

KAREN R. JOHNSON, Ph.D.

Department of Learning Technologies
College of Information, University of North Texas
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EDUCATION

- 2011 **Ph.D. Work and Human Resource Education**
Area of Specialization: Human Resource Development
University of Minnesota, Twin Cities, Minneapolis, MN
Dissertation: *The Relationships between Organizational Service Orientation, Customer Service Training, and Employee Engagement*
- 2007 **M.A. Work and Human Resource Education**
University of Minnesota, Twin Cities, Minneapolis, MN
Thesis: *The Role of Tourism in National Human Resource Development*
- 1999 **B.A. Psychology (with honors)**
University of the West Indies, Kingston, Jamaica

RELEVANT EXPERIENCE

- August 2015 - Present **Assistant Professor**, University of North Texas
Department of Learning Technologies
- August 2012 - July 2015 **Assistant Professor**, University of Akron
Department of Educational Foundations and Leadership
- August 2011 - May 2012 **Lecturer**, University of Minnesota
Department of Organizational Leadership, Policy and Development
- March 2011 – May 2011 **Instructor**, University of Minnesota
OSHER Lifelong Learning Institute
- Sept 2010 – July 2012 **Research Fellow**, University of Minnesota
Office of the Dean, College of Education and Human Development

- May 2010 – August 2010 **Research Assistant**, University of Minnesota
Institute on Community Integration, Project funded by the
National Research Center for Career and Technical Education
- March 2005 – Aug 2005 Project funded by the Curtis L. Carlson Family Foundation and the
University of Minnesota Tourism Center analyzing the *Minnesota
Tourism Workforce in 2020*.
- March 2007 - May 2010 **Managing Editorial Assistant**
Advances in Developing Human Resources Journal

RESEARCH SCHOLARSHIP

Key

IF = Impact Factor

SSCI = Social Sciences Citation Index

Scopus = Abstract and Citation Database

ESCI = Emerging Sources Citation Index

SJR = Scientific Journal Ranking

= With Student

Peer Reviewed Journal Publications

Johnson, K. R., & Park, S. (In Press). Mindfulness training for tourism and hospitality
frontline employees. *Industrial and Commercial Training*. [Scopus]

#**Johnson, K. R., Ennis-Cole, D., & Bonhamgregory, M.** (In Press). Workplace success
strategies for employees with Autism Spectrum Disorder: A new frontier for Human
Resource Development. *Human Resource Development Review*.
doi.org/10.1177/1534484320905910 [IF: 2.487, Scopus, SSCI]

Johnson, K. R., Park, S., & Chaudhuri, S. (In Press). Mindfulness training in the workplace:
Exploring its scope and outcomes. *European Journal of Training and Development*.
doi 10.1108/EJTD-09-2019-0156 [ESCI, Scopus, SJR: 0.347]

#**Park, K., & Johnson, K. R.** (2019). Job satisfaction, work engagement, and turnover
intention of CTE health science teachers. *International Journal for Research in
Vocational Education and Training*, 6(3), 224-242. doi: 10.13152/IJRVET.6.3.2
[Scopus, Citations: 2]

#**Johnson, K. R., Huang, T., & Doyle, A.** (2019). Mapping talent development in tourism
and hospitality: A literature review. *European Journal of Training and Development*,
13(9), 821-841. doi:10.1108/EJTD-03-2019-0047. [ESCI, Scopus, SJR: 0.347,
Citation: 1]

#**Doyle, A., & Johnson, K. R.** (2019). A revisit of the learning organization: Is it time?
Journal of Information and Knowledge Management, 18(3). doi:
10.1142/S0219649219500308. [SJR: 0.192]

Park, S., **Johnson, K. R.**, & Chaudhuri, S. (2019). Promoting work engagement in the hotel sector: Review and Analysis. *Management Research Review*, 42(8), 971-990. doi:10.1108/MRR-03-2018-0126. [ESCI, Scopus, SJR: 0.458, Citation: 1]

#Turner, J., Baker, R., Schroeder, J., **Johnson, K.**, & Chung, C. (2019). The global leadership capacity wheel: Comparing HRD literature with research from global and indigenous leadership. *European Journal of Training and Development*, 43(1/2), pp. 105-131. doi: 10.1108/EJTD-07-2018-0061. [ESCI, Scopus, SJR: 0.347, Citations: 3]

Tyler-Wood, T., **Johnson, K. R.**, & Cockerham, D. (2018). Factors influencing student STEM career choices: Gender differences. *Journal of Research in STEM Education*, 4(2), 179-192. [Citations: 3].

Johnson, K. R., Park, S., & Bartlett, K. R. (2018). Perceptions of customer service orientation, training, and employee engagement in Jamaica's hotel sector. *European Journal of Training and Development*, 42(3/4), 191-209. doi.org/10.1108/EJTD-11-2017-0094. [ESCI, Scopus, SJR: 0.347, Citations: 9]

Tyler-Wood, T., Cockerham, D., & **Johnson, K. R.** (2018). Implementing new technology in a middle school curriculum: A rural perspective. *Smart Learning Environments*, 5(22). doi.org/10.1186/s40561-018-0073-y. [Scopus, Citations: 4]

#Turner, J., Baker, R., Schroeder, J., **Johnson, K. R.**, & Chung, C. (2018). Leadership development techniques: Mapping leadership development techniques with leadership capacities using a typology of development. *European Journal of Training and Development*, 42(9), 538-557. doi: 10.1080/EJTD-03-2018-0022. [ESCI, Scopus, SJR: 0.347, Citations: 5]

Bartlett, K. R., **Johnson, K. R.**, & Schneider, I. E. (2016). Comparing strategic human resource development approaches for tourism and hospitality workforce planning. *Journal of Human Resources in Hospitality and Tourism*, 15(4), 440-461. doi10.1080/15332845.2016.1148569. [Scopus, SJR: 0.389, Citations: 8]

Olson, S. J., & **Johnson, K.** (Fall/Winter, 2015). Online learning for college student success. *American Technical Education Association Journal*, 42(2).

Johnson, K. R., & Bartlett, K. R. (2013). The role of national human resource development in the tourism industry: A Jamaican perspective. *Human Resource Development International*, 16(2), 205-219. doi:10.1080/13678868.2013.771867. [ESCI, Scopus, SJR: 0.692, Citations: 13]

Bartlett, K. R., **Johnson, K. R.**, & Harris, M. (2006). Student perceptions of the learning process and outcomes in accelerated classes. *International Journal of Learning*, 13, 123-129. [Citation: 1]

Non-Peer Reviewed Journal Publications

Allen, J. A., & **Johnson, K. R.** (2017). UNT Overview: Applied Technology and Performance Improvement Program. *Performance Improvement* 56(1), 1- 8. DOI: 10.1002/pfi

Park, S., Chaudhuri, S., Hewapathirana, G. I., **Johnson, K. R.**, & Bowen, M. (2016). An analysis of award-winning refereed articles from the journals sponsored by the Academy of Human Resource Development. *Human Resource Development Quarterly*, 27(4), 547-555. DOI: 10.1002/hrdq.21251. [IF: 3.0, SSCI, Scopus, SJR: 0.642, Citations: 2]

Peer Reviewed Book Chapters

Johnson, K. R., Hewapathirana, G., & Bowen, M. (2019). Faculty training for online teaching. In S. Keengwe (Ed.), *Handbook of Research on Virtual Training and Mentoring of Online Instructors*, pp. 40-57. IGI Global Publishing. DOI: 10.4018/978-1-5225-6322-8.ch003. [Citation: 1]

Bowen, M., & **Johnson, K. R.** (2019). Entrepreneurial Skills for the 21st Century (Workplace): The Small and Medium Enterprise Sector. In S. Keengwe (Ed.), *Handbook of Research on Promoting Higher -Order Skills and Global Competencies in Life and Work*, pp. 56-69. IGI Global Publishing. DOI: 10.4018/978-1-5225-6331-0.ch004

Published Peer Reviewed Conference Proceedings Full Papers

Tyler-Wood, T., Smith, D., **Johnson, K. R.** (2019). Gender Differences in 7th Grade Students' Interest in STEM after Participating in a Solenoid Instructional Unit. 2019 *American Society for Engineering Educators Annual Conference and Exposition*.

#Doyle, A., & **Johnson, K. R.** (2017). Toward an Integrative Approach of the Learning Organization: A review of the Literature. In B. Yawson (Ed.), *Proceedings of the Academy of Human Resource Development Conference in the Americas*, March 2-4, 2017. San Antonio, Texas.

Park, S., Chaudhuri, S., Hewapathirana, G. I., **Johnson, K. R.**, & Bowen, M. (2015). An analysis of awarded journal articles from the Academy of Human Resource Development. In J. Moats (Ed.), *Proceedings of the Academy of Human Resource Development International Conference*, St Louis, Missouri: AHRD.

Johnson, K. R., & Bartlett, K. R. (2012). The relationships among organizational service orientation, customer service training, and employee engagement. In J. Wang (Ed.), *Proceedings of the Academy of Human Resource Development International Conference*, Denver, Colorado: AHRD.

Johnson, K. R., & Bartlett, K. R. (2008). The intersection of national human resource development and skills training in the tourism industry: A Jamaican perspective. In H. Malloch (Ed.), *Abstracts of the 9th International Conference on Human Resource Development Research and Practice across Europe*, (p. 41). IÉSEG School of Management, Lille, France.

Bowen, M. M., **Johnson, K. R.**, & Chaudhuri, S. (2008). Informal training in developing countries. In H. Malloch (Ed.), *Abstracts of the 9th International Conference on Human Resource Development Research and Practice across Europe*, (p. 39). IÉSEG School of Management, Lille, France.

Bartlett, K. R., **Johnson, K. R.**, & Schneider, I. E. (2006). A comparative study of strategic HRD approaches for workforce planning in the tourism industry. In F. Nafukho (Ed.), *Proceedings of the Academy of Human Resource Development International Conference* (pp. 1-8), Bowling Green, Ohio: AHRD.

Edited Proceedings

Johnson, K. R. (2020). *Proceedings of the Academy of Human Resource Development International Conference*. Academy of Human Resource Development, Atlanta, Georgia.

Non-Refereed Technical Report

Bartlett, K. R., & **Johnson, K. R.** (2005). *Minnesota tourism workforce in 2020: An analysis of employment projections for tourism workforce planning*. St. Paul, Minnesota: University of Minnesota Tourism Research Center.

PRESENTATIONS

National (6), International (25), Peer Reviewed (25), Non-Peer Reviewed (6)

#**Johnson, K. R.**, Ennis-Cole, D., & Bonhamgregory, M. (2020, February). Success strategies for employees with Autism Spectrum Disorder (ASD). Presented at the *Academy of Human Resource Development Conference* in the Americas, Atlanta, Georgia, USA.

Johnson, K. R. Park, S., & Chaudhuri, S. (2020, February). Mindfulness training in the workplace: Exploring its scope and outcomes. Presented at the *Academy of Human Resource Development Conference* in the Americas, Atlanta, Georgia, USA.

#Warren, S. J., **Johnson, K. R.**, & Doyle, A. (2019, November). Exploration of the public service corporation sustainability scorecard. In *Sustainability, CSR, and HRD*: Decision Sciences Institute. New Orleans, Louisiana: USA

- Kaplan-Rakowski, R., & **Johnson, K. R.** (2019, October). The impact of meditation on college students' test performance. *Association for Educational Communications and Technology (AECT) Convention*, Las Vegas, Nevada: USA.
- Johnson, K. R.**, Hayes, A., & Baker, R. (2019, June). Smart learning: Progress in the workplace. *University Forum for Human Resource Development*, Nottingham, United Kingdom.
- Bowen, M., & **Johnson, K. R.** (2019, June). Entrepreneurial Skills for the 21st Century (Workplace): The Small and Medium Enterprise Sector. *Accreditation Council for Business Schools and Programs Conference*. Houston, Texas, USA.
- Tyler-Wood, T., & Smith, D., **Johnson, K. R.** (2019). Gender Differences in 7th Grade Students' Interest in STEM after Participating in a Solenoid Instructional Unit. Paper presented at 2019 *American Society for Engineering Educators Annual Conference & Exposition*. Tampa, Florida, USA.
- Johnson, K. R.**, & Ennis-Cole, D. (2019, February). The role of HRD professionals in the transition of individuals with autism to the workplace. Presented at *the Academy of Human Resource Development International Conference in the Americas*, Louisville, Kentucky, USA.
- Park, K., & **Johnson, K. R.** (2019, February). Job satisfaction, work engagement, and turnover intention of health science teachers. Presented at *the Academy of Human Resource Development International Conference in the America*, Louisville, Kentucky, USA.
- #**Johnson, K. R.**, Rurkkhum, S., & Schaffer, S. (2018, November). Human resource practices and employee engagement in SMEs. Presented at the *Academy of Human Resource Development International Research Conference*, Bangkok, Thailand.
- #**Johnson, K. R.**, Huang, F., Doyle, A. (2018, June). Talent management in tourism and hospitality. Presented at the *University Forum for Human Resource Development*, Newcastle, United Kingdom.
- #Tyler-Wood, T., **Johnson, K. R.**, Cockerham, D., & Turner, A. (2018, May). Factors influencing student STEM career choices: Gender differences. Presented at the *National Science Foundation, ITEST Summit*. Washington DC, USA.
- Johnson, K. R.**, Hewapathirana, G., & Bowen, M. (2018, March). Development Opportunities of Online Instruction. Poster Presented at the *Academy of Human Resource Development Conference in the Americas*. Richmond, Virginia: USA.

- #Secka, E., & **Johnson, K. R.** (2018, March). Examining national human resource development and technology innovation as strategies for sustainable development in Sub-Saharan Africa. Poster Presented at the *Academy of Human Resource Development Conference in the Americas*. Richmond, Virginia: USA.
- #Tyler-Wood, T., **Johnson, K. R.**, Cockerham, D., & Turner, A. (2018, April). Factors influencing student STEM career choices: Gender differences. Poster Presentation at *UNT Department of Learning Technologies Alumni Mixer*. Denton, Texas: USA.
- Park, S., **Johnson, K. R.**, & Chaudhuri, S. (2017, November). Promoting work engagement in the hotel sector: A review of the literature. Working Paper presented at the *Academy of Human Resource Development International Research Conference in Asia* held in November 2017. Ahmedabad, India.
- #Turner, J. R., **Johnson, K. R.**, Schroeder, J., & Chung, C-H (2017, May). Tying leadership capacities to leadership development techniques. Presented at *The Performance Improvement Conference 2017*, Montreal, Canada.
- #Doyle, A., & **Johnson, K. R.** (2017, March). Toward an Integrative Approach of the Learning Organization: A review of the Literature. Presented at the *Academy of Human Resource Development Conference in the Americas*. San Antonio, Texas, USA.
- Jacobs, R., Bartlett, K., Hawley, J., Russ-Eft, D., & **Johnson, K. R.** (2017, March). The Changing Nature of Work: Implications of Knowledge Work for HRD Research. Presented at the *Academy of Human Resource Development Conference in the Americas*, San Antonio, Texas: USA.
- Turner, J. R., **Johnson, K. R.**, & Allen, J. (2016, November). Team leader complexity: An integrative literature review. Presented at the *Academy of Human Resource Development International Conference in Asia*. MENA, Morocco.
- Park, S., Chaudhuri, S., Hewapathirana, G. I., **Johnson, K. R.**, & Bowen, M. (2015). An analysis of awarded journal articles from the Academy of Human Resource Development. Full paper presented at the *Academy of Human Resource Development Conference in the Americas*, St Louis, Missouri: USA.
- Bartlett, K. R., & **Johnson, K. R.** (2015). UNESCO World Heritage Sites and HRD: An overlooked intersection. Abstract presented at the *Academy of Human Resource Development Conference in the Americas*, St Louis, Missouri: USA.
- Bowen, M. M., **Johnson, K. R.**, & Hewapathirana, G. (2014, February). Using online modality of teaching for post-secondary education. Abstract presented in Round Table Discussion at the *Academy of Human Resource Development Conference in the Americas*, Houston, Texas: USA.

- Johnson, K. R., & Bowen, M.** (2013, February). Small and medium enterprise in tourism: The role of training and development. Abstract presented in Round Table Discussion at the *Academy of Human Resource Development Conference in the Americas*, Arlington, Virginia: USA.
- Johnson, K. R., & Bartlett, K. R.** (2012, February). The relationships among organizational service orientation, customer service training, and employee engagement. *The Academy of Human Resource Development Conference in the Americas*. Denver, Colorado: USA.
- Johnson, K. R.** (2011, May). *Organizational service orientation, customer service training, and employee engagement*. Poster Presentation at National Tourism Week, Tourism Center, University of Minnesota, Minnesota: USA.
- Johnson, K. R., & Bartlett, K. R.** (2008, May). The intersection of national human resource development and skills training in the tourism industry: A Jamaican perspective. *The 9th International Conference on HRD Research and Practice across Europe*, Lille, France.
- Bowen, M. M., **Johnson, K. R.**, & Chaudhuri, S. (2008, June). Informal training in developing countries. In H. Malloch (Ed.), *Abstracts of the 9th International Conference on Human Resource Development Research and Practice across Europe*, (p. 39). IÉSEG School of Management, Lille, France.
- Bartlett, K. R., **Johnson, K. R.**, & Harris, M. (2006, June). Student perceptions of the learning process and outcomes in accelerated classes. *The 13th International Conference on Learning*, Montego Bay, Jamaica.
- Bartlett, K. R., **Johnson, K. R.**, & Schneider, I. E. (2006, March). A comparative study of strategic HRD approaches for workforce planning in the tourism industry. *Academy of Human Resource Development Conference in the Americas*, Columbus, Ohio: USA.

Papers/Proposals Accepted for Conference Presentation

- Kaplan-Rakowski, R., Warren, S., & **Johnson, K. R.** The efficacy of virtual reality simulation for job interview preparation. To be presented at *Association for Educational Communications and Technology (AECT) Convention* in November 2020.
- Johnson, K. R.** Human Resource Needs and Interventions in Small Tourism Enterprises. Was accepted for presentation at the *University Forum for Human Resource Development* in Budapest, Hungary, June 2020.

FUNDED GRANTS

2019 College of Information Seed Grant For project: <i>Experiences of Employees with Autism in Leadership Positions</i>	\$3,000.00
2016 Junior Faculty Summer Research Support Award	\$5,000.00
Office of the Provost and Vice President for Academic Affairs Summer 2016 UNT CLEAR Course Design Institute	\$1,500.00

TEACHING SCHOLARSHIP

University of North Texas Teaching Experience

**Overall Summative Rating (0 = Lowest, 5 = Highest) from UNT Student Perception of Teaching Scores (SPOT)*

***Challenge and Engagement Index (0 = Lowest, 7 = Highest) from SPOT*

¹Major course revisions

⁺New Course Development

Courses Taught

Spring 2020	¹ LTEC 5800/4050 Entrepreneurship and Performance Improvement (3.5*, 4.7**)
Spring 2020	⁺ LTEC 5800/4040 Organization Development & Performance Improvement (4.0*, 5.6**)
Fall 2019	⁺ LTEC 5800/4040 Organization Development & Performance Improvement (4.1*, 5.1**)
Fall 2019	⁺ LTEC 3200 Leadership and Ethical Practices for STEM Professionals (4.7*, 5.7)
Spring 2019	⁺ LTEC 6800 Special Topics: Organization Development and Change (4.9*, 6.3**)
Spring 2019	⁺ LTEC 5800/4040 Organization Development & Performance Improvement (3.9*, 5.3**)
Fall 2018	¹ LTEC 6031 Trends in Issues in Applied Technology, Training and Development (4.5*, 6.7**)
Fall 2018	LTEC 5800/4040 Special Topics: Organization Development & Performance Improvement (4.0*, 6.8**)

Spring 2018	LTEC 5800/4050 Entrepreneurship and Performance Improvement (3.4*, 4.5**)
Spring 2018	LTEC 4050 Entrepreneurship and Performance Improvement (3.1*, 5.2**)
Fall 2017	¹ LTEC 6021 Needs Analysis and Curriculum Development (3.8*, 5.9**)
Fall 2017	LTEC 5800/4050 Entrepreneurship and Performance Improvement (3.9*, 4.7)
Spring 2017	LTEC 4470 Human Relations in Business, Education and Industry (3.5*, 4.3)
Spring 2017	LTEC 5320 Contemporary Issues in Workforce Learning and Performance (4.4*, 6.5**)
Fall 2016	¹ LTEC 6031 Trends in Issues in Applied Technology, Training and Development (4.1*, 6.6**)
Fall 2016	¹ LTEC 6021 Needs Analysis and Curriculum Development (3.8*, 5.8**)
Spring 2016	LTEC 4040 Organization Development and Performance Improvement (4.8*, 5.1**)
Spring 2016	ATTD 5010 Performance Assessment (4.1*. 5.5**)
Fall 2015	LTEC 4070 Principles of Leadership, Empowerment and Teambuilding (4.8*, 6.6**)
Fall 2015	ATTD 5100 Principles of Applied Technology, Training and Development (3.2*, 5.5**)

University of Akron Teaching Experience (Undergraduate/Graduate Courses)

Diversity of Postsecondary Learners
 Postsecondary Distance Learning
 Postsecondary Education Internship
 Postsecondary Teacher Leadership
 Modifying Online Learning for Learners with Disabilities
 Systematic Curriculum Design
 Diversity of Postsecondary Learners
 Postsecondary Learner
 Learning with Technology
 Workforce Education for Youth and Adults

University of Minnesota Teaching Experience (Undergraduate)

Introduction to Training and Development

Introduction to Organization Development

DISSERTATION ADVISING

Doctoral Dissertation Committee as Co-major Professor

1. Kristin Firmery Petrunin (2019) *Teaching 21st Century Skills through Project-Based Learning and Extended Professional Development: A Survey of Secondary Business Teachers*. Doctor of Philosophy in Applied Technologies and Performance Improvement, University of North Texas.
2. Tai-Yi Huang (2019) *Essential Competencies for Entry Level Management Positions in the Food and Beverage Industry in Taiwan and Mainland China*. Doctor of Philosophy in Learning Technologies, University of North Texas.
3. Kathleen Park (2018) *Job Satisfaction, Work Engagement, and Turnover Intention of Health Science Teachers*. Doctor of Philosophy in Applied Technologies and Performance Improvement, University of North Texas.
4. Shelly Farmer (2018) *Paralegal Students' and Paralegal Instructors' Perceptions of Synchronous and Asynchronous online Paralegal Course Effectiveness*. Doctor of Philosophy in Applied Technologies and Performance Improvement, University of North Texas.

Doctoral Dissertation Committee as Committee Member

1. Stanley Adjabeng (2017) *The Status and Challenges of Online Distance Education Programs in Post-Secondary Institutions in Ghana*. Doctor of Philosophy in Applied Technologies and Performance Improvement, University of North Texas.
2. Selverio Pacleb (2016) *Examining the Impact of the Community of Inquiry and Students' Learning Process on Participants' Academic Achievement*. Doctor of Philosophy in Applied Technologies and Performance Improvement, University of North Texas

INSTITUTIONAL SERVICE

University of North Texas Service: Department of Learning Technologies (LT)

2017 – Present

LT Awards Committee (Member)

2017 – 2019

LT Graduate Curriculum Committee (Member)

Spring 2018

LT Search Committee for Assistant Professor (Member)

2017 – 2018

LT Undergraduate Curriculum Committee (Member)

2015 – 2018

Personal Affairs Committee (Meeting Recorder)

2015 – 2017 Advisor for Doctoral Students in Applied Technology & Performance Improvement program/specialization
 2016 – 2017 PhD Merge Committee (Member)

University of North Texas Service: College of Information (COI)

2019 – Present COI Graduate Curriculum Committee (LT Representative)
 2019 – Present COI Undergraduate Curriculum Committee (LT Representative)
 2017 – Present COI Travel Supplemental Funding Committee (LT Representative)
 2015 – 2016 COI Technology Task Force Group (Member)

University of Akron Service

2014 – 2015 College Community Committee (Chair)
 2013 – 2015 Undergraduate Studies Curriculum Review Committee (Chair)
 2013 – 2015 College of Education Scholarship Committee (Member)
 2014 – 2015 Program Review and Revision Committee (Member)

PROFESSIONAL SERVICE

Conference Leadership

March 2020 – Present **Program Chair**, Academy of Human Resource Development International Conference

Editorial Boards

August 2018 – Present Industrial and Commercial Training Journal
 July 2016 – Present Advances in Developing Human Resources Journal

Editorial Work

2020 **Proceedings Editor**, Academy of Human Resource Development International Conference
 2019 **Associate Proceedings Editor**, Academy of Human Resource Development International Conference
 2015 – 2017 **Track Chair Editor for Workplace Learning**, Academy of Human Resource Development International Research Conference

Journal/Conference Reviewer

2019 – Present International Journal for Research in Vocational Education and Training
 2018 – Present Management Research Review Journal
 2018 – Present Journal of Hospitality and Tourism Research
 2018 – Present Organization Management Journal
 2018 – Present Industrial and Commercial Training Journal
 2017 – Present Human Resource Development Review Journal
 2016 – Present Advances in Developing Human Resources Journal
 2014 – Present European Journal of Training and Development
 2011 – Present Human Resource Development International Journal

2016 – Present Performance Improvement Quarterly
2011 – 2014, 2017 Academy of Human Resource Development International Research Conference in the Americas

Other Professional Service

2019 – Present Steering Committee, Qualitative Special Interest Group, Academy of Human Resource Development (Member)
2018 - Present COI-LT Faculty Liaison at Association for Educational Communications and Technology (AECT) Annual Convention
2018 Session Chair for Academy of Human Resource Development Conference in Asia
2017 – Present Academy of Human Resource Development Wayne R. Pace Book of the Year Award Committee (Member)
2016 – Present International HRD Special Interest Group (SIG), Academy of Human Resource Development (Member)
2016 – Present Qualitative Inquiry (SIG), Academy of Human Resource Development (Member)
2013 – Present Faculty Mentoring Partner Project, Academy of Human Resource Development (Member)
2015 – 2016 Academy of Human Resource Development Nominations and Elections Committee (Member)
2013 – 2014 Session Chair Academy of Human Resource Development Conference in the Americas

Professional Memberships

2018 – Present Association for Educational Communications and Technology (AECT)
2018 – Present National Center for Faculty Development and Diversity (NCFDD)
2016 – Present International Society for Performance Improvement (ISPI)
2006 – Present Academy of Human Resource Development (AHRD)
2013 – 2016 Association for Talent Development (ATD)

Visiting Scholar

July 2016 - August 2016 Assessed train-the-trainer program for electrical engineers in North America, National Training Institute, University of Michigan, Michigan

Invited Lectures

September 29, 2011 *Cultural and Protected Area Tourism in Jamaica* for undergraduate class in Park and Protected Area Tourism, Recreation Resource Management Department, University of Minnesota, Minnesota

October 2, 2007 *Overview of Tourism in Jamaica: Jamaican Nature and Heritage Tourism* for undergraduate class in Nature and Heritage Based Tourism, Recreation Resource Management Department, University of Minnesota, Minnesota

Invited Talks

March 2016 *The Academy of Human Resource Development: An Overview.*
Graduate Writing Colloquium: ATPI UNT Webinar Series

June 6, 2009 International Peace Scholarship State Convention
PEO Organization, Bethel College, St. Paul, Minnesota

ACADEMIC AWARDS AND RECOGNITIONS

February 2020 Academy of Human Resource Development *Cutting Edge Award*
for scholarly and outstanding work on Workplace Success
Strategies for Employees with Autism Spectrum Disorder: A New
Frontier for Human Resource Development, Atlanta, Georgia

March 2020 Recognition from the Academy of Human Resource Development
for serving as *Proceedings Editor* for the AHRD International
Conference, Atlanta, Georgia

June 2019 Management and Organizational Behavior Teaching Society
(MOBTS) *Early Educator Scholarship*, Ramapo, New Jersey

June 2019 *Highly Commended Paper* on Leadership Development
Techniques Published in European Journal of Training and
Development, Emerald Literati Awards

February 2019 Recognition from the Academy of Human Resource Development
for serving as *Associate Proceedings Editor* for the AHRD
International Conference, Louisville, Kentucky

2016 Emerald Literati Network 2016 Awards for Excellence
Outstanding Reviewer for the European Journal of Training and
Development

2016 UNT Thank A Teacher

May 2010 *Hauge Fellowship*, College of Education and Human
Development, University of Minnesota, Minnesota

- April 2009 *Dissertation Scholarship*, Department of Work and Human Resource Education, College of Education, University of Minnesota, Minnesota
- August 2008 P.E.O. *International Peace Scholarship for Women*, Des Moines, Iowa
- May 2008 Shortlisted for The Alan Moon Memorial Prize for *Best Paper Award* at The 9th International Conference on HRD Research and Practice across Europe, Lille, France. Awarding Organization: The University Forum for Human Resource Development