

Kenneth G. Brown, Ph.D., SPHR

The University of Iowa
108 John Pappajohn Business Building
Iowa City, IA 52242

Office Phone: (319) 335-3812 Office Fax: (319) 335-1956

E-Mail: kenneth-g-brown@uiowa.edu Web: tippie.uiowa.edu/kenbrown

Twitter: @kgbphd LinkedIn: www.linkedin.com/in/kgbphd

ResearcherID: A-5844-2008 Scopus Author ID: 55270222100 ORCID: 0000-0001-9428-9420

CURRENT POSITION

Professor of Educational Policy and Leadership Studies, College of Education (courtesy appointment), 2013 - present

Professor of Management and Organizations, Tippie College of Business 2012 - present

Henry B. Tippie Research Fellow, 2008 - present

The University of Iowa, Iowa City, Iowa

PAST ACADEMIC POSITIONS

Visiting Professor, February 2012

Monash and Deakin Universities, Melbourne, Australia

Associate Professor (with tenure), 2005 - 2012

Obermann Center for Advanced Studies Fellow, 2010

Administrative Fellow, Office of the Provost, 2008-2010

Center for Teaching Faculty Fellow, 2006-2007

Huneke Faculty Research Fellow, 2005-2008

Assistant Professor, 1999-2005

Instructor, Fall 1998

The University of Iowa, Iowa City, Iowa

EDUCATION

Ph.D., Industrial and Organizational Psychology, 1999

Michigan State University, East Lansing, Michigan (Advisor: J. Kevin Ford)

M.A., Psychology, 1996

Michigan State University, East Lansing, Michigan (Advisor: Steve W. J. Kozlowski)

B.S., Psychology with University & Department Honors, Magna cum Laude, 1993

University of Maryland, College Park, Maryland (Advisor: Richard A. Guzzo)

Certified Senior Professional in Human Resources (SPHR) since 2009

HONORS and AWARDS

EMBA G.R.E.A.T. Instructor of the Year, 2014 (Cedar Rapids)
Student Choice for Faculty Excellence, Tippie College of Business, 2014, 2006, 2005 (college-wide annual award for best one or two professors in the college, as voted by undergraduate students)
Faculty Advisor of the Year, Tippie College of Business, 2014 (Alpha Kappa Psi), 2008 (Phi Beta Lambda)
Outstanding Faculty Service Award, Tippie College of Business, 2014
Innovative Teaching Award, Academy of Management Human Resources Division, 2014
Delta Sigma Pi Faculty of the Month Award, May 2013, February 2006, February 2005
Outstanding Reviewer, *Cornell Hospitality Quarterly*, 2012
Best Paper, *Academy of Management Learning and Education*, 2011
Last Lecture for Class of 2011, by vote of University of Iowa undergraduates, 2011
Faculty Speaker, University of Iowa Convocation, 2010
Honorary Faculty Initiate, Alpha Kappa Psi, 2010
Lane Davis Award for Team Teaching in Honors, University of Iowa, 2010
President and Provost Award for Teaching Excellence, University of Iowa, 2009
Corridor Business Journal "40 Under 40" Award, 2007
Collegiate Teaching Award, University of Iowa, 2007
Outstanding Reviewer, *Academy of Management Learning and Education*, 2007
Honorable Mention, Iowa Campus Compact Faculty Service-Learning Research Award, 2007
Distinguished Member, National Society of Collegiate Scholars, University of Iowa chapter, 2006
Innovative Teaching Award Finalist, Academy of Management Human Resources Division, 2006
Best Reviewer Award, Academy of Management, Management Education and Development Division, 2005
James N. Murray Faculty Award, 2004 (university-wide annual award for an untenured faculty member who shows outstanding dedication and service to students)
Dean's Teaching Award, 2004
Ulrich & Lake Award for best paper in *Human Resource Management*, 2003
Society of Human Resource Management (SHRM) Research Award, 2003 (awarded annually for the best unpublished empirical research on Human Resource Management)
American Society of Training and Development (ASTD) Research Award, 2001 (awarded annually for the best published paper on Training and Performance Improvement)
Honorable Mention, National Science Foundation Graduate Research Fellowship, 1994
Member, Psi Chi, University of Maryland, inducted 1992
Member, Omicron Delta Kappa, University of Maryland, inducted 1991
Member, Phi Beta Kappa, University of Maryland, inducted 1991

EDITORIAL ROLES

Editor, *Academy of Management Learning and Education*, 2012-2014
Associate Editor, *Academy of Management Learning and Education*, 2009-2011

Current Editorial Board Memberships: *Decision Sciences Journal of Innovative Education*, 2011-present; *Human Resource Development Quarterly*, 2011-present; *Human Resource Management*, 2008-present; *Journal of Applied Psychology*, 2014-present; *Journal of Management Education*, 2011-present; *Personnel Psychology* (appointed by incoming editor), 2014-present, 2010.

Former Editorial Board Memberships: *Academy of Management Learning and Education*, 2004-2007; *Academy of Management Review*, 2010-2011; *Cornell Hospitality Quarterly*, 2010-2013; *Journal of Management*, 2002, 2002-2005, 2005-2008, 2008-2010; *Organization Management Journal*, 2008-2013

Additional Ad Hoc Reviews: *Academy of Management Journal*; *European Journal of Work and Organizational Psychology*; *Evaluation and Program Planning*; *Impact: Journal of Applied Research in Workplace E-learning*; *Human Resource Management Review*; *International Journal of Manpower*; *International Journal of Selection and Assessment*; *International Journal of Organizational Analysis*; *International Journal of Training and Development*; *Industrial and Organizational Psychology: Perspectives on Science and Practice*; *Journal of Applied Psychology*; *Journal of Applied Social Psychology*; *Journal of Behavioral Decision Making*; *Journal of Chinese Human Resource Management*; *Journal of Occupational and Organizational Psychology*; *Journal of Online Learning and Teaching*; *Journal of Organizational Behavior*; *Learning and Individual Differences*; *Military Psychology*; *Organizational Behavior and Human Decision Processes*; *Organizational Psychology Review*; *Social Behavior and Personality: An International Journal*

PUBLICATIONS: REFEREED JOURNAL and PROCEEDINGS

* Graduate student at the time the paper was submitted.

1. Gonzalez-Mulé, E.*, McCormick, B.*, DeGeest, D.*, Seong, J. Y., & Brown, K. G. (in press). Can we get some cooperation around here? The mediating role of group norms on the relationship between team personality and individual helping behaviors. *Journal of Applied Psychology*.
2. Gerhardt, M. W., Brown, K. G., & Dysvik, A. (in press). A bridge over troubled waters: A former military officer, corporate executive, and business school dean discusses the research-practice divide. *Journal of Management Inquiry*.
3. Brown, K. G., Charlier, S. D.*, Rynes, S. L., & Hosmanek, A.* (2013). What do we teach in Organizational Behavior? An analysis of MBA syllabi. *Journal of Management Education*, 37, 447-471.
4. Bradley, B. H., Klotz, A. C.*, Postlethwaite, B. E., & Brown, K. G. (2013). Ready to rumble: How team personality composition and task conflict interact to improve team performance. *Journal of Applied Psychology*, 92, 385-392.
5. Brown, K. G. & Charlier, S. D.* (2013). An integrative model of e-learning use: Leveraging theory to understand and increase usage. *Human Resource Management Review*, 23, 37-49 [Special issue on "Emerging Issues in Theory and Research on Electronic Human Resource Management"].
6. Kim, K., Oh, I., Chiburu, D. S., & Brown, K. G. (2012). Does positive perception of oneself boost learning motivation and performance? *International Journal of Selection and Assessment*, 20, 257-271.
7. Bradley, B. H., Postlethwaite, B. E.*, Klotz, A. C.*, Hamdani, M. R.*, & Brown, K. G. (2012). Reaping the benefits of task conflict in teams: The critical role of team psychological safety climate. *Journal of Applied Psychology*, 97, 151-158.
8. Rynes, S. L. & Brown, K. G. (2011). Where are we in the "long march to legitimacy?" Assessing the legitimacy of scholarship in management learning and education. *Academy of Management Learning & Education*, 10, 561-582.

9. DeGeest, D.* & Brown, K. G. (2011). The role of goal orientation in learning from leadership experience. *Human Resource Development Quarterly*, 22, 157-175. [Special issue on “HRD and Management”]
10. Charlier, S.*, Brown, K. G., & Rynes, S. L. (2011). Teaching evidence-based management in MBA programs: What evidence is there? *Academy of Management Learning & Education*, 10, 222-236.
11. Brown, K. G., Bowlus, D., & Seibert, S. (2011). Online entrepreneurship curriculum for high school students: Impact on knowledge, self-efficacy, and attitudes. In *USASBE 2011 Proceedings* (pp. 1351-1364). Boca Raton, FL: United States Association for Small Business and Entrepreneurship.
12. Dierdorff, E., Surface, E., & Brown, K. G. (2010). Frame-of-reference training effectiveness: Effects of goal orientation and self-efficacy on affective, cognitive, skill-based, and transfer outcomes. *Journal of Applied Psychology*, 95, 1181-1191.
13. Brown, K. G., Sitzmann, T., & Bauer, K. N.* (2010). Self-assessment one more time: With gratitude and an eye toward the future. *Academy of Management Learning & Education*, 9, 348-352. [Peer reviewed reply to commentary]
14. Sitzmann, T., Ely, K.*, Brown, K. G., & Bauer, K. N.* (2010). Self-assessment of knowledge: A cognitive learning or affective measure? *Academy of Management Learning & Education*, 9, 169-191. [Feature article with seven commentaries, winner of the Outstanding Article of the Year Award]
15. Sitzmann, T., Brown, K. G., Ely, K.*, & Kraiger, K. (2009). A cyclical model of motivational constructs in web-based courses. *Military Psychology*, 21, 534-551.
16. Sitzmann, T.*, Brown, K. G., Casper, W. J., Zimmerman, R.*, & Polliard, C.* (2008). A meta-analysis of the nomological network of trainee reactions. *Journal of Applied Psychology*, 93, 280-295.
17. Bowlus, D. & Brown, K. G. (2008). Preparing teachers to teach entrepreneurship in secondary schools: Lessons learned from a needs assessment. In L. Niehm (Ed.), *USASBE 2008 Proceedings* (pp. 797-813). Boca Raton, FL: United States Association for Small Business and Entrepreneurship.
18. Brown, K. G. & Klein, H. J. (2008). Third generation instruction: ‘Tools in the toolbox’ rather than the ‘latest and greatest.’ *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1, 472-476. [Peer reviewed commentary on K. Kraiger focal article]
19. Rynes, S. L., Giluk, T. L.*, & Brown, K. G. (2007). The very separate worlds of academic and practitioner periodicals in Human Resource Management: Implications for Evidence-Based Management, *Academy of Management Journal*, 50, 987-1008. [Editor’s Forum on the Research-Practice Gap in Human Resource Management]
20. Turban, D. B., Tan, H. H., Brown, K. G., & Sheldon, K. M. (2007). Antecedents and outcomes of perceived locus of causality: An application of self-determination theory. *Journal of Applied Social Psychology*, 37, 2376-2404.
21. Brown, K. G., Le, H.*, & Schmidt, F. (2006). General versus specific abilities in the prediction of training performance. *International Journal of Selection and Assessment*, 14, 87-100.
22. Gerhardt, M. W. & Brown, K. G. (2006). Individual differences in self-efficacy development: Effects of goal orientation and affectivity. *Learning and Individual Differences*, 16, 43-59.
23. Brown, K. G. (2005). A field study of employee e-learning activity and outcomes. *Human Resource Development Quarterly*, 16, 465-480. [Winner of the SHRM Research Award]
24. Brown, K. G. (2005). Examining the structure and nomological network of trainee reactions: A closer look at “smile sheets.” *Journal of Applied Psychology*, 90, 991-1001.

25. Brown, K. G. (2005). What does recent research tell us about training satisfaction? In S. Carliner & B. Sugrue (Eds.), *ASTD 2005 Research-to-Practice Conference Proceedings* (pp. 27-35). Alexandria, VA: ASTD.
26. Brown, K. G., Rietz, T. A., & Sugrue, B. (2005). The effects of video conferencing, class size, and learner motivation on training outcomes. *Performance Improvement Quarterly*, 18, 58-82.
27. Colbert, A. E.*, Rynes, S. L., & Brown, K. G. (2005). Who believes us? Relationships between information search, work experiences, and managers' agreement with Human Resource research findings. *The Journal of Applied Behavioral Science*, 41, 304-325.
28. Welsh, L. T.*, Wanberg, C. R., Brown, K. G., & Simmering, M. J. (2003). E-learning: Emerging uses, best practices, and future directions. *International Journal of Training and Development*, 7, 245-258. [Special issue on "Global Directions in e-Learning"]
29. Brown, K. G. & Gerhardt, M. W.* (2002). Formative evaluation: An integrated practice model and case study. *Personnel Psychology*, 55, 951-983.
30. Rynes, S. L., Brown, K. G., & Colbert, A. E.* (2002). Research findings versus practitioner beliefs: Seven common misconceptions about Human Resource practices. *Academy of Management Executive*, 16(3), 92-102.
31. Rynes, S. L., Colbert, A. E.*, & Brown, K. G. (2002). HR professionals' beliefs about effective human resource practices: Correspondence between research and practice. *Human Resource Management*, 41, 149-174. [Winner of the Ulrich & Lake Award and stimulus for a special issue in *Human Resource Management* published in 2004]
32. Brown, K. G. (2001). Using computers to deliver training: Which employees learn and why? *Personnel Psychology*, 54, 271-296. [Winner of the ASTD Research Award, nominated for the SIOP Owens Scholarly Achievement Award]
33. Kozlowski, S. W. J., Gully, S. M., Brown, K. G., Salas, E., Smith, E. M., & Nason, E. R. (2001). Effects of training goals and goal orientation traits on multi-dimensional training outcomes and performance adaptability. *Organizational Behavior and Human Decision Processes*, 85, 1-31.
34. Olian, J. D., Durham, C. C.*, Kristof-Brown, A.*, Brown, K. G.*, Pierce, R. L., & Kunder, L. (1998). Designing management training and development for competitive advantage: Lessons from the best. *Human Resource Planning*, 21(1), 20-31.
35. Audia, G.*, Kristof-Brown, A.*, Brown, K. G.*, & Locke, E. A. (1996). Relationship of goals and microlevel work processes to performance on a multipath task. *Journal of Applied Psychology*, 81, 483-497.
36. DeShon, R. P., Brown, K. G.*, & Greenis, J. L.* (1996). Does self-regulation require cognitive resources? Evaluation of resource allocation models of goal setting. *Journal of Applied Psychology*, 81, 595-608.

PUBLICATIONS: BOOK and SERIES CHAPTERS

1. Kenworthy, A. L., Brown, K. G., Billsberry, J., & Hrivnak, G. (2013, Eds.). *Research in Management Learning and Education Unconference Proceedings*. Gold Coast Australia: Bond University.
2. Brown, K. G., Arbaugh, J. B., Hrivnak, G., & Kenworthy, A. (2013). Overlooked and unappreciated: What research tells us about how teaching must change. In B. Holtom & E. Dierdorff (Eds.), *Disrupt or be disrupted: Evidence-based strategies for graduate management education*. Hoboken, NJ: Wiley & Sons.
3. Brown, K. G. (2013). Training and development. In R. Griffin (Ed.) *Oxford Bibliographies in Management*. New York: Oxford University Press.

4. Brown, K. G., Charlier, S. D., & Pierotti, A. (2012). e-Learning in work organizations: Contributions of past research and suggestions for the future. In G.P. Hodgkinson & J.K. Ford (Eds.) *International Review of Industrial and Organizational Psychology* (Vol. 27, pp. 89-114). Chichester, UK: John Wiley & Sons.
5. Brown, K. G. & Sitzmann, T. (2011). Training and employee development for improved performance. In S. Zedeck (Ed.), *Handbook of Industrial and Organizational Psychology* (Vol. 2, pp. 469-503). Washington, DC: American Psychological Association.
6. Brown, K. G. & Van Buren, M. (2007). Applying a social capital perspective to evaluation of distance training. In S. M. Fiore & E. Salas (Eds.), *Toward a Science of Distributed Learning* (pp. 41-63). Washington, DC: American Psychological Association.
7. Brown, K. G. (2007). Theoretical reflections on service-learning: Using Self-Determination Theory to improve teaching practice. In *The Impact of Civic Engagement Efforts on Students: Creating a Nexus between Research Scholars and Practitioners* (pp. 13-16). St. Paul, MN: Upper Midwest Campus Compact Consortium.
8. Brown, K. G. (2006). Training evaluation. In S. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology* (Vol. 2, pp. 820-823). Thousand Oaks, CA: Sage Publications.
9. Brown, K. G. (2006) Training needs assessment and analysis. In S. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology* (Vol. 2, pp. 827-830). Thousand Oaks, CA: Sage Publications.
10. Sheldon, K., Turban, D., Brown, K. G., Barrick, M., & Judge, T. A. (2003). Applying Self-Determination Theory to organizational research. In J. J. Martocchio (Ed.) *Research in Personnel and Human Resource Management* (Vol. 22, pp. 357-431). New York: Elsevier Science.
11. Brown, K. G. (2003). *Managing the Introduction of E-learning: A Checklist*. London, UK: Chartered Institute for Personnel Development.
12. Brown, K. G. & Ford, J. K. (2002). Using computer technology in training: Building an infrastructure for learning. In K. Kraiger (Ed.) *Creating, Implementing, and Managing Effective Training and Development* (pp. 192-233). San Francisco, CA: Jossey-Bass. [SIOP Professional Practice Series]
13. Brown, K. G., Milner, K. R., Ford, J. K., & Golden, W. (2001). Repurposing instructor-led training into web-based training: A case study and lesson learned. In B. Khan (Ed.), *Web-Based Training* (pp. 415-422). Englewood Cliffs, NJ: Educational Technology Publications.
14. Kozlowski, S. W. J., Toney, R. J., Mullins, M. E., Weissbein, D. A., Brown, K. G., & Bell, B. S. (2001). Developing adaptability: A theory for the design of integrated-embedded training systems. In E. Salas (Ed.), *Advances in Human Performance and Cognitive Engineering Research* (Vol. 1, pp. 59-124). New York: Elsevier Science.
15. Kozlowski, S. W. J., Brown, K. G., Weissbein, D. A., Cannon-Bowers, J. & Salas, E. (2000). A multi-level perspective on training effectiveness: Enhancing horizontal and vertical transfer. In K. J. Klein & S. W. J. Kozlowski (Eds.), *Multilevel Theory, Research, and Methods in Organizations* (pp. 157-210). San Francisco, CA: Jossey-Bass. [SIOP Frontiers Series]
16. Dessinger, J., Brown, K. G., Reesman, M., & Elliot, L. (1998). Measuring attitudes to assess training: The Interactive Distance Learning Group looks at learning and transfer from satellite training. In D. A. Schreiber & Z. L. Berge (Eds.), *Distance Training: How Innovative Organizations are Using Technology to Maximize Learning and Meet Business Objectives* (pp. 328-350). San Francisco, CA: Jossey-Bass.
17. Kristof, A. L., Brown, K. G., Sims, H. P., Jr., & Smith, K. A. (1995). The virtual team: A case study and inductive model. In M. M. Beyerlein, D. A. Johnson, & S. T. Beyerlein (Eds.),

Advances in Interdisciplinary Studies of Work Teams: Knowledge Work in Teams (Vol. 2, pp. 229-254). Greenwich, CT: JAI Press.

PUBLICATIONS: BOOKS

1. Brown, K. G. (2015, Ed.). *Handbook of Workplace Training and Employee Development*. New York: Cambridge University Press. Under contract, chapters in development.
2. Stewart, G. L. & Brown, K. G. (2014). *Human Resource Management: Linking Strategy to Practice* (3rd ed.). Wiley & Sons. First edition published in 2008.

PUBLICATIONS: INVITED ARTICLES and EDITORIALS

1. Brown, K. G. (2013, June 8). Opinion: To adapt successfully, we must work together. Part of a series in "On the same page: Advising the new regents." *Iowa City Press Citizen*.
2. Billsberry, J., Kenworthy, A. L., Hrivnak, G. A., & Brown, K. G. (2013). From the editor: Daring to be different: Unconferences, new conferences, and reimagined conferences. *Journal of Management Education*, 37, 175-179.
3. Brown, K. G. (2012). From the editor: Thoughts on great reviews. *Academy of Management Learning & Education*, 11, 152-154.
4. Brown, K. G. (2012). From the editor: Traditions and aspirations. *Academy of Management Learning & Education*, 11, 5-8.
5. Brown, K. G. (2012, March 1). Guest Opinion: How about some free consulting? *Des Moines Business Record*.
6. Härtel, C. E. J. & Brown, K. G. (2011). Introduction: Giving voice to values, caring economies and ethical leadership. *Academy of Management Learning & Education*, 10, 732-733.
7. Brown, K. G. & Härtel, C. E. J. (2011). Introduction: History matters. *Academy of Management Learning & Education*, 10, 351-352
8. Brown, K. G. (2011). From the editors: Do we ignore our own research? Is it useful? *Academy of Management Learning & Education*, 10, 6-8.
9. Härtel, C. E. J. & Brown, K. G. (2011). Introduction: Deepening our social engagement: Management educators as social entrepreneurs. *Academy of Management Learning & Education*, 10, 162-163.
10. Brown, K. G. & Härtel, C. E. J. (2010). Introduction: Decisions, decisions. *Academy of Management Learning & Education*, 9, 726.
11. Brown, K. G. & Härtel, C. E. J. (2010). Introduction: Innovations in unlikely places. *Academy of Management Learning & Education*, 9, 353.
12. Härtel, C. E. J. & Brown, K. G. (2010). Introduction: Capturing the complexity of our subject. *Academy of Management Learning & Education*, 9, 144.
13. Brown, K. G. & Härtel, C. E. J. (2009). Introduction: Being true to our section title. *Academy of Management Learning & Education*, 8, 610-611.
14. Härtel, C. E. J. & Brown, K. G. (2009). Introduction: A call to educate. *Academy of Management Learning & Education*, 8, 297-298.
15. Härtel, C. E. J. & Brown, K. G. (2009). Introduction: Opening the black box in more ways than one. *Academy of Management Learning & Education*, 8, 131-132.
16. Brown, K. G. & Redlawsk, D. (2007). The Iowa Engagement Corps or what we did on our summer vacation. Cover story for *TALK: A Newsletter from the Center for Teaching*.
17. Brown, K. G. (2004, December). Get a seat at the table. Cover story for *T + D*.

18. Brown, K. G. & Sugrue, B. (2003). Commentary on Stephen Cohen's article 'Matching the Method to the Message: Strategies for Instruction'. *Performance Improvement*, 42(1), 5-6.
19. Brown, K. G. (2001, Fall). Sender beware: Using email for business communication. *University of Iowa MBA Journal*.

TECHNICAL REPORTS

* Student working on an honors thesis or independent study project

1. Brown, K. G. (2010). *SHRM Learning System and SPHR Certification Process: A First Person Report*. Alexandria, VA: Society of Human Resource Management.
2. Binning, M.* & Brown, K. G. (2010). *Financial Literacy Online Tool Research Summary*. Iowa City, IA: University of Iowa Office of Financial Aid.
3. Brown, K. G. and Associates (2009). *Research Review of "Rosetta Stone™ Findings" by the Center for Advanced Study of Languages*. Harrisonburg, VA: Rosetta Stone.
4. Decker, C.* & Brown, K. G. (2008). *National Nursing Practice Network: Improving the Usefulness of the Website*. Iowa City, IA: National Nursing Practice Network.
5. Klever, L.* & Brown, K. G. (2008). *Compensation Assessment Project*. West Branch, IA: Schenker Logistics, Inc.
6. Sitzmann, T., Ely, K., Bauer, K. N., Brown, K. G., & Kraiger, K. (2008). *A Cyclical Model of Motivational Constructs in Web-based Courses*. ADL Technical Report 2008-2. Alexandria, VA: Advanced Distributed Learning Initiative.
7. DuBrava, L.* & Brown, K. G. (2006). *Employee Satisfaction Results and Recommendations*. Iowa City, IA: Visiting Nurses Association.
8. McQuinn, J.* & Brown, K. G. (2006). *Email Communication*. Iowa City, IA: NCS (now Pearson).
9. Brown, K. G. (2001). *Iowa Health Systems E-Commerce Readiness: Needs Assessment Survey Results*. Cedar Rapids, IA: Lowe Consulting Group.
10. Brown, K. G. and Associates* (2000). *Customer Contact Training Program (CCTP) Continuous Improvement Project: Results and Recommendations*. Cedar Rapids, IA: Kirkwood Community College Workplace Development Services.
11. Brown, K. G., Ford, J. K., & Milner, K. R. (1998). *The Design and Evaluation of Interactive Distance Learning Courses*. Ann Arbor, MI: National Center for Manufacturing Sciences.
12. Brown, K. G., Milner, K. R., & Ford, J. K. (1998). *The Design of Asynchronous Distance Learning Courses*. Ann Arbor, MI: National Center for Manufacturing Sciences.
13. Brown, K. G. & Ford, J. K. (1998). *The Evaluation of Asynchronous Distance Learning Courses*. Ann Arbor, MI: National Center for Manufacturing Sciences.
14. Brown, K. G. (1998). *Strategic Interactive and Ford Motor Company web-based training evaluation: Evaluation results for Global 8D web-based course pilot*. Dearborn, MI: Ford Motor Company.
15. Kozlowski, S. W. J., Weissbein, D. A., Brown, K. G., Toney, R. J., & Mullins, M. E. (1997). *Guiding the Development of Deployable Shipboard Training Systems: Enhancing Skill Acquisition, Adaptability, and Effectiveness* (Final Report 1.1; Contract No. N61339-96-K-0005). Orlando, FL: Naval Air Warfare Center, Training Systems Division.
16. Mullins, M. E., Toney, R. J., Brown, K. G., Weissbein, D. A., & Kozlowski, S. W. J. (1997). *The Development of Deployable Shipboard Training Systems: An Annotated Bibliography and Training Principles*. (Final Report 1.2; Contract No. N61339-96-K-0005). Orlando, FL: Naval Air Warfare Center, Training Systems Division.

17. Kozlowski, S. W. J., Gully, S. M., Smith, E. M., Nason, E. R., & Brown, K. G. (1996). *Learning Objectives and Training for Complex Skills: The Effects of Sequenced Mastery Goals and Advance Organizers on Learning Outcomes and Skills Generalization* (Final Report 1; Contract No. DAAL03-91-C-0034, DO No. 93367). Research Triangle Park, NC: U.S. Army Research Office.
18. Kozlowski, S. W. J., Gully, S. M., Smith, E. M., Brown, K. G., Mullins, M. E., & Williams, A. E. (1996). *Sequenced Mastery Goals and Advanced Organizers: Enhancing the Effects of Practice* (Final Report 2; Contract No. DAAL03-91-C-0034, DO No. 93367). Research Triangle Park, NC: U.S. Army Research Office.
19. Nason, E. R., Brown, K. G., Gully, S. M., & Kozlowski, S. W. J. (1995). *Skill Acquisition and Knowledge Development: Further Evidence for the Unique Contributions of Knowledge Structure to Skilled Performance* (#USAFA-TR-93-3). Colorado Springs, CO: U.S. Air Force Academy.

WORK IN PROGRESS

1. Brown, K. G. Expanding the conceptualization of motivation to learn. Essay in development as research incubator.
2. Brown, K. G., Howardson, G., & Fisher, S. e-Learning and learner control. Chapter for *Annual Review of Organizational Psychology and Organizational Behavior*, Vol. 3.
3. Brown, K. G. & Rubin, R. R. Management education and business schools. Chapter for A. Wilkonson, S. Armstrong, & M. Lounsbury (Eds.), *The Oxford Handbook of Management*.
4. Cummings, S., Bridgman, T., & Brown, K. G. A Foucauldian analysis of Kurt Lewin's representation in change management. Second revise and resubmit at *Human Relations*.
5. Greco, L., Charlier, S. D., Brown, K. G., & Park, J. The effect of goal orientation on learning choices. Data analysis in progress.
6. Ramchandran, K., Brown, K. G., Moy, S., Colbert, A., & Tranel, D. Testing the executive stereotype: Relations among leadership style, prefrontal brain processes, and lifestyle choices. Abstract accepted for full paper submission to *Frontiers in Human Neuroscience*.
7. Ramchandran, K., Colbert, A., Brown, K. G., Denburg, N., & Tranel, D. The neuropsychological antecedents of transformational leadership. Under review.
8. Thomas, B. & Brown, K. G. Workforce planning with high fidelity models of learning. Research in progress.

REFEREED CONFERENCE PRESENTATIONS

1. Greco, L., Charlier, S. D., Park, J., Christopher, C., & Brown, K. G. (2014, May). The effect of goal orientation on choices to exploit or explore knowledge. Paper presented at the *Twenty-Ninth Annual Conference of the Society for Industrial and Organizational Psychology*, Honolulu, HI.
2. Reeves, C., Downes, P., & Brown, K. G. (2013, August). So we need stinking badges? Leveraging the power of games in the classroom. Presented at the *Inaugural TLC@AOM Meeting*, Buena Vista, FL.
3. Brown, K. G., Arbaugh, J. B., Hrivnak, G., & Kenworthy, A. (2013, August). What if graduate management programs took learning seriously? Presented at the *Seventy-Second Annual Meeting of the Academy of Management*, Buena Vista, FL.

4. Cummings, S., Bridgman, T., & Brown, K. G. (2013, August). Lewinian limits: A Foucauldian analysis of Kurt Lewin's representation in change management. Presented at the *Seventy-Second Annual Meeting of the Academy of Management*, Buena Vista, FL.
5. Klein, H. J., Dachner, A. M., Surface, E. A., & Brown, K. G. (2012, August). The role of competence, confidence, and commitment over time during training. Presented at the *Seventy-First Annual Meeting of the Academy of Management*, Boston, MA.
6. Charlier, S. D., Hosmanek, A., Rynes, S. L., & Brown, K. G. (2012, August). What is Organizational Behavior? Construing the field from MBA syllabi. Presented at the *Seventy-First Annual Meeting of the Academy of Management*, Boston, MA.
7. Charlier, S. D., Brown, K. G., & Pierotti, A. (2012, April). An integrative model of e-learning use: Leveraging theory to understand and increase usage. Presented in K. G. Brown & S. D. Charlier (Co-Chairs) "e-HRM: New ideas for the digital age" at the *Twenty-Seventh Annual Conference of the Society for Industrial and Organizational Psychology*, San Diego, CA.
8. Charlier, S. & Brown, K. G. (2011, August). Leveraging theory and technology to improve utilization of e-learning. Presented at the 119th *Annual Convention of the American Psychological Association*, Washington, DC.
9. DeGeest, D., Christopher, J., & Brown, K. G. (2011, April). Self-awareness in the management development literature. Presented in R. Klimoski and K. G. Brown (Co-Chairs) "Manager, Know Thyself! A Closer Look at Self-Awareness" at the *Twenty-Sixth Annual Meeting of the Society of Industrial and Organizational Psychology*, Chicago, IL.
10. Brown, K. G., Bowlus, D., & Seibert, S. (2011, January). Online entrepreneurship curriculum for high school students: Impact on knowledge, self-efficacy, and attitudes. Presented in "Pedagogy: Engagement in the Entrepreneurship Classroom" session at the *United States Association for Small Business and Entrepreneurship Conference*, Hilton Head, SC.
11. Charlier, S., Brown, K. G., & Rynes, S. L. (2010, August). Teaching evidence-based management in MBA programs: What evidence is there? Presented at the *Seventieth Annual Meeting of the Academy of Management*, Montreal, Canada.
12. Brown, K. G. & Charlier, S. (2010, April). E-learning: Social and motivational perspectives. Presented at the *Twenty-Fifth Annual Meeting of the Society of Industrial and Organizational Psychology*, Atlanta, GA.
13. Bradley, B., Postlethwaite, B. E., Burns, M., & Brown, K. G. (2009, July). Reaping the benefits of conflict in teams: The critical role of team psychological safety climate and openness to experience. Paper presented at the *Fourth Annual INGroup Conference*, Colorado Springs, CO.
14. Postlethwaite, B. E., Brown, K. G., Charlier, S. D., Lidell, D., McQuistan, M., & Sass, K. (2009, April). What can be learned from service learning? Poster presented at the *Twenty-Fourth Annual Meeting of the Society of Industrial and Organizational Psychology*, New Orleans, LA.
15. Surface, E., Swender, E., Brown, K. G., & Dierdorff, E. (2008, November). Investigating the effectiveness of ACTFL OPI Tester Training. Presented at the *2008 American Council on the Teaching of Foreign Languages Annual Convention and World Languages Expo*, Orland, FL.
16. Dierdorff, E., Surface, E., & Brown, K. G. (2008, August). The effects of learner motivation on outcomes of frame of reference training. Presented at the *Sixty-Eighth Annual Meeting of the Academy of Management*, Anaheim, CA.
17. Bowlus, D. & Brown, K. G. (2008, June). Preparing teachers to teach entrepreneurship in secondary schools: Lessons learned from a needs assessment. Presented at the *International Council for Small Business World Conference*, Halifax, Canada.
18. Brown, K. G. (2008, June). Another look at how affect matters: Emotional sentiments as mediators of the relationship between affective traits and learning performance. Presented at

Institute for Work Psychology Conference 2008: Work, Well-Being and Performance, Sheffield, United Kingdom.

19. Bowlus, D. & Brown, K. G. (2008, January). Preparing teachers to teach entrepreneurship in secondary schools: Lessons learned from a needs assessment. In "Pedagogy: Entrepreneurship Education and Career Development" session at the *United States Association for Small Business and Entrepreneurship Conference*, San Antonio, TX.
20. Sitzmann, T., Brown, K. G., Casper, W. J., Ely, K., Zimmerman, R. D., & Bauer, K. (2007, August). A review and meta-analysis of the nomological network of trainee reactions. Presented in M. Simmering (Chair) and Nancy E. Waldeck (Discussant) "Perspectives on Training" at the *Sixty-Seventh Annual Meeting of the Academy of Management*, Philadelphia, PA.
21. Shayne, L. & Brown, K. G. (2007, April). Giving goodies in training: Are there benefits? Poster presented at the *Twenty-Second Annual Meeting of the Society of Industrial and Organizational Psychology*, New York, NY.
22. Brown, K. G. (2006, April). Expanding the criterion domain used to evaluate training in work organizations: A social capital perspective. Presented in S. Taylor (Chair) and E. Salas (Discussant) "Theoretical Advancements in E-Learning Research" at the *Twenty-First Annual Meeting of the Society of Industrial and Organizational Psychology*, Dallas, TX.
23. Sitzmann, T., Brown, K. G., & Kraiger, K. (2006, April). The impact of anticipated reactions and core self-evaluations on motivation to learn, post-training reactions, and learning. Presented in A. Towler (Chair) and R. Noe (Discussant) "Current Issues in Training Effectiveness" at the *Twenty-First Annual Meeting of the Society of Industrial and Organizational Psychology*, Dallas, TX.
24. Brown, K. G. (2005, August). Trainee satisfaction: Further exploration of structure and nomological network. Presented in A. Towler & K. Kraiger (Chairs) and T. T. Baldwin (Discussant) "E-Learning: Advances in Training Design and Evaluation" at the *Sixty-Fifth Annual Meeting of the Academy of Management*, Honolulu, HI.
25. Turban, D. B., Tan, H. H., Brown, K. G., & Sheldon, K. M. (2005, August). Antecedents and outcomes of perceived locus of causality: An application of self-determination theory. Presented at the *Sixty-Fifth Annual Meeting of the Academy of Management*, Honolulu, HI.
26. Brown, K. G. (2005, June). What does recent research tell us about training satisfaction? Paper presented at the Research Conference-Within-a-Conference, *American Society of Training and Development International Conference and Exposition*, Orlando, FL.
27. Brown, K. G., Rietz, T. A., & Sugrue, B. (2004, April). The effects of video conferencing, class size, and learner motivation on training outcomes. Paper presented at the *Nineteenth Annual Meeting of the Society of Industrial and Organizational Psychology*, Chicago, IL.
28. Shayne, L., Brown, K. G., Turban, D. & Witzberger, K. (2004, April). The 2x2 goal orientation framework: A study of its predictive validity and causal mechanisms. Paper presented at the *Nineteenth Annual Meeting of the Society of Industrial and Organizational Psychology*, Chicago, IL.
29. McGonigle, T. P., O'Shea, P. G., Curnow, C. K., & Brown, K. G. (2004, April). An empirical comparison of I/O Psychology's internal and external identities. Paper presented at the *Nineteenth Annual Meeting of the Society of Industrial and Organizational Psychology*, Chicago, IL.
30. Colbert, A., Rynes, S., & Brown, K. G. (2003, August). Who believes us? Understanding the consistency of managers' beliefs with HR research findings. Paper presented at an interactive paper session at the *Sixty-Third Annual Academy of Management Meeting*, Seattle, WA.

31. Sitzmann, T. M., Casper, W. J., Brown, K. G., & Witzberger, K. (2003, April). Moderators of the relationship between reactions to training and learning outcomes. In S. T. Sarkar-Barney (Chair) and T. T. Baldwin (Discussant), "Training Evaluation: New Directions" at the *Eighteenth Annual Meeting of the Society of Industrial and Organizational Psychology*, Orlando, FL.
32. Brown, K. G. (2002, April). Influence of job characteristics and perceived learning support on e-learning activity. In K. G. Brown (Chair) and J. K. Ford and K. Kraiger (Discussants), "e-Learning Participation and Outcomes: Evidence from the Field" at the *Seventeenth Annual Meeting of the Society of Industrial and Organizational Psychology*, Toronto, Canada.
33. Brown, K. G. & Caprar, D. V. (2002, April). A review of technology-delivered training from 1990-2000. In C. Wanberg (Chair) "Web-Based Training: Best Practices and Research Directions" at the *Seventeenth Annual Meeting of the Society of Industrial and Organizational Psychology*, Toronto, Canada.
34. Brown, K. G. (2002, April). Satisfaction with computer-delivered instruction: Dispositional or situational? In S. W. J. Kozlowski (Chair) and E. Salas (Discussant) "Advances in Training Effectiveness: Traits, States, Learning Processes, and Outcomes" at the *Seventeenth Annual Meeting of the Society of Industrial and Organizational Psychology*, Toronto, Canada.
35. Brown, K. G. & Ford, J. K. (2001, April). Using computer technology in training: Building an infrastructure for learning. In K. G. Brown (Chair) and K. Kraiger and I. Goldstein (Discussants) "Beyond Bells and Whistles: Using Computer Technology to Stimulate Active Learning" at the *Sixteenth Annual Meeting of the Society of Industrial and Organizational Psychology*, San Diego, CA.
36. Brown, K. G., Ironside, T., Linn, C. F., & Johnson, B. L. (2001, April). An inductive exploration of barriers to participation and completion of e-learning opportunities. In C. Wiethoff (Chair) and D. M. Cable (Discussant) "HR.COM: Human Resource Management Strategies for the Dot-Com World" at the *Sixteenth Annual Meeting of the Society of Industrial and Organizational Psychology*, San Diego, CA.
37. Sorenson, A., Brown, K. G., Werner, M. M., & Huntley, J. (2001, April). How do learning differences arise across media? Poster presented at the *Sixteenth Annual Meeting of the Society of Industrial and Organizational Psychology*, San Diego, CA. Also presented as a poster at the DePaul University College of Commerce Human Resources Symposium.
38. Kozlowski, S. W. J., Brown, K. G., & Weissbein, D. A. (2000, April). A multi-level approach to training effectiveness: Enhancing horizontal and vertical transfer. In K. J. Klein and S. W. J. Kozlowski (Co-Chairs) "Multilevel Theory in I/O Psychology: Examples and Lessons for Theory Development" at the *Fifteenth Annual Meeting of the Society of Industrial and Organizational Psychology*, New Orleans, LA.
39. Brown, K. G. (2000, April). Evaluating Web-based training. In R. J. Sanchez (Chair) "Effective use of Web-based training" at the *Fifteenth Annual Meeting of the Society of Industrial and Organizational Psychology*, New Orleans, LA.
40. Brown, K. G. & Kozlowski, S. W. J. (1999, April). Toward an expanded conceptualization of emergent organizational phenomena: Dispersion theory. In F. P. Morgeson and D. A. Hofmann (Chairs) and K. Klein (Discussant) "New Perspectives on Higher Level Phenomena in Industrial/Organizational Psychology" at the *Fourteenth Annual Meeting of the Society of Industrial and Organizational Psychology*, Atlanta, GA.
41. Brown, K. G., Werner, M. M., Johnson, L. A., & Dunne, J. T. (1999, April). Formative evaluation in Industrial/Organizational Psychology: Further efforts to broaden training evaluation. In M. A. Quiñones (Chair) and R. A. Noe (Discussant) "Training Evaluation:

- Advances and New Directions for Research and Practice" at the *Fourteenth Annual Meeting of the Society of Industrial and Organizational Psychology*, Atlanta, GA.
42. Brown, K. G. (1999, April). The influence of individual differences on success in web-based training. In S. Fisher and K. G. Brown (Chairs) and J. K. Ford and S. Gittelman (Discussants) "Using Computers for Training Delivery: CBT, WBT, ISD, and Me" at the *Fourteenth Annual Meeting of the Society of Industrial and Organizational Psychology*, Atlanta, GA.
 43. Mullins, M. E., Kozlowski, S. W. J., Toney, R. J., Bell, B. S., Brown, K. G., & Weissbein, D. A. (1999, April). Adaptive performance: Mastery vs. performance goals and feedback consistency. Poster presented at the *Fourteenth Annual Meeting of the Society of Industrial and Organizational Psychology*, Atlanta, GA.
 44. Brown, K. G., Weissbein, D. A., Kozlowski, S. W. J., & Cannon-Bowers, J. (1998, April). One step beyond: Expanding transfer research to include vertical transfer. In W. E. K. Lehman and M. A. Cavanaugh (Chairs) and Lawrence R. James (Discussant) "Recent Trends in the Study of Transfer Climate: Theory, Research, and Consultation" at the *Thirteenth Annual Meeting of the Society of Industrial and Organizational Psychology*, Dallas, TX.
 45. Kozlowski, S. W. J., Toney, R. J., Weissbein, D. A., Mullins, M. E., Brown, K. G., & Bell, B. (1998, April). Training adaptive performance. In S. W. J. Kozlowski, S. Parker, & M. Frese (Chairs) and S. J. Motowidlo (Discussant) "Beyond Task Performance: Proactivity and Learning" at the *Thirteenth Annual Meeting of the Society of Industrial and Organizational Psychology*, Dallas, TX.
 46. Kozlowski, S. W. J., Toney, R. J., Weissbein, D. A., Mullins, M. E., & Brown, K. G. (1998, May). Developing adaptive expertise. Presented at the *Fourth Annual Conference on Naturalistic Decision Making*, Airlie, VA.
 47. Mullins, M. E., Brown, K. G., Toney, R. J., Weissbein, D. A., & Kozlowski, S. W. J. (1998, April). Individual differences, self-efficacy, and training outcomes. In J. E. Mathieu & S. M. Gully (Chairs) and E. Salas (Discussant) "Individual Differences, Learning, Motivation, and Training Outcomes" at the *Thirteenth Annual Meeting of the Society of Industrial and Organizational Psychology*, Dallas, TX.
 48. Brown, K. G. & Kozlowski, S. W. J. (1997, April). Self-evaluation and training outcomes: The effects of training strategy and goal orientation. Poster presented at the *Twelfth Annual Meeting of the Society of Industrial and Organizational Psychology*, St. Louis, MO.
 49. Brown, K. G., Mullins, M., Weissbein, D., Toney, R., & Kozlowski, S. W. J. (1997, April). Mastery goals and strategic reflection: Preliminary evidence for learning interference. In S. W. J. Kozlowski (Chair) and M. Quiñones and J. Martocchio (Discussants) "Metacognition and Training," at the *Twelfth Annual Meeting of the Society of Industrial and Organizational Psychology*, St. Louis, MO.
 50. Brown, K. G., Kozlowski, S. W. J., & Hattrup, K. (1996, August). The search for consensus on measures of consensus: Issues and recommendations in reconceptualizing agreement as a construct in organizational research. In S. W. J. Kozlowski and K. J. Klein (Chairs) and L. R. James (Discussant) "The Meaning and Measurement of Within-Group Agreement" at the *Academy of Management Meeting*, Cincinnati, OH.
 51. DeShon, R. P., Brown, K. G., & Greenis, J. L. (1996, April). Does self-regulation require cognitive resources? An evaluation of resource allocation models of goal setting. Poster presented at the *Eleventh Annual Conference of the Society for Industrial and Organizational Psychology*, San Diego, CA.
 52. Kozlowski, S. W. J., Gully, S. M., Smith, E. M., Brown, K. G., Mullins, M., & Williams, A. (1996, April). Enhancing the effect of practice: The effects of sequenced mastery goals and advance organizers. In K. Smith-Jentsch (Chair) and Paul Thayer (Discussant) "When, How,

- and Why Practice Makes Perfect?” at the *Eleventh Annual Conference of the Society for Industrial and Organizational Psychology*, San Diego, CA.
53. Kozlowski, S. W. J., Gully, S. M., Smith, E. M., Nason, E. R., & Brown, K. G. (1995, May). Sequenced mastery training and advance organizers: Effects on learning, self-efficacy, performance, and generalization. In R. J. Klimoski (Chair) and R. G. Lord (Discussant) “Thinking and Feeling While Doing: Understanding the Learner in the Learning Process” at the *Tenth Annual Conference of the Society for Industrial and Organizational Psychology*, Orlando, FL.
 54. Kristof, A. L., Audia, G., Brown, K. G., & Locke, E. A. (1995, May). Work strategies and goal theory: The road to continuous improvement? Poster presented at the *Tenth Annual Conference of the Society for Industrial and Organizational Psychology*, Orlando, FL.
 55. Nason, E. R., Gully, S. M., Brown, K. G., & Kozlowski, S. W. J. (1995, May). Skill acquisition and declarative knowledge: Where structural knowledge fits. Poster presented at the *Tenth Annual Conference of the Society for Industrial and Organizational Psychology*, Orlando, FL.
 56. Kristof, A. L., Brown, K. G., Sims, H. P., Jr., & Smith, K. A. (1994, June). Building the virtual team: An example from AES Corporation. Presented at the *Theory Symposium: Self-Directed Work Teams*, Center for the Study of Work Teams, University of North Texas, Denton, TX.

GRANTS

- National Science Foundation (with Barrett Thomas), 2013-2016, “Solving Large-Scale, High-Fidelity Workforce Planning Models that Recognize the Potential of Human Learning” (Award No. CMMI-1266064) \$218,675.
- Iowa Research Experience for Undergraduates Program (paid directly to a student research assistant), 2012-2013. “Learning in a Distraction-Rich Environment” \$2,500.
- Iowa Research Experience for Undergraduates Program (paid directly to a student research assistant), Summer 2011. “Faculty Cluster Hires: Internal and External Perspectives” \$2,500.
- Iowa Research Experience for Undergraduates Program (paid directly to a student research assistant), Summer 2010. “Managers with Computers at Their Desk: Boon or Bain for Learning?” \$2,500.
- Iowa Research Experience for Undergraduates Program (paid directly to a student research assistant), 2009-2010. “Managers with Computers at Their Desk: Boon or Bain for Learning?” \$2,500.
- Iowa Research Experience for Undergraduates Program (paid directly to a student research assistant), Summer 2009. “Evidence-Based Practice or Something Else?” \$2,500.
- Management Education Research Institute (with J. Bartunek), 2008-2009. “Evidence-Based Management or Something Else? An Examination of Content and Process in the Management Classrooms of AACSB Accredited MBA Programs.” \$33,143.
- University of Iowa Academic Technology Services, Innovations in Teaching with Technology Award, 2008-2009. “The Quick Email Reply (QUERY) System.” \$7,000.
- Iowa Research Experience for Undergraduates Program (paid directly to a student research assistant), 2008-2009. “Assessing Community Needs.” \$3,000.
- University of Iowa Academic Technology Services, Innovations in Instructional Computing Award (with B. Ingram), 2006. “Clickers in the Classroom.” \$19,350.
- Iowa USA Program (paid directly to a student research assistant), 2004-2006. “Management Learning.” \$2,400 each year.
- University of Iowa Old Gold Summer Fellowship, 2000. “An Examination of Individual Characteristics that Influence Success in Web-Based Instruction.” \$6,000.

PROFESSIONAL DEVELOPMENT WORKSHOPS

- Brown, K. G., Chen, X., & Baldwin, T. T. (2014, August). Teaching Innovations and Fundamentals. Presented at the *Seventy-Third Annual Meeting of the Academy of Management*, Philadelphia, PA.
- Brown, K. G., Armstrong, S. J., & Wright, R. (2014, June). Management Education Journal Editor's Panel. *International Association for Chinese Management Research*, Beijing, China.
- Sun, J. & Brown, K. G. (2014, June). Management Education Paper Development Workshop. *International Association for Chinese Management Research*, Beijing, China.
- Brown, K. G. (2014, 2012, 2011, 2010, & 2009, January). Big Picture Thinking: What Every University Manager Should Know. Presented as kick-off seminar for the *Advanced Management Series*, University of Iowa, IA.
- Baldwin, T. T. & Brown, K. G. (2013). Master Teachers. Presented at the SHRM and HR Division Innovative Teaching Conference, Chicago, IL.
- Brown, K. G. (2011, October). Big Picture Thinking. Presented as Department Chair Workshop, Office of the Provost, University of Iowa, IA.
- Brown, K. G. & Ford, L. (2010). Partnering with Institutions of Higher Education: Service Learning and Beyond. Iowa Non-Profit Summit 2010. Ames, IA.
- Brown, K. G. (2010). Appreciative Inquiry. Workshop with the Centers for Diversity and Enrichment. University of Iowa, IA.
- Brown, K. G. (2008, April). Big Picture Thinking: What Every University Manager Should Know. Presented as part of the Advanced Management Series, University of Iowa, IA.
- Kraiger, K. & Brown, K. G. (2008, April). Building and Managing Effective E-Learning Systems: How to Build a World-Class Technology-Based Training System in Which Employees Really Learn. Presented as a Professional Development Workshop at the *Twenty-Third Annual Meeting of the Society of Industrial and Organizational Psychology*, San Francisco, CA.
- Thacker, R. & Brown, K. G. (2007, August). Teaching Strategic Human Resource Management. Presented at a Professional Development Workshop at the *Sixty-Seventh Annual Meeting of the Academy of Management Meeting*, Philadelphia, PA.
- Brown, K. G. (2006, August). My Experience with Service Learning. Presented at a Professional Development Workshop at the *Sixty-Sixth Annual Meeting Academy of Management Meeting*, Atlanta, GA.
- Konopaske, R., Jansen, K., & Brown, K. G. (2004, August). Leveraging SHRM. Professional Development Workshop at the *Sixty-Fourth Annual Meeting of the Academy of Management Meeting*, New Orleans, LA.

INVITED LECTURES and KEYNOTES

- “Research in Management Education: Obstacles and Opportunities” presented at Tsinghua University, Beijing, China, 6/14.
- “Making the most of your job: The 5 P’s” presented to the STEP organization, Iowa City, 4/14.
- “Don’t forget to have fun” presented as a joint keynote to the Tippie Student Leader Banquet, 4/14.
- “Confessions of an award winning teacher” presented for The Studio Talks, Iowa City, 3/14.
- “What have I learned about leadership?” presented at IGNITE Tippie, Iowa City, 3/14.
- “The secret: There is no secret” presented to Iowa City West High school, Iowa City, 3/14.
- “Publishing teaching research” presented with Bill Ferris and Bill Heisler at the SHRM and HR Division Innovative Teaching Conference, Chicago, 6/13.

- “Teaching and technology: Where we are and where we are going” presented as keynote address to the Concordia University e.SCAPE Conference, 4/13.
- “Technology and integrative management” facilitated discussion at McGill University, Montreal, Canada, 4/13.
- “What every faculty member should know about learning and what we should do about it” presented at the John Molson School of Business, Concordia University, Montreal, Canada, 4/13.
- “What faculty should know about learning and what we should do about it” presented at the University of Victoria Wellington, New Zealand, and the University of New South Wales, Australia, 2/13.
- “It might be all Greek to them: Helping employers make sense of your experience as a Greek student leader,” presented to the Order of Omega and Rho Lambda Honor Societies, University of Iowa, 12/12.
- “Where volunteering can take you” presented to the Tippie Direct Admit Students, University of Iowa, 9/12.
- “Work-family balance: A journey in progress” presented at the OB/ODC Divisions Doctoral Consortium with Amy Kristof-Brown, Montreal, 8/10. San Antonio, 8/11. Boston, 8/12.
- “Poetry and plumbing: The path to real change” presented to the Association of Big Ten Student Government leaders, Iowa City, 8/12.
- “Researching the MBA curriculum” presented at the University of Kansas Department of Management Speaker Series, 5/12. Also presented at Bond University, 2/12.
- “Understanding influence” presented for The Teaching Company Great Courses and for Bond University, 2/12. Available on iTunes University as a Bond University Business Links Masterclass.
- “Self-assessment as a learning outcome?” presented at Deakin and Monash Universities, 2/12.
- “Meet the editor” presented at Deakin University, Monash University, University of Melbourne, and University of Queensland, 2/12.
- “Team roles and successful teamwork” presented to the Xicotopec Service Learning course, College of Pharmacy, 2/2010, 2/2011, 2/12.
- “Strategic HR in non-profits” presented to the Non-Profit Organizational Effectiveness course. Iowa City, IA, 2/07 – 2/11.
- “Negotiating: It is not just for executives” presented to Alpha Kappa Psi Business Fraternity, 11/10, 11/08.
- “What the best college students do” presented to Tippie Optimist Club, 10/10.
- “Experiential learning in and out of the management classroom” presented on-line via Wiley Faculty Network (<http://www.wiley.com//college/wfn>), 9/10.
- “Teaching tips” presented at the HRM Division Doctoral Consortium and Junior Faculty Consortiums. Anaheim, CA, 8/08; Chicago, IL, 8/09; Montreal, Canada, 8/10.
- “Presenters’ boot camp” presented to University of Iowa Career Advisors, Iowa City, IA. 6/10.
- “Program evaluation” presented to the Iowa Sexual Harassment Prevention Education Task Force, Iowa City, IA, 4/10.
- “Big picture thinking” presented to the IT Leaders Leadership Development Group. Iowa City, IA, 12/09.
- “Motivational interviewing: It’s not just for health” presented to the University of Iowa Student Success Team (with T. Villhauer). Iowa City, IA, 9/09.
- “Research to improve training effectiveness: Three studies on trainee reactions” presented to the Department of Management, Michigan State University. East Lansing, MI, 2/08.

- “Clicking with your students” presented as a University of Iowa Center for Teaching seminar. Iowa City, IA, 2/07.
- “Networking at the Academy Meetings and beyond” presented at the HRM Division Doctoral Consortium. Atlanta, GA, 8/06. Philadelphia, PA, 8/07.
- “Comparing academic, practitioner, and ‘bridging’ journals in Human Resource Management: Implications for knowledge transfer between academics and practitioners” (with Sara Rynes and Tamara Giluk) presented at the *Second Biennial Conference of the International Association for Chinese Management Research (IACMR)*. Nanjing, China, 6/06.
- “We all do it, but do we do it well?” presented to ASTD members nationwide via the Internet, 3/06.
- “Whither training reactions?” presented to the Department of Psychology, Wayne State University. Detroit, MI, 3/06.
- “A new look at Level 1 evaluation” presented for the Chartered Institute for Personnel and Development. London, UK, 1/06.
- “Surviving the dissertation process” presented with M. Wesson at the HRM Division Doctoral Student Consortium. Honolulu, HI, 8/05.
- “Let’s have a good fight” Keynote Address for the Second Annual Student Organization Banquet, Tippie College of Business. Iowa City, IA, 4/05.
- “Psychology and business” for the Psychology Department Undergraduate Program. Iowa City, IA, 10/03, 10/04, and 10/05.
- “e-Learning panel discussion” at the Golden State chapter of the International Society for Performance Improvement. Des Moines, IA, 10/03.
- “Academic-practitioner collaboration in doctoral programs—in theory and in practice” (with Jean Bartunek and colleagues) presented at the *European Doctoral Programmes Association in Management and Business Administration Annual Meeting and General Assembly*. Budapest, Hungary, 9/03.
- “e-Learning research update: Time matters” presented at *eLearninternational 2003*. Edinburgh, Scotland (via telephone), 2/03.
- “e-Learning opportunities: Who participates and who learns?” Presented at the American Society of Training and Development International Conference and Exposition. New Orleans, LA, 6/02.
- “e-Learning research and consulting” presented for PSYC 4645 at University of Colorado Denver via an on-line chat session. Denver, CO, 5/02.
- “Formative evaluation: Using evaluation to build commitment to change” presented at the Tippie College Organizational Design and Change MBA elective. Iowa City, IA, 11/01.
- “Consulting experience: Lessons from the paradox of project work” presented to the Hawkeye Chapter of the Society of Human Resource Management. Iowa City, IA, 11/01.
- “Knowledge transfer from academics to practitioners: What’s happened in training research lately?” presented to the Hawkeye Chapter of the American Society of Training and Development. Cedar Rapids, IA, 10/01.
- “Problems, progress, and opportunity in the e-learning revolution” presented to the Chicago Industrial and Organizational Psychology meeting. Oakbrook, IL, 12/00. Also presented at the joint meeting of the Hawkeye Chapter of the Society of Human Resource Management and the Eastern Iowa Human Resources Association Meeting. Iowa City, IA, 4/01.
- “e-Learning opportunities: Who learns and why?” presented at Department of Management, Pennsylvania State University. State College, PA, 2/01.
- “Formative evaluation: Further efforts to broaden training evaluation” presented at the University of Iowa College of Education Graduate Student Research Conference. Iowa City, IA, 11/00.
- “A primer on training evaluation” presented to the Iowa Trainer's Network as a University of Iowa Staff Development Workshop. Iowa City, IA, 11/00.

- “Current trends in training research” presented with E. Salas at the HRM Division Doctoral Student Consortium. Toronto, Canada, 8/00.
- “Web-based training: Trends and discussion” at the Eastern Iowa Human Resources Association Meeting. Iowa City, IA, 4/00. Also presented at the Department of Management and Organizations Advisory Council Meeting. Iowa City, IA, 5/00.
- “Dental practice management: Basic business truths (with an emphasis on technology)” at the Dental Practice Management Elective, College of Dentistry. University of Iowa, 10/99.
- “Making the right impression in a job interview” at the 1st Annual Undergraduate Leadership Conference, Henry B. Tippie College of Business. Iowa City, IA, 9/99.
- “Meat and potatoes web use: Student reactions to the web as a means to increase information accessibility” at the University of Iowa Center for Teaching conference on “Internet in the Classroom.” Iowa City, IA, 4/99.
- “Introduction to Industrial and Organizational Psychology” at the Psychology Honors Program, Department of Psychology, University of Iowa. Iowa City, IA, 3/99.
- “Individual differences in success with web-based training” at the Industrial Relations Center, University of Minnesota. Minneapolis, MN, 2/98.

MEDIA CITATIONS

- Civic seminar spurs community engagement conversations. *OurVoice*, May 9, 2014.
- New survey sings praises of Des Moines, *Des Moines Register*, December 26, 2013.
- How MBA teaching must change, *MBANews* (Australia), August 26, 2013.
- Sorting out the data. *IowaNow*, October 29, 2012.
- No EBM in the MBA. *BizEd*, September/October, 2012.
- OnIowa! Volunteers reap rich rewards. *IowaNow*, June 27, 2012.
- Scandal raises questions about technology usage policies. *Des Moines Register Online*, June 4, 2012.
- Study: MBA schools lack management training. *Corridor Business Journal*, May 21-27, 2012.
- Outgoing UI seniors hear advice at Last Lecture. *Daily Iowan*, April 14, 2011.
- Continuous learning critical in changing business climate. *The Gazette*, February 20, 2011.
- Institute hopes to show civic engagement. *Iowa City Press Citizen*, January 8, 2011 [Institute also showcased on the Imagining America website in February 2011].
- Be the change. *Iowa Alumni Magazine*, December 2010.
- Obermann gets temp home. *The Daily Iowan*, November 18, 2010.
- Convocation kicks off UI’s welcome. *The Daily Iowan*, August 23, 2010.
- Using research to guide practice: A dozen guidelines from the research, *Canadian Learning Journal*, Spring 2010.
- Obermann Center gets new director, location, *The Daily Iowan*, July 9, 2010.
- Balancing life factors. *Corridor Business Journal*, December 15, 2009.
- Close the gap between research and practice. *HR Magazine*, November 2009.
- Faculty worried about further budget cuts. *Iowa City Press Citizen*, October 7, 2009.
- Campus wi-fi to expand. *The Daily Iowan*, September 24, 2009.
- Breakroom posters: Motivational or mockable? *Reliable Plant Magazine*, undated on-line. Covered via live radio show Federal News Radio on the Daily Debrief, June 19, 2009, and RadioIowa on July 3, 2009.
- Meeting expectations: Sticking to focused agendas gets attention. *Corridor Business Journal*, June 1, 2009.
- E-mail etiquette for the Internet incompetent. *Laptopmag.com*, March 3, 2008.

Business education, enhanced with technology. *Businessweek.com*, The MBA Life, January 30, 2008.

Anguished decision: Selling family-owned Dewey Ford. *Des Moines Register*, November 12, 2007.

Nothing average about these 40. *Corridor Business Journal*, October 22-28, 2007.

UI faculty to take a new approach. *Iowa City Press Citizen*, October 18, 2006.

The fight for classroom attention: Professor vs. laptop. *The Chronicle of Higher Education*, June 2, 2006.

Personal stories inspire personal optimism: Motivational speakers can feed ambition in employees. *Des Moines Register*, November 12, 2005.

Shushing work gossip. *The Daily Iowan*, October 6, 2005.

Beware dream jobs. *The Daily Iowan*, September 23, 2005.

UI using hands-on learning in classes. *The Daily Iowan*, August 31, 2005.

My answer is: Click! College profs making class more interactive. *Des Moines Register*, May 10, 2005.

Roll with it. *Des Moines Register*, May 15, 2004. Picked by other papers including the *Detroit News*, June 7, 2004.

Many HR managers clueless. *The Des Moines Register*, June 2, 2003.

What to do about e-dropouts. *T&D*, June 2003.

Flaws appears as companies turn to computer-based training. *Wall Street Journal*, July 3, 2001.

Laptop lessons. *Online Learning Magazine*, March 2001.

No big surprise in Microsoft ruling, prof says. *The Daily Iowan*, April 4, 2000.

E-mail writers delete rules of grammar. AP story April 1, 2000, reprinted in *Wall Street Journal*, *New York Times*, *Washington Post*, *San Francisco Chronicle*, and others.

Native of C.R. unlocked key to breakthrough for fax machines. *Cedar Rapids Gazette*, September 12, 1999.

TEACHING

Undergraduate: First Year Faculty Seminar; First Year Faculty Seminar (Honors); Introduction to Management; Individuals, Teams, and Organizations; Individuals, Teams, and Organizations (Honors); Training and Developing Human Resources (Traditional and Service Learning); Internship Supervision; Directed Readings; Honors Thesis Supervision; Honors Independent Study (Traditional and Service Learning); International Studies Thesis Supervision.

MBA: Influence and Persuasion (Executive); Organizational Behavior; Training and Developing Human Resources (Traditional and Service Learning); Internship Supervision; Directed Readings.

Doctoral: Field Research Methods; Public Engagement and the Academy (Interdisciplinary Graduate College Seminar); Topics in Management & Organizations; Training and Careers; Dissertation Supervision.

WORK AND CONSULTING EXPERIENCE

Facilitator and Co-Organizer, Research in Management Learning & Education Unconference, 6/14 in Copenhagen, Denmark (in association with Copenhagen Business School) and 2/13 in Gold Coast, Australia (in association with Bond University)

With an international team, planned a conference for discussion of research topics in management education; facilitated main and break-out group discussions.

Facilitator, College of Education and Tippie College of Business Symposium on Educational Leadership, 6/14

Facilitated discussion among school superintendents about potential partnerships between education and business.

Facilitator, University of Iowa Civic Seminar, 4/14

Facilitated small group discussion with university and community members.

Facilitator, Committee on Institutional Cooperation (CIC) Joint Meeting of Vice Presidents of Student Affairs and Associate Provosts of Undergraduate Education, 10/13

Facilitated two sessions about collaboration between academic and student service organizations.

Facilitator, Tippie College of Business, 1/13-2/13

Facilitated feedback sessions on the college's mission, values, and strategic priorities with alumni groups in Des Moines, Davenport, Cedar Rapids, Minneapolis, and New York City.

Facilitator, University of Iowa Faculty Senate, 6/12-9/12

Facilitated retreat with faculty senate officers, Deans, and senior University administrators.

Consultant, Center for Aging and Community, University of Wisconsin-Milwaukee, 4/12-6/12

Facilitated strategic planning data collection and workshop.

Consultant, Society of Human Resource Management, Alexandria, VA, 10/09-2/10

Provided an expert review of the SHRM Learning System, the primary learning product offered by SHMR to help professionals prepare for the PHR and SPHR exam.

Consultant, John Pappajohn Entrepreneurial Center, Iowa City, IA, 9/08 to 12/09

Designed and conducted an evaluation of an on-line entrepreneurial training program, YouthBizCentral.

Facilitator, Partnership for Alcohol Safety, Iowa City, IA, 3/09

Facilitated multiple meetings as well as meeting follow-up to create a coordinated alcohol safety plan for Iowa City and the University of Iowa.

Consultant, Rosetta Stone, Arlington, VA, 12/08

Reviewed research on the company's language learning software and the software product itself. Also provided recommendations regarding future research on the product's effectiveness. Lead consultant in team with 5 other consultants.

Facilitator, Eastern Iowa Community Mental Health Center, Iowa City, IA, 11/07
Facilitated strategic planning retreat for Board of Directors and senior staff.

Facilitator, Carver College of Medicine Executive Team, Iowa City, IA, 10/07
Facilitated strategic planning retreat for executive team, focusing on improving collaboration across units within the college.

Consultant, Organizational Effectiveness, University of Iowa, Iowa City, IA, 9/05 to present
Provided strategic advice and review on redesign of the unit, analysis of employee satisfaction surveys, development of a leadership development program, and implementation of e-learning.

Consultant, John Pappajohn Entrepreneurial Center, Iowa City, IA, 3/05 to 7/05
Designed and conducted a needs assessment and evaluation of an on-line entrepreneurial training program targeting high school teachers and their students.

Research Advisor, Chartered Institute for Personnel Development, London, England, 8/02 to 2/03
Advised professional organization on the development and analysis of instruments to support e-learning use by companies and employees.

Consultant, ACT, Inc., Iowa City, IA, 1/02 to 7/02
Assisted in the development of a training curriculum for supervisors, managers, and directors. Supervised an MBA intern who conducted analyses and proposed program structure and content.

Consultant, Lowe Consulting Group, Cedar Rapids, IA, 11/00 to 1/01
Assisted with a technology-focused needs assessment of the statewide Iowa Health System.

Consultant, University of Iowa Information Technology Services, Iowa City, IA, 1/00 to 4/01
Conducted an evaluation of campus-wide, Intranet-delivered computer training. Supervised students completing user and supervisor interviews.

Consultant, Customer Call Center Training Consortium and Kirkwood Community College Workplace Development Services, Cedar Rapids, IA, 11/99 to 7/00
Conducted an evaluation of a consortium sponsored training program, including needs assessment activities within a sample of companies. Coordinated the activities of doctoral students completing much of this work.

Consultant, ACT, Inc., Iowa City, IA, 10/98 and 1/99
Wrote and reviewed test items for the management section of the United States Foreign Services Examination.

Consultant, AegonUSA, Cedar Rapids, IA, 11/98 to 5/99
Assisted with the development of a management development program. Collaborated with an intern to complete an organizational analysis.

Research Assistant, National Center for Manufacturing Sciences, Dearborn, MI, 8/97 to 6/98
Worked with a research team to design instruction and analyze evaluation data for satellite and web-based technical instruction. Principles drawn from the literature and the evaluation data were used to propose a best practices model of alternative distance training technologies.

Consultant, Strategic Interactive, East Lansing, MI, 4/97 to 12/97

Served on a project development team, providing recommendations regarding design of an award winning web-based course. Assisted with design of learning activities in addition to providing quality assurance testing.

Consultant, Ford Motor Company, Fairlane Training and Development Center, Dearborn, MI, 10/96 to 4/97

Provided recommendations for update and modification of the Salaried Supervisory Institute, one of Ford's three core supervisory training courses. Assisted in the development of modules to teach communication skills, motivation, and other topics.

Consultant, Ford Motor Company, Organizational Survey Services, Dearborn, MI, 2/97

Reviewed Ford Pulse attitude survey reports for accuracy.

Consultant, First National Bank of Howell, Howell, MI, 6/95 to 10/95

Assisted with interviews and survey development for an organization-wide attitude survey. Conducted data analysis and assisted compiling final report.

Research Assistant, Dr. Steve W. J. Kozlowski, Michigan State University, East Lansing, MI, 9/95 to 5/97

Various responsibilities that included coordinating laboratory studies, conducting data analysis and writing up experimental studies on skill acquisition. Secondary responsibilities included supervising the development of future studies and additional research assistants.

Consultant, Tenneco Automotive, various locations, 6/95 to 8/95

Conducted task analyses on various equipment operator positions to prepare training materials as part of ISO 9000 certification.

Consultant, Cappuccino Cafe, East Lansing, MI, 2/95 to 6/95

Conducted an employee, organization, trainer, and guest needs assessment to modify the new employee training program. Based on this data, created a new 5-session instructional program for new employees.

Intern, American Psychological Association, Washington, DC, 6/94 to 8/94

Assisted in funding proposal development for an APA committee. Developed an organizational survey to address concerns regarding employee communication.

Research Assistant, Dr. Richard P. DeShon, Michigan State University, East Lansing, MI, 8/93 to 5/94

Coordinated a computer laboratory running multiple cue probability learning and self-regulation studies. Assisted in the design and implementation of experiments.

Consultant, Human Technology, Inc., McLean, VA, 1/93 to 5/93

Conducted telephone interviews with human resource personnel in private and public companies for a benchmark study of managerial and supervisory training practices.

Psychology Aide, Dr. Astrid Schmidt-Nielsen, Naval Research Laboratory, Washington, DC, 8/92 to 5/93

Conducted human-computer interaction experiments, developed data coding method, coded video tape data, and conducted preliminary data analysis.

SERVICE

Dissertation Committees (Department of Management & Organizations unless noted)

Chair: Hailin Zhou (2015, co-chair with N. Li); Kanchna Ramchandran (2010, Interdisciplinary Program in Neuroscience, co-chair with D. Tranel); Megan Werner Gerhardt, 2003 (co-chair with M. Barrick)

Member: Andrew Hosmanek (2014), Brian McCormick (2014), David DeGeest (2014), Abigail Pierotti (2014), Elisabeth Ericksen (2014, College of Liberal Arts & Sciences), Katherine Wildman (2011, College of Education), Steve Charlier (2011), Marisela Rosas (2010, College of Education), Ben Postlethwaite (2010), Russell Guay (2010), Jonathan Shaffer (2010), Tamara Giluk (2010), Rob Rouwenhorst (2009, Marketing), Amit Nandkeolyar (2008), Brian Petersen (2007, Concordia University), Kyung Kim (2004, College of Education), Andrea Weiland (2004, College of Education), Huy Le (2003), Nick Woolf (2003, College of Education), Pat Hardre (2002, College of Education), Greg Patton (2001), Chris Quinn Trank (2001)

Other Research Paper Committees

M & O Second/Third Year Paper Committee Chair: Leslie Shayne (2003), Kirk Witzberger (2003), Megan Werner (2000)

M & O Second/Third Year Paper Committee Member: Andrew Hosmanek (2012), Steve Charlier (2009), Russell Guay (2008), Melanie Burns (2008), Ben Postlethwaite (2007), In-Sue Oh (2006), Susan Dustin (2005), Danny Heller (2001)

Management Sciences Department Thesis Committee: Charles Shomper (1998)

Undergraduate Thesis Advisees (Tippie College of Business unless noted): Megan Moran (2014), Jeralyn Westercamp (2013), Jennifer Leistikow (2010), Bridget Supplitt (2009, International Studies), Jennifer Danilson (2008, International Studies), Laura Westercamp (2006), Aileen Desmedt (2005, International Studies), Andy Aalderks (2002), Aaron Rogers (2001), Aaron Sorensen (2000, Psychology), Becky Gaffney (1999)

Department Committees and Service

Chair, Faculty Recruiting Committee, 2013-2014

Member, Five-Year Tenured Faculty Review, 2013

Member, Faculty Recruiting Committee, 2011-2012

Member, Undergraduate Committee, 2009-2010

Advisor, Student Chapter of the Society of Human Resource Management (SHRM), 2002-2006

Chair, MBA-PM Program Curriculum Review Task Force, 2007

Chair, Undergraduate Major Revision Committee, 2005-2006

Member, M & O Doctoral Committee, 1999-2002

Member, M & O Recruiting Committee, Fall 1999, Fall 2000

College Committees and Service

Chair, Task Force on Educational Excellence, 2013-present

Co-Chair, We are Phil Campaign, 2012-2014

Advisor, Alpha Kappa Psi, 2013-present
Member, Undergraduate Programs Committee, 2004-present, 1999-2002
Presenter, Tippie TA Orientation, 2005-present
Presenter, Tippie International Student Orientation, 2012
Presenter, Tippie Preview Day (for prospective students and their parents), 2012, 2010
Advisor, PBL-FBLA (Future Business Leaders of America), 2006-2010
Member, Rhodes Dunlap Collegiate Scholarship Selection Committee, 2009
Member, Tippie 21 Under 21 Award Selection Committee, 2008
Member, ICON Tippie College Advisory Committee, 2005
Co-Designer, New Faculty/Staff Orientation Program, Summer 2003
Speaker, Student Incentive Program, Summer 2003, 2004
Beta Tester, Faculty CV Program, 2002
Judge, IMPACT Week Case Presentations, 1999, 2000
Representative, Elected Faculty Council, 1999-2000
Member, Academic Computing Committee, 1998-1999

University Committees, Panels, and Task Forces

Member, UI Faculty Senate Elections Committee on Elections, 2013-2016
Member, UI Comprehensive Campaign, Faculty/Staff Steering Committee, 2012-2014
Member, Advisory Board to the Obermann Graduate Institute for Engagement and the Academy, 2011-present, 2008-2009
Member, Lola Lopes Award for Undergraduate Student Advocacy Selection Committee, 2013
Co-Chair, OnIowa Excel Committee, 2011-2012
Member, Work@Iowa Survey Advisory Committee, 2012
Member, Advisory Board to the Digital Studio for the Public Humanities, 2011-2012
Member, OnIowa Excel Committee, 2010-2011
Member, BA in International Studies Review Committee, 2010-2011
Member, Provost and Executive Vice President Search Committee, 2010-2011
Co-Chair, Anti-Violence Education for Graduate and Professional Students Task Force, 2010
Co-Chair, Obermann Center for Advanced Studies Director Search Committee, Spring 2010
Co-Director, Obermann Graduate Institute for Engagement and the Academy, 2009-2011
Member, Advisory Board to the Obermann Center, 2009-2010
Member, Review Committee for Vice President of Student Services, 2008-2009
Member, President's Award for State Outreach and Public Engagement Selection Committee, 2008
Member, Hawkeye Student Organization Leadership and Service Awards Selection Committee, 2008
Panelist, Faculty Judicial Commission, 2007-2013
Member, Study Abroad Advisory Committee, 2007-2009
Member, Faculty Engagement Corps Planning Committee, 2007-2008
Participant, Faculty Engagement Corps, Summer 2007 and Summer 2008
Senator, Faculty Senate, 2005-2007
Member, Higher Learning Commission Accreditation Steering Committee, 2005-2008
Member, Center for Teaching Director Search Committee, Spring 2005
Member, Iowa Research Experiences for Undergraduates Program Committee, 2004-2005
Member, Review Committee for the Center for Teaching, 2004-2005
Member, UI Worklife Program Advisory Panel, 2002-2005
Member, Graduate Clinical Investigation Research Certificate Steering Committee, 2002-2003

Focus Group Member, Information Technology Advisory Committee (ITAC), Learning Spaces Task Force 2001

Focus Group Member, ITAC Distributed Learning Task Force, 2002

Miscellaneous University Service

Presenter, University-wide TA Orientation, Summers 2012-present

Faculty Speaker, Convocation, Summer 2010

Faculty Representative, Orientation Welcome, Summers 2002-2005

Faculty Advisor, Sigma Phi Epsilon Fraternity, 2001-2004

Beta Tester, Remote Back-Up Program for Instructional Technology Services, 2002

Beta Tester, Professor's Assistant Program for Center for Teaching, 2001

Technical Reviewer, UI Technology Innovation Center Competitive Grant Program, 2001

Community Service

Board Member, 100+ Men Iowa City, 2014-2015

Board Member, Iowa City Community School District Foundation, 2013-2015

Advisory Board Member, MidwestOne Bank, Personal Banking Services, 2011-2013

Judge, PBL-FBLA State Leadership Conference, 2012

Sherpa, Iowa City Area Development Group, 2010-2011

Chair, Weber Education Fund Board, 2009-2011

Member, Weber Education Fund Board, 2011-2012, 2006-2009

Member, Michigan State University I/O Program Advisory Board, 2007-2009

Sunday School Co-Teacher, First United Methodist Church, 2006-2009

Volunteer, Weber Elementary School, 2006-present

President, Good Shepherd Corporation Board of Directors, 2004-2005

Volunteer, Wesley Center Free Lunch Program, 2004, 2005, 2007

Director, Good Shepherd Corporation Board of Directors, 2002-2004

Book and Resource Reviewing

Technical Reviewer, McGraw Hill LearningSmart testing tool, 2009

Technical Reviewer, mymanagementlab, Pearson on-line product, 2008

Technical Reviewer, Prentice Hall textbook, *Employee Training & Development* (4e), 2006

Technical Reviewer, McGraw Hill textbook, *Management: Alternative Approaches*, 2005

Technical Reviewer, Lawrence Erlbaum book, *Continuous Learning at the Individual, Group, and Organizational Levels*, 2004.

Technical Reviewer, Prentice Hall textbook, *Effective Training: Systems, Strategies, & Practices* (2nd ed.), 2002

Professional (Conference Reviewing)

Reviewer, SIOP Conference, 1999 – 2003, 2005 – 2008, 2010-2011

Reviewer, International Conference on E-Learning in the Workplace, 2008 – 2010, 2013

Reviewer, AOM Conference, HR Division, 1998 – 2003, 2005 – 2010

Reviewer, AOM Conference, MED Division, 2000 – 2002, 2005 – 2008

Reviewer, ASTD Research-to-Practice Conference within a Conference, 2005

Reviewer, eLearnInternational, 2003 (refereed paper track)

Reviewer, AOM Conference, OB Division, 1998 - 2000

Reviewer, Interdisciplinary Students of Organizations Conference, 1997

Professional (Academic and Professional Societies)

Member, Human Resources Certification Institute (HRCI) Board of Directors, 2014-2016
Panelist, SIOP Panel Discussion on Blended Learning, 2014
Member, AOM Teaching & Learning Conference (TLC@AOM) Steering Committee, 2013-2014,
2012-2013,
Member, SHRM and HR Division Teaching Conference Steering Committee, 2012-2013
Co-Chair, SIOP Panel Discussion on Creation of HR Strategy, 2011
Member, Swanson Research Award Selection Committee, 2011, 2012
At-Large Member, AOM HRM Division Executive Committee, 2007-2010
Chair, AOM Multi-Division Paper Session, 2010
Discussant, AOM HR Division Session, 2010
Chair, SIOP Paper Session on Technology and HR, 2010
Discussant, SIOP Paper Session on Training Evaluation, 2010
Member, SIOP Special Theme Track Committee on Technology, 2009-2010
Chair, AOM HRM Division Communications Committee, 2005-2006
Chair, AOM HRM Division Web Redesign Task Force, 2004-2005
Chair, SIOP S. Raines Wallace Dissertation Research Award Committee, 2004
Member, AOM HRM Division Communications Committee, 2003-2005
Member, SIOP William A. Owens Scholarly Achievement Award Committee, 2001, 2002, 2004
Member, SIOP S. Raines Wallace Dissertation Research Award Committee, 2004
Member, AOM HRM Division Best Conference Paper Award Committee, 2003
Member, AOM HRM Division Subcommittee on Information Technology, 2001-2002
Member, SIOP Program Subcommittee on Special Events, 2000
Member, SIOP Program Subcommittee on Technology, 2000
Chair, SIOP Invited Panel Discussion, 2000
Chair, Joint Paper Session, AOM OB Division, 1998, 1999
Member, AOM HRM Division, Best Paper Committee, 1999
Member, AOM HRM Division, Best Student Paper Committee, 1998

Miscellaneous Professional

Outside Review Letters: Bond University (Australia), University of Albany, Clarkson University,
Cornell University, George Mason University, George Washington University, Hong Kong
Polytechnic University, Oklahoma State University, Rutgers University
Advisory Board, Centre for Applied Research in Learning, Engagement, Andragogy, and Pedagogy
(LEAP), Bond University, Australia, 2012 – 2013
Panelist, eLearninternational 2004, Scenario Forecasting Panel, 2003-2004
Beta Tester, White Rabbit Virtual, Inc., Training Program on Telecommuting, 2002

PROFESSIONAL AFFILIATIONS

Academy of Management (HRM, MED, and OB Divisions)
American Educational Research Association (Division C)
American Psychological Association (Divisions 14, SIOP, and 15, Educational Psychology)
International Association of Applied Psychology
Society of Human Resource Management