

Robin L. Lindbeck, Ed.D.

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PROFESSIONAL EXPERIENCE

Idaho State University

Asst. Professor, Organizational Learning & Performance (B.S., M.OLP.), (8/12-present).

Courses:

Methods of Teaching in Corporate and Professional Technical Education (UG/G)
Evaluation in Corporate and Professional Technical Education (UG/G)
Instructional Technologies in HRD (UG/G)
Workplace Leadership (UG/G)
Needs Assessment and Evaluation (G)
Instructional Systems Design II (G)
Practicum - Professional Technical Education (UG/G)
Practicum - Organizational Learning & Performance (UG/G)
Advanced Technical Competency (UG/G)
Directed and Independent Studies (UG/G)
Field Research Project Chair, Committee Member (G)

Innovative Performance Improvement, Inc.

President, (1/2000-8/04)

President, Part time, (8/04-present)

Individual and organizational performance improvement consultancy (including leadership development and executive coaching) with national and global clients in the fields of insurance and financial services, media and entertainment, technology and software development, and higher education.

Drake University

Adjunct faculty, Adult Learning & Organizational Performance (M.S.), (8/09-5/11)

Asst. Professor, Adult Learning & Organizational Performance (M.S.), (8/04-8/09)

Courses (41 classes taught, average course rating of over 3.8 on a 4-point scale):

Performance Improvement Consulting (G)
Adult Learning, Training & Development (G)
Living, Learning and Leading in the 21st Century (G)
Performance Consulting & HPI (G)
Distance Education and Instructional Technologies (G)

Needs Analysis & Evaluation (G)
Methods and Technologies of Facilitation (G)
Organizational Development & Leading Change (G)
Applied Research (G)
Using Emerging Technologies for Learning (G)
Independent Study (G)
Internship (G)
Dissertation Committee Member (G)

Ziff-Davis Corporation

Global Training Director, (2/98—12/99)

American Express

Director, Center for Learning Effectiveness (Worldwide Curriculum including management and leadership development) (11/96 – 3/98)

Director, Instructional Design (6/95 - 11/96)

Aetna Health Plans

Manager, Aetna Health Plans Education (8/90 - 6/95)

Manager, Instructional Design & Evaluation, Aetna enterprise-wide (8/89 - 8/90)

Sr. Training Consultant (5/89 - 8/89)

Connecticut State University

Asst. Professor, Educational Technology (M.Ed.) (8/87-5/89)

Courses:

Computer Literacy for Pre-Service Teachers (UG)

Computer Literacy for Teachers (G)

Programming in Logo (G)

Programming in Logo II (G)

Classroom Management and Computers (G)

Integrating Technology in Education (G)

O/E Learning

Computer Education Consultant (5/85-8/87)

Boston Museum of Science

Asst. Director, ComputerPlace (8/84-5/85)

Lesley College

Adjunct faculty, Educational Technology, (M.Ed.) (1/84-5/86)

Courses:

Creating an Educational Environment with Logo (G)

Logo II (G)

Computer in the Schools: Applied Uses for Teachers & Administrators (G)

EDUCATION

Ed. D., Pepperdine University, Los Angeles, California, 2004.

Program: Educational Technology

Dissertation: The relationship between leadership styles and organizational climate and the impact of organizational climate on business results.

C.A.S., Harvard University, Cambridge, Massachusetts, 1993.

(36 credits beyond a masters, referred to as a “specialist” degree in some states.)

Program: Teaching, Curriculum, & Learning Environments.

M.Ed., Lesley College, Cambridge, Massachusetts, 1984.

Program: Educational Technology.

B. S., University of Wisconsin – Stout, Menomonie, Wisconsin, 1982.

Major: Early Childhood Education.

CERTIFICATIONS

Center for Creative Leadership

Assessments:

Benchmarks

360 Assessment Suite

Hay Group:

Workshop:

Managing Motivation for Performance Improvement (MMPI)

Assessments:

Social Motives Assessment (Picture Story Exercise)

Leadership Styles Inventory

Organizational Climate Inventory

Emotional and Social Competency Inventory

Executive Leadership Portfolio
Situational Leadership (inactive).

RESEARCH AND TEACHING INTERESTS

Individual and organizational performance and performance improvement; organizational development and change; leadership and leadership development; leadership in small businesses; technology supported development.

INTELLECTUAL CONTRIBUTIONS

Works Submitted for Consideration, or In Progress

Lindbeck, R. L. & Moffit, D. M. (in progress). *Technology use in athletic training education.*

Lindbeck, R. (in progress). *Leader behavior and organizational climate.*

Refereed Publications-In Press

Lindbeck, R. L. & Lion, R. W. (accepted, 2015). Content analysis of NSSA national technology and social science conference presentations from 2012-2014. *The National Social Science Technology Journal.*

Refereed Publications

Lambert, C. D., Erickson, L., Alhramelah, A., Rhoton, D., Lindbeck, R. L., Sammons Lohse, D. (2014). In Betul Czerkawski, Max A. Lieberman, Eugene W Lyman (Ed.), *Technology and adult students in higher education: A Review of the Literature* (1st ed., vol. 2). Tucson, AZ: *Issues and Trends in Educational Technology*.
journals.uair.arizona.edu/index.php/itet/issue/view/1181Published

Lindbeck, R. L, Lion, R.W., & Roby, T. M. (2013). Impact of pedagogy training on student achievement and the student perception of learning in college biology laboratory classroom. *International Journal of University Teaching and Faculty Development*, 3(4).

Needs, D. & Lindbeck, R. (Mar 2011). Human performance technology as a manager's tool for assessing individual performance. *Performance Improvement*. 50(3), 28-31.

Lindbeck, R. & Fodrey, B. (2010). Integrating technology into the college classroom: Current practices and future opportunities. *The National Social Science Technology Journal*. Retrieved from: http://www.nssa.us/tech_journal/volume_1-1/vol1-1_article5.htm

Lindbeck, R. & Fodrey, B. (summer, 2010). Using technology in undergraduate admission: A student perspective. *Journal of College Admissions*, 208, 10-17.

Lindbeck, R. & Fodrey, B. (2009). Using technology in undergraduate admissions. *Journal of College Admissions*, 204, 25-30.

Lindbeck, R., & Darnell, D. F. (2008, October 16). An investigation of new faculty orientation and support among mid-sized colleges and universities. *Academic*

Leadership. 6(2). Retrieved from:

http://www.academicleadership.org/emprical_research/463.shtml.

Lindbeck, R., & Darnell, D. F. (2008, August 14). An imperative for colleges and universities: Orienting and supporting new faculty members. *Academic Leadership*, 6(3). Retrieved from:

http://www.academicleadership.org/emprical_research/461.shtml.

Proceedings

Lindbeck, R., Lion, R. W. & Wells, N. (April, 2015). Content analysis of NSSA national technology and social science conference presentations from 2012-2014. In *Proceedings of the National Technology and Social Science Conference*.

Lion, R. W., & Lindbeck, R. L (February, 2014) *Can the square peg fit into the round hole? The need to further explore HRD in small organizations*. International Conference in the Americas, Academy of Human Resource Development, Houston, TX.

Lindbeck, R. & Fodrey, B. (2010). Integrating technology in the college classroom. In *Proceedings of the National Technology and Social Science Conference*, 44(1), 178-190.

Refereed Presentations

Lindbeck, R., & Moffit, D. (2015, March 30). *Technology use in the athletic trainer education classroom: Current practices and future opportunities*. National Social Science Association National Technology and Social Science Conference, Las Vegas, NV.

Wells, N., Lindbeck, R., & Lion, R. W. (2015, March 30). *Topical analysis of NSSA technology conference presentations*. National Social Science Association National Technology and Social Science Conference, Las Vegas, NV.

Lindbeck, R. & Lion, R. W. (2014, April 14). *Podcasting as a tool to extend professional development*. National Social Science Association National Technology and Social Science Conference, Las Vegas, NV.

Lion, R. W. & Lindbeck, R. (2014, April 14). *Reasons for Non-Adoption. Why Institutions have Resisted the Move to Online Courses..* National Social Science Association National Technology and Social Science Conference, Las Vegas, NV.

Lion, R. W., & Lindbeck, R. L (February, 2014) *Can the square peg fit into the round hole? The need to further explore HRD in small organizations*. International Conference in the Americas, Academy of Human Resource Development, Houston, TX.

Lindbeck, R. (2013, March). *Podcast use in the college classroom: Current practices and future opportunities*. National Technology and Social Science Conference, National Social Science Association.

Roby, T. R., & Lindbeck, R. (2011). *The impact of a training intervention on student achievement and on student perception of learning*. Presentation at the annual national meeting of the Society for College Science Teachers. San Francisco, CA.

- Lindbeck, R., Fodrey, B., & Rogers, G. (2010, October). *Integrating emerging technologies into admissions*. National Conference for the National Association for College Admission Counseling (NACAC), St. Louis, MO.
- Lindbeck, R. & Fodrey, B. (2010, Mar 30). *Integrating technology into the college classroom: Current practices and future opportunities*. National Social Science Association: National Technology and Social Science Conference.
- Tardino, V., Staebler, C., & Lindbeck, R. L. (2003, October). *The success case method for evaluation: Two organizational applications*. Poster session presented at the Gateway Society for Industrial Organizational Psychologists annual poster conference, St. Louis, MO.

Non-Refereed Publications

- Lion, R.W., & Lindbeck, R. (2013). Human performance technology for CTE: An alternative approach to course redesign. *Techniques*, 88(6), 52-55.

Student Publications: Refereed

- Lambert, C. D., Erickson, L., Alhramelah, A., Rhoton, D., Lindbeck, R. L., Sammons Lohse, D. (2014). In Betul Czerkawski, Max A. Lieberman, Eugene W Lyman (Ed.), *Technology and adult students in higher education: A Review of the Literature* (1st ed., vol. 2). Tucson, AZ: *Issues and Trends in Educational Technology*.
journals.uair.arizona.edu/index.php/itet/issue/view/1181Published
- Richardson, Rick T., Drexler, Tara, L. & Departe, Donna M. (2014). Color and contrast in e-learning design: A review of the literature and recommendations for instructional designers and web developers. *Journal of Online Learning & Teaching*, 10 (4), 657-670.

Student Publications: Non-Refereed

- Gergens, Brian, & Van Noy, Richard. (2015). Faculty brown bag sessions: Professional development, problem solving, collegiality. *Techniques*, 90(8), 38-41.
- Hamlett, Janna. (June, 2015). GMP training: How do you measure up? *Food Safety Magazine eDigest*. Retrieved from
<http://www.foodsafetymagazine.com/enewsletter/gmp-training-how-do-you-measure-up/>

Selection of Non-Refereed and Invited Presentations

- Lion, R.W. & Lindbeck, R. (2013, Dec 4-7). *Human performance technology as an alternative approach to course redesign*. Association for Career & Technical Education (ACTE). National Conference, Las Vegas, NV.
- Lindbeck, R. & Lion, R. W. (2013, October 31-Nov 1). *Human performance technology as an alternative approach to course redesign*. Invited presentation. Grand Mound, WA: Washington Association for Career and Technical Education (ACTE) Fall Conference 2013: CTE and STEM: Moving from innovation to integration and Implementation.
- Lindbeck, R. & Lion, R. W. (2013, October 10). *Podcasting for training and professional development*. American Society for Training and Development: 10th Annual Utah Workplace Learning and Development Conference.
- Lindbeck, R. (2013, July 23). *Getting to the root of the matter: Cause analysis for performance improvement*. Invited presentation. Eastern Idaho ASTD—Pocatello, Idaho.
- Lindbeck, R. (2013, July 23). *Getting to the root of the matter: Cause analysis for performance improvement*. Invited presentation. Eastern Idaho ASTD—Idaho Falls, Idaho.
- Lindbeck, R. & Lion, R. (2012, October 19). *Sometimes what they want isn't what they need*. Featured presentation, Eastern Idaho ASTD Performance Improvement Conference, Pocatello, ID.
- Lindbeck, R. (2012, September 27-29). *Leadership skills and why they matter to you*. Invited presentation. Idaho Lifelong Learning Association Conference, Island Park, ID.
- Lindbeck, R. (2012, September 27-29). *Strategies for effective influencing*. Invited presentation. Idaho Lifelong Learning Association Conference, Island Park, ID.
- Lindbeck, R. (2010, May 12). *Training, learning & technology*. Trainer's Institute, ASTD-Central Iowa.
- Lindbeck, R. L (2008, July 28). *The ins and outs of graduate school*. Invited presentation to business student capstone project class at AIB-College of Business.
- Lindbeck, R. L. (2008, April 10). *What's the point of evaluation?* Invited presentation. Iowa Society for Healthcare Education and Training Spring Conference: Iowa Hospital Association.
- Lindbeck, R. L. & Deems, T. (2007, October 19). *Positive influence—10 strategies to maximize your influencing potential*. Maximizing Human Potential Conference, ASTD-Central Iowa.
- Lindbeck, R. L. & Deems, T. (2007, October 19). *Using critical thinking to maximize learning and development*. Maximizing Human Potential Conference, ASTD-Central Iowa.
- Lindbeck, R. L. (2007, October 18). *Using feedback for performance improvement*. Invited presentation at Iowa ISPI.
- Lindbeck, R. L. (2006, March 10). *Organizational climate as a tool for performance improvement*. Invited presentation at Central Iowa Chapter of ASTD.

- Lindbeck, R. L. (2006, February 8). *Organizational climate as a tool for agency leadership*. Invited presentation at the State Farm Agency Leadership Conference.
- Lindbeck, R. L. (2005). *Pulling it all together*. Invited presentation for the Drake Management Excellence Series, Drake University.
- Lindbeck, R. L. (2005). *Coaching for success*. Invited presentation for the Drake Management Excellence Series, Drake University.
- Lindbeck, R. L. (2005). *Drake's policies, procedures, and the law*. Invited presentation for the Drake Management Excellence Series, Drake University.
- Lindbeck, R. L. (2005). *Can we talk? (providing high quality feedback)*. Invited presentation for the Drake Management Excellence Series, Drake University.
- Lindbeck, R. L. (2005, September). *Performance management process*. Invited presentation for the Drake Management Excellence Series, Drake University.
- Lindbeck, R. L. (2005). *Know your work style-Part 1*. Invited presentation for the Drake Excellence in Learning and Development program, Drake University.
- Lindbeck, R. L. (2005). *Know your work style-Part 2*. Invited presentation for the Drake Excellence in Learning and Development program, Drake University.
- Lindbeck, R. L. (2005, June 20). *Human performance improvement and needs assessment*. Invited presentation at Wellmark Blue Cross Trainer's Institute.
- Lindbeck, R. L. (2005, July 28). *Fundamentals of instructional design*. Invited presentation at Wellmark Blue Cross Trainer's Institute.
- Lindbeck, R. L. (2005, March 31). *Leadership and employee performance*. Invited presentation to the Central Iowa Chapter of the Society for Technical Communication.
- Lindbeck, R. L. (2005, February 17). *Leadership styles, organizational climate & business results*. Invited presentation to the Iowa Chapter of the International Society for Performance Improvement (ISPI).
- Lindbeck, R. L. (2004, September 19). *Executive coaching: Do I need it?* Annual Conference of the National Association of Multiculturalism in Communication (NAMIC).
- Lindbeck, R. L. (2004, November 3). *Taking care of business: Critical connections between self-understanding and effective leadership*. Invited presentation. Professional Business Women's Association, California Conference.

EDITORIAL AND REVIEW ACTIVITIES

Peer Reviewer for Annual Conferences

Association of Human Resource Development (AHRD), manuscript reviewer for 2013 AHRD conference, October, 2012.

Competition Judge

Software and Information Industry Association (SIIA) CODiE Awards. Categories: Corporate Learning Solutions, Higher Education, Learning Management Systems. Judge, 2004-present

Brandon Hall Excellence in Learning Awards. Category: Software. Judge, 2006-2007.

GRADUATE DEFENSE EXAMINING COMMITTEES

Doctoral Defense-Committee

- Rose, Tamara. (in process). *The internalization of professional nursing values in baccalaureate nursing students*. Doctor of Philosophy in Nursing. Idaho State University
- Saunders, Jonathan. (in process). *Social presence and teacher immediacy: Bridging the chasm of performance and best practices*. Doctor of Philosophy in Instructional Design, Idaho State University.
- Romrell, Danae. (April 3, 2015). *The multidimensional instructional efficiency of worked examples*. Doctor of Instructional Design, Idaho State University.
- Erwin, Vanessa M. (December, 2009). *Cultural assimilation: An ethnographic study of the experiences of post-war G. I. brides*. Doctor of Education in Educational Leadership, Drake University.
- Bonner Ewers, Terri Lynn. (July, 2007). *The power of faculty, staff, and peer interactions: Impact on community college student retention*. Doctor of Education in Educational Leadership, Drake University.
- Steinbronn, Peggy E. (October, 2006). *Faculty perceived utility of methods and instructional strategies used in online and traditional teaching environments*. Doctor of Education in Educational Leadership, Drake University.
- Edwards, Verlane. (September, 2005). *A qualitative study of female small business owners perceptions of meaningful work*. Doctor of Education in Educational Leadership, Drake University.

Master Defense-Chair

- Laird, R. (November 10, 2015). *A Case study assessing an admission agreement program as perceived by under prepared undergraduate students*. Master of Organizational Learning & Performance, Idaho State University.
- Tharp, R. (April 13, 2015). *Perceptions of skills and competencies of academic advisors by academic advisors in Idaho, Utah, and Montana: A survey study*. Master of Training and Development, Idaho State University.
- Nash, H. (December 3, 2014). Portfolio review. Master of Training and Development, Idaho State University.
- Almolifi, M. (June, 2014). *The Use of Twitter in Higher Education*. Master of Training and Development, Idaho State University.
- Durham, A. (June, 2014). Comprehensive examination. Master of Training and Development, Idaho State University.
- Hite, R. (May, 2014). Comprehensive examination. Master of Training and Development, Idaho State University.
- Johnson, N. (May, 2014). Comprehensive examination. Master of Training and Development, Idaho State University.

Heatwole, J. (April, 2013). *Process for new position creation at milk pro.* Master of Training and Development, Idaho State University.

Master Defense-Committee

Hollingsworth, B. (June, 2014). Comprehensive examination. Master of Training and Development, Idaho State University.

Harris, E. (May 2014). Comprehensive examination. Master of Training and Development, Idaho State University.

Hartgraves, G. (May 2014). Comprehensive examination. Master of Training and Development, Idaho State University.

Martin, E. (May 2014). Comprehensive examination. Master of Training and Development, Idaho State University.

Walker, G. (May, 2014). Comprehensive examination. Master of Training and Development, Idaho State University.

Alasiri, Y. (April 18, 2014). Portfolio review. Master of Training and Development, Idaho State University.

Beck, S. (February 14, 2014). *Program review of Idaho State University's massage therapy program.* Master of Training and Development, Idaho State University.

Pratoomratana, P. (December, 2014). Comprehensive examination. Master of Training and Development, Idaho State University.

Eldridge, H. (December, 2013). *A literature study of potential emotional priming in online discussion forums.* Master of Training and Development, Idaho State University.

Anderson, S. (June, 2013). *A qualitative needs assessment based on the use of multimedia learning modules in the START program at Idaho State University.* Master of Training and Development, Idaho State University.

Weninger, K. (April 26, 2013). *A Comparative Evaluation of Adult Teaching and Learning Methods and Techniques Used for the Transfer of Learning for the Adult Learner.* Master of Training and Development, Idaho State University.

Johns, Annette. (December, 2012). *A needs assessment to create a program advising multimedia tutorial for the department of Human Resource Training and Development at Idaho State University.* Master of Training and Development, Idaho State University.

STUDENT SUPERVISOR: DIRECTED STUDIES, PRACTICUM

Graduate

Mai, S. (Summer, 2015). Advanced technical competency: Creating effective online instruction. Idaho State University.

Nash, H. (Summer, 2014). Return of investment in basic skills education: A literature review. Idaho State University

Johnson, N. (Spring, 2014). Teaching assistant, ISU. Idaho State University.

- Brewer, R. (Summer, 2013). Needs assessment and curriculum development: St. Luke's Echo Lab Diastolic Function Criteria for Echocardiography Technicians. Idaho State University.
- Heatwole, J. (Spring, 2013). Teaching assistant, online, HRTD. Idaho State University.
- Hite, R. (Spring, 2013). Curriculum development and delivery: CLASS (Classroom Assessment Scoring System). Idaho State University
- Seipel, M. (Spring, 2013). Curriculum development and delivery (online multimedia): Reusable learning objects in training development. Idaho State University
- Seipel, M. (Spring, 2013). Curriculum development and delivery (online multimedia): Copyright and Intellectual Property (3 modules). Idaho State University.

Undergraduate

- Figuroa, M. (Spring, 2015). Teaching assistant, online, OLP. Idaho State University.
- Hillman, P. (Spring 2015). Teaching assistant, online, OLP. Idaho State University.
- Ruiz, L. (Spring 2015). Teaching assistant, online, OLP. Idaho State University.
- Smith, S. (Spring 2015). Needs assessment and implementation of performance tools for credit union loan servicing and processes. Idaho State University.
- Hansen, M. (Spring, 2015). Curriculum development and delivery: Dairy Herd Management Training. Idaho State University.
- Hillman, P. (Fall, 2014). Research project and report: Evaluation of the relevancy of the Magic Valley advertising federation. Idaho State University.
- Reardon, R. (Fall, 2014). Book analysis: Learning in Adulthood: A comprehensive guide. Idaho State University.
- Carter, S. (Spring, 2014). Co-teacher, ISU. Idaho State University.
- Lamarche, S. (Spring, 2014). Curriculum development and delivery (18 week class): Beginning HTML (HTML, CSS, XHTML), Canyon Ridge High School. Idaho State University.
- Turner, A. (Spring, 2014). Develop and deliver customized learning plan for a special need student. Idaho State University.
- Nutsch, C. (Spring, 2014). Curriculum development and delivery: SURT100 for Central Sterile Processing technicians at the College of Southern Idaho. Idaho State University.
- Leggett-Wright, J. (Fall, 2013). Curriculum development and delivery: Training platform to use in training dance studio owners/operators. Idaho State University.
- Pendlebury, D. (Spring, 2013). Research and implement publishing an e-book on Amazon.com. Idaho State University.
- Sinclair, G. (Spring 2013). Teaching assistant, online, HRTD. Idaho State University.
- Sinclair, G. (Spring, 2013). Develop website and online tutorial: Characteristics of effective leadership.. Idaho State University.
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ACADEMIC AND PROFESSIONAL SERVICE

Institutional Service

Idaho State University

Guest lecturer; Sports Management (PE 4475), September, 2015.

Development of Cayuse Quick-Start Guide, 2015.

Selection Committee-Pride of the College Awards, 2013, 2015.

Proposal/program Development--Multi-discipline Ph.D. in Leadership Studies, 2013-2014

Library Liaison, College of Education, 2013-2014

Search Committee--Department of Organizational Learning & Performance

 Tenure Track Assistant Professor--Human Resource Development, 2014-2015

 Non-Tenure Track Assistant Professor--Professional Technical Education, 2014-2015

 Tenure Tract Assistant Professor--Professional Technical Education, 2013-2014

 Non-Tenure, Limited Term Assistant Professor--Human Resource Development, 2013

 Tenure Track Associate/Full Professor--Instructional Design, 2013-2014

Competency Based Experience (CBE) portfolio reviewer, 2012-2014.

Curriculum committee, College of Technology, 2012-2013.

Technology Advisory Committee, College of Technology, 2012-2013.

Undergraduate Curriculum Update and Development, HRTD/OLP. Includes major revisions to two courses and development of two new courses. 2012-present

Graduate Curriculum Update and Development, HRTD/OLP. Includes development of two new courses. 2012-present

Idaho Professional Technical Education, support of ISU PTE grant (strategic thought leadership, curriculum offerings and revisions, participation in planning meetings, annual conferences), 2012-present.

Advising students, B.S. Workplace Training and Leadership, 2012-present

Advising graduate students, Master of Organizational Learning and Performance, 2012-present.

Drake University

Program director, Adult Learning & Organizational Performance (M.S.), 2008-2009.

Committee for Undergraduate Leadership Development Program Committee, 2008-2009

University technology committee, inaugural year, 2008-2009.

University Benefit Committee, 2007-2008.

Joint Degree Pricing Committee, Fall 2007.

Graduate Curriculum Update and Development (M.S. Adult Learning and Performance Development to M.S. in Adult Learning and Organizational Performance), 2006-2007.

Proposal/Program Development for new M.S. in Organizational Leadership, 2005-2006.

Faculty Senate, 2005-2006.

Faculty Senate Executive Committee, 2005-2006.

President's Strategic Revenue Initiative Committee, 2005.

Cross-Disciplinary Undergraduate Human Resource Committee, 2004-2006, 2008-2009

Technology committee, College of Education. Member, 2004-2006. Co-chair, 2006-2008.

Advising graduate students, M.S. Adult Learning and Organizational Performance, 2004-2009.

Professional Service

Human Capital Executive Research Board, August, 2013 – present.

Chief Learning Officer Business Intelligence Board, May, 2013 – present.

Creator, co-host, and engineer for performance improvement podcasts:

Leadership Book Club (www.LeadershipBookClub.com), January 2014-present

Today's Learning Workplace (www.TodaysLearningWorkplace.com), 147 episodes, August 2010-March, 2014

Higher Learning Now Technology podcast (www.higherlearningnow.com), 43 episodes, November 2010-May 2012.

CONSULTING

Individual and organizational performance improvement consulting with clients in the fields of insurance and financial services, media and entertainment, technology and software development, and higher education.

Consulting engagements included: performance consulting, needs analysis, instructional design and facilitation for a range of technical, product-specific, and core skills (including leadership and management development), performance review processes, business process re-engineering, strategic planning, staffing and recruiting, team effectiveness and diversity initiatives.

PROFESSIONAL DEVELOPMENT

Idaho State University Mentoring program, 2015-present

Applying the QM Rubric (certification), 2014

Online Security Awareness Training, 2014

Idaho Economic Development Summit, 2013

Idaho State University Leadership Institute, 2012

HONORS AND AWARDS

Graduate of the Idaho State University Leadership Institute, 2012

Nominee, Levitt Mentor Award, Drake University. 2009.

ASTD International Best Practices Award; Training Organization Structure. 1995.
ASTD International Award for Excellence in HRD Training & Development.
(Curriculum Design) May 1994.

PROFESSIONAL AFFILIATIONS

Association for Talent Development (ATD, formerly ASTD), 1989-present

International Leadership Association (ILA), 2008-present

National Social Science Association (NSSA), 2012-present

Society for Human Resource Management (SHRM), 2004-2009

International Society for Performance Improvement (ISPI), 1989-1998