

Curriculum Vitae

ROBIN L. LINDBECK

Associate Professor, Idaho State University
College of Education, Organizational Learning & Performance
921 South 9th Avenue, STOP 8081
Pocatello, Idaho 83209-8081
208-282-2884, lindrobi@isu.edu

EDUCATION

Pepperdine University, Los Angeles

Graduation: May, 2004
Field of Study: Educational Technology
Degree: Ed.D. Educational Technology

Harvard University, Cambridge

Graduation: May, 1993
Field of Study: Curriculum and Instruction
Degree: CAS (Specialist degree), Teaching, Curriculum & Learning Environments

Lesley College, Cambridge

Graduation: May 1984
Field of Study: Educational Technology
Degree: M.Ed. Educational Technology

University of Wisconsin-Stout, Menomonie

Graduation: May, 1982
Field of Study: Early Childhood Education
Degree: B.S. Education

PROFESSIONAL EXPERIENCE

July 2017 – Present	Idaho State University, Pocatello, ID
Associate Professor (tenured)	Organizational Learning & Performance (B.S., M.S. HRD)
August 2012 – June 2017	Idaho State University, Pocatello, ID
Assistant Professor	Organizational Learning & Performance (B.S., M.S. HRD)
August 2012 – Present	Innovative Performance Improvement, Inc., Pocatello, ID
President	Consultancy (part time)

August 2009 – 2012	Innovative Performance Improvement, Inc., Pocatello, ID
President	Consultancy (full time)
August 2009 – May 2011	Drake University, Des Moines, IA
Adjunct faculty	Adult Learning & Organizational Performance (M.S.)
August 2004 – Aug 2009	Drake University, Des Moines, IA
Assistant Professor	Adult Learning & Organizational Performance (M.S.)
January 2000 – August 2004	Innovative Performance Improvement, Inc., Danville, CA
President	Consultancy (full time)
February 1998 – December 1999	Ziff-Davis Corporation
Director	Global Training
November 1996 – March 1998	American Express
Director	Center for Learning Effectiveness, Global Curriculum
June 1995 – November 1996	American Express
Director	Center for Learning Effectiveness, Instructional Design
August 1990 – June 1995	Aetna
Manager	Aetna Health Plans Education
August 1989 – August 1990	Aetna
Manager	Instructional Design & Evaluation
May 1989 – August 1989	Aetna
Senior Training Consultant	Aetna Health Plans
August 1987 – May 1989	Central Connecticut State University
Assistant Professor	Educational Technology (M.Ed.)
May 1985 – August 1987	O/E Learning
Consultant	Computer Education
August 1984 – May 1985	Boston Museum of Science
Assistant Director	ComputerPlace
January 1984 – May 1986	Lesley College

Adjunct faculty

Educational Technology (M.Ed.)

TEACHING

Courses Taught

Idaho State University, Organizational Learning & Performance Department. Fully online.

Graduate courses:

OLP/PTE 5503, Methods of Teaching in Corporate and Professional Technical Education
(online, face-to-face)

OLP/PTE 5504, Evaluation in Corporate and Professional Technical Education

OLP 5507, Instructional Technologies in HRD

OLP 5531, Workplace Leadership

OLP 5599, Consulting Skills in HRD

OLP 6621, Theories of Adult Learning

OLP 6664, Designing Learning for HRD

OLP 6633, Needs Assessment and Evaluation

OLP 6644, Capstone Project in HRD

OLP 6645, Field Research Project in HRD

EDLT 7744, Instructional Systems Design II

Undergraduate courses:

OLP 3331, Theories and Models of Leadership

PTE 4402, Occupational Analysis and Course Construction

OLP/PTE 4403, Methods of Teaching in Professional Technical Education (online, face-to-face)

OLP/PTE 4404, Evaluation in Corporate and Professional Technical Education

OLP 4407, Instructional Technologies in HRD

OLP 4431, Workplace Leadership

OLP 4450, Principles of Adult Education

OLP 4499, Consulting Skills in HRD

Drake University, Adult Learning & Organizational Performance

Graduate courses

ADED 199, Performance Improvement Consulting

ADED 242, Adult Learning, Training & Development

ADED 244, Distant Education and Instructional Technologies

ALOP 242, Living, Learning and Leading in the 21st Century

ALOP 243, Human Performance Improvement and Performance Consulting

ALOP 262, Needs Analysis and Evaluation

ALOP 263, Designing Learning Interventions

ALOP 264, Methods and Technology of Facilitation
ALOP 253, Organizational Development & Leading Change
ALOP 291, Applied Research
ALOP 298, Using Emerging Technologies for Learning

Central Connecticut State University

Graduate courses

Computer Literacy for Teachers
Programming in Logo
Programming in Logo II
Classroom Management and Computers
Integrating Technology in Education

Undergraduate courses

Computer Literacy for the Pre-Service Teacher

Lesley College

Graduate courses (Adjunct)

Creating an Educational Environment with Logo
Programming in Logo II
Computer in the Schools: Applied Uses for Teachers and Administrators

Advising Activities-Idaho State University

Student academic advising (virtual):

- 2012 – present: Undergraduate. Advisor to undergraduate students in B.S. Workplace Training & Leadership. Average undergraduate advisees; 46.
- 2012 – present: Graduate. Advisor to graduate students in M.S. Human Resource and Development. Average graduate advisees; 41

Student Committees-Idaho State University

Doctoral Dissertations, Committee member: 7

Master Field Research and Capstone Projects, Chair: 33

Master Field Research and Capstone Projects, Committee member: 36

Awards and Other Distinctions

Golden Key International Honor Society, nominated honorary member. 2019.

Nominee, ISU Distinguished Teacher Award. 2019.

ISU Cares, Idaho State University, May 2016.

Levitt Mentor Award, nomination, Drake University. 2009.

SCHOLARSHIP (* denotes student)Articles: Refereed

Barrett, J. B*. & **Lindbeck, R. L.** (under review) Artists and leaders: An Examination of engagement with the artistic field and its impact on higher education leadership experiences.

Moffit, D. & **Lindbeck, R.** (Winter, 2018). Current use of technology in athletic training education. *Journal of Allied Health*, 47(4), 272-276.

Scott, K. W., **Lindbeck, R. L.**, & Lion, R. W. (2016). A Gem State Academic Profile: Department of Organizational Learning and Performance at Idaho State University. *Performance Improvement*, 55(7), 32-40.

Lindbeck, R. L. & Lion, R. W. (2016). Content analysis of NSSA national technology and social science conference presentations from 2012-2014. *National Social Science Journal*, 46(1), 80-92.

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.

Book Chapters

Lindbeck, R., Lion, R.W., & Roby, T. M. (2015). Impact of pedagogy training on student perceptions of learning and academic achievement in a college biology laboratory classroom. In O. M Alegre-de la Rosa & L.M. Villar-Angulo (Eds.), *Research on University Teaching and Faculty Development* (pp.). Hauppauge, NY: Nova Science Publishers.

Articles and Proceedings: Non-Refereed

Wallgren, Lindsey*, **Lindbeck, R.** (January, 2017). Do-it-yourself: 7 Tips for designing group work evaluations. *Techniques*, 92(1), 58-59.

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

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*.

http://www.nssa.us/journals/pdf/NSSA_Proceedings_2015_Las_Vegas_2.pdf#page=164

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. In *Proceedings of the 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.

http://www.nssa.us/journals/pdf/NSS_Proceedings_2010_Las_Vegas_1.pdf#page=181

Student Publications: Refereed

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

Garner, Justene. (May, 2018). Making your CATs count: Classroom assessment techniques in higher education. *The Toolbox (National Resource Center for The First-Year Experience and Students in Transition)*, 16(5). Retrieved from www.sc.edu/fye/toolbox/

Barrett, Julia. (April, 2018). The CATs out of the bag: 5 classroom assessment techniques to use in class tomorrow. *Techniques*, 93(4), 8-9.

Gergens, Brian, & Van Noy, Richard. (2015). Faculty brown bag sessions: Professional development, problem solving, and 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 Presentations: Refereed

Lindbeck, R., & Cox, A.* (February 26, 2018). *Student expectations in online asynchronous classes*. Conference on Academic Research in Education. Las Vegas, NV.

Lindbeck, R., & Cox, A. (April 11, 2017). *Student expectations in online asynchronous classes*. National Social Science Association Technology and Social Science Conference, Las Vegas, NV.

Laird, R.*, & **Lindbeck, R.** (October 8, 2015). *Evaluation of an admission agreement program as perceived by under prepared undergraduate students..* National Social Science Association Fall Conference, New Orleans, LA.

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.

Poster Sessions: Refereed

Lindbeck, R. (February 25, 2019). *Artists & leaders: Engagement with the artistic field and its impact on leadership experiences*, Annual Conference on Academic Research in Education (CARE). Las Vegas, NV.

Lindbeck, R., & Cox, A.* (February 27, 2018). *Effects of leadership styles on organizational climate*, American Association of Behavioral and Social Sciences Conference. Las Vegas, NV.

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.

Selection of Invited/Service Presentations

Lindbeck, R. (February 6, 2016). *Leadership Institute: Emotional Intelligence Workshop*. Idaho State Division of Career and Technical Education. Boise, Idaho.

Lindbeck, R. (April 18, 2016). *CTE Division: Emotional and Social Competencies Workshop*. Idaho State Division of Career and Technical Education. Boise, Idaho.

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*. Keynote 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 featured 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.

SERVICE

Professional Service

Textbook reviewer, Sage Publishing, Leadership Development, May 2018.

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

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

Software and Information Industry Association (SIIA) CODiE Awards. Judge, Best Corporate Learning Solutions, Best Virtual Learning Solution. 2004-2014, 2018-present.

Creator, co-host, and engineer for Human Resource Development podcasts:

Leadership Book Club (www.LeadershipBookClub.com), 121+ episodes, January 2014-January 2017, April 2019-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.

Association of Human Resource Development (AHRD). 2013 AHRD conference, Manuscript reviewer. 2013.

University, College, and Department Service

Idaho State University Service

Strategic Planning, ISU Program for Instructional Effectiveness. April 2019.

Strategic Planning, e-ISU. September–November 2018

Graduate Council, member. August 2018-present

Great Ideas in Teaching panel presenter, November 2018.

Institutional Effectiveness and Assessment Sub-Committee, member. Fall 2017-Spring 2018.

Development of Cayuse Quick-Start Guide. February, 2015.

Idaho State University – College of Education Service

Member, Search committee:

Dean, Graduate School. March 2019-present

Tenure Track Assistant/Associate Professor—Instructional Design & Technology.

November 2018—March 2019.

Tenure Track Assistant/Associate Professor—Human Resource Development. December 2018—April 2019.

Dean-College of Education, October 2017-April 2018

Tenure Track Assistant/Associate Professor - Educational Leadership November 2017-present

Tenure Track Assistant/Associate Professor – Human Resource Development, October 2017-present

Non-Tenure Track Clinical Professor – Family Consumer Science, 2017

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

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

Tenure Track 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

Chair, Kole-McGuffey Prize award committee (\$10,000). 2019.

Member, Promotion and Tenure committee, 2017-present

Member, Third-Year Review committee, 2017-present.

Member, Celebrating Excellence Awards selection committee, 2013, 2015-2019.

Chair, Graduate Studies Committee, August 2018—present

Member, Graduate Studies Committee, August 2016-May 2018.

Presenter, Partnership Meeting, Debbie Zikratch, October 1, 2015

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

Proposal/Program Development--Multi-disciplinary Ph.D. in Leadership Studies, 2013-2014

Idaho State University – Department Service

John L. Bobell Jr. Memorial Scholarship committee, member, 2012-2014; chair, 2015-present.

Carl Durfee Memorial Scholarship committee, member, 2012-2014; chair, 2015-present.

Competency Based Experience (CBE) portfolio reviewer, 2012-2014, 2016-present.

Undergraduate Curriculum Update and Development, HRTD/OLP. Includes course revision and new course development. 2012-present

Graduate Curriculum Update and Development, HRTD/OLP/HRD. Includes course revision and new course development. 2012-present

Idaho Professional Technical Education, ISU PTE grant support (summer conference, curriculum offerings and revisions, participation in planning meetings, annual conferences, presentation at the PTE Leadership Institute), 2012-present.

Library Liaison, College of Education, 2013-2016

Subject matter expert for HRD 4499/5599 Multimedia Projects, Rita McNeill, fall 2012 semester

Idaho State University – College of Technology Service

Curriculum committee, member. College of Technology, 2012-2013.

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

Drake University Service

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

Committee for Undergraduate Leadership Development Program Committee, member. 2008-2009

University technology committee, inaugural year, member. 2008-2009.

University Benefit Committee, member. 2007-2008.

Joint Degree Pricing Committee, member. Fall 2007.

Faculty Senate, member. 2005-2006.

Faculty Senate Executive Committee, member. 2005-2006.

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

President's Strategic Revenue Initiative Committee, member. 2005.

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

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 M.S. in Organizational Leadership, 2005-2006.

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

CERTIFICATIONS

Center for Creative Leadership

Assessments:

- Benchmarks, 360 Assessment Suite

Hay Group:

Assessments:

- Social Motives/Picture Story Exercise, Leadership Styles Inventory, Organizational Climate Inventory, Emotional and Social Competency Inventory, Executive Leadership Portfolio Leadership Styles Inventory

Workshops:

- Managing Motivation for Performance Improvement (MMPI), Making Great Leaders, Mastering Strategic Leadership, Mastering Personal Leadership

Rejuvi Venture

Assessments:

- Rejuvi Lead, Rejuvi Sales, Rejuvi Service

AchieveGlobal

Workshops: variety of leadership development courses (inactive)

Leadership (inactive).

PROFESSIONAL AFFILIATIONS

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

International Leadership Association (ILA), 2008-present

National Social Science Association (NSSA), 2012-2018

Society for Human Resource Management (SHRM), 2004-2009, 2017-present.

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