



Jeff M. Allen, Ph.D.
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PROFESSIONAL MISSION

I'm committed to helping people and organizations make wise, informed choices by drawing on evidence and insight. I also take pride in mentoring future scholars and leaders, working closely with my colleagues to support their growth.

EDUCATION

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

UNIVERSITY ADMINISTRATIVE EXPERIENCE

2014 – 2015	Interim-Chair	Department of Learning Technologies College of Information	University of North Texas
	- Balanced FY14 and FY15 budgets, eliminating a projected \$200,000 FY14 deficit, and put a transparent budgeting system and FY16 forecast in place. - Reorganized operations: clarified staff roles, streamlined hierarchy, implemented a revised charter, and improved faculty–staff relations. - Restored shared governance by reactivating the executive committee and establishing regular meetings with committee chairs and all faculty. - Set strategic direction through a department strategic plan, process mapping with Baldrige principles, and a clear marketing and messaging approach. - Strengthened faculty and programs: two promotions to full professor, one new Regents Professor with two reappointments, three assistant professors hired, and enrollment reduced strategically to stabilize the budget.		
2007 – 2010	Interim-Chair	Department of Learning Technologies College of Information	University of North Texas
	2009: Led successful SACS accreditation across 1 undergraduate, 3 master's, and 3 PhD programs. - Drove the interdisciplinary formation of the new College of Information with the School of Library and Information Science. - Streamlined graduate portfolio by closing 2 doctoral programs and instituting a department-level doctoral portfolio requirement. - Negotiated a 7.6% average merit and market adjustment for all faculty and implemented a 2% budget cut while securing a 1.5% special allocation to offset impacts.		
2006 – 2007	Assistant Chair	Department of Technology & Cognition, College of Education	University of North Texas

2010 – 2020	Director	Center for Knowledge Solutions	University of North Texas
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UNIVERSITY FACULTY EXPERIENCE

2022 – Present	Regents Professor*	Department of Information Science	University of North Texas
2017 – Present	Regents Professor*	Department of Information Science	University of North Texas
2015 – 2017	Regents Professor*	Department of Learning Technologies	University of North Texas

* “University of North Texas recognizes three eminent professorships - the Regents’ Professorship award is to provide recognition and salary support for individuals at the rank of professor who have performed outstanding teaching, research, and service to the profession and to the University of North Texas, and who have achieved a high level of national and international recognition.

2009 – 2015	Professor	Department of Learning Technologies	University of North Texas
2001 – 2009	Associate Professor	Department of Technology & Cognition	University of North Texas
1994 – 2001	Assistant Professor	Department of Technology & Cognition	University of North Texas
1993 – 1994	Regional Coordinator	Information Technology Education for the Commonwealth (ITEC) Center	Pennsylvania State University

PUBLICATIONS (NATIONAL/INTERNATIONAL)

Books

Allen, J., Allen, D., Khader, M. (January 2026). *Everyday Project Management: Essential Skills for Getting Things Done*. High Endeavors Publishing. <https://bit.ly/4hPaM8E>

Amazon Ranking: #7 in Business Project Management

Allen, J. (2022). *Fostering Wisdom at Work*. Rutledge Taylor & Francis Group. <https://doi.org/10.4324/9781003018759>

Amazon Ranking: #6 Business Management, #9 Human Resources, and #13 in Business Structural Adjustment

Alemneh, D., **Allen, J.**, & Hawamdeh, S. (Eds.). (2017). *Knowledge Discovery and Data Design Innovation*. World Scientific. <https://doi.org/10.1142/10832>

Gregson, J., & **Allen, J.** (Eds.). (2005). *Leadership in career and technical education: Beginning the 21st century*. University Council for Workforce and Human Resource Development. <https://digital.library.unt.edu/ark:/67531/metadc31082>

JOURNAL EDITORSHIPS

2015 – 2018	Allen, J. (Ed.). <i>Performance Improvement Quarterly</i> , ISSN: 1937-8327, http://onlinelibrary.wiley.com/journal/10.1002/(ISSN)1937-8327
2012 – 2014	Allen, J. (Ed.). <i>Career and Technical Education Research</i> , ISSN: 1554-7558, Association for Career and Technical Education Research, http://www.ingentaconnect.com/content/acter/cter/
2011 – 2015	Allen, J. (Founding Ed., Faculty Editor). <i>Learning and Performance Quarterly</i> , ISSN 2166-3564 (<i>student-run open-source, refereed journal</i>)
2012, Sp. Issue	Nimon, K., Allen, J. (2012) (Spec. Eds.) <i>Career and Technical Education</i> , Volume 37, Number 3, ISSN: 1554-7558
1998, Sp. Issue	Allen, J., Wircenski, M., & West, L. (Spec. Eds.). (1998) Aging: Our one common experience in special needs. <i>Journal of Vocational Special Needs Education</i> , 20(3), ISSN-0195-7597

JOURNAL EDITORIAL BOARDS

2010 – Present	<i>Journal of Information and Knowledge Management</i>
2012 – 2022	<i>International Journal of Adult Education and Technology</i>
2021 - 2022	Understanding, Implementing, and Evaluating Knowledge Management in Business Settings [book series]
2015 – 2018	<i>Career and Technical Education Research</i>
2009 – 2012	<i>Career and Technical Education Research</i>

JOURNAL TRUSTEE

2011 – 2020	<i>Workforce Education Forum</i>
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ARTICLES AND CHAPTERS

Note: *Student, *Alumni, #Junior Faculty

Submitted

- Aria, P., **Allen**, J., Whitson, T., Ghose, S. (under review). The Impact of Language and Students' Perceptions on Classroom Knowledge Sharing: A Quantitative Study. *Journal of Information and Knowledge Management*.
- Turner, J., Shirazi, H., **Allen**, J., Thurlow, N., (under review). The decision-making typology: System 3, the collaborating self, and the interdependent collaboration domain. *Management Decision*.

In Press

- Allen**, J., Rosellini, A., Gavrilova, M., Whitson, T., Bracey, P. (In Press). *Wisdom and Leadership: The Role of Collaborative Intelligence in an AI Era*. In T. Merlo & P. de Sá Freire (Eds), *Knowledge Management and Leadership in the AI Era: Harnessing Technology for Innovative Organizations*. World Scientific. (Chapter 13)

Published (~80)

- Allen, J., Whitson, T., Ghose, S.** (Feb. 3, 2025). Collaborative Intelligence: Partnership, not replacement. Information Matters. <https://informationmatters.org/2026/02/collaborative-intelligence-partnership-not-replacement/>
- *Bukhari, A., **Allen, J.** (2026). *Measuring Awareness and Ability of Students in Securing Personal Sensitive Data on Mobile Phones*. In K. Albright, T. Merlo, K. N. Agarwal (Eds.) *Navigating Inequities and Social Justice in the Age of Artificial Intelligence*. World Scientific. <https://doi.org/10.1142/q0511>
- Allen, J.,** *Whitson, T., & *Ghose, S. P. (2026, February 3). *Collaborative intelligence: Partnership, not replacement*. Information Matters. <https://informationmatters.org/2026/02/collaborative-intelligence-partnership-not-replacement/>
- Allen, J., *Whitson, T., *Gavrilova, M., *Bracey, P. (2025). *Collaborative Intelligence: Cultivating Human-AI Partnerships*. In T. Merlo (Ed.), *Driven Revolution: Transforming the Business Landscape*. World Scientific. https://doi.org/10.1142/9781800616578_0013
- Allen, J.** (2025). *Forward: Cultivating Human-AI Partnerships*. In M. Hawamdeh (Ed.), *Digital Citizenship and the Future of AI: Engagement, Ethics, and Privacy*. IGI Global. <https://www.igi-global.com/pdf.aspx?tid=370012&ptid=353919&ctid=15&t=Foreword&isxn=9798369390153>
- Hawamdeh, S., Alemneh, D., **Allen, J.** (2025). *The Digital Transformation of the Information Professions: Exploring the Impact of Digital Publishing and Open Access*. Information Research. 30(2). 23 - 34. <https://doi.org/10.47989/ir30253989>
- Allen, J.,** *Zimmerman, T., *Ghose, S. (January 20, 2025). Leveraging Social Networking to Combat Modern Slavery & Human Trafficking. *Information Matters*. 5(1). <http://dx.doi.org/10.2139/ssrn.5106207>
- *Njeri, M., Line, N. D., Uanhoro, J., **Allen, J.,** & Williams, K. (2025). Measuring the relational benefits of private club membership: A factor analytic evaluation. *International Journal of Hospitality Management*, 124, Article 103971. <https://doi.org/10.1016/j.ijhm.2024.103971>
- *Turner, J., **Allen, J.,** Hawamdeh, S., & *Mastamma, G. (2024). The Multifaceted Sensemaking Theory. In *Encyclopedia*. <https://encyclopedia.pub/entry/54425>
- *Eaves, T., **Allen, J.,** Rosellini, A., & Banks, N. (2023). Wisdom and Veterans: Enhancing the Workforce with Self-Insight, Experience, and Sound Judgement. *Journal of Information and Knowledge Management*. 22(4). <https://doi.org/10.1142/S0219649223500193>
- *Turner, J., **Allen, J.,** Hawamdeh, S., *Mastamma, G. (2023). The Multifaceted Sensemaking Theory: A Systematic Literature Review and Content Analysis on Sensemaking. *Systems*. 11(3):145. <https://doi.org/10.3390/systems11030145>
- *Njeri, M., **Allen, J.,** *Jennings, G. (2023). Assessing the application of β -weights and structure coefficients in published hospitality and tourism research. *Journal of Global Hospitality and Tourism*, 2(1), 10-31. <https://www.doi.org/10.5038/2771-5957.2.1.1018>
- Allen, J. M.,** *Rosellini, A., *Khader, M., & *Njeri, M. (2022). Leveraging Collective Wisdom to Impact Workplace Culture. In T. Merlo (Ed.), *Understanding, Implementing, and Evaluating Knowledge Management in Business Settings* (pp. 106-130). IGI Global. <https://doi.org/10.4018/978-1-6684-4431-3.ch006>
- *Rosellini, A., **Allen, J. M.,** *Khader, M., & *Njeri, M. (2022). Work Tribes Present an Opportunity for Firms in Knowledge Management Systems. In T. Merlo (Ed.), *Understanding, Implementing, and Evaluating Knowledge Management in Business Settings* (pp. 58-82). IGI Global. <https://doi.org/10.4018/978-1-6684-4431-3.ch004>

- *Zimmerman, T., *Khader, M., *Njeri, M., **Allen, J.** (2022). Default to Truth in Information Behavior: A Proposed Framework for Understanding Vulnerability to Deceptive Information. *Information, and Learning Science*. <https://doi.org/10.1108/ILS-08-2021-0067>
- Ratcliff, W., **Allen, J.** (2022, December 14). *Social media is killing our tribes*. Information Matters, 2(12). <https://informationmatters.org/2022/12/social-media-is-killing-our-tribes/>
- Allen, J.**, *Zimmerman, T. (2022, January 20). Arbiters of Truth. *Information Matters*, 2(12). <https://informationmatters.org/2022/01/arbiters-of-truth/>
- Allen, J.**, Allen, D., & *Tajalipour, P. (2022, January 7). Artificial intelligence: What are we trying to achieve? *Information Matters*. Artificial Intelligence: What Are We Trying to Achieve? - *Information Matters*, 1(12). <https://informationmatters.org/2021/12/artificial-intelligence-what-are-we-trying-to-achieve>
- *Farmer, K, **Allen, J.**, *Khader, M., *Zimmerman, T., Johnstone, P. (2021). Paralegal students' and paralegal instructors' perceptions of synchronous and asynchronous online paralegal course effectiveness: A comparative Study. *International Journal for Educational and Vocational Studies*, 3(1), 1-16. <https://doi.org/10.29103/ijevs.v3i1.3550>
- Allen, J.**, *Bracey, P., *Aguilar, M., *Zimmerman, T. (2020). Supporting Workforce Wisdom in a Global Economy. In C. Hughes (Eds.), *Strategies for Attracting, Maintaining and Balancing a Mature Workforce* (pp. 152 - 178). IGI Global. <https://doi.org/10.4018/978-1-7998-2277-6.ch007>
- *Turner, J., **Allen, J.**, #Bracey, P. (2019). Multilevel Theory Development and Dissemination. In V. Wang (Ed.), *Scholarly Publishing and Research Methods Across Disciplines* (pp. 184-212). IGI Global. <https://doi.org/10.4018/978-1-5225-7730-0.ch009>
- Allen, J.**, *Turner, A. (2018). Motivation, Adaptation, and Leadership. *Performance Improvement*, 31(1), 3 - 4. <https://doi.org/10.1002/piq.21274>
- Allen, J.**, #Johnson, K. (2017). University of North Texas program of applied technology and performance improvement. *Performance Improvement*, 56(1), 1- 8. <https://doi.org/10.1002/pfi.21683>
- *Mayes, R., *Tamez, R., **Allen, J.** (2017) Literature Overlaps and Gaps between the Fields of Knowledge Management and Human Resource Development. In D.G. Alumneh, J.M. Allen, S. Hawamdeh (Eds.), *Knowledge Discovery and Data Design Innovation* (pp. 265-281). World Scientific. <https://doi.org/10.1142/10832>
- Allen, J. M.** and *Turner, A. (2017), Transforming leaders, troubleshooting job design, and performance support. *Performance Improvement Quarterly*, 30(2), 91–92. <https://doi.org/10.1002/piq.21247>
- *Danks, S., Rao, T., **Allen, J.** (2017). Measuring culture of innovation: A validation study of innovation quotient instruments (part two), *Performance Improvement Quarterly*, 30(1), 29 - 53. <https://doi.org/10.1002/piq.21241>
- ***Danks, S.**, Rao, T., Allen, J. (2017). Measuring culture of innovation: A validation study of innovation quotient instruments (part one), *Performance Improvement Quarterly*, 29(4), 427- 454. <https://doi.org/10.1002/piq.21236>
- Allen, J.**, *Turner, A. (2017). Employee performance and engagement for performance improvement, *Performance Improvement Quarterly*, 30(5), 225-230. <https://doi.org/10.1002/piq.21272>
- Allen, J.**, *Turner, A. (2017). Employee engagement, feedback, and instructional design, *Performance Improvement Quarterly*, 30(3), 161-163. <https://doi.org/10.1002/piq.21253>
- Allen, J.** (2017). Creating outcomes, organizational excellence, and cultural innovation, *Performance Improvement Quarterly*, 30(1), 3-4. <https://doi.org/10.1002/piq.21242>

- Allen, J.** (2017). Research scholarship: Call to action, *Performance Improvement Quarterly*, 29(4), 337- 341. <https://doi.org/10.1002/piq.21238>
- *Angnakoon, P., **Allen, J.M.** (2016). Exploring secondary school teachers' constructivist beliefs using TALIS 2013, *Turkish Online Journal of Educational Technology* 15(2). 1002 – 1011
- #Chung, C., #Angnakoon, P., Li, J., **Allen, J.** (2016). Virtual HRD and national culture: An information processing perspective, *European Journal of Training and Development*, 40(1), 21-35. <https://doi.org/10.1108/EJTD-04-2015-0025>
- *Joshua-Gojer, A., **Allen, J.**, (2015). Workforce Diversity in Volunteerism and the Peace Corps. In Wang, V. (Ed.), *Workforce Diversity in a Global Society, Technologies and Concepts* (pp. 467 – 493). IGI Global. <https://doi.org/10.4018/978-1-4666-1812-1.ch021>
- *Joshua-Gojer, A., **Allen, J.**, Gavrilova Aguilar, M. (2015). Technology Integration in Work Settings. In M. Wadhwa & A. Harper (Eds.), *Technology, Innovation and Enterprise Transformation* (pp. 1-19). IGI Global. <https://doi.org/10.4018/978-1-4666-6473-9.ch001>
- *Joshua-Gojer, A., **Allen, J.**, Gavrilova Aguilar, M. (2015). Technology Integration in Work Settings. In M. Wadhwa & A. Harper (Eds.), *Technology, Innovation and Enterprise Transformation* (pp. 1-19). IGI Global. <https://doi.org/10.4018/978-1-4666-6473-9.ch001>
- *Petrinin, K., **Allen, J.** (2015). Accelerating the publication of your CTER contribution, *Career and Technical Education Research*, 39(3), 185-190. <https://doi.org/10.5328/cter39.3.185>
- *Mayes, R. J., #Bracey, P. S., *Aguilar, M. G., & **Allen, J. M.** (2015). Identifying Corporate Social Responsibility (CSR) Curricula of Leading U.S. Executive MBA Programs. In D. Palmer (Ed.), *Handbook of Research on Business Ethics and Corporate Responsibilities* (pp. 179-195). IGI Global. <https://doi.org/10.4018/978-1-4666-7476-9.ch009>
- #Turner, J., *Petrinin, K., **Allen, J.** (2015). Developing Multilevel Models for Research. In Wang, V. (Ed.), *Handbook of Research on Scholarly Publishing and Research Methods* (pp. 467 – 493). IGI Global. <https://doi.org/10.4018/978-1-4666-7409-7.ch023>
- *Pasquini, L. A., *Zimmerman, T. D., & **Allen, J. M.** (2014). Editorial: A new academic year, new learning and performance understandings. *Learning and Performance Quarterly*, 2(3), 1.
- *Zimmerman, T. D., *Pasquini, L. A., & **Allen, J. M.** (2014). Editorial: Expanding the boundaries of learning and performance. *Learning and Performance Quarterly*, 2(2), i.
- *McKee, M., **Allen, J.**, *Tamez, R. (2014). The effect of mobile support devices on anxiety and self-efficacy of hospital float staff, *Performance Improvement Quarterly*, 27(3), 59–81. <https://doi.org/10.1002/piq.21171>
- *Danks, S., **Allen, J.** (2014). Performance-based rubrics for measuring organizational strategy and program implementation, *Performance Improvement Quarterly*, 27(1), 33-49. <https://doi.org/10.1002/pic.21166>
- *Joshua-Gojer, A. E., **Allen, J.M.**, *Gavrilova-Aguilar, M. (2014). Technology integration in work settings. In Manish Wadhwa and Alan Harper (Eds.), *Technology, Innovation and Enterprise Transformation*. IGI Global (1-19). <https://doi.org/10.4018/978-1-4666-6473-9>
- *Zimmerman, T. D., *Pasquali, L. A., & **Allen, J.M.** (2014). Editorial: Expanding the boundaries of learning and performance, *Learning and Performance Quarterly*, 2(2), i.
- *Joshua-Gojer, A.E., **Allen, J.** (2013). Self-Initiated Expatriates in the United States: Implications for HRD. *Journal of Knowledge Economy & Knowledge Management [Bilgi Ekonomisi ve Yönetimi Dergisi]* 8(1), 39 – 45. <https://dergipark.org.tr/en/pub/beyder/issue/3472/47230>

- Wang, V.C., **Allen**, J. (2013) Workplace Learning: A paradigm shift to improve the 21st century workforce. In Wang, V. (Ed.), *Handbook of Research on Technologies for Improving the 21st Century Workforce: Tools for Lifelong Learning*. IGI Global (pp. 228 – 242). <https://doi.org/10.4018/978-1-4666-2181-7.ch015>
- Allen**, J. (2013). Notes from the Editor. *Career and Technical Education Research* 38(1), p. 1-2. <https://doi.org/10.5328/cter38.2.85>
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- Wang, V.C., **Allen**, J. (2013). Improving Workforce Education and Adult Learning: New Concepts. In Wang, V. (Ed.), *Handbook of Research on Technologies for Improving the 21st Century Workforce: Tools for Lifelong Learning*. IGI Global (pp. 1 – 12). <https://doi.org/10.4018/978-1-4666-2181-7.ch001>
- *Turner, J. R., *Zimmerman, T., & **Allen**, J. (2012). Teams as a sub-process for knowledge management. *Journal of Knowledge Management*, 16(2), 963-977. <https://doi.org/10.1108/13673271211276227>
- Zientek, L., Ozel, Z., Ozel, S., Allen, J. (2012). Reporting Confidence Intervals and Effect Sizes: Collecting the Evidence. *Career and Technical Education Research Journal* 37(2), 277 – 295. <https://doi.org/10.5328/cter37.3.277>
- Allen**, J., *Bracey, P., & *Gavrilova, M. (2012). Learning in 2010: Instructional Challenges for Adult Career and Technical Education. In Wang, V.C. (Ed.), *Vocational Education Technologies and Advances in Adult Education: New Concepts*. (pp. 181-196). IGI Global. <https://doi.org/10.4018/978-1-4666-0252-6.ch014>
- *Joshua-Gojer, A., **Allen**, J. (2012) Leveraging Workforce Diversity through Volunteerism, In Scott, C.L. & Byrd, M.Y. (Eds.), *Handbook of Research on Workforce Diversity in a Global Society: Technologies and Concepts*. IGI Global. (pp. 354 – 367) <https://doi.org/10.4018/978-1-4666-1812-1.ch021>
- *Gavrilova, M., *Bracey, P., **Allen**, J. (2012) Examining the Diversity Curriculum of Leading Executive MBA Programs in the United States, In C.L. Scott & M.Y. Byrd, M.Y. (Eds.), *Handbook of Research on Workforce Diversity in a Global Society: Technologies and Concepts*. IGI Global (pp. 18 – 37). <https://doi.org/10.4018/978-1-4666-1812-1.ch002>
- Allen**, J., *Joshua-Gojer, A. J., *Gavrilova-Aguilar, M., & *Philpot, D. (2012). Sustaining Organizational Innovation. In Wang, V. C. (Ed.), *Encyclopedia of E-Leadership, Counseling and Training*. IGI Global (pp. 514-531). <https://doi.org/10.4018/978-1-61350-068-2.ch038>
- Nimon, K., **Allen**, J. (2012) Notes from the Editor. *Career and Technical Education Research* 37(5), 185. <https://doi.org/10.5328/cter37.3.185>
- Allen**, J., *Bracey, P., & *Pasquini, L. (2012). Learning and Performance Innovation. In Wang, V. C. (Ed.), *Encyclopedia of E-Leadership, Counseling and Training*. IGI Global. (pp. 48-64). <https://doi.org/10.4018/978-1-61350-068-2.ch005>
- #Nimon, K., Zigarmi, D., & **Allen**, J. (2011). Measures of program effectiveness based on retrospective pretest data: Are all created equal? *American Journal of Evaluation*, 32(1), 8–28. <https://doi.org/10.1177/1098214010378354>
- Allen**, J., *Bracy, P. *Gavrilova, M. (2010) Learning in 2010: Instructional challenges for adult career and technical education, *International Journal of Adult Vocational Education and Technology* 1(4), 48 – 62. <https://doi.org/10.4018/javet.2010100104>
- #Nimon, K., #Philibert, N., & **Allen**, J. (2008). Corporate chaplaincy programs: An exploratory study relates corporate chaplaincy activities to employee assistance programs, *Journal of Management, Spirituality, & Religion*, 5(3), 231-264. <https://doi.org/10.1080/14766080809518706>

- #Philibert, N., **Allen**, J. & #Elleven, R. (2008). Nontraditional students in community colleges and the model of college outcomes for adults, *International Journal of Adult Vocational Education and Technology*, 32(8), 582-596. <https://doi.org/10.1080/10668920600859913>
- Allen**, J., & *Nimon, K. (2007). Retrospective pretest: A practical technique for professional development evaluation, *Journal of Industrial Teacher Education*, 44(3), 27-42.
- *Nimon, K., & **Allen**, J. (2007). A review of the retrospective pretest: Implications for performance improvement evaluation and research, *Workforce Education Forum*, 34(1), 36-56.
- *Dodds, P., **Allen**, J., #Philibert, N., #Elleven, R., & *Lewis, M. (2006). Efficacy of learning communities at four North Texas community colleges, *Workforce Education Forum*, 33(1), 1 – 20.
- *Bradley, T., **Allen**, J., Hamilton, S., & Filgo, S. (2006). Leadership perceptions: Analysis of 360-degree feedback, *Performance Improvement Quarterly*, 19(1), 7 – 24.
- Andrews, C., & **Allen**, J. (2004). Analysis of management and employee job satisfaction, *The International Journal of Applied Management and Technology*, 2(2), 97 – 115.
- #Elleven, R., & **Allen**, J. (2004). Applying technology to online counseling: Suggestions for beginning e-therapists, *Journal of Instructional Psychology*, 31(3), 223 – 227.
- Allen**, J., *Clem, K. E., #Elleven, R. K., *Andrews, C. G., & *Cagle, L. S. (2004). Copyright and fair use: An issue of ethics in a changing learning environment, *The Texas Journal of Distance Learning [Online serial]*, 1(2), 1-8.
- #Elleven, R., Greenhaw, K., & **Allen**, J. (2004). Campus chaplains: Cult training and perceptions, *College Student Journal*, 38(2), 314 - 320.
- *Andrews, C., & **Allen**, J. (2002). Utilization of technology - Enhanced Delphi techniques, *Workforce Education Forum*, 29(1), 1-15.
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- *Sherron, T., & **Allen**, J. (2000). Fixed effects vs. random effects: Two models commonly used with panel data analyses, *Multiple Linear Regression Viewpoints*, 26(1), 1-10.
- Wircenski, M., Walker, M., **Allen**, J., & West, L. (1999). Age as a diversity issue in grades K-12 and in higher education, *Educational Gerontology*, 25(6), 491-500.
- Allen**, J., Walker, M., & ^{Moorhead}, M. (1999). Technology in the Vocational-Technical Curriculum: Issues for the New Millennium, *Workforce Education Forum*, 26(1), 1-13.
- Rademacher, J., & **Allen**, J. (1998). Enhancing assignment completion in academically diverse vocational classrooms, *The Journal for Vocational Special Needs Education*, 21(1), 21-26.
- Allen**, J., & *Hart, M. (1998). Training older workers: Implications for HRD/HPT professionals, *Performance Improvement Quarterly*, 11(4), 91-102.
- Allen**, J., & Schumacher, R. (1998). Team assessment utilizing a many-facet Rasch model, *Journal of Outcomes Measurement*, 2(2), 140-157.
- Wircenski, J., & **Allen**, J. (1998). Investigating the screwdriver: Vocational education and 25 years of technology [25th Anniversary Special Issue], *Workforce Education Forum*, 25(1), 36-42.
- Chinoda, M., & **Allen**, J. (1998). Educators', administrators', and students' perceptions of technology programs in Pennsylvania, *Workforce Education Forum*, 25(2), 69-86.
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- Allen, J.** (1997). Strategic planning of technology for education: A beginning framework, *Occupation Education Forum*, 23(2), 13-21.
- Allen, J., & Walker, M.** (1996). Training employees with disabilities: Strategies from corporate training. *The Journal for Vocational Special Needs Education*, 18(3), 105-108.

 PROCEEDINGS AND PAPERS

- Allen, J., Rorissa, A., Alemneh, D., Agarwal, N., Hawamdeh, S. (2025, November). Fostering and Cultivating Human-AI Collaboration and Partnerships in an Evolving Workplace. 88th Annual Association for Information Science and Technology (ASIS&T) Conference, Washington, DC.
- Bukari, A., Allen, J. (2024, October). *Measuring Awareness and Ability of Students in Securing Personal Sensitive Data on Mobile Phones*. 19th International Conference on Knowledge Management (ICKM), Kent, Ohio
- Allen, J., Zimmerman, T. (2024, October). *Call for Research: Leveraging Social Networking for Modern Slavery & Human Trafficking Awareness*. 87th Annual Association for Information Science and Technology (ASIS&T) Conference Social Informatics SIG, Calgary, Canada
- Zimmerman, T., Allen, (2024, October). *Determining Trust in Information: An Initial Literature Review*. 87th Annual Association for Information Science & Technology (ASIS&T) Conference Social Informatics SIG, Calgary, Canada
- Allen, J. (2023, October). [featured paper/presentation] Cultivating Wisdom. Joint Conference: 18th International Conference on Knowledge Management and 13th International Congress on Knowledge and Innovation. Florianópolis, Brazil.
- Hawamdeh, S., Merlo, R., Allen, J. (2023, October) *Generative AI, Knowledge Management, and Data Management in organizations*. Joint Conference: 18th International Conference on Knowledge Management and 13th International Congress on Knowledge and Innovation. Florianópolis, Brazil.
- Njeri, M., Uanhoro, J., Williams, K., Allen, J., Kemp, E (2023, July). *A Bayesian Confirmatory Factor Analysis of the Perceived Private Club Members' Benefits*. 2023 International Council on Hotel, Restaurant, and Institutional Education (ICHRIE) Conference. Phoenix, AZ.
- Njeri, M., Williams, K., Allen, J. (2023, January). *Private Club Member Perceived Social and Psychological Benefits: Scale Development and Validation*. 28th Annual Graduate Education and Graduate Student Research Conference in Hospitality and Tourism, Orange, CA.
- An, L., Allen, J., Hofman, D., Freeburg, D., Islam, A., Khader, M. (2022, October). *Knowledge Management in an Information-resilient Society* [Panel presentation]. 85th annual meeting of the Association for Information Science and Technology, Pittsburgh, PA. 59, 226 – 234 <https://doi.org/10.1002/pra2.621>
- Bank, N., Allen, J. (2022, June). *Increasing Information Certainty for Post-traumatic Growth*. 17th International Conference on Knowledge Management, Potsdam, Germany.
- Njeri, M., Allen, J. (2022, June). The Application of Structural Coefficients in Published Knowledge Management Research. 17th International Conference on Knowledge Management, Potsdam, Germany.
- Njeri, M., Rosellini, A., Allen, J. (2022, August). The Use of Omega in Estimating Reliability under Unidimensionality in Hospitality and Tourism Research. Annual ICHRIE Summer Conference & Marketplace
- Njeri, M., Allen, J. (2022, August). Attracting and Retaining Millennials and Generation Z Employees in Private Country Clubs After the COVID-19 Pandemic. Annual ICHRIE Summer Conference & Marketplace.
- Allen, J., An, L., Hofman, D., Islam, A., Pfeiffer, H. (2021, October). *Career Development in Knowledge Management* [Panel presentation]. 84th annual meeting of the Association for Information Science and Technology, Salt Lake City, UT.
- Bank, N., Allen, J., Kolu, C. (2021, September). Leveraging Information Literacy for Posttraumatic Growth [Conference paper, Second Place]. 2021 SIG-KM International Research Symposium, virtual.

- Eaves, T., Allen, J., Rosellini, A., Khader, M., Njeri, M., Zimmerman, T. (2020, December 3-5). *Wisdom and veterans: Enhance the perspective, experience, and resilience of the workforce* [Conference paper]. The International Conference for Knowledge Management, Durham, NC, USA.
- Zimmerman, T., Njeri, M., Khader, M., Allen, J., Rosellini, A., Eaves, T. (2020, October). *A Review of Truth-Default Theory: Implications for Information Behavior Research* [Conference Paper]. 83rd Annual Association for Information Science and Technology (ASIS&T) Conference Social Informatics SIG, Pittsburgh, PA [virtual].
- Eaves, T. Allen, J., Zimmerman, T., Rosellini, A., Njeri, M., Khader, M. (2020, October). *Wisdom and Veterans: Enhance the Perspectives, Experiences, and Resilience of the Workforce* [Conference paper]. 83rd Annual Association for Information Science and Technology (ASIS&T) Conference Social Informatics SIG, Pittsburgh, PA [virtual].
- Smith, D. & Allen, J. (2019, October). Age group perceptions of social media privacy and responsibility. Proceedings of the Association for Information Science & Technology (ASIS&T) 15th Annual Social Informatics Research Symposium.
<https://www.asist.org/2019/10/21/schedule-for-the-15thannual-social-informatics-research-symposium>
- Allen, J., Smith, D., & Turner, J., (2019, October). Digital presence for information scholars. Proceedings of the Association for Information Science & Technology (ASIS&T) 2019 15th Annual Social Informatics Research Symposium. Retrieved from
<https://www.asist.org/2019/10/21/schedule-for-the-15th-annual-socialinformatics-research-symposium>
- Laksaniyanon, B., Allen, J. (2016, November). How changes, capabilities, and knowledge management affect organizational performance: A case study of Khon Kaen City, Thailand. *Proceedings of the 30th International Research Conference on Business, Economics and Social Science*. Singapore, International Research Conference 2016.
- Turner, J. R., *Hix, J., Baker, R., & Allen, J. (2017). *Improving your digital presence as a researcher*, FOCUS session [Conference paper]. 2017 AHRD International Research Conference in the Americas, San Antonio, TX.
- Turner, J. R., Johnson, K., & Allen, J. (2016, October). *Team leader complexity: An integrative literature review* [Conference paper]. 2016 AHRD International Conference in Asia & MENA, Morocco.
- Turner, J. R., Allen, J. (2015, April). *Practice to research: Grounded theory and case study research techniques. Research to Practice (RTP)* [Conference paper]. Annual meeting of the International Society of Performance Improvement, San Antonio, TX.
- Pasquini, L., Wakefield, J. S., Reed, A., & Allen, J. (2014, November). Digital scholarship and impact factors: Methods and tools to connect your research. *Proceedings of World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education 2014* (pp. 1564-1569). Chesapeake, VA: AACE.
- Pasquini, L., Wakefield, J., Reed, A., Allen, J. (November 2014). Digital Scholarship and Impact Factors: Methods and Tools to Connect Your Research [Conference paper]. Association for the Advancement of Computing in Education.
- Chung, C., Pasquini, L., Allen, J. (August 2013). Differences Between the U.S. and Taiwan in Terms of 8th Grade Math Achievement [Conference paper]. *Taiwan Education Research Association & Pacific Rim Objective Measurement Symposium Proceedings 2013*
- Adjebeng, S., Allen, J. (2012, November). *Framework for Distance Learning Implementation in Developing Countries: A Conceptual Model for Ghana*. [Conference Paper]. International Joint Conference of the International Conference on Knowledge, Economy and Management; International Conference of the Asian Chapter of the Academy of Human Resource Development; and International Conference of the MENA Chapter of the Academy of Human Resource Development, Istanbul, Turkey.

- Nimon, K., Allen, J., Aguilar, M. G., Zimmerman, T., Bracey, P., Pasquini, L. (2012, November). *Dispelling common myths about quantitative and qualitative research in a CTE context: What are some best practices?* [Symposium paper]. 2012 CTE Research and Professional Development Conference, Atlanta, GA.
- Bartlett, J., E., Allen, J., Bartlett, M. E., Laanan, F. S., Nimon, K. F., Semanski, C., Schollenberger, T., Waugh, C. K. (2012, November). *Developing faculty to improve research methods for CTE research* [Symposium Paper]. 2012 CTE Research and Professional Development Conference, Atlanta, GA. [Outstanding Symposium Presentation]
- Danks, S., Allen, J. (2012, November). Performance Measurement Systems and Culture: Lessons Learned from Small-to-Medium Sized Enterprise Organizations [Conference Paper]. International Joint Conference of the International Conference on Knowledge, Economy and Management; International Conference of the Asian Chapter of the Academy of Human Resource Development; and International Conference of the MENA Chapter of the Academy of Human Resource Development, Istanbul, Turkey.
- Joshua-Gojer, A., Allen, J. (2012, November). Self-Initiated Expatriates in the United States: Implications for HRD [Conference Paper]. International Joint Conference of the International Conference on Knowledge, Economy and Management; International Conference of the Asian Chapter of the Academy of Human Resource Development; and International Conference of the MENA Chapter of the Academy of Human Resource Development, Istanbul, Turkey.
- Chung, C., Pasquini, L., Allen, J., Koh, C. (2012, October). *Review of Web-based Learning Management System Design for Higher Education* [Conference paper]. E-Learn, Montreal, Quebec.
- VanBebber, V., Nimon, K., Allen, J. (2010). *Workplace spirituality: An issue for learning and quality of work life?* 9th International Conference of the Asia Chapter of the Academy of Human Resource Development Proceedings. Shanghai, China.
- Li, J., Nimon, K., & Allen, J. (2008). Undergraduate HRD programs in the US. Academy of Human Resource Development International Research Conference Proceedings, Panama City, FL.
- Philibert, N., Allen, J., Long, S., & Nimon, K. (2008). Leadership competencies in team-based and traditional organizations: A comparative study. *Proceedings of the Academy of Human Resource Development International Research Conference*. Lille, France: AHRD
- Nimon, K., Allen, J., & Philibert, N. (2007, November). *Effect size reporting in international HRD research:* [Conference paper]. 5th Asian Conference of the Academy of HRD. 6th International Conference of the Academy of HRD Asian Conference, Beijing, China.
- Murphy, M., Nimon, K., & Allen, J. (2007, November). *Attracting, developing, and managing talent through organizational culture* [Conference Paper]. 6th International Conference of the Academy of HRD Asian Conference, Beijing, China.
- Philibert, N, Allen, J., Nimon, K., & Berryman, R. (2007). Knowledge management in virtual organizations: A study of best practices knowledge transfer model. *6th International Conference of the Academy of HRD Asian Conference Proceedings*. Beijing, China: AHRD.
- Nimon, K., Allen, J., & Philibert, N. (2007). Effect size reporting in international HRD research: An analysis of research papers presented at the 5th Asian conference of the Academy of HRD. 6th International Conference of the Academy of HRD Asian Conference Proceedings, Beijing, China.
- Nimon, K., Murphy, M., & Allen, J. (2007). *Creating organizational alignment by discovering work as a calling* [Conference paper]. 45th Annual ISPI International Performance Improvement Conference, San Francisco, CA.
- Allen, J., Nimon, K., & Frear, S. (2007). Modeling the cyclical nature of HRD practices through economic data modeling. In F. M. Nafukho, T. J. Chermack, & C. M. Graham (Eds.), *Proceedings of the Academy of*

- Human Resource Development 2007 International Conference (pp. 1134-1137). Bowling Green, OH: AHRD.
- Nimon, K. & Allen, J. (2007). Evaluating professional development: Measurement outcomes from a multilevel performance improvement survey. *Proceedings of the 5th Annual Hawaii International Conference on Education* (p. 4018). Honolulu, HI: HICE, ISSN #1541-5880.
- Nimon, K., Williams, C., & Allen, J. (2007). Repeated measures: A primer for educators considering univariate and multivariate designs. *Proceedings of the 5th Annual Hawaii International Conference on Education* (pp. 4019-4066). Honolulu, HI: HICE, ISSN #1541-5880.
- Elleven, R., & Allen, J. (2006). Spirituality in the workplace: An issue for Business Education [Conference paper]. International Conference on Education. Honolulu, HI.
- Nimon, K., & Allen, J. (2006). A synthesis of the literature relative to the retrospective pretest: Identifying a research agenda for the 21st century. In M. Ismail, A. M. Osman-Gani, S. Ahmad, A. L. Abdullah, I. A. Ismail, & J. Othman (Eds.), *Human Resource Development in Asia: Thriving on Dynamism and Change* (pp. 633-641). Malaysia: University Putra, Malaysia.
- Allen, J., Nimon, K., & Eleven, R. (2006). Retrospective evaluation techniques for performance improvement consulting: Theory-to-practice. *Proceedings of the 44th Annual ISPI International Performance Improvement Conference*, Dallas, TX: ISPI.
- Nimon, K., Allen, J., Philibert, N. (2006). Partnering with workplace chaplain providers: A radical form of employee assistance. *Proceedings of the 44th Annual ISPI International Performance Improvement Conference*. Dallas, TX: ISPI
- Allen, J., Nimon, K., & Eleven, R. (2006). Retrospective evaluation techniques for performance improvement consulting: Theory-to-practice. *Proceedings of the 44th Annual ISPI International Performance Improvement Conference*, Dallas, TX.
- Allen, J., & Holecek, C. (2005). The Top 10 list: Tips for first-year teachers. *Proceedings of the 2005 Texas Business and Marketing Education Professional Development Conference*, Corpus Christi, TX.
- Allen, J., & Holecek, C. (2005). Meet your mentor. *Proceedings of the 2005 Texas Business and Marketing Education Professional Development Conference*, Corpus Christi, TX.
- Allen, J. (2005). Teaching in four easy steps: Work the circle. *Proceedings of the 2005 Texas Business and Marketing Education Professional Development Conference*, Corpus Christi, TX.
- Allen, J. (2005). Retrospective analysis in the CTE classroom. *Proceedings of the 2005 Texas Business and Marketing Education Professional Development Conference*, Corpus Christi, TX.
- Allen, J. (1995). A created team assessment instrument. In E. Holton III (Ed.), *Proceedings of the Academy of Human Resource Development Conference* (section 10-2). Austin, TX: Academy of Human Resource Development.

POSTERS

- J. Allen, J. (2022). A model of Collective Wisdom [[Poster presentation, SECOND PLACE](#)]. 2022 SIG-KM International Research Symposium, virtual.
- Allen, J. (2021). A Model of Wisdom: Call for Research [[Poster presentation, FIRST PLACE](#)]. 2021 SIG-KM International Research Symposium, virtual.
- Tajallipour, P., Allen, J. (2021). Sense of belonging and inclination towards knowledge sharing in organizations [[Poster presentation, HONORABLE MENTION](#)]. 2021 SIG-KM International Research Symposium, virtual.

- Njeri, M., Bank, N., Allen, J., Tajallipour, P., Bukhari, A., Guevara, A. (2021, September). *The Application of Structure Coefficients in Published Information Science Research* [Poster presentation]. 2021 annual meeting of the Association for Information Science and Technology (ASIS&T), Salt Lake City, UT.
- Tajallipour, P., Blume, R., Bank, N., Khader, M., Njeri, M., Allen, J., Guevara, A., Bukhari, A. *Barriers in Knowledge Exchange Between Non-Native Instructors and their Students: A Call for Research* [Poster presentation]. 2021 annual meeting of the Association for Information Science and Technology (ASIS&T), Salt Lake City, UT.
- Khader, M., Zimmerman, T., Allen, J., Njeri, M., Bank, N., Guevara (2021, September). *The Role of Cognitive Authority in Social Media* [Poster presentation]. 2021 annual meeting of the Association for Library and Information Science Education, Milwaukee, WI.
- Allen, J., Rosellini, A., Khader, M., Bank, N., Guevara, A., Njeri, M. (2021, September). *Virtual Knowledge Spaces: A Call for Research* [Poster presentation]. 2021 annual meeting of the Association for Library and Information Science Education, Milwaukee, WI.
- Njeri, M., Allen, J., Khader, M., Bank, N., Guevara, A. (2021, August). *Improving Research Techniques for Categorical Predictors for Multiple Regression in Hospitality and Tourism Publication* [Poster presentation]. 2021 annual meeting of the International Council on Hotel, Restaurant, and Institutional Education [virtual].
- Khader, M., Allen, J., Njeri, M., Zimmerman, T., Rosellini, A., Eaves, T. (2020, October). *Impact of cultural and religious literacy: Implications for information literacy*. 83rd Annual Association for Information Science and Technology (ASIS&T) Conference Social Information, 57, <https://doi.org/10.1002/pra2.379>
- Zimmerman, T., Njeri, M., Khader, M., Allen, J., Rosellini, A., Eaves, T. (2020, October). *A review of truth-default theory: Implications for information behavior research*. 83rd Annual Association for Information Science and Technology (ASIS&T) Conference Social Information, 57, <https://doi.org/10.1002/pra2.312>
- Allen, J., Mull, M., & Aguilar, M. (2019, October). *Unlearning in a Global Information Economy* [Poster presentation]. 882nd Annual Association for Information Science and Technology (ASIS&T) Conference, Melbourne, Australia. 56, 1 <https://doi.org/10.1002/pra2.102>
- 2nd Annual Association for Information Science and Technology (ASIS&T) Conference Social Informatics SIG, Melbourne, Australia.
- Allen, J., Khader, M., Rosellini, A., Zimmerman, T., & Eaves, T. (2019, October.) *Investigating wisdom: A call for research* [Poster presentation]. 82nd Annual Association for Information Science and Technology (ASIS&T) Conference, Melbourne, Australia. 56, 1 <https://doi.org/10.1002/pra2.102>
- *Zimmerman, T., Khader, M., Abdulrahman, H., & Allen, J. (2019, October) *Political "fake news" on social media: Factors surrounding its spread and influence* [Poster presentation]. 82nd Annual Association for Information Science and Technology (ASIS&T) Conference, Melbourne, Australia. 56, 1 <https://doi.org/10.1002/pra2.102>

CURRICULUM GUIDES

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

NEWSLETTERS

- Nimon, K., & Allen, J. (2006, May). Energizing organizational change. International Society for Performance Improvement Dallas Fort Worth Chapter Newsletter, 14.
- Nimon, K., & Allen, J. (2006, April). Workplace spirituality. International Society for Performance Improvement Dallas Fort Worth Chapter Newsletter, 13.
- Allen, J., & Wircenski, M. (1999). AgeShare: Training older learners: Issues for the New Millennium. *National Academy for Teaching and Learning about Aging* [online].

PRESENTATIONS

Over 150 refereed presentations and proceedings at international, national, or regional conferences. In addition, a prolific number of regional and local workshops, seminars, and lectures.

Invited Lectures

- Allen, J. (2025, November). *Research Meets Practice Webinar: Human Edge in an AI-Powered World*. Academy of Human Resource Development.
- Allen, J., Margherita, A., Rosellini, A., Gomes, J. (2025, November). *Human-Centered Knowledge Management: The Power of Collaborative Intelligence*. Congresso Internacional de Conhecimento e Inovação (CiKi), Lisboa, Portugal.
- Allen, J. (2025, October) []. *The Pioneer Mindset: Change, Resilience, Adaptability*. Sunrise Technologies. Grapevine, Texas
- Allen, J. (2025, August) [Keynote]. AI with Purpose: Creating a Human-Centered Workplace of the Future. Mountain-Plains Region of the National Business Education Association, Dallas, Texas.
- Allen, J. ((2024, October) [Keynote]. *Organizational Knowledge to Organizational Wisdom*. 18th International Conference on Knowledge Management, Kent, Ohio.
- Allen, J. (2023, October). *Fostering Wisdom*. Universidade de Brasília (College of Library and Information Science). Brasília, Brazil.
- Allen, J. (2023, March). *Creating Vibrant Workplace Community to Cultivate Wisdom*. [½ day workshop]. IWILDS 2023: 4th International Workshop on Investigating Learning During Web Search, Austin, Texas
- Allen, J. (2022, November). *Meet the Author: Fostering Wisdom at Work* [Presentation, online]. Association for Information Science and Technology
- Allen, J. (2022, April). *Developing Your Digital Presence - Moving a Career Forward* [Presentation]. University of North Texas Provost Mid-Career Faculty Workshop. Denton, Texas.
- Allen, J. (2022, June). *Fostering Wisdom* [Presentation]. Texas A&M, College Station, Texas.
- Allen, J. (2020, June). *Innovation in a Knowledge Economy* [Presentation]. William and Mary, Willington, VA, USA.
- Allen, J. (2018, March). *Developing your Digital Presence: A Primer for Scholars* [Presentation]. Newcastle Business School, United Kingdom.
- Allen, J. (2016). *Publishing in Western Journals* [Presentation]. 2016 AHRD International Conference in Asia & MENA, Morocco.

- Allen, J. (2016, October). *Sustaining Innovation in a Global Society* [Presentation]. Al Akhawayn University. College of Education. Infrane, Morocco.
- Allen, J. (2013, December). *Sustaining Organizational Learning: Issues for Research* [Presentation]. Texas A&M, College Station, Texas.
- Allen, J. (2013, November). *Mobile Learning for Teaching Effectiveness* [Presentation]. National Kaohsiung University of Hospitality and Tourism 國立高雄餐旅大學. Kaohsiung City 812, Taiwan, R.O.C.
- Allen, J. (2013, November). *Sustaining Learning Innovation through Learning Resources* [Presentation]. National Kaohsiung University of Hospitality and Tourism 國立高雄餐旅大學. Kaohsiung City 812, Taiwan, R.O.C.
- Allen, J. (2013, April). *Learning and Performance Innovation for a Global Workforce* [Presentation]. East China Normal University 华东师范大学, Distance Education College.
- Allen, J. (2013, April). *Mobile Learning for Teaching Effectiveness and Sustaining Learning Innovation through Learning Resources* [Presentation]. Zhejiang University 浙江大学, Hangzhou, China.
- Allen, J. (2013, April). *Sustaining Learning Innovation through Learning Resources* [Presentation]. [Presentation]. Zhejiang University 浙江大学, Hangzhou, China.
- Allen, J. (2013, April). *Instructional Design for Effective Performance* [Presentation]. Hangzhou Normal University 杭州师范大学, Hangzhou, China.
- Allen, J. (2012). *Career and technical education: A global workforce solution* [Presentation]. Seoul National University 서울대학교, College of Education, Seoul, South Korea.
- Allen, J. (2012). *Learning and performance innovation for a global workforce* [Presentation]. Sungkyunkwan University 成均館大學校, College of Education, Seoul, South Korea.
- Allen, J. (2012). *Key session: Learning and performance innovation for a global workforce* [Presentation]. Human Resources Development Service of Korea (HRDKorea), Seoul, South Korea.
- Allen, J. (2010). *Sustaining learning innovation through learning resources* [Presentation]. East China Normal University 华东师范大学, College of Information. Shanghai, China.
- Allen, J. (2010). *Learning and Performance Innovation* [Presentation]. East China Normal University 华东师范大学, College of Information. Shanghai, China.
- Allen, J. (2010). *Mobile learning for teaching effectiveness* [Presentation]. Northwest University 西北大学, Xi'an, China.

Refereed Presentations (National/International)

- Njeri, M., Uanhoro, J., Williams, K., Allen, J., Kemp, E. (2023, July) A Bayesian Confirmatory Factor Analysis of the Perceived Private Club Members' Benefits. [Paper presentation]. 2023 ICHRIE Global Conference, Phoenix, AZ.
- Allen, J. (2023, March). *Creating Vibrant Workplace Community to Cultivate Wisdom*. [½ day workshop]. IWILDS 2023: 4th International Workshop on Investigating Learning During Web Search, Austin, Texas
- An, L., Allen, J., Hofman, D., Freeburg, D., Islam, A., Khader, M. (2022, October). *Knowledge Management in an Information-resilient Society* [Panel presentation]. 85th annual meeting of the Association for Information Science and Technology, Pittsburgh, PA.
- Allen, J., An, L., Hofman, D., Islam, A., Pfeiffer, H. (2021, October). *Career Development in Knowledge Management* [Panel presentation]. 84th annual meeting of the Association for Information Science and Technology, Salt Lake City, UT.

- Petrinin, K., & Allen, J. (2019). *Saved by the PBL: Tales of project-based learning in the CTE classroom* [Presentation]. 2019 Career & Technical Education Association Annual Conference.
- Turner, J. R., Johnson, K., & Allen, J. (2016, October). *Team leader complexity: An integrative literature review* [Presentation]. 2016 AHRD International Conference in Asia & MENA, Morocco.
- Allen, J., Colling, J., Li, J., McLennan, G., Won, S. (2016, February). Developing a Scholarly Identity HRD Scholar Panel [Panel presentation]. 2016 AHRD International Research Conference in the Americas. Jacksonville, Florida
- Allen, J. (2015, November). *Creating a Research Agenda for the Professorate* [Presentation]. Association for Career and Technical Education, Nashville, TN.
- Turner, J. R., & Allen, J. (2015, February). *Evaluation of a paradigm: A proposal to conduct a meta-theoretical reflection of AHRD* [Focus Group paper]. AHRD International Conference in the Americas, St. Louis, MO.
- Turner, J. R., Allen, J. M. (2015, April). *Practice to research: Grounded theory and case study research techniques*. Research to Practice (RTP) [Presentation]. Annual meeting of the International Society of Performance Improvement, San Antonio, TX.
- Allen, J. (2015, March). *Learning Frameworks: Research to Practice* [Presentation]. International Society for Performance Improvement, San Antonio, Texas.
- Allen, J. (2015, February). Academic Branding: The Department [Presentation]. 2016 AHRD International Research Conference in the Americas, St. Louis, Missouri.
- Allen, J. (2014, November). *The Professorate and the first three years* [Presentation]. Association for Career and Technical Education, Nashville, TN.
- Allen, J. (2014, November). *Contributing to the Body of CTE Research through Mentorship and Collaboration* [Presentation]. Association for Career and Technical Education, Nashville, TN
- Allen, J., Gavrilova, M., Pasquini, L. (2013, February). *How to Plan your Academic Career: Issues for all faculty members* [Presentation]. Academy of Human Resource Development, Arlington, Virginia.
- Danks, S., Allen, J., Oyarce, G. (2012, October), *Performance Measurement Systems and Culture: Lessons Learned from Small-to-Medium Enterprise Organizations* [Presentation]. Consejo Latinoamericano de Escuelas de Administración, Lima, Peru.
- Joshua-Gojer, A., Allen, J. (2012). *Self-initiated expatriates in the United States: Implications for HRD* [Presentation]. Academy of Human Resource Development International Research Conference Proceedings, Istanbul, Turkey.
- Nimon, K., Gavrilova, M., Allen, J. (2012). *Dispelling Common Myths about Quantitative and Qualitative Research in a CTE Context: What are Some Best Practices?* [Presentation]. Association for Career and Technical Education Research. Atlanta, Georgia
- Elleven, R., & Allen, J. (2006, January). *Spirituality in the Workplace: An Issue for Business Education* [Presentation]. International Conference on Education. Honolulu, HI.
- Nimon, K., Murphy, M., & Allen, J. (2007, May). *Creating organizational alignment by discovering work as a calling* [Presentation]. 45th Annual ISPI International Performance Improvement Conference, San Francisco, CA.
- Nimon, K., & Allen, J. (2007, April). *Retrospective analysis: A practical approach to evaluating learning at professional development conferences* [Presentation]. American Educational Research Association, Chicago, IL.

- Allen, J., Nimon, K., & Frear, S. (2007, February). *Modeling the cyclical nature of HRD practices through economic data modeling* [Presentation]. Academy of Human Resource Development International Research Conference, Indianapolis, IN.
- Nimon, K., & Allen, J. (2007, January). *Evaluating professional development: Measurement outcomes from a multilevel performance improvement survey* [Presentation]. The Hawaii International Conference on Education, Honolulu, HI.
- Nimon, K., Murphy, M., & Allen, J. (2007, April). *Creating organizational alignment and performance improvement by discovering work as a calling* [Presentation]. International Society for Performance Improvement, San Francisco, CA.
- Nimon, K., Williams, C., & Allen, J. (2007, January). *Repeated measures: A primer for educators considering univariate and multivariate designs* [Presentation]. The Hawaii International Conference on Education, Honolulu, HI.
- Nimon, K., & Allen, J. (2006, December). An integrative literature relative to the retrospective pretest: Identifying a research agenda for performance improvement evaluation [Presentation]. Academy of Human Resource Development, Putrajaya, Malaysia.
- Allen, J., Nimon, K., & Elleven, R. (2006, April). *Retrospective evaluation techniques for performance improvement consulting: Theory-to-practice* [Presentation]. 44th Annual International Performance Improvement Conference, Dallas, TX.
- Nimon, K., Allen, J., & Philibert, N. (2006, April). *Partnering with workplace chaplain providers: A radical form of employee assistance* [Presentation]. 44th Annual International Performance Improvement Conference, Dallas, TX.
- Allen, J., & Burkes, K. (2006, May). *Applying cognitive load theory to performance improvement* [Presentation]. 2006 ASTD International Conference and Exposition, Dallas, TX.
- Allen, J., & Nimon, K. (2006, May). *Retrospective evaluation techniques for performance improvement: Theory-to-Practice* [Presentation]. 2006 ASTD International Conference and Exposition, Dallas, TX.
- Allen, J., & Cagle, L. (2005, December). *T&I curriculum: Creating standards-based materials for electronic delivery* [Presentation]. American Career and Technical Education Association Conference, Kansas City, MO.
- Elleven, R., & Allen, J. (2005, January). *Evaluating resident assistant training – Increase your level* [Presentation]. International Conference on Education, Honolulu, HI.
- Allen, J. (2004, December) *100% online: Bachelor's degree in applied technology and performance improvement* [Presentation]. Association of Career and Technical Education Conference, Las Vegas, NV.
- Elleven, R., & Allen, J. (2004, January). *Freedom of religion and cults: A training curriculum for resident assistants* [Presentation]. International Conference on Education, Honolulu, HI.
- Wircenski, J., & Allen, J. (2003). A distance education model for career and technical education certification and professional development [Presentation]. International Conference on Education, Honolulu, HI.
- Wircenski, J.L., & Allen, J. (2003). *Health Science Technology Education: A CD-ROM-based electronic field trip* [Presentation]. Reform with Results Conference, Beaver Creek, CO.
- Wircenski, J.L., Wircenski, M.D., & Allen, J. (2002). *Approaches to curriculum integration for health science technology education: A professional development CD-ROM* [Presentation]. Connecting Classrooms, Communities, and Careers Conference, Beaver Creek, CO.
- Tyler-Wood, T., Christensen, R., Arrowood, D., Allen, J., & Maldonado, M. (2001, April). *Implementing technology into preservice teacher courses: PT3 first year* [Presentation]. SITE conference, Orlando, California.

- Wircenski, M., Allen, J., Wircenski, J., & West, L. (2000, December). *Training industrial mentors to work with students from special populations* [Presentation]. Association for Career and Technical Education, San Diego, CA.
- Sherron, T., Schumacker, R., & Allen, J. (2000, April). *A fixed effects panel data model: Mathematics achievement in the U.S* [Presentation]. American Educational Research Conference, New Orleans, LA.
- Allen, J., Wircenski, J., & Wircenski, M. (1999, December). *Classroom research techniques for career and technical educators* [Presentation]. Association for Career and Technical Education, Orlando, FL.
- Allen, J. (1998, December). *Staying current with classroom technology* [Presentation]. American Vocational Association, New Orleans, LA.
- Allen, J. (1998, March). *Training older workers: Implications for HRD professionals* [Presentation]. Academy of Human Resource Development International Conference, Chicago, IL.
- Allen, J., Wircenski, M., & Ennis-Cole, D. (1997, December). *Technology and older teachers: Implications for pre-service and in-service education* [Presentation]. American Vocational Association, Las Vegas, NV.
- Wircenski, M. & Allen, J. (1997, December). *Blending youth and experience: Preparing for intergenerational classrooms* [Presentation]. American Vocational Association, Las Vegas, NV.
- Allen, J. (1995, December). *Strategic planning of technology: A framework for educators* [Presentation]. American Vocational Association Conference, Denver, CO.
- Allen, J. (1995, March). *A created team assessment instrument* [Presentation]. The Academy of Human Resource Development International Conference, St Louis, Missouri.
- Allen, J. (1994, July). *Practical technology and interdisciplinary teams: A winning combination* [Presentation]. Association for Applied Interactive Multimedia (AAIM) Third Annual Conference on Multimedia in Education and Industry, Charleston, SC.

Presentations (Refereed) Regional/State/Local

- Allen, J. (2014, September). *How to Assess Career and Technical Education Student Learning* [Presentation]. Annual Texas Career and Technical Education New Teacher Conference, Austin, Texas
- Allen, J. (2015, August). *Career and Technical Education for a Global Workforce* [Presentation]. Commerce ISD Career and Technical Education, Commerce, Texas.
- Allen, J. (2014, February). *Student Career Planning: O*Net – Why and How To* [Presentation]. Annual Texas Career Education Winter Conference, Austin, Texas
- Petrinin, K., Allen, J. (2014, February). *CTE Research: Research – Why and How To* [Presentation]. Annual Texas Career Education Winter Conference, Austin, Texas
- Allen, J. (2014, May). *Talent Development: Defining Boundaries and Making Connections*. [Presentation]. Association for Talent Development, Fort Worth-Mid Cities Chapter.
- Allen, J. (2014, October). *Facilitating in the Secondary Classroom: Techniques for Innovation* [Presentation]. Annual Texas Career and Technical Education New Teacher Conference, Austin, Texas
- Allen, J. (2014, October). *UNT Career Clusters* [Presentation]. Annual Texas Career and Technical Education New Teacher Conference, Austin, Texas
- Allen, J. (2012, April). *Learning and Performance Innovation: Initiatives for Research and Practice* [Presentation]. Dallas American Society for Training and Development, Dallas, Texas
- Allen, J. (2012, April). *Learning and Performance Innovation: Implications for the Workforce* [Presentation]. Fort Worth/Mid-Cities American Society for Training and Development, Hurst, Texas.

- Allen, J. (2010, August). *Planning for Learning and Performance Innovation* [Keynote presentation]. Denton Independent School District Technology Innovation Conference. Denton, Texas.
- Wike, C., Nimon, K., Frear, S., & Allen, J. (2007, February). *Implications of generalizing convenience samples to the population in the field of training and development* [Conference Paper]. Southwest Educational Research Association Conference, Austin, TX.
- Nimon, K., & Allen, J. (2006, February). *Retrospective analysis: its use and function in self-perception measurement* [Conference Paper]. Southwest Educational Research Association Conference, Austin, TX.
- Allen, J. (2005, July). *Teaching in four easy steps: Work the circle* [Conference Paper]. 2005 Texas Business and Marketing Education Professional Development Conference, Corpus Christi, TX.
- Allen, J. (2005, July). *Retrospective analysis in the CTE classroom* [Conference Paper]. 2005 Texas Business and Marketing Education Professional Development Conference, Corpus Christi, TX.
- Allen, J., & Holecek, C. (2005, July). *The top 10 list: Tips for first-year teachers* [Conference Paper]. 2005 Texas Business and Marketing Education Professional Development Conference, Corpus Christi, TX.
- Allen, J., & Holecek, C. (2005, July). *Meet your mentor* [Conference Paper]. 2005 Texas Business and Marketing Education Professional Development Conference, Corpus Christi, TX.
- Holecek, C., & Allen, J. (2005, July). *Policies and procedures: OH MY!* [Conference Paper]. 2005 Texas Business and Marketing Education Professional Development Conference, Corpus Christi, TX.
- Holecek, C., & Allen, J. (2005, July). *Students with special needs: What do I do now?* [Conference Paper]. The 2005 Texas Business and Marketing Education Professional Development Conference, Corpus Christi, TX.
- Allen, J. (2005, October). *Teaching in four easy steps: Work the circle* [Presentation]. Trade & Industrial Education New Teacher Conference, Austin, TX.
- Allen, J. (2005, April). *The death of training* [Presentation]. American Society for Training and Development Fort Worth Chapter, Hurst, TX.
- Allen, J. (2005, April). *Online certification for career and technical education* [Presentation]. Texas Career Education Conference, Austin, TX.
- Allen, J., & Elleven, R. (2005, March). *Surviving YOUR doctoral program* [Conference paper]. UNT Educational Research Conference, Denton, Texas.
- Mooneyham, C., Tyler-Wood, T., & Allen, J. (2004, November). *Enriching the legacy: "CATEway" to differentiation* [Presentation]. 27th Annual Texas Association for the Gifted and Talented Conference, Dallas, TX.
- Allen, J. (2004, September). *Top 10 technology survival skills* [Presentation]. Texas Trade & Industrial Education New Teacher Conference, Austin, TX.
- Allen, J. (2004, March). *100% online: An articulated bachelor's degree program at the University of North Texas* [Presentation]. Seamless Transition State Conference, Austin, TX.
- Allen, J. (2004, February). *Surviving the Doctoral Program* [Conference paper]. UNT Educational Research Conference, Denton, TX.
- Allen, J. (2003, October). *BAAS articulation with North Texas community colleges* [Presentation]. College of Education Community College Conference, Denton, TX.
- Allen, J. (2002, October). *Teacher certification in the State of Texas: Challenges for the future* [Presentation]. Texas Industrial Vocational Association New Teacher Boot Camp, Austin, TX.
- Allen, J. (2003, March). *Promotion from Assistant to Associate Professor* [Presentation]. College of Education Faculty Promotion and Tenure Workshop. Denton, TX.

- Allen, J. (2002, October). *BAAS articulation* [Presentation]. College of Education Community College Conference, Denton, TX.
- Allen, J. (2001, October). *Technology infusion: Strategies and challenges in faculty development* [Presentation]. 001 Technology Leadership Fall Institute, Austin, TX.
- Allen, J. (2001, June). *Technology planning for career and technology education program* [Presentation]. 2001 Business and Marketing Education Professional Development Conference, Austin, TX.
- Allen, J. (2001, June). *Program evaluation: From benchmarking to planning* [Presentation]. 2001 Business and Marketing Education Professional Development Conference, Austin, TX.
- Allen, J. (2001, June). *Developing online: How do I start? How does it work* [Presentation]. 2001 Business and Marketing Education Professional Development Conference, Austin, TX.
- Allen, J. (2001, June). *Copyright: An issue of ethics in a digital age* [Presentation]. 2001 Business and Marketing Education Professional Development Conference, Austin, TX.
- Allen, J. (2001, March). *Promotion from Assistant to Associate Professor* [Presentation]. College of Education Faculty Promotion and Tenure Workshop, Denton, TX.
- Allen, J., Knezek, G., & Wood, T. (2001, March). *Great tips on getting grants: Advice from successful writers* [Conference paper]. UNT Educational Research Conference, Denton, TX.
- Allen, J. (1998, September). *Evaluation of training programs: Theory-to-practice* [Presentation]. American Society of Training and Development – Heart of Texas Chapter, Waco, TX.
- Allen, J. (1998, July). *Technology planning in career technology education: A beginning framework* [Conference paper]. Marketing Education Professional Development Conference, Austin, TX.
- Allen, J. (1998, June). *Classroom Technology in the New Millennium* [Presentation]. Mountain-Plains Region of the National Business Education Association [Keynote], Dallas, TX.
- Allen, J. (1998, November). *Practical and appropriate technology in the training environment: A hands-on experience* [Presentation]. American Society of Training and Development – Fort Worth Mid-Cities Chapter, Fort Worth, TX.
- Allen, J. (1998, October). *Trends and issues in Human Resource Development* [Presentation]. Professional Association of Teachers and Trainers, Denton, TX.
- Allen, J. (1998, April). *Business Education in Texas: The next 10 years* [Presentation]. District 10 Chapter of the Texas Business Education Association, Plano, TX.
- Allen, J. (1997, March). *Inverted degree plans (2+2+2): A fifteen-year success program* [Presentation]. Fourth Annual Texas School-to-Work Conference, Austin, TX.
- Allen, J. (1997, June). *Discovering the vision for school-to-work initiatives* [Presentation]. Sherman Independent School District, Sherman, TX.
- Allen, J. (1997, June). *Strategic planning of technology for HPT and HRD professionals* [Presentation]. DFW Chapter of the International Society of Performance Improvement, Richardson, TX.
- Allen, J., & Chinoda, M. (1997, June). *Adapting curriculum for special needs students* [Presentation]. St. Mary's Area School District, St. Mary's, PA.
- Allen, J. (1994, August). *Introduction to technology for adult educators* [Presentation]. Technology, Technology, Technology: A Summer Institute at Lockhaven University, Lockhaven, PA.
- Allen, J. (1994, March). *Telecommunications in the modern educational classroom* [Presentation]. The Annual Home Economics Technological Update Conference, University Park, PA.

- Allen, J. (1993, October). *Team assessment* [Conference paper]. Northeast Educational Research Association, Ithaca, NY.
- Allen, J. (1992, October). *High-tech teaching-computer management of the classroom* [Presentation]. The Statewide Educational Conference for Allied Health/Health Occupations Professionals: Health Care 2000, University Park, PA.
- Allen, J., Cipicchio, D., & Chinoda, M. (1992, September). *The Use and Abuse of Surveys/Questionnaires in Training* [Presentation]. American Society for Training and Development Region III Conference, Akron, OH, September 16, 1992.
- Allen, J. (1992, June). *Assessing professional development needs* [Presentation]. The Pennsylvania Vocational Education Conference, Seven Springs, PA.
- Allen, J. (1992, June). *Practical approaches to technology in future vocational education classrooms* [Presentation]. The Pennsylvania Vocational Education Conference, Seven Springs, PA.
- Kisner, M., Allen, J., Jackson, A., & Silvis, B. (1992, October) [Presentation]. *An introduction to strategic planning*. Bedford-Everett School District Advisory Board, Bedford, PA.
- Allen, J. (1992, June). *Youth leadership skills* [Presentation]. The State College Area YMCA, State College, PA.
- Allen, J. (1990, November). *What about computer maintenance?* [Presentation]. Sanger Independent School District, Sanger, TX.
- Allen, J. (1990, October). *Strategic planning for technological change* [Presentation]. Denton Independent School District Strategic Planning Committee, Denton, TX. Grants and Contracts

GRANT FUNDING

Total External Funding secured: \$8,382,014

Under Development

Proposed Dates	Amount	Title, Principal Investigator(s)*	Agency
2025 – 2027	\$500,000	AI Integration and Workforce Transformation for State DOTs *Allen, *Gavrilova	The National Academies of Sciences, Engineering, and Medicine (Transportation Research Board)

Submitted - Under Review

Proposed Dates	Amount	Title, Principal Investigator(s)*	Agency
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2025 - 2028	1,199,996	SaTC: Core: Medium: Cybersecurity Economics: Analyzing the Economic Dimensions of Threat Protection, Prediction, Detection, and Recovery *Hossain, *Sharma, *Hamadeh, *Allen, *Hauge	National Science Foundation
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Funded (\$8,382,015)

Dates	Amount	Title, Principal Investigator(s)*	Agency
2017 \$120,000	\$60,000	Career & Technical Education Cluster Grant – Arch & Constr., STEM, Manufacturing *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
	\$60,000	Career & Technical Education Cluster Grant – Business, Mgmt. & Admin., Marketing, Sales & Services *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
2016 \$250,000	\$125,000	Career & Technical Education Cluster Grant – Arch & Constr., STEM, Manufacturing *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
	\$125,000	Career & Technical Education Cluster Grant – Business, Mgmt. & Admin., Marketing, Sales & Services *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
2015 \$600,000	\$300,000	Career & Technical Education Cluster Grant – Arch & Constr., STEM, Manufacturing *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
	\$300,000	Career & Technical Education Cluster Grant – Business, Mgmt. & Admin., Marketing, Sales & Services *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
2014 \$620,000	\$20,000	Online Professional Development in Statistics and Risk Management *Allen	Texas Education Agency
	\$300,000	Career & Technical Education Cluster Grant – Arch & Constr., STEM, Manufacturing *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
	\$300,000	Career & Technical Education Cluster Grant – Business, Mgmt. & Admin., Marketing, Sales & Services *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
2013 \$620,000	\$20,000	Online Professional Development in Statistics and Risk Management *Allen	Texas Education Agency

	\$300,000	Career & Technical Education Cluster Grant – Arch & Constr., STEM, Manufacturing *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
	\$300,000	Career & Technical Education Cluster Grant – Business, Mgmt. & Admin., Marketing, Sales & Services *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
2012 \$800,000	\$150,000	Online Professional Development in Statistics and Risk Management *Allen, *Nimon	Texas Education Agency
	\$325,000	Career & Technical Education Cluster Grant – Arch & Constr., STEM, Manufacturing *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
	\$325,000	Career & Technical Education Cluster Grant – Business, Mgmt. & Admin., Marketing, Sales & Services *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
2011 \$751,000	\$151,000	Online Professional Development in Statistics and Risk Management *Allen, Nimon	Texas Education Agency
	\$300,000	Career & Technical Education Cluster Grant – Arch & Constr., STEM, Manufacturing *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
	\$300,000	Career & Technical Education Cluster Grant – Business, Mgmt. & Admin., Marketing, Sales & Services *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
2010 \$750,000	\$150,000	Online Professional Development in Statistics and Risk Management *Allen	Texas Education Agency
	\$300,000	Career & Technical Education Cluster Grant – Arch & Constr., STEM, Manufacturing *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
	\$300,000	Career & Technical Education Cluster Grant – Business, Mgmt. & Admin., Marketing, Sales & Services *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
2009 \$600,000	\$300,000	Career & Technical Education Cluster Grant – Arch & Constr., STEM, Manufacturing *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education

	\$300,000	Career & Technical Education Cluster Grant – Business, Mgmt. & Admin., Marketing, Sales & Services *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
2008 \$631,000	\$300,000	Career & Technical Education Cluster Grant – Arch & Constr., STEM, Manufacturing *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
	\$331,000	Career & Technical Education Cluster Grant – Business, Mgmt. & Admin., Marketing, Sales & Services *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
2007 \$600,000	\$300,000	Career & Technical Education Cluster Grant – Arch & Constr., STEM, Manufacturing *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
	\$300,000	Career & Technical Education Cluster Grant – Business, Mgmt. & Admin., Marketing, Sales & Services *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
2006 \$410,000	\$135,000	Professional Development for Business and Marketing Education *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
	\$275,000	Educational Excellence in Trade & Industrial Education *Wircenski, J. *Allen, J., *Wircenski, M.	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
2005 \$401,211	\$401,076	Educational Excellence in Trade & Industrial Education *Wircenski, J. *Allen, J., *Wircenski, M.	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
	\$135,000	Professional Development for Business and Marketing Education *Walker, *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
2004 \$460,000	\$135,000	Professional Development for Business and Marketing Education *Walker, *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
	\$325,000	Educational Excellence for Trade and Industrial Education *Wircenski, J., *Wircenski, M., *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education
2003 \$532,477	\$532,477	North Texas Rural Network – Community Technology Centers. North Central Texas College *Nutt, *Allen	U.S. Department of Education

1999 \$174,614	\$174,614	The Millennium Project: Pathways for preparing tomorrow's teachers to infuse technology (Pt342a000123a) *Knezek, *Allen, *Tipps, *Rademacher, *Woods	U.S. Department of Education
1999 \$1,713	\$1,713	Relationship between age and learning styles of older workers: Implications for vocational education *Allen, *Wircenski, M.	ARCO

Funded Internal Grants

Dates	Amount	Title, Principal Investigators*	Agency
2022	\$5,000	The Inclusive Learning & Mentoring Reading Group at UNT *Bracey, *Gavrilova, *Allen, *Reis	University of North Texas Provost Office
2004	\$7,000	Teaching with Technology Grant: A Virtual Town Square for Applied Technology, Training, and Development. *Allen	University of North Texas College of Education Development Grant
	\$15,000	Distributed Bachelor's Degree in Applied Technology and Performance Improvement *Allen	Teaching with Technology Grant, University of North Texas
2003	\$38,000	Distributed Bachelor's Degree in Applied Technology and Performance Improvement *Allen, *Wircenski, J.	Technology Infrastructure Fund, University of North Texas
	\$20,000	The Distributed Career and Technical Education Teacher Certification Program. *Allen, *Wircenski, J.	Teaching with Technology Grant, University of North Texas
2002	\$3,000	Development of an Internet-based International Corporate Training Certificate Program. *Allen	Charn Uswachoke International Development Fund
2001	\$36,000	Distributed Corporate Training Certificate Program in Applied Technology, Training, and Development. *Allen	Teaching with Technology Grant, University of North Texas
	\$20,999	Development and distribution of web-based supplementary course material. *Allen	University of North Texas Teaching with Technology Grant
1998	\$1,000	Traditional leadership skills vs. team leadership skills: A comparative study. *Allen	Academy of Human Resource Development Professional Development Grant

Dates	Amount	Title, Principal Investigators*	Agency
2022	\$5,000	The Inclusive Learning & Mentoring Reading Group at UNT *Bracey, *Gavrilova, *Allen, *Reis	University of North Texas Provost Office
	\$750	The changing face of industry: The training needs of older workers. *Allen	University of North Texas Small Grant
1995	\$2,700	An evaluation of the impact of technology on training and development professionals in Dallas/Fort Worth *Allen	University of North Texas Research Initiation Grant

Grants Submitted, Unfunded

Dates	Amount	Title, Principal Investigator(s)*	Agency
2025	\$4,500	Advancing Global Knowledge Systems: Strategic Research Collaboration between UNT and UFSC	University of North Texas (UNT Global Venture Fund)
2025	\$3000	Senior Mentoring Partnership Knowledge Management Collaboration	University of North Texas (Faculty Success)
2024 - 2027	\$1,199,996	SaTC: Core: Medium: Cybersecurity Economics: Analyzing the Economic Dimensions of Threat Protection, Prediction, Detection, and Recovery <i>[Has been revised and resubmitted]</i> *Hossain, *Sharma, *Hamadeh, *Allen, *Hauge	National Science Foundation
2018 – 2022	\$775,000	Enhancing Graduate Education and Building Capacity in the Area of Digital Preservation *Alemneh, *Allen, *Hawamdeh	Institute of Museum and Library Services, Federal Independent Agency
2016	\$425,000	Career and Technical Education Statewide Leadership TEKS Implementation Professional Development *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education

2025	\$3000	Senior Mentoring Partnership Knowledge Management Collaboration	University of North Texas (Faculty Success)
2024 - 2027	\$1,199,996	SaTC: Core: Medium: Cybersecurity Economics: Analyzing the Economic Dimensions of Threat Protection, Prediction, Detection, and Recovery <i>[Has been revised and resubmitted]</i> *Hossain, *Sharma, *Hamadeh, *Allen, *Hauge	National Science Foundation
2016	\$1,500,000	Career and Technical Education Resource Integration Project *Allen	Carl Perkins Vocational and Technical Education Act Fund, U.S. Department of Education

END OF RESEARCH SCHOLARSHIP SECTION

TEACHING SCHOLARSHIP

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

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

OVERALL ASSESSMENT (Fall 2015 – Present)

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

Student Teaching Evaluations (by semester)

SEMESTER	Overall (1-5)	CEI (1-7)	Comments
Fall 2025			
INFO 6010.021 Quantitative Methods			
INFO 5000.021 Information and Knowledge Professions			On campus
INFO 5000.402 Information and Knowledge Professions			Online Only
INFO 6660 Comprehensive Exam	n/a		
INFO 6950 Dissertation	n/a		
Spring 2025			
INFO 4306 Project Management	4.2	6.2	Online Only, revising course
INFO 5306 Project Management	4.6	5.9	Online Only, revising course
INFO 5000 Information and Knowledge Professions	4.7	6.4	On campus, evaluation up with revisions
INFO 6660 Comprehensive Exam	n/a		
INFO 6950 Dissertation	n/a		
Fall 2024			
INFO 5000.021 Information and Knowledge Professions	4.4	6.5	On campus, new TA, course revised
INFO 5000.402 Information and Knowledge Professions	4.5	6.1	On campus, new TA course revised
INFO 6660 Comprehensive Exam	n/a		
INFO 6950 Dissertation	n/a		
Spring 2024			
INFO 5000.002 Information and Knowledge Professions	5.0	6.8	On campus, double enrollment
INFO 6660 Comprehensive Exam	n/a		
INFO 6950 Dissertation	n/a		

SEMESTER	Overall (1-5)	CEI (1-7)	Comments
Fall 2023			
INFO 5000.002 Information and Knowledge Professions	4.8	6.1	
INFO 5000.021 Information and Knowledge Professions	4.9	6.8	
INFO 6660 Comprehensive Exam	n/a		
INFO 6950 Dissertation	n/a		
Spring 2023			
INFO 5000 Information and Knowledge Professions	4.7	6.7	First time taught
INFO 5306 Project Management	4.8	6.1	
INFO 6660 Comprehensive Exam	n/a		
INFO 6950 Dissertation	n/a		
Fall 2022			
INFO 5306 Project Management	4.8	6.6	
INFO 6880 Adv. Quan Methods	5.0	5.9	
INFO 6660 Comprehensive Exam			
INFO 6950 Dissertation			
Spring 2022			
INFO 4306 Project Management	4.5	5.2	Course revision
INFO 5306 Project Management	4.6	5.9	
INFO 6880 Quan Methods	5.0	4.5	First offering
INFO 6660 Comprehensive Exam	n/a		
INFO 6950 Dissertation	n/a		
INFO 4306 Project Management	4.4	5.5	
Fall 2021			
INFO 5306 Project Management	4.7	6.2	
INFO 6020 Adv. Quant. Methods	5.0	5.0	First offering
INFO 6950 Dissertation	n/a		
Summer 2021			
INFO 4306 Project Management	4.6	3.9	
INFO 5306 Project Management	4.2	5.2	
Spring 2021			
INFO 5306 Project Management	4.4	5.6	
INFO 6010 Quantitative Methods	4.9	5.6	
INFO 6950 Dissertation	n/a		
INFO 4306 Project Management	4.9	5.5	

SEMESTER	Overall (1-5)	CEI (1-7)	Comments
Fall 2020			
Faculty Development Leave			
Spring 2020			
INFO 4306 Project Management	4.6	5.3	Course revision
INFO 5306 Project Management	4.6	5.3	
INFO 6880 Quantitative Stats	5.0	6.0	Created new Course, First offering
INFO 4306/5306 Project Management	4.8	6.0	First offering in Wintermester
INFO 6950 Dissertation	n/a		
Fall 2019			
INFO 4306 Project Management	4.6	5.3	Major Course Revision
INFO 5306 Project Management	4.6	5.3	
SEMESTER	Overall (1-5)	CEI (1-7)	Comments
INFO 6950 Dissertation	n/a		
Spring 2019			
INFO 5306 Project Management	3.8	5.5	
INFO 6950 Dissertation	n/a		
Fall 2018			
INFO 4306 Project Management	4.5	5.0	First time taught
INFO 5306 Project Management	3.4	4.3	
INFO 6950 Dissertation	n/a		
Spring 2018			
INFO 5860/6880 Grants and Scholarly Pub	4.7	6.1	Created a New Course, first time taught
INFO 5306 Project Management	4.7	5.0	First time taught
INFO 6950 Dissertation	n/a		
LTEC 6950 Dissertation	n/a		
Fall 2017			
INFO 6000 (Dr. Miksa)	Observation only		Transition from Dept. of Learning
INFO 6940 (Dr. Chen)	Observation only		Technologies to Dept of Information Science
INFO 6950 Dissertation	n/a		
LTEC 6950 Dissertation	n/a		
Spring 2017			
LTEC 4000 Principles of Training	4.0	5.1	Course capacity has been raised beyond pedagogy limit.
LTEC 5000 Performance Assessment in Workforce Learning and Performance	4.1	5.7	Course capacity raised beyond pedagogy limit.
LTEC 6950 Dissertation	n/a		

SEMESTER	Overall (1-5)	CEI (1-7)	Comments
Fall 2016			
ATTD 5100 Foundations of Workforce Learning	3.4	4.0	First time taught in new format.
LTEC 4000 Principles of Training	3.7	4.9	Course capacity raised beyond pedagogy limit.
ATTD 6950 Dissertation	n/a		
Spring 2016			
LTEC 4741 Capstone	3.6	5.5	Course capacity raised beyond pedagogy limit.
SEMESTER			
	Overall (1-5)	CEI (1-7)	Comments
ATTD 6450 Curriculum Development	3.2	5.5	First time taught in new format
ATTD 6950 Dissertation			
Fall 2015 (INTERIM-CHAIR)			
LTEC 4230 Internship	4.5	6.0	
LTEC 6460 Consulting Skills	4.5	5.2	First time taught in new format
LTEC 4230 Internship	4.7	6.6	
ATTD 6950 Dissertation	n/a		

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

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

SEMESTER	OEM	LEM	SRL	Overall	Effectiveness
Spring 2015 (INTERIM-CHAIR)					
ATTD 5360 Capstone	806	799	799	806	Highly Effective
ATTD 6460 Consulting Skills	801	795	804	805	Highly Effective
ATTD 6950 Dissertation	n/a				
FALL 2014					
ATTD 5340 Research Techniques	801	800	803	807	Highly Effective
ATTD 6100 Trends and Issues	807	794	808	811	Highly Effective
ATTD 6950 Dissertation	n/a				
SPRING 2014					
ATTD 6460 Consulting Skills	807	800	800	803	Highly Effective
LTEC 4200 Principles of Emp. (intro course)	795	802	805	793	Highly Effective
ATTD 6950 Dissertation	n/a				
FALL 2013					
ATTD 6100 Tech. Innovation	803	800	801	805	Highly Effective
LTEC 4200 Principles of Emp.	795	790	794	794	Highly Effective

ATTD 6950 Dissertation	n/a				
SPRING 2013					
ATTD 6460 Consulting Skills	801	797	807	809	Highly Effective
ATTD 6950 Dissertation	n/a				
FALL 2012					
ATTD 6100 Tech. Innovation	801	804	798	813	Highly Effective
ATTD 6210 Trends & Issues	801	800	805	814	Highly Effective
ATTD 6950 Dissertation	n/a				
SPRING 2012					
ATTD 6460 Consulting Skills ATTD 6950 Dissertation	801 n/a	797 n/a	807 n/a	809 n/a	Highly Effective
FALL 2011					
ATTD 6100 Tech. Innovation	794	802	809	816	Highly Effective
ATTD 6210 Trends & Issues	790	805	811	814	Highly Effective
ATTD 6950 Dissertation	n/a				
SPRING 2011					
ATTD 6460 Consulting Skills	799	801	802	803	Highly Effective
ATTD 6950 Dissertation	n/a				
FALL 2010					
ATTD 6460 Consulting Skills ATTD 6950 Dissertation	820 n/a	827	822	823	Highly Effective
SPRING 2010					
ATTD 6460 Consulting Skills ATTD 6950 Dissertation	908 n/a	915	910	911	Highly Effective

*n/a: Course evaluations not utilized for this course.

Teaching Evaluations prior to 2010 not include due to space.

CURRENT DOCTORAL STUDENT ADVISEMENT

Current Dissertation Chair

Leah Smith, ABD
Tara Witson
Sudeshana Ghose

 Doctoral Students Graduated (Major Professor)

Note: 52 students have successfully defended their dissertation since 1999.

2024	Najla Almousa	Ph.D.
	The impact of Social Media on Knowledge Sharing Among Faculty Members in Saudi Universities	
	Dr. Ahmed Buhari	Ph.D.
	Measuring Awareness and Ability of Students in Securing Personal Sensitive Data on Mobile Phones	
	Dr. Paria Aria (#50)	Ph.D.
	Impact of Language Barriers and Students' Perceptions on Classroom Knowledge Sharing: A Comparative Case Study	
	Dr. Mardhi Alazemi	Ph.D.
	Cataloger's Practices Representing Thesis and Dissertation Biographical Records at Kuwaiti Institutions: A Comparative Study	
	Dr. Abdullah Alazemi	Ph.D.
	The Role of Social Media Influencer's Credibility and Follower's Motivations in Shaping Saudi Consumer Behavior	
2023	Millicent Njeri	Ph.D.
	A Factor Analytic Evaluation of the Private Club Members' Benefit Scale	
2022	Malak Khader	Ph.D.
	Understanding the relationship between critical literacy, cultural literacy, and religious literacy among second generation immigrants	
2019	Kristine Firmery-Petrinin	Ph.D.
	Teaching 21st Century Skills through Project-based Learning and Extended Profession Development: A Survey of Business Educators	
2019	Tai-yi (Fischer) Huang	Ph.D.
	Essential Competencies for Entry-Level Management Positions in The Food and Beverage Industry in Taiwan and Mainland China	
2018	Kristin Farmer	Ph.D.
	Paralegal Students' and Paralegal Instructors' Perceptions of Synchronous and Asynchronous Online Paralegal Course Effectiveness: A Comparative Study	
2017	Stanley Adjabeng	Ph.D.
	The Status and Challenges of Online Distance Education Programs in Post-Secondary Institutions in Ghana	
	Rob Mayes	Ph.D.
	Content Originality Analysis Using Turnitin: Plagiarism Detection Software: Examining Corpora of Dissertations and Published Articles	
2016	Selvario Pacleb	Ph.D.
	Examining the Impact of the Community of Inquiry and Students Learning Processes on Participant's Academic Achievement	

	Ashwini Joshua-Gojer	Ph.D.
	Cross-cultural adjustment of self-initiated expatriates and individual work performance.	
	Mariya Gavrilova	Ph.D.
	Examination of the Alignment between the SHRM Competency Model and Undergraduate Syllabi of Human Resources and Management Programs in Texas	
	Elizabeth Bailey	Ph.D.
	Comparative study of perceived barriers to faculty participation in distance education at a four-year university	
2015	Shelby Danks	Ph.D.
	Measuring Culture of Innovation: A validation Study of the Innovation Quotient Instrument (Outstanding dissertation Finalist: ISPI)	
	Bechamat Laksaniyanon	Ph.D.
	Acceptance Theories for Behavior in Conducting Research: Instructors in the Rajabhat University System, Thailand	
	John Turner	Ph.D.
	Knowledge Sharing: Examining Employee Perceptions Using Structural Equation Modeling	
	Chih Hung Chung	Ph.D.
	Investigating teachers' backgrounds and instructional practices to improve mathematics teacher training programs	
2015	Paeng Angnakoon	Ph.D.
	Exploring Teachers' Constructivist Beliefs Using Talis 2013: Approaches to Training and Development	
2014	Laura Pasquini	Ph.D.
	Organizational Identity and Community Values: Determining Meaning in Post-secondary Education Social Media Guidelines and Policy Documents	
2013	Sunil Patel	Ph.D.
	A Study of Performance and Effort Expectancy Factors Among Generational and Gender Groups to Predict Enterprise Social Software Technology Adoption	
	Joanne Hix	Ph.D.
	Measuring the Effectiveness of Transfer of Learning Constructs and Intent to Transfer in a Simulation-based Leadership Training Program	
2012	Marie Garrigue	Ph.D.
	Leadership Developmental Readiness of Generation Y in the Training Industry	
	Megan McKee	Ph.D.
	The Affect of Mobile Performance Support Devices on Self-Efficacy of Float Staff in a Hospital Settings	

2012	Joyce Melius Mathematics Anxiety and Mathematics Self-Efficacy in Relationship to Medication Calculation Performance in Nurses	Ed.D.
2011	Pamela Bracey An Examination of Soft Skills Listed in Texas Electronic Job Postings and Undergraduate Business Information Systems Syllabi	Ph.D.
2010	Billy Moore Evaluating Technical Solutions and Blending Multimedia Mobile Applications into Technical Training (Outstanding dissertation Finalist: University Council for Workforce and Human Resource Education)	Ph.D.
2008	Credence Baker Instructor Immediacy and Presence in the Online Learning Environment: An Investigation of Relationships with Student Affective Learning, Cognition and Motivation	Ph.D.
2007	Kate Burkes Applying Cognitive Load Theory to the Design of Online Learning	Ph.D.
	Kim Nimon Comparing Outcome Measures Derived from Four Research Designs Incorporating the Retrospective Pretest	Ph.D.
	Johnelle Welch Identifying Factors that Predict Student Success in a Community College Online Distance Learning Course	Ed.D.
2006	Gus Perez Comparing Outcome Measures Derived from Four Research Designs Incorporating Retrospective Pretest	Ph.D.
	Greg Thatcher A Model of Pest Practice: Leadership Development Programs in the Nuclear Industry	Ph.D.
	Charlotte Mooneyham Relationship between Career and Technical Education, Texas Assessment of Academic Skills, and other Academic Excellence Indicators	Ed.D.
2005	Reba Berryman Knowledge Management in Virtual Organizations: A Study of a Best Practices Knowledge Transfer Model	Ph.D.
	Nanette Philibert Nontraditional Students in Community Colleges and the Model of College Outcome for Adults	Ph.D.
2004	Thomas Bradley Analysis of Leadership Perception Using Multi-rater Feedback	Ph.D.
2003	Charles Andrews Comparative Analysis of Management and Employee Job Satisfaction and Policy Perceptions	Ph.D.

	John Dawson	Ed.D.
	The Impact of Technical Barriers on the Effectiveness of Professional Development as Related to a Distance Education System-based course: A Case Study in the Web World of Wonders Environmental Science Learning Community	
	Jann Hebert	Ed.D.
	Perceived Barrier to Faculty Participation in Distance Education at a 4-year University	
2003	Jerry Hutyra	Ed.D.
	Analysis of Perceptual Differences Among Department Chairs, Faculty, and Instructors toward the Barrier to using Multiple Teaching Strategies in Two-Year Technical and Community College Electronic Courses	
	Randy McCamey	Ph.D.
	The Relationship Between the Reasons for Participation in Continuing Professional Education and the Leader Effectiveness of First-line Supervisors	
	Rich McVay	Ed.D.
	An Examination of Computer Anxiety Related to Achievement on Paper-and-Pencil and Computer-based Aircraft Maintenance Knowledge Testing of United States Air Force Technical Training Students	
	Roy Pineau	Ph.D.
	Student Preferences in Screen Design Factor for Internet Delivered College Courses	
	Charles Andrews	Ph.D.
	Comparative Analysis of Management and Employee Job Satisfaction and Policy Perceptions	
2002	Trish Dodds	Ph.D.
	Assessing the Efficacy of Learning Communities at Four North Texas Community Colleges	
	Patty Pool	Ph.D.
	Levels of Resourcefulness and Motivation as they Relate to Sales Force Success: An Examination of Correlates using the Hope Theory	
2000	Todd Sherron	Ph.D.
	Psychometric Development of the Adaptive Leadership Competency Profile	
1999	Carl Landsford	Ed.D.
	The Relationship between Time-on-Task in Computer-Aided Instruction and the Progress of Development Reading Students in the University of Texas and Texas Southmost College	
	Steven Boyd	Ph.D.
	Reactions and Learning Predictors of Job Performance in a United State Air Force Technical Training Program	

END OF TEACHING SCHOLARSHIP SECTION

FACULTY MEMBERSHIP IN COLLABORATIVE LAB/INSTITUTES

ENGIN Laboratory: The Laboratory for Engineering Integration and Multilevel Governance of Knowledge and Organizational Learning (ENGIN) at the Federal University of Santa Catarina (UFSC), Brazil, is a research hub advancing scientific and technological innovation through collaboration. ENGIN fosters dialogue between academia and public/private sectors, bridging theory and practice to co-produce knowledge with real-world impact.

LEEF Learning Institute unites faculty and staff through the Teaching Hub, Learning Institute, and Curriculum Connector to reimagine teaching, research, and curriculum. Join us in transforming higher education's impact.

Jim McNatt Institute for Logistics Research seeks to advance our understanding of how business, government, technology, the environment and the human element interact within complex logistics systems and enterprises to support sustainable and resilient economic growth.

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

Highlight Activities

Association for Information Science and Technology (2017 - present)

2025 – 2026	Chair, Midwest Chapter
2022-2023	Chair, SIG-Knowledge Management (KM)
2021	<i>ASIS&T SIG Member of the Year</i>
2019 – present	Publication Committee Member
2019 – present	Research Committee Member

Academy of Human Resource Development (1993 – present)

2024 – 2025	Co-Chair, Faculty Learning and Development SIG
2014 – 2017	Board Member
2012 – 2015	Chair, Faculty Learning and Development SIG

International Council for Knowledge Management (2017 - present)

2020 – Present	Board Member, Auditor
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Knowledge and Information Professional Association (2017 - present)

2021 – present	Vice President
2018 – 2020	President

OFFICES AND COMMITTEE ASSIGNMENTS IN PROFESSIONAL ORGANIZATIONS

International / National

2024 – Present	National Occupational Competency Testing Institute	<i>Vice Chair, Board of Trustees</i>
2025 – 2025	Academy of Human Resource Development	<i>Co-Chair, SIG Faculty Learning and Development</i>
2025	Academy of Human Resource Development	<i>Member, Research Meets Practice Working Group</i>
2025 – 2026	Association for Information Science and Technology (ASIS&T)	<i>Chair, Midwest Chapter</i>
2025 – 2026	Association for Information Science and Technology (ASIS&T)	<i>Chair-Elect, Midwest Chapter</i>
2022 - 2023	Association for Information Science and Technology (ASIS&T)	<i>Chair, SIG Knowledge Management</i>
2021 - Present	International Council for Knowledge Management	<i>Vice President</i>
2021 – 2022	Association for Information Science and Technology (ASIS&T)	<i>Chair-Elect, SIG Knowledge Management</i>
2020 - Present	International Council for Knowledge Management	<i>Board Member, Auditor</i>
2020	International Conference on Knowledge Management	<i>Conference Co-Chair</i>
2019 – Present	Association for Information Science and Technology (ASIS&T)	<i>Publication Committee Member</i>
2017 – 2018	Joint Conference on Digital Libraries	<i>Conference General Co-chair</i>
2019	International Conference on Knowledge Management, Oct. 2017	<i>Conference Co-Chair</i>
2017	International Conference on Knowledge Management, Oct. 2017	<i>Conference Co-Chair</i>
2014 – 2017	Academy of Human Resource Development	<i>Board Member</i>
2000 – 2017	University Council for Workforce and Human Resource Development	<i>UNT Representative</i>
2012 – 2014	University Council for Workforce and Human Resource Development	<i>President</i>
2012 – 2016	Academy for Career and Technical Teacher Education	<i>Executive Board At-Large Representative</i>

2012 - 2015	Faculty Learning and Development SIG, Academy of Human Resource Development,	<i>Chair</i>
2010 – 2012	University Council for Workforce and Human Resource Education	<i>President-Elect</i>
2005 – 2008	University Council for Workforce and Human Resource Education	<i>Executive Board Member, Trustee</i>
2006 - 2008	International Society for Performance Improvement, Certified Performance Technologist and Academics Subcommittee	<i>Committee Member</i>
2004 – 2006	Hispanic Immigrant Training and Education Committee	<i>Advisory Board Member</i>
2005	Career College Association	<i>Advisory Board Member</i>
1995 – 2006	Accrediting Commission of Career Schools and Colleges of Technology	<i>Educational Specialist</i>
2001 – 2003	University Council for Workforce and Human Resource Education	<i>Executive Board Member, Secretary-Treasurer</i>
2001 – 2004	Association for Career and Technical Education, Trade and Industrial Policy Committee	<i>Committee member</i>
1999 – 2000	Association for Career and Technical Education, Trade and Industrial Education Research Committee	<i>Chair</i>
1999	Association for Career and Technical Education, Trade and Industrial Policy Committee	<i>Committee member</i>
1998 – 1999	Academy of Human Resource Development	<i>Conference Proposal Reviewer</i>
1997 – 1998	American Vocational Association, Trade & Industrial Education Research Committee	<i>Chair</i>
1997 – 1999	American Vocational Association Trade & Industrial Education Policy Committee	<i>Committee member</i>

Regional / State / Local

2010 – 2016	Educational Service Center Region 10	CTE Advisory Board Member
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2009 – 2015	Coppell Independent School District Career and Technology Education Division	Advisory Board Member
2006 – 2014	Northwest Independent School District Career and Technology Education Division	Advisory Board Member
2004 – 2014	Denton Independent School District Career and Technology Education Division	Advisory Board Member
2011 – 2016	Northwest Independent School District Strategic Planning Committee	Committee Member
2005 – 2006	Texas Education Agency, Business Education Teacher Certification Standards Committee	Advisory Board Member
2005 – 2008	Dallas County Community College Cedar Creek Campus Management and Marketing Division	Advisory Board Member
2005	Dallas/Fort Worth Chapter of the International Society for Performance and Instruction	Board Member
2004	Texas Trade and Industrial Education Advisor Committee	Advisory Board Member
2002 – 2004	State Board for Educator Certification - Business Education Teacher Certification Committee	Committee Member
2001	Texas Education Agency Career and Technology Education Certification Project Writing Team	Team Member
2002	Texas Education Agency Trade and Industrial Education Standards Committee	Ad Hoc Committee Member
2001	Trade and Industrial Education Competency Writing Team	Ad-Hoc Team Member
1996 – 1999	Hutchin State Jail District Advisory Board	Board Member

UNIVERSITY SERVICE ACTIVITIES

University

2024 – 2025	Faculty Mentoring Committee	Chair
2021 – Present	Faculty Mentoring Committee	Member
2023 – Present	Jim McNatt Institute for Logistics Research	Member
2024 – 2026	Professional Development Plan Committee Teacher Education and Administration	Chair, appointed by VPAA
2022 – 2025	Professional Development Plan Committee Kinesiology, Health Promotion and Recreation	Chair, appointed by VPAA

2022 – 2024	UNT Institutional Effectiveness Academic Committee	Member, appointed by VPAA
2016 – 2022	Regent Professor Selection Committee	Member
2011 – 2012	Faculty Senate Executive Committee	Officer
2010 – 2013	Faculty Senate	Senator
2010 – 2013	Faculty Committee on Committees Faculty Senate	Member
2001 – 2003	Faculty Senate Executive Committee	Executive Member
2001 – 2003	Faculty Senate	Senator
1996 – 2000	University Undergraduate Curriculum Committee	Member
1996 – 2000	University Instructional Program Group	Member
1999 – 2000	University Faculty Load Committee	Chair
1995 – 1999	University Faculty Load Committee	Member
1995 – 1998	Budget Advisory Committee for Student Service Fees	Member

College

2020 – 2021	College Nomination Committee	Appointed
2019	Educational Psychology RPTC Committee (Professor)	Member
2012 – 2019	College Reappointment, Promotion and	Elected
2010 – 2012	College Election Officer	Appointed
2011	Strategic Planning Committee	Appointed
2010	Dean Evaluation Committee	Appointed
2010	LIS Department Chair Search	Appointed
2007 – 2010	Interim Department Chair	Appointed
2007 – 2010	Executive Committee	Department Chair
2005 – 2008	Faculty Affairs Committee	Member
2005 – 2008	International Committee	Recorder
1998 – 2005	Developing Scholars Task Force	Member
2005	Faculty Affairs Committee	Member
2003 - 2006	Graduate Affairs Committee	Member
2004	Graduate Affairs Committee	Chair

2001 - 2004	Faculty Affairs Committee	Member
2001	Task Force on Role of Faculty in the Delivery of Non-tradition	Member
2001	NCATE task force	Member
2001	Information Technology Resource Council – Strategic Planning sub-committee	Member
2001 – 2002	Information Technology Resource Council	Member
2001	UNT Systems Center Open House	Coordinator
1998 – 2001	Information Technology Resource Council	Chair
1999 – 2001	Graduate Curriculum Committee	Member
1999 – 2000	SBEC Test & Design Administration Committee	Member
1998 – 2000	Undergraduate Curriculum Committee	Member
2000 – 2001	Task Force on Graduate Education	Member
1998 – 1999	Information Resource Council	Member

Information Science Department

2022 – Present	Knowledge Management, PhD Concentration	Coordinator
2024 – 2025	Committee on Committees	Chair
2024 – 2025	Ph.D. Committee	Member
2017 – Present	End of Program Evaluation Committee	Member
2024 – 2025	Curriculum Committee	Member
2024 – 2025	Committee on Committees	Member
2024 – 2025	Ph.D. Committee	Member
2023 – 2024	Student Affairs Committee	Member
2023 – 2024	Research Committee	Member
2021 – 2022	IS RPTC Committee	Member
2021 – 2022	Personnel Affair Committee	Chair
2021 – 2022	Executive Committee	Member
2021 – 2022	Committee on Committees	Member
2019 – 2021	Information Science Brown Bag	Coordinator
2018 – 2020	<i>Center for Knowledge Solutions</i>	<i>Director</i>
2018 – 2020	Committee on Committees	Chair
2017 – 2020	Admission and Student Affairs Committee	Chair
2017 – 2020	Personnel Affair Committee	Member

2017 – 2020	IS RPTC Committee	Member
2017 – 2018	Committee on Committees	Member
2017 – 2018	Information Science Brown Bag	Co-Coordinator
2017	BSIS Degree Website Landing	Coordinator

Department of Learning Technologies

<i>2010 – 2017</i>	<i>Center for Knowledge Solutions</i>	<i>Director</i>
<i>2015 – 2017</i>	<i>ATPI Program (BAAS, MS, PhD)</i>	<i>Faculty Coordinator</i>
2015 – 2017	Academic Affair Committee	Member
2015 – 2017	Executive Committee	Member
<i>2014 – 2015</i>	<i>Interim Department Chair</i>	<i>Appointed</i>
2012 – 2014	LT Technology Committee	Member
2011 – 2012	LT Assistant Professor Search	Chair
2010 – 2011	Executive Committee	Member
2010 – 2011	Personnel Affairs Committee	Member
2010 – 2011	Enrollment Management Committee	Member
<i>2007 – 2010</i>	<i>Interim Department Chair</i>	<i>Appointed</i>
<i>2006 – 2007</i>	<i>Assistant Department Chair</i>	<i>Appointed</i>
2006	Search Committee of Department Chair in Educational Psychology	Member
2001 – 2005	Executive Committee	Member
2002 – 2005	Promotion & Tenure Committee	Member
2002 – 2005	Personnel Affairs Committee	Member
2004 – 2005	Search Committee of Department Chair in Technology and Cognition	Member
<i>2001 – 2006</i>	<i>ATTD Program (BAAS, MS, PhD)</i>	<i>Faculty Coordinator</i>
2000	Steering Committee for Institute for the Integration of Technology into Teaching and Learning	Member
1999	Search Committee for Assistant Professor of Educational Research	Member
1994 – 2001	Technology and Cognition Curriculum and Resource Committee	Member

ATPI Program

2000 – 2017	Surviving the Doctoral Program (Fall Seminar)	Facilitator
2000 – 2017	Surviving the Dissertation (Spring Seminar)	Facilitator
2005	Implemented the ATTD Town Forum (Electronic community for students)	Creator, Facilitator
2005	ATTD Doctoral Evaluation	Lead Author
2005	ATTD Program Valued Journal List	Lead Author
2001 – 2006	Coordination of a large and diverse program area	Program Coordinator
1999 – 2004	Web master for ATTD program	Coordinator
Fall 2000	University of North Texas System Center at Dallas College Fair	Participating Advisor
1999 – 2002	Corporate Training Certificate Coordinator	Coordinate and manage 15 hr. certificate program
1995 – 2000	<i>Undergraduate Program Coordinator</i>	<i>Faculty Coordinator</i>
1994 – 2004	Recruitment and advising in the North Texas Community Colleges	Faculty Recruiter

STUDENT/STUDENT ORGANIZATION SERVICE

2018 – Present	IS Doctoral Research Team <i>(SageResearch Tribe)</i>	Faculty Advisor
2022 – 2024	UNT ASIS&T Student Chapter	Faculty Co-Advisor
2017 – 2024	UNT Triathlon Club	Faculty Advisor
2009 – 2017	LT Doctoral Research Team <i>(SageResearch Tribe)</i>	Faculty Advisor
2000 – 2018	Surviving your Doctoral Studies (Fall semesters)	Creator/Facilitator
2000 – 2018	Surviving your Dissertation Seminar (Spring semesters)	Creator/Facilitator
1996 – 1999	Delta Pi Epsilon, Alpha Epsilon Chapter	Faculty Advisor

SCHOLARLY REVIEWS

2023	External Promotion & Tenure Evaluator	Candidate for Professor	University of Arkansas
2021	External Promotion & Tenure Evaluator	Candidate for Professor	Texas A&M University,

2020	External Promotion & Tenure Evaluator	Candidate for Professor	Penn State University
2017	Reviewer	Journal of Knowledge Management	
2016	External Promotion & Tenure Evaluator	Candidate for Professor	Southern Illinois University,
	External Promotion & Tenure Evaluator	Candidate for Associate Professor	Penn State University
2015	External Promotion & Tenure Evaluator	Candidate for Professor	University of Akron
	External Promotion & Tenure Evaluator	Candidate for Professor	Southern Illinois University,
2014	External Promotion & Tenure Evaluator	Candidate for Professor	Florida International University
2010	External Promotion & Tenure Evaluator	Candidate for Professor	University of Akron
2010	External Promotion & Tenure Evaluator	Candidate for Professor	Oklahoma State University
2009	External Promotion & Tenure Evaluator	Candidate for Professor	Southern Illinois University
2008	Reviewer	International Journal of Training and Development	
2008	Program Reviewer	Program Review, Human Resources, & Communication Disorders	University of Arkansas
2003	External Promotion & Tenure Evaluator	Candidate for Associate Professor	University of Arkansas
2000	External Promotion & Tenure Evaluator	Candidate for Associate Professor	University of Idaho
2000	Book Reviewer	McGraw-Hill	
1999 – 2002	Reviewer	Multiple Linear Regression Viewpoints	
1995 – 2000	Reviewer	Journal for Vocational Special Needs Education	
1996 – 1998	Editorial Board	Occupational Education Forum	

RESEARCH CERTIFICATION

2023 – 2026	Collaborative Institutional Training Initiative (CITI Program) Human Subject Training Certification
2019 – 2022	Collaborative Institutional Training Initiative (CITI Program) Human Subject Training Certification

HONORS / AWARDS

2025	UNT Minnie Piper Professor Award Nominee	University of North Texas
2022 – 2029	Regents Professorship Award	University of North Texas
2022	2nd Place poster presentation	Association for Information Science and Technology (ASIS&T) SIG-KM Research Symposium
2022	SIG of the Year (Chair-Elect) (Association-wide)	Association for Information Science and Technology (ASIS&T)
2021	SIG Member of the Year (Association-wide)	Association for Information Science and Technology (ASIS&T)
2021	1st Place Paper	Association for Information Science and Technology (ASIS&T) SIG-KM Research Symposium
2021	1st Place poster presentation	Association for Information Science and Technology (ASIS&T) SIG-KM Research Symposium
2021	Honorable Mention poster presentation	Association for Information Science and Technology (ASIS&T) SIG-KM Research Symposium
2015 – 2022	Regents Professorship Award	University of North Texas
2015	Driving Force Award	Boy Scouts of America
2013	Distinguished Service Award	Association for Career and Technical Education Research
2013	Outstanding Dissertation Finalist (Advisor)	University Council for Workforce and Human Resource Education
2012	Outstanding Symposium	Academy for Career and Technical Teacher Education
2011	Soaring Eagle Award	University of North Texas
2011 – 2012	21st Century Leadership Institute	Member
2008	Outstanding Research Article	Journal of Industrial Teacher Education
2002	Eagle Partner Award for Outstanding Student Recruitment Efforts in College of Education	University of North Texas
2001	Charn Uswachoke International Development Fund Award	University of North Texas
2001 – 2002	Golden Web Award	International Association of Web Masters and Designers Golden Web Award
2000 – 2001	Golden Web Award	International Association of Web Masters and Designers Golden Web Award

2000	J.H. Shelton Excellence in Teaching Award Nominee	University of North Texas
1999 – 2000	Developing Scholars Award	University of North Texas
1999	UNT Distributed Learning Pioneer	University of North Texas

SELECTED CONSULTING

Corporation	Type of Industry	Type of Work
International Association of Bridge, Structural, Ornamental and Reinforcing (Ironworkers)	Construction	Training Delivery
AT&T	Telecommunication	Training Evaluation
Boeing	Transportation, Defense Contractor	Curriculum Development
Bowen-McLaughlin-York	Vehicle Manufacturing, Defense Contractor	Team Assessment & Development
City of Carrollton	Public Service	Instrument Development
City of Gainesville	Public Service	Strategic Planning
Epson America	Technology	Curriculum Development
Jostens	Personal Product Manufacturing	Team Assessment & Development
Sunshine Technologies	Technology	Human/AI cooperative
Woolrich, Inc.	Apparel Manufacturing	Team Assessment & Development
Yum, Inc.	Restaurant	Evaluation

END OF SERVICE SCHOLARSHIP SECTION

APPENDIX

WHY DO YOU TEACH?

I teach to grow wise professionals who turn knowledge into benefit for people. Since my first day as a community college professor, I have worked to improve my craft, and I measure success by what students do for others with what they learn. I aim to move beyond simple knowledge transfer toward fostering wisdom. Knowledge matters, but it is only the beginning. I teach to develop scholars and scholar-practitioners who think clearly, act ethically, and use what they know to serve the workforce and their communities. My goal is generational. I want to influence cohorts of graduates through mentored scholarship so they, in turn, lift others.

A university classroom becomes powerful when knowledge meets lived experience. Learning often happens beyond comfort and becomes durable when students apply ideas to real problems, test their assumptions, and reflect on the results. I emphasize both learning and unlearning. We keep what works, revise what can be improved, and let go of practices that no longer serve. I treat every learner as a developing professional who deserves clarity, challenge, and support. I set explicit outcomes, provide timely feedback, and design assignments that require judgment, collaboration, deep inquiry, and clear communication. This approach builds competence, sound judgment, and character.

I invite students into the shared work of a scholarly life. That includes mentoring them through research that leads to conference presentations and peer-reviewed publications and showing them how to review and revise documents and to build resilience. Students learn to read deeply, stay curious, write responsibly, and share findings with audiences, valuing research and practical results.

This development follows a continuum from curiosity to contribution. Undergraduates connect core concepts to workplace practice and begin to take professional roles seriously. Master's students synthesize evidence and become leaders in the workforce. Doctoral scholars learn to pose and tackle complex questions, design defensible studies, and produce scholarship that can be trusted. Students add to our programs' intellectual life and quality by mentoring peers, serving on research teams, and shaping our university culture. Each generation strengthens the next.

The purpose of my approach is simple. Our communities need graduates who make sound, evidence-informed choices and use their influence to improve their field. Teaching toward wisdom prepares students to meet these needs today and to grow into leaders who guide the field.

This is why I teach. I want my scholars to leave my classes with more than the ability to recall facts or pass exams. I want them to see problems clearly, work with others respectfully, deliver results they can stand behind, and strengthen the workforce. Teaching is how I multiply knowledge, foster wisdom, and develop future innovators.

MAJOR COURSE/PROGRAM REVISIONS SINCE 2017

- 2025 **New text book:** *Everyday Project Management: Essential Skills for Getting Things Done*.
INFO 4306/5306 Project Management for Information Systems
- 2021 – 2022 New PhD Concentration Developed and Approved** (with Dr. Hawamdeh): *PhD Concentration in Knowledge Management*. This concentration was created and submitted with Dr. Suliman Hawamdeh. This concentration is a valuable addition to our interdisciplinary department.
- 2021 First Course Offering**, INFO 6020 *Advanced Quantitative Research Methods for Information Science*. I believe that this course is critical addition for our doctoral students, and it is designed to create a study guide that student can use later as they develop their research. This course serves as a direct feed from Quantitative Research for Information Science for Information Science
- 2020 First Course Offering**, INFO 6010 *Quantitative Research Methods for Information Science*. I worked in 2019 year to conceptualize and create INFO 6050/6880 Quantitative Research for Information Science. This core PhD course was offered for the first time in Spring 2020. I believe that this course is critical addition for our doctoral students, and it is designed to create a study guide that students can use later as they develop their research. This course will then directly feed into Advanced Quantitative Research for Information Science for Information Science to be offered in Fall 2021. SPOT scores were outstanding with an Overall Summative Rating of 5.0 of 5.
- New Course Development**, INFO 6020 *Advanced Quantitative Research Methods for Information Science*. I worked to conceptualize and create the INFO 6020 Advanced Quantitative Research Methods for Information Science. This is the first time this course has existed in the department and is paired with INFO 6010 *Quantitative Research Methods for Information Science*.
- Revised Existing Course**, for three week *wintermester* 100% online format with a reconstructed final project requiring teams and strict fast deadlines. As a result of these changes, SPOT scores were outstanding with an Overall Summative Rating of 4.8 of 5.
- 2019 Revised Existing Course**, INFO 4306/5306 *Project Management for Information Systems*, revised existing course to fit in Canvas System for a team based three-week option. This included a revision of all assignments to team projects, revision of all assignment scope, calendars, automated announcements, discussion forums, grading system, and an 30% rewrite of all content.
- New Course Development**, INFO 6010 *Quantitative Research Methods for Information Science*. I worked to conceptualize and create the INFO 6010 Quantitative Research Methods for Information Science. This is the first time this course has existed in the department
- 2018 Revised Existing Course**, INFO 4306/5306, Complete revised existing course to fit in Canvas System. This included a revision of calendars, automated announcements, discussion forums, grading system, and an 80% rewrite of all content and testing of all course internet links.
- Finally, this included submitting the course for University Evaluation of Online courses.,
- Revised Existing Course**, INFO 4306/5306, Complete revised existing course within the Blackboard System. The course had not been taught by anyone but an adjunct for over 5 years. The course was completely revised.
- 2017 New Course Development, First Offering**, INFO 6880 - *Grant Writing and Scholarly Publications*. This course is focused on the graduate student as an early career scholar and teaches the processes and practices of successful grant and research scholarship. This course has two major focuses: a) seeking initial funding for scholarly research, and b) success in early career scholarship and publishing. This course assist graduate scholars to secure funding and begin a productive scholarly research agenda.

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

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

COURSES TAUGHT AT THE UNIVERSITY OF NORTH TEXAS

Information Science (INFO) 2017 - Present

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

INFO 5000. **Information and Knowledge Professions.** History, roles and scope of the information and knowledge professions. Basic concepts and issues including impact of information technology on the individual, intellectual freedom, privacy and diversity. Legal and ethical aspects of managing information and knowledge organizations. Course activities emphasize team building and leadership skills.

INFO 5306. **Project Management for Information Systems.** Managing the process of planning, developing, implementing, and evaluating systems in libraries and information centers of all types and sizes. Planning, defining requirements, developing requests for proposals, evaluating alternative systems, and locating and hiring consultants.

INFO 6010 **Quantitative Research Method for Information Science.** This is the first course in a two-course sequence on quantitative research methods (INFO 6010, INFO 6020) in Information Science. This course will introduce information science scholars to concepts and techniques in quantitative research in preparation for conducting independent research. The goal of the two-course sequence is to teach you to understand and to confidently apply a variety of statistical methods and research designs that are essential for information science research. This quantitative course series will not teach you data-analysis and interpretation – there is simply not enough hand-on time in a two-course series. Rather it will introduce you to the tools and the application of those tools. It is an expectation that further study will be necessary to become an expert in the research, statistical and measurement techniques in your field of study. This comes with both education and professional practice.

INFO 6020. **Advanced Quantitative Research Method for Information Science.** This is the second of a two course will introduce information science scholars to concepts in advanced quantitative research in preparation for conducting independent research. This course will enable students to critically understand, critique, and develop quantitative research methodology and apply it appropriately to various issues in their chosen field of specialization.

INFO 6880: **Grant Writing and Scholarly Publications.** This course is focused on the *graduate student as an early career scholar* and teaches the processes and practices of successful grant and research scholarship. This course

has two major focuses: a) seeking initial funding for scholarly research, and b) success in early career scholarship and publishing. This course assist graduate scholars to secure funding and begin a productive scholarly research agenda.

Learning Technologies (LTEC) 1994 - 2017

LTEC 4070. Principles of Leadership, Empowerment and Team Building. The nature and scope of leadership and empowerment as it relates to applied technology and industrial training environments; the techniques for leadership, empowerment and team building are emphasized.

LTEC 4100. Principles of Training and Development. Investigates the design, delivery and evaluation of training and development programs. The relationship of modern technology and training theories are addressed.

LTEC 4120. Instructional Strategies in Career and Technical Education. Basic instructional techniques and media commonly utilized in applied technology, training and development; emphasis is placed on illustrated presentations and technical demonstrations.

LTEC 4121. Technical Presentation Skills. Emphasis on technical presentation skills and electronic presentation media commonly utilized in training and development. Topics such as developing an audience profile, arranging facilities, topic introduction techniques, questioning and summary strategies are addressed.

LTEC 4140. Work-Based Learning in Career and Technical Education. Study of the basic standards and recent changes in work-based learning. Emphasis is placed on developing materials to effectively facilitate the work-based learning component of a workforce education program.

LTEC 4200. Performance Improvement in Education and Training. Introduction to the history, theory and practice of human performance technology in education and training. Explores the systemic process of analysis, intervention development, change implementation and process evaluation involved in performance improvement.

LTEC 4300. Computer Applications in Education and Training. Two broad areas of applications (occupational and educational) are discussed and demonstrated. Course focuses on an integration of software packages in a project-oriented, real-world environment. Course is primarily hands-on with students working extensively on the computer and related hardware.

LTEC 4340. Office Information Processes. Course combines skills of hardware and software use with an introduction to teaching methods needed to teach those skills to students in the K-12 office education classroom.

LTEC 4350. Advanced Computer Applications in Education and Training. Course is designed as an advanced preparation for students preparing to enter organizations in education or training that utilize modern computer-based technologies that include graphic applications, telecommunications, networking, programming and computer-based training.

LTEC 4360. Desktop Publishing in Education and Training. Course emphasizes the application of desktop publishing theory and practices in education and training. Course utilizes desktop publishing software to create technical brochures, advertisements, newsletters and other publications in the industrial training organization or educational environment.

LTEC 4435. History and Principles of Applied Technology. A study of the historical development, founding principles and objectives of applied technology programs in the United States; focus on the types of programs, general organization and methods of delivery.

LTEC 4630. Organization and Administration of Applied Technology Programs. A study of the organization and administration of applied technology programs, including techniques for the structure, delivery and evaluation of the educational function, budgeting, operations and staffing.

LTEC 4740. **Instructional Internship in Applied Technology and Training.** Supervised observation and instructional practice in an approved applied technology program or industrial training environment; discussion and evaluation seminars are scheduled.

LTEC 5010. **Performance Assessment.** A focus on the preliminary assessment of human performance problems in organizations. The design, development, implementation, and evaluation of training programs for supervisors and trainers is discussed.

LTEC 5100. **Principles of Applied Technology, Training and Development.** This overview course investigates the design, delivery, and evaluation of training programs. The relationship of modern technology and training theories with organizational practices will also be addressed.

LTEC 5120. **Demonstrating Effective Presentation Skills.** Such instructional strategies as lecture and demonstration are emphasized; includes introduction, questioning and summary techniques, as well as the use of basic media commonly utilized in technical presentations.

LTEC 5121. **Corporate Training Presentation Skills.** Such training strategies as job coaching and small group instruction are emphasized; includes motivation techniques, one-on-one interaction skills, questioning and summary techniques and the use of electronic presentation media.

LTEC 5160. **Advanced Computer Applications in Education and Training.** Advanced preparation for students entering education or training organizations that utilize modern computer-based technologies including graphic applications, telecommunications, networking, programming, and instructional technology. Prerequisite(s): consent of department.

LTEC 5430. **Historical Foundations of Applied Technology.** An examination of the historical and philosophical foundations of applied technology. Interrelationships of economic, sociological and psychological foundations are considered. Includes the role and responsibility of the professional educator in applied technology programs.

LTEC 5140. **Developing Work-Based Experiences in Career and Technical Education.** This course is designed to address all aspects of work-based learning. Basic standards and the development of educational training opportunities are included.

LTEC 5480. **Research Techniques in Applied Technology and Training.** A general orientation to basic methods of research in applied technology, training, and development; including the scientific method as a basis for analysis, interpretation of results. This course should be taken in the last 15 semester hours of the program.

LTEC 5500. **Research Seminar in Applied Technology, Training and Development.** The course focuses on research issues in applied technology, training, and development. Problems related to the fields of applied technology, organizational culture, training and human resource development, research designs and statistical methods for conducting research in training and development will be studied.

LTEC 5630. **Organization of Applied Technology Programs.** Prepares applied technology teachers to organize and administer programs. The emphasis of the course is on setting up programs, establishing student records, advising students, conducting public relations and student/program evaluation.

LTEC 5720. **Evaluation Seminar.** A seminar designed to assist master's candidates in conducting research in the field of applied technology, training, and development, including the dissemination and discussion of findings. Scheduled during last resident registration. Prerequisite(s): ATTD 5480.

LTEC 6100. **Technological Innovations in Training and Development.** Study of current technological trends in the field of training and development. Emphasis on technologies used in the design, development, and support of training programs.

LTEC 6200. **Leadership Development in Applied Technology and Training.** The function of the applied technology administrator and training facilitator as a professional leader in developing, planning, organizing, controlling, coordinating, and evaluating programs, services and activities.

LTEC 6210. **Trends and Issues in Applied Technology, Training and Development.** A study of current national trends and issues in the fields of applied technology, training, and development. Emphasis on topics related to leadership, organizational culture, and total quality improvement.

LTEC 6460. **Consulting Skills.** Overview of the role of the consultant in HRD. Skills of organizing a practice, marketing consulting services, performing consulting services and performing practice management procedures.

LTEC 6470. **Evaluation and Accountability in Applied Technology and Training.** Methods and procedures used in evaluating applied technology and industrial training programs; services, activities and current practices used in determining and improving accountability.

LTEC 6480. **Research Seminar.** An orientation to basic methods of doctoral dissertation research in applied technology, training, and development; including the scientific methods as a basis for analysis and interpretation of results. Students begin preparation of a dissertation proposal in the field of applied technology, training, and development.

RECENT UNIVERSITY TRAINING

2025

UNT Policies & Title IX: Preventing Discrimination, Harassment, Sexual Misconduct & Retaliation
 FERPA Basics
 FERPA in the Virtual World
 Texas Cybersecurity Awareness Training
 UNT System Enterprise Information Security Program and Handbook Training
 UNT Annual Ethics Training: Ethics and Standards of Conduct

2024

UNT Annual Ethics Training: Professional Standards in the Workplace
 Texas Cybersecurity Awareness Training
 Academic Workload Guidelines Training
 UNT System Enterprise Information Security Program and Handbook Training
 UNT Annual Ethics Training: Professional Standards in the Workplace

2023

UNT Ethics and Standards of Conduct
 UNT System Marketplace Training Resources
 Payment Request
 Approving Invoices
 Creating a Change Request 9
 Managing Requisition Approvals
 Approving Requisitions for Buyers
 Information Security Handbook and Data Protection
 Texas Cybersecurity Awareness Training
 UNT System Marketplace Approver Training - Begin Here
 UNT Policies & Title IX: Preventing Discrimination, Harassment, Sexual Misconduct & Retaliation
 FERPA in the Virtual World
 FERPA Basics
 Verification of Completion for Anti-Bias & Cultural Awareness 22-23 Academic Year
 Faculty Search Committee Training (e-Learning)