2023.

50. Holt, P., & **McWhorter, R. R.** (2022). Student outcomes of eService-Learning during the Covid-19 pandemic. *Academy of Human Resource Development Virtual Conference,* April 19-21, 2022.

49. **McWhorter, R. R.,** Johnson, G., Delello, J. A., & Holt, P. (2021). Virtual mock team interviewing: Preparing students for career success. *Academy of Human Resource Development Virtual Conference,* February 17-19, 2021.

48. McBurnett, D., Ellinger, A. D., **McWhorter, R. R**., & Vince, R. (accepted, 2020; presented June 2021). A meta-ethnographic analysis of planned organizational change qualitative case study literature from 2000-2016. (Submitted to the *UFHRD 2020 Conference*; however, due to COVID-19, the International Conference postponed until June 2021).

47. McClurg, N. O., Ellinger, A. D., **McWhorter**, R. R., & Osmani-Gani, A. (accepted, 2020; presented June 2021). Workplace spirituality in the context of work teams: A qualitative multi-case, multi-team study. (Submitted to the *UFHRD 2020 Conference*; however, due to COVID-19, the International Conference postponed until June 2021).

46. Delello, J., Kerby, D., Kiekel, J., **McWhorter**, R. R., Poya, S., & Williams, M. K. (2019). Educator perceptions of digital devices, multitasking and distractions in the classroom. *ISTE 2019*, Philadelphia, PA, June 22-26, 2019.

45. Johnson, Gail D., **McWhorter, R. R**., Young, M., & Delello, J. A. (2019). Exploring mock team interviewing: A Career management strategy in undergraduate business courses in East Texas. East Texas Research Conference, May 9 and 10, 2019.

44. Chapman, D., Ellinger, A. D., & **McWhorter, R. R.** (2019). Exploring the consequences of denied promotions among associate pastors serving as internal interims within a religious denomination. *Academy of Human Resource Development International Conference*, Louisville, KY, February 13-16, 2019.

43. Silberman, D., Carpenter, R., & **McWhorter, R. R.** (2019). "Relate-Create-Donate": Exploring Team-Based Learning in a College of Pharmacy. *Academy of Human Resource Development International Conference*, Louisville, KY, February 13-16, 2019.

42 Adele, B., Ellinger, A. D., **McWhorter, R.** (2018). Exploring managerial coaching dyads and reverse managerial coaching. *University Forum for Human Resource Development International Conference,* New Castle, England, June 6, 2018.

41. Bennett, E. E., & **McWhorter, R. R.** (2018). Creepy technology: Reader responses to invasive technologies. *Academy of Human Resource Development International Conference*, Richmond, VA, February 14-17, 2018.

40. **McWhorter, R. R.,** & Lynham, S. A. (2017). Virtual scenario planning: A research agenda. *Academy of Human Resource Development International Conference*, San Antonio, TX, March 2-5, 2017.

39. **McWhorter, R. R**., & Delello, J. A. (2017). Exploring augmented reality: Challenges and opportunities for Virtual HRD. *Academy of Human Resource Development International Conference*, San Antonio, TX, March 2-5, 2017.

38. McBurnett, D., Ellinger, A. D., **McWhorter, R. R.,** & Vince, R. (2016). Using meta-ethnography to analyze qualitative case study research on planned organizational change: A pilot study. *Southern Management Association,* Charlotte, North Carolina, October 27-29, 2016.

37. Bennett, E. E., Short, D., **McWhorter, R. R.,** & Roberts, P. B. (2016). Technology development and HRD: Three cases for analysis and discussion. *Academy of Human Resource Development International Conference*, Jacksonville, FL February 18-20, 2016

36. **McWhorter, R. R.,** & Johnson, G. (2015). Exploring Mock Team Interviewing as a career management strategy in business courses. *Southern Management Association*, St. Pete Beach, Florida, October 27-31, 2015.

35. Johnson, G., & **McWhorter, R. R.** (2015). Act on research video presentation: Exploring mock team interviewing as a career management strategy in business courses. *Southern Management Association*, St. Pete Beach, Florida, October 27-31, 2015.

34. Cockrell, C., DePonte, C., Lunn, M. L., Maffei, S., Resendez, **McWhorter, R**. & Ellinger, A. (2015). Exploring scholar's insights about theory. *University Forum for Human Resource Development International Conference,* Cork, Ireland, June 3-5, 2015.

33. Han, H., **McWhorter, R. R.,** Chapman, D., Huang, W., Bennett, E. E., & Roberts, P. B. (2015). Virtual technologies for managing the scholarly productivity image: An interactive discussion about performance metrics and academic networking. *Academy of Human Resource Development International Conference*, St. Louis, MO February 19-21, 2015

32. **McWhorter, R. R,** & Lynham, S. A. (2014). Virtual Scenario Planning. *University Forum for Human Resource Development Conference*, Edinburgh, Scotland, June 4-6, 2014.

31. **McWhorter, R. R.,** & Bennett, E. E. (2014). Technology Development: Learning from project failures. *Human Resource Development University Forum for Human Resource Development* Edinburgh, Scotland, June 4-6, 2014.

30. Johnson, G., **McWhorter, R.,** & Hicks, J. (2014). Uniquely qualified: Building students' professional brand for job placement and career management. *Association for Business Communication Southwestern US* (ABC-SWUS), Dallas, Texas, March 12-15, 2014

29. **McWhorter, R. R**, Roberts, P. B, & Mancuso, D. S. (2013). Exploring Professional Online Conferences for the Adult Learner. *American Association for Adult and Continuing Education (AAACE),* Lexington, KY, November 5-8, 2013.

28. **McWhorter, R. R**, Roberts, P. B., & Mancuso, D. S. (2013). Increasing student engagement in online courses through virtual workgroups. *American Association for Adult and Continuing Education Annual Conference (AAACE)*, November 5-8, 2013, Lexington, KY.

27. Delello, J. A., & **McWhorter, R. R.** (2013). Using ePortfolios to create, curate, and communicate learning. *International Society for Technology in Education (ISTE)*. June 23-26, 2013.

26. Delello, J. A., **McWhorter, R.,** & Hiles, H. (2013). Integrating digital creation, curation, and collaboration through Web 2.0 ePortfolios. *Authentic, Experiential and Evidence-Based Learning (AEEBL) Annual ePortfolio conference.* Boston, MA, July 29-Aug 1, 2013.

25. Delello, J. A., **McWhorter, R. R**., & Caruthers, R. (2013). Integrating digital creation, curation, and learning through Web 2.0 ePortfolios. 6th Annual International Symposium for Emerging Technologies *for Online Learning International Symposium*. Las Vegas, Nevada, April 9-11, 2013.

24. **McWhorter, R. R.,** & Roberts, P. B. (2013). Exploring professional virtual conferences. *Academy of Human Resource Development International Conference*, Arlington, VA. February 14-16, 2013.

23. Lunn, M. L., Briscoe, L., Cockrell, C., Gano, D., Maffei, S., Resendez, E., **McWhorter, R. R.,** & Ellinger, A. D. (2013). Scholarly perspectives about theory and its importance to Human Resource Development: Preliminary findings from a phased study. *Academy of Human Resource Development International Conference*, Arlington, VA. February 14-16, 2013.

22. **McWhorter, R. R.,** & Delello, J. A. (2013). *Preparing students for the workplace using Pinterest*. *Academy of Human Resource Development International Conference*, Arlington, VA. February 14-16, 2013.

21. Huang, W. D., **McWhorter, R. R**., Bennett, E. E., Chapman, D., Stanigar, J., Roberts, P., Han, H. (2013). The changing landscape of HRD enabled by technologies. *Academy of Human Resource Development International Conference*, Arlington, VA. February 14-16, 2013.

20. **McWhorter, R. R.,** Mancuso, D. S., & Roberts, P. B. (2012). Exploring online conferences as Virtual Human Resource Development. *American Association of Adult and Continuing Education*, Las Vegas, NV. November 4-9, 2012.

19. **McWhorter, R. R.,** Mancuso, D. S., & Lindhjem, K. A. (2012). Virtual resources as grief education: Web environments for coping with loss. *Adult Education Research Conference*, Saratoga Springs, New York. May 31-June 3, 2012.

18. **McWhorter, R. R.,** & Bennett, E. E. (2012). Facilitating transition from higher education to the workforce: A literature review of ePortfolios as virtual human resource development. *Academy of Human Resource Development International Conference*, Denver, Colorado. February 29-March 4, 2012.

17. **McWhorter, R. R**., & Lindhjem, K. A., & (2012). Student perceptions of a virtual learning environment for nanotechnology safety training. *Academy of Human Resource Development International Conference*, Denver, Colorado. February 29-March 4, 2012.

16. Bennett, E. E., Sankey, H., & **McWhorter, R. R**. (2012). Eportfolios as virtual HRD: A review of literature and analysis of a tool in a graduate medical education program. *Academy of Human Resource Development International Conference*, Denver, Colorado. February 29-March 4, 2012.

15. Huang, W., Stanigar, J., Roberts, P., **McWhorter, R.,** Hann, H., Chapman, D., Bennett, E. (2012). Invited: Metaphors and symbols about the meaning of social media and technology in the 21st century. Food 'N Thought Lunch Presentation, *Academy of Human Resource Development International Conference*, Denver, Colorado. February 29-March 4, 2012.

14. **McWhorter, R. R.,** & Lynham, S. A. (2011). Virtual scenario planning: A strategic learning tool for the small business and non-profit organization. Presented at the *Southern Management Association Conference,* November 9-12, Savannah, Georgia.

13. Raisor, C., & **McWhorter, R. R.** (2011). Creation and evaluation of authentic technical writing assignments utilizing virtual world technology. *Innovative Research in Virtual Worlds Conference, Coventry University, UK*, November 3-4, 2011.

12. Chermack, T. J., Lynham, S. A., Lincoln, Y. S., & **McWhorter, R. R**. (2011). Toward a social constructivist theory of scenario planning. *Academy of Human Resource Development International Conference,* Schaumburg (Chicago), Illinois. February 23-26, 2011.
    Note: This paper received a Cutting Edge Award.

11. **McWhorter, R. R.,** & Bennett, E. E. (2011). Virtual HRD, technology and distance learning: A discussion of future trends in HRD practice and research. *Academy of Human Resource Development International Conference,* Schaumburg (Chicago), Illinois, February 23-26, 2011.

10. **McWhorter, R. R.,** Bennett, E. E., & Mancuso, D. S. (2010). Virtual human resource development. *American Association for Adult & Continuing Education*, Clearwater Beach, Florida, October 24-29, 2010.

9. **McWhorter, R. R**., Lynham, S. A., & Chermack, T. J. (2010). Scenario planning as the development of leadership capability and capacity: A social constructivist inquiry. In the proceedings of the *Academy of Human Resource Development International Conference*, Knoxville, TN.

8. Bennett, E. E., & **McWhorter, R. R**. (2010). Virtual HRD: A paradigm shift? In the proceedings of the *Academy of Human Resource Development* International Conference, Knoxville, TN.

7. **McWhorter, R. R.,** Mancuso, D. S., & Chlup, D. T. (2009). Adult learning in a virtual world. In the proceedings of the *American Educational Research Association,* San Diego, CA.

6. Mancuso, D. T., Chlup, D. T., & **McWhorter, R. R.** (2009). How to stay A.L.I.V.E. in a world of ever-changing technology: Keeping up with adult learning in a virtual environment. In the proceedings of the 50th Annual *Adult Education Research Conference*, Chicago, Illinois.

5. **McWhorter, R. R.,** Mancuso, D. T., Demps, E. (2009). The emergence of virtual human resource development: An innovative session. In the proceedings of the *Academy of Human Resource Development* International Conference, Washington, DC.

4. **McWhorter, R. R.,** Mancuso, D. T., Hurt, A. (2008). Adult learning in a virtual environment: An innovative session. In the proceedings of the *Academy of Human Resource Development* International Conference, Panama City, FL.

3. **McWhorter, R. R.,** Porter, D. E., Lynham, S. A., Chermack, T. J., & van de Merwe, L. (2007). Scenario planning as leadership development. In the proceedings of the *University Forum for Human Resource Development* Conference, Oxford University, Oxford, UK, June 27-30, 2007.

2. **McWhorter, R. R.,** Porter, D. E., Lynham, S. A., & Chermack, T. J. (2007). Scenario planning as leadership development. In the proceedings of the *Academy of Human Resource Development International Conference*, Indianapolis, Indiana.

1. Hopkins, P. C., Cowell, C. C., Jorden, D., **McWhorter, R.,** Dobbs, R. L., & Allen, W. C. (2006). Pedagogy begins with andragogy. In the proceedings of the *Academy of Human Resource Development* International Conference, Columbus, Ohio, February 22-February 26, 2006.

NON-REFEREED CONFERENCE PROCEEDINGS

8. **McWhorter, R. R**. (2019). Celebration of Service-Learning in HRD. *3rd Annual Service-Learning Showcase*, The University of Texas at Tyler, Tyler, TX, March 28, 2019.

7. **McWhorter, R. R.** (2018). Service-learning: Building strategic partnerships in the communities where students live. *2nd Annual Service-Learning Showcase*, The University of Texas at Tyler, Tyler, TX, March 12, 2018.

6. Bennett, E. E., **McWhorter, R. R.,** Roberts, P. B., Huang, W. D. (2017). Personalized Learning Pathways: A Panel Discussion. *Academy of Human Resource Development International Conference*, San Antonio, TX, March 2-5, 2017.

5. **McWhorter, R. R**., Roberts, P. B., & Delello, J. A. (2016). Look up: A work-life boundary discussion around mobile technologies. *Academy of Human Resource Development International Conference*, Jacksonville, FL February 18-20, 2016

4. **McWhorter, R. R.,** Johnson, G. D., & Hicks-Martinez, J. (2015). Exploring the relevancy of the cover letter in a digital world. *ABC SWUS Conference*, Houston, Texas, March 11-13, 2015.

3. Bennett, E. E., & **McWhorter, R. R.** (2015). Virtual leaders: Real, constructed, and imagined. *Academy of Human Resource Development International Conference*, St. Louis, MO. February 19-21, 2015.

2. **McWhorter, R. R.,** & Bennett, E. E. (2014). When high-profile technology fails: Making the case for technology development in HRD. *Academy of Human Resource Development International Conference*, Houston, TX. February 14-16, 2013.

1. **McWhorter, R. R.,** Johnson, G. D., Roberts, P. B., Delello, J. A., & Hall, A. (2014). Exploring LinkedIn as a career management strategy. *Academy of Human Resource Development International Conference*, Houston, TX. February 14-16, 2014.

REFEREED PRESENTATIONS

Delello, J. A., **McWhorter, R. R.,** & De Guiseppe, T. (2021). Embracing eSports for increasing student learning and campus engagement. *ISTELive-21-Edtech Conference* (online), June 26-30, 2021.

Laurie, M., & **McWhorter, R. R**. (2021). The effect of eService-Learning on HRD students during Covid-19. *2021 Lyceum Research Showcase*. The University of Texas at Tyler, Tyler, TX, April 16, 2021.

McWhorter, R. R., & Delello, J. A. (2015). The use of iPads to reduce loneliness and foster a sense of community in older adults. *Mixed Methods International Research Association Conference, San Antonio, TX, August 4, 2015.*

Bennett, E. E., **McWhorter, R. R**., Sankey, H. (2012). Electronic portfolios: Technology innovations in Graduate Medical Education and across the Medical Education Curriculum. 2012 NEGEA Annual Retreat, *Tufts School of Medicine*, Boston, March 23-25, 2012.

McWhorter, K. A., & **McWhorter, R. R**. (2011). Teaching social skills to students with autism spectrum disorders in a virtual environment. *Council for Exceptional Children-Texas Conference*, San Antonio, Texas, June 9-11, 2011.

Raisor, R., Kenney-Kennicut, W., **McWhorter, R. R**., McGeachin, R., Nowlin-Obanion, A., Snell, J. (2011). Using second life to teach across the disciplines: A panel discussion. *Teaching with Technology Conference*, Texas A&M University, February 7-8, 2011.

McWhorter, R. R., Stephens, T. L., Gilliam, B., Dykes, F., Reuter, J., Schultz, E. (2010). Tech savvy teachers: Technology pre-conference. *Council for Exceptional Children-Texas Conference*, Irving, Texas, June 17-19, 2010.

Glatz, T., & **McWhorter, R. R.** (2010). Genealogy collaboration and research in virtual worlds. *10th Annual Family History Conference*, March 13, 2010, Tyler, Texas.

Raisor, C. Kenney-Kennicut, W., **McWhorter, R.,** McGeachin, R., Nowlin-Obanin, A., & Snell, J. (2010). Second lifelearning in a virtual world. *Teaching with Technology Conference,* Texas A&M University, February 10-11, 2010.

Gilliam, B., **McWhorter, R. R**., & Fish, W. (2006). Peer tutoring. *Council for Exceptional Children-Texas Conference*, June 22-24, 2006, Houston, Texas.

Invited Presentations

McWhorter, R. R. (2022). Pay it forward: Creating memories for future generations, A qualitative research presentation. 20th Annual East Texas Family History Fair. Tyler Public Library, Tyler, Texas. September 10, 2022.

McWhorter, R. R. (2022). APA 7 for PhD students. Presentation to the Human Resource Development Faculty and Doctoral Students, The University of Texas at Tyler, February 5, 2022.

Carpenter, R., & **McWhorter, R. R.** (2021). Multipaper dissertation format. A lunch presentation to the PhD students and doctoral faculty of the Soules College of Business, The University of Texas at Tyler, October 16, 2021.

Roberts, P. B., & **McWhorter, R. R**. (2021). The role of service in a university. A lunch presentation to the PhD students and doctoral faculty of Soules College of Business, The University of Texas at Tyler, June 11, 2021.

McWhorter, R. R. (2021). The value of qualitative research: An introduction. Guest Speaker in TECH 5303: Research Techniques in HRD and Technology. The University of Texas at Tyler, April 12, 2021.

Delello, J., Sass, S., Zolkoski, S., Kirby, L., Archer, K., Consalvo, A., **McWhorter, R.,** Neel, J., Thomas, C., Bailey, D., & Snider, C. (2021). Faculty Learning Communities (FLCs). 2021 Academy of Distinguished Teachers Conference, April 7, 2021.

McWhorter, R., Helfers, R., & Consalvo, R. (2018). Increasing learning outcomes for online students using real-time group meetings. The University of Texas at Tyler Center for Teaching & Learning. April 17, 2018.

Johnson, G., **McWhorter, R.,** Owens, L., Delello, J., & Consalvo, A. (2018). Social media in Higher Education: Professional development for faculty. The University of Texas at Tyler Center for Teaching & Learning. March 20, 2018.

McWhorter, R. R., & Donaldson, E. S. (2017). Documenting online service-learning projects: A collaborative effort to preserve legacies in East Texas. *1st Annual Service-Learning Showcase.* April 27, 2017, The University of Texas at Tyler.

McWhorter, R. R. (2016). *Preserving memories through audio technologies, Part I and II*. The East Texas Genealogy Society Monthly Meeting, Tyler, Texas. January 12, 2019. Tyler Public Library.

McWhorter, R. R. (2016). *Preserving memories through audio technologies, Part I and II*. The East Texas Genealogy Society Monthly Meeting, Tyler, Texas. September 10 and October 8, 2016. Tyler Public Library.

McWhorter, R. R., & Delello, J. A. (2016). *Silver surfers*: *Teaching iPad technology to older adults*. The University of Texas at Tyler 2016 Faculty Awards Ceremony. (Poster Presentation).

McWhorter, R. R. (2016). *Opening remarks: Telling family stories through multi-media*. The East Texas Genealogy Society and Tyler Family History Center, 15th Annual Family History Fair.

McWhorter, R. R., Delello, J. A., Gipson, & Caruso, K. (2015). *Silver surfers: Service-Learning project: An update.* For Faculty Learning Community on Service-Learning, The University of Texas at Tyler, January 28, 2015.

McWhorter, R. R. (2015). *Find My Past: Utilizing online researching for hard-to-locate historical records*. The East Texas Genealogy Society. Tyler, Texas. July 11, 2015. Tyler Public Library.

McWhorter, R. R. (2015). *Opening remarks: Our journey to the 15th Year*. The East Texas Genealogy Society and Tyler Family History Center, 15th Annual Family History Fair.

McWhorter, R. R. (2014). *LinkedIn for Career Management*. For MANA 3170: How to Get a Job. Invited Presentation from Mrs. Gail Johnson (delivered 2 presentations).

McWhorter, R. R. (2013). *LinkedIn Savvy*. For MANA 3170: How to Get a Job. Invited Presentation from Mrs. Gail Johnson (delivered 2 presentations).

McWhorter, R. R., Baxter-Smith, D., & McBurnett, D. (2012). Technology for Texas Educators. 3-our Pre-Conference Session. *Council for Exceptional Children – Texas, State Conference, Menger Hotel, San Antonio, Texas*. June 28, 2012.

McWhorter, R. R., McBurnett, D., & Baxter-Smith, D. (2012). Beyond the walls of the classroom. *Council for Exceptional Children Regional Conference*. Sam Houston State University, February 3, 2012.

McWhorter, R. R., Bennett, E. E., Mancuso, D. S., Huang, D., & Chapman, D. (2011). The emergence of virtual human resource development. Webcast for the members of the *Academy of Human Resource Development.* May 11, 2011.

Raisor, C., & **McWhorter, R. R**. (2010). Training & development in a virtual world. Invited presentation for Ms. Priya Karup's *EHRD 475: Multimedia Development for Training & Development*, Texas A&M University, October 7, 2010.

McWhorter, R. R. (2010). Using virtual worlds for training & development. Invited presentation for Mrs. Kristen Stovall, *HRD 3312: Training & Development*, The University of Texas at Tyler, July 1, 2010.

McWhorter, R. R. (2010). Online learning in a virtual world. Invited presentation for the *School of Education, The University of Texas at Tyler*, June 2, 2010.

Raisor, C., & **McWhorter, R. R.** (2010). Online education through a virtual world platform, *Higher Colleges of Technology, Dubai, United Arab Emirates*, Invited Online Presentation, June 2, 2010.

McWhorter, R. R. (2010). Online training alternatives. *Brookshire's Grocery Company, Corporate Training Office*, Tyler, Texas, Invited Presentation, May 10, 2010.

McWhorter, R. R. (2010). Virtual world training for colleges of business. Invited presentation for the *College of Business & Technology*, The University of Texas at Tyler, April 2, 2010.

McWhorter, R. R. (2010). Scenario planning: Looking into the future. Invited presentation for Dr. Andrea Ellinger's *HRD 5343: Foundations of Human Resource Development course*, The University of Texas at Tyler, April 19, 2010.

McWhorter, R. R. (2010). Innovative teaching techniques in second life. *Texas Distance Learning Association.* Invited presentation, March 26, 2010.

McWhorter, R. R. (2010). Tips and tricks for teaching in second life. Presentation for the *Instructional Technology SL User Group*, Texas A&M University, January 5, 2010.

Moats, J., **McWhorter, R.,** & Mancuso, D. (2009) Training in a virtual world. *The Project on National Security Reform & George Washington University*, February 18, 2009, Washington DC.

McWhorter, R. R., & Moats, J. B. (2009). *Simulations and emergency preparedness training in second life.* Invited presentation, Texas Engineering Extension Service (TEEX). January 23, 2009.

McWhorter, R. R. (2008). Scholarly inquiry in second life. Invited presentation, *Graduate Research Seminar*, Dr. Stephen Carpenter, Texas A&M University, November 25, 2008.

Hill, R., Carpenter, S., **McWhorter, R**., Ussery, J., & Snell, J. (2008). Teaching & learning in virtual worlds: A second life experience*:* Keynote panel presentation, *Instructional Technology Showcase*, Texas A&M University, October 23, 2008.

McWhorter, R. R. (2008). Adult learning in Second Life. Invited presentation, Dr. Dominique Chlup, *Texas A&M University*, September 18, 2008.

McWhorter, R. R. (2007). Confidentiality for Students with Disabilities. Invited presentation, *Lindale Independent School District*, Lindale, Texas, November 15, 2007.

McWhorter, R. R. (2007). Peer Tutoring. *Lindale Independent School District*, September 23, 2007.

McWhorter, R. R. (2005). WJ-III Assessments: Tips and Tricks, *Tyler Independent School District.*

McWhorter, R. R. (2003). Peer Tutor Training, *Tyler Independent School District*, Tyler, Texas.

HONORS/AWARDS/ACKNOWLEDGEMENTS

2022 Acknowledgement in Carpenter, R. E., Silberman, D., & Takemonto, J. K. (2022).The student engagement effect of team-based learning on student pharmacists. *American Journal of Pharmaceutical Education, 86*(5), 395-401. [for my qualitative research analysis expertise].

2022 Acknowledgement in Laurie, M. M. (2022). eService-Learning: Bridging online graduate students' sense of belonging with community engagement. In I. Management Association (Eds.), Research Anthology on Service Learning and Community Engagement Teaching Practices (pp. 1302-1322). IGI Global. [for my mentorship]

2021   Nomination for Lyceum Best Faculty Mentor Award, 6th Annual Lyceum Research Showcase, April 16, 2021. The University of Texas at Tyler.

2020   Awarded: Alpha Chi Outstanding Faculty Award, Texas Alpha Xi Chapter of the Alpha Chi Honor Society, The University of Texas at Tyler.

2017   Awarded: The Center for Excellence in Teaching and Learning Award $2,000 The University of Texas at Tyler.

2014   Nominated for *Digital Innovation Teaching Award*, EdSurge and Digital Promise

2013   Nominated for *2012 Faculty Teaching Award*, College of Business and Technology The University of Texas at Tyler

2012   Awarded: *Silvius-Wolansky Outstanding Young Teacher Award,* Association for Career and Technical Education (ACTE), Engineering and Technology Education Division.

2012   Nominated for 2011 *Faculty Teaching Award,* College of Business and Technology, The University of Texas at Tyler

2011   Awarded: *Cutting Edge Award* for Outstanding Paper (Lynham, Chermack, Lincoln & McWhorter) in the 2011 Conference Proceedings, Academy of Human Resource Development

2011   Acknowledgement in journal article for technical assistance for PhD Nursing Instructors and Students, *Second Life as a Clinical Conference Environment*, Clinical Simulation in Nursing (2011). Authors: M. Hermanns and C. Kilmon, The University of Texas at Tyler

2011   Acknowledgement in *Scenario Planning in Organizations* (book), by Thomas J. Chermack, resulting from my research work on scenario planning as the development of leadership.

2010   Inducted into Epsilon Pi Tau, International Honor Society, *The University of Texas at Tyler*

2009   Kappa Delta Pi, Mu Chi Chapter, International Honor Society, *Texas A&M University*

2008   Invited Researcher, *Shambhala Institute for Authentic Leadership*, The Future of Leadership: Scenario Planning and the Changing Nature of Organizations and Communities, Trent University, Ontario, May 4-7, 2008.

2008   Awarded: Spirit Award, Relay for Life in Second Life Committee, *The American Cancer Society*

2007   Acknowledgement in *Analysis for Improving Performance, 2nd Edition, (2007),* Dr. Richard A. Swanson, for my review and editing assistance.

GRANTS AND EXTERNAL FUNDING AWARDED

2020   The University of Texas at Tyler, Presidential Interdisciplinary Grant:
Exploring ESports in Higher Education   Funded: $15,000
Delello, J. A., **McWhorter, R. R.,** Roberts, P. R., & Alger, D.

2017   The University of Texas at Tyler
Faculty Summer Research Grant: *STEMI in Healthcare Settings*   Funded: $1,500

2014   The University of Texas at Tyler
Office of Sponsored Research, Internal Faculty Research Grant   Funded: $9,400

2014   The University of Texas at Tyler, Faculty Senate and Office of
Innovation and Student Success, Collaborative Research Initiation   Funded: $5,000
Delello, J. A., **McWhorter, R. R**., Stevens, R., & Neel, J.

2012   The University of Texas at Tyler
Faculty Learning Grant, Innovative Technology Research Grant   Funded: $1,500

2006   Tyler Independent School District Innovative Teacher Grant   Funded: $ 500

Curriculum Development Activities

The University of Texas at Tyler
  Developed an Advanced Qualitative Research Course for doctoral students
  Co-Developed a Service-Learning campus-wide and community event
  Co-Developed an Augmented Reality multidisciplinary campus-wide event
  Co-Designed a Mock Team Interviewing Event with area business leaders
  Co-Developed a Capstone Course in Human Resource Development
  Designed a doctoral foundational qualitative methods course
  Redesigned two graduate and seven undergraduate courses to incorporate new
    technologies impacting business environments; teaching of ethics, academic
    honesty, and service-learning.

Tyler Independent School District, Tyler Texas
  Designed, developed, and implemented a peer tutor program involving academically gifted and talented secondary students and trained them to mentor at-risk students in all academic areas. Adopted by Robert E. Lee HS, Hubbard Middle School, and Dogan Middle School, Tyler ISD.

Coronado High School, Lubbock, Texas
  Adapted peer tutor program to utilize honor students to help students at-risk. Trained faculty on the new program and monitored its implementation.

EDITORSHIPS AND EDITORIAL SERVICE

Editorial Appointments

Associate Editor. *Advances in Developing Human Resources Journal.* Appointed 2017-2021; Renewed 2021-2022. Review Special Issue proposals and manuscripts. (SJR: .61) H-Index 46; "A" Journal on Soules Journal List. Appointed as Associate Editor, Social Media (2023)

Editorial Board Member. *Advances in Developing Human Resources Journal.* Appointed 2014. Reviewed Special Issue proposal, Spring 2015 and a Special Issue, in Fall 2016, Spring 2017, Summer 2018. Also, have attended all invited meetings since appointment in 2014.

Associate Editor of special issue of peer-reviewed journal. *Advances in Developing Human Resources Journal* in 2014 for a special issue on New Perspectives of Virtual Human Resource Development. Duties included soliciting articles through a call for papers, reviewing submissions, working with editor, corresponding with authors, editing the (7) final manuscripts for content and APA 6 guidelines. H-Index 46; "A" Journal on Soules Journal List

Editor of Special Issue of peer-reviewed journal. Submitted a proposal to *Advances in Developing Human Resources Journal* in May 2010 for a special issue on Virtual Human Resource Development. Duties included soliciting articles through a call for papers, reviewing submissions, recruiting an assistant editor, corresponding with authors, editing the (8) final manuscripts for content and APA submission guidelines, and corresponding regularly with ADHR editor and Sage publisher.

Track Chair Editor, Conference Track: Virtual Human Resource Development, Technology and Distance Learning, The *Academy of Human Resource Development 2014, 2015 and 2016 International Conferences*. Reviewed (14) conference papers in addition to editorial duties with (45) submissions.

Co-Chair, Track Chair Editor, Conference Track: Virtual Human Resource Development, Technology and Distance Learning, The *Academy of Human Resource Development 2013 International Conference*. Reviewed (6) conference papers in addition to editorial duties. Conference Track: Virtual Human Resource Development, Technology and Distance Learning, The *Academy of Human Resource Development 2020 International Conference*. Reviewed (6) conference papers in addition to editorial duties. Conference Track: "Emerging Issues in Organizations, Communities, and Societies" for The *Academy of Human Resource Development 2021 International Virtual Conference*.

Associate Track Chair Editor, Conference Track: Virtual Human Resource Development, Technology, and Distance Learning, The *Academy of Human Resource Development 2012 International Conference*. Reviewing (12) conference papers in addition to editorial duties.

Assistant Track Chair Editor, Conference Track: Virtual Human Resource Development, Technology, and Distance Learning, The *Academy of Human Resource Development 2011 International Conference*. Reviewed (12) conference papers in addition to editorial duties.

State-Level Conference Chair. Coordinated blind review process for (95) presentation proposals; Reviewed (10) Pre-Conference and panel proposals, *Council for Exceptional Children-Texas*, January-March 2011. Also, coordinated expenditures, registrations, and scheduled sessions.

Refereed Reviews

Academy of Human Resource Development (International Conference) (2006-Current)
Advances in Developing Human Resources (2015-Current)
American Association for Adult and Continuing Education (National Conference) (2012-2015)
European Journal of Training and Development (2015-Present)
Futures Journal (2019, 2020)
Human Resource Development International (Journal), (2017-Current)
Human Resource Development Quarterly (Journal) (2013-Current)
Human Resource Development Review (Journal) (2019)
IGI Global (2019-Current)
Industrial and Commercial Training (Journal) (2018-Current)
Journal of Applied Gerontology (Journal) (2017, 2018)
Southern Management Association (Regional Conference) (2011-2013, 2015)
Technological Forecasting & Social Change (Journal) (2017)
Telematics & Informatics (Journal) (2017, 2020)

PROFESSIONAL SERVICE

International/National Level
  Academy of Human Resource Development; "Virtual Conference Co-Host" for the AHRD 2021 Virtual Conference; Virtual HRD, Technology, & E-Learning SIG Membership Chair, 2011-2022; Conference Track Chair Co-Editor, 2010-2016, 2020; Leadership Development Committee, 2009-2011; Theory Committee, 2008; Scholarship and Leadership Development Committee, 2006-2007; Qualitative Inquiry SIG member, 2010-current
  American Association for Adult and Continuing Education (AAACEs) (Member 2010-2013)
  Council of Exceptional Children (CEC), Local Arrangements Committee for National Conference (Registration Check-In for 6,000 attendees), San Antonio, 2013; Representative Assembly 2012)
  Society for Human Resource Management; Member 2010-2017.
  Organization Management Journal – Reviewer; 2019-Current

State Level
  Council for Exceptional Children, Texas Division; Past-President, 2012-13, President, 2011-12; Board Member from 2006-2014, Conference Chair, 2011; Publications Co-Chair 2013-2014; Texas-CEC is a 1000+ member organization of special educators and faculty

Regional/Community Engagement
   East Texas Family History Fair, Leadership Committee; Publicity Co-Chair, 2006-2014
       Chair, 2015-2017; Co-Chair 2018, 2019, 2020; Assistant Social Media Co-Chair, 2023-2024
   East Texas Genealogical Society, Board Member, Technology Director, 2014-2022
   FamilySearch Center of East Texas; Consultant, 2002-2013; Director, 2014-Current

SERVICE TO THE INSTITUTION

Campus Level - The University of Texas at Tyler
   Student Appeals Committee (Fall 2011)
   Faculty Learning Committee: Innovative Learning (2011-2018)
   Faculty Learning Committee: Service Learning (Governance subcommittee 2013-2015)
   Faculty Learning Committee: Service Learning (Research subcommittee, 2013-2018)
   Campus Co-Liaison, Faculty Learning Committee: Service Learning (Fall 2017-Fall 2021)
   Campus Co-Liaison, Professional Learning Committee: Service Learning (Fall 2021-Sum22)
   Faculty Affairs Committee (Fall 2018-Fall 2020)
   The Lyceum Research Showcase (Spring 2021)
   Student Achievement Committee (September 2021-August 2023)
   Quality Enhancement Plan (2022-2023)
   Faculty Senator (September 2021-August 2024)

College Level – Soules College of Business
   Society for Human Resource Management (SHRM), Faculty Advisor, (2010-2014)
   Scholarship Committee (2010-2015)
   Soules COB Undergraduate Curriculum Committee, (2010-2013; Fall 2018-Current)
   Assurances of Learning Committee (2011-2015; 2021-2024)
   Epsilon Pi Tau, Treasurer (2011-2012); Induction Committee (2011-2018)
   Ad Hoc Committee Chair, Doctoral Committee, Qualitative Research Curriculum (2015-current)
   Governance Committee (2015-2017)

Department Level – Human Resource Development
   HRD Curriculum Committee (2017-Current)
   HRD Masters Hooding Ceremony (2018-Current)
   HRD Evaluation Committee (2018-Current)
   HRD Undergraduate Program Coordinator, (August 2019-August 2022)

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

Academy of Human Resource Development, 2006-Current (AHRD.org)
Association of Talent Development, 2019-Current (ATD.org)
International Society for Technology in Education, 2019-2021 (ISTE.org)
Society of Human Resource Management, 2010-2014 (SHRM.org)

THE UNIVERSITY OF TEXAS AT TYLER
DOCTORAL ADVISEES AND DOCTORAL COMMITTEE MEMBERSHIPS

Doctoral Student/ Committee Role	Initial Date on Committee	Successfully Defended	Dissertation (URL Embedded)
Bo Chapman, Co-Chair	October 2013	5/4/17	Dissertation
Ame Lambert, Member	October 2013	5/17/17	Dissertation
Beth Adele, Member	June 2014	12/13/19	Dissertation
Diana McBurnett, Member	July 2014	10/17/19	Dissertation
Nan McClurg, Member	October 2014	2/21/19	Dissertation
Bryn Brown, Member	September 2016	8/17/18	Dissertation
Ashley Kutach, Member	October 2018	10/30/19	Dissertation
Robert Carpenter, Chair	September 2019	11/4/20	Dissertation
Melinda Chatham, Chair	September 2019	7/1/22	Dissertation
Cheryl Deponte, Member	November 3, 2021	6/30/23	
Natasha Ross, Member	September 2019	In-Process	
Greg Duckworth, Member	September 2019	In-Process	
Misty Brown, Member	January 2021	In-Process	
Mandi Laurie, Chair	January 2021	In-Process	
Maria Garcia, Member	January 2021	In-Process	
Ashlea Wilson, Member	December 2021	In-Process	
Jeff Howlett, Chair	June 2022	In-Process	
Crystal Roberson, Member	June 2022	In-Process	
Sharon Cook, Member	June 2022	In-Process	
Ralph Ryan Riojas, Member	June 2022	In-Process	
Jackie Haire, Member	June 2022	In-Process	
Elizabeth Nesuda, Member		In-Process	

OUTSIDE DOCTORAL COMMITTEE MEMBERSHIP

Aiwen Hew, Queensland University of Technology (2017). Duties: Outside reader on doctoral committee (2017). Doctoral Thesis Title: *"Shaping Strategic Thinking among Geographically Dispersed Stakeholders with the Application of Digital Scenarios"* Successfully defended: November 28, 2017

Alex Plachuta, Northeastern University (2016). Duties: Outside reader on committee. Attended both his proposal and dissertation defense. Dissertation Title: *Virtual Human Resource Development and adjunct community college faculty: A qualitative study of how faculty developed and learned to teach online through informal learning*. Successfully defended: August 16, 2016.

OUTSIDE MASTERS THESIS COMMITTEE MEMBERSHIP

Timothy Sefa, Health Sciences, The University of Texas at Tyler (2018). Duties: Outside
    member of his committee. Attended his thesis defense.   Thesis Title:
    "Evaluation of an Underage Drinking after Driving Intervention in Rusk County, Texas".
    Successfully defended: April 12, 2019