

Darlene Russ-Eft, Ph.D.

Curriculum Vitae

A. Education and Employment

1. Educational Degrees Earned

Ph.D., Psychology, 1974, University of Michigan

M.A., Psychology, 1973, University of Michigan
U.S. Public Health Fellow, 1969–73

B.A., Psychology, 1969, College of Wooster, Ohio
Elected to Phi Beta Kappa, 1969
Received Departmental Honors in Psychology, 1969

2. Employment History

University Positions

2020-Present	Assistant Professor of Practice, Technology, Leadership, & Innovation, Purdue Polytechnic, Purdue University
2018-Present	Professor Emeritus, Adult & Higher Education, College of Education, Oregon State University, Corvallis, Oregon
2011-2018	Professor and Discipline Liaison, Adult Education and Higher Education Leadership, College of Education, Oregon State University, Corvallis, Oregon
2008-2011	Professor and Chair, Adult Education and Higher Education Leadership, College of Education, Oregon State University, Corvallis, Oregon
2005–2008	Associate Professor, Adult Education and Higher Education Leadership, College of Education, Oregon State University, Corvallis, Oregon
2002–2005	Assistant Professor, Adult Education and Leadership, School of Education, Oregon State University, Corvallis, Oregon
1986–1999	Invited Lecturer, Industrial and Organizational Psychology, San Jose State University, San Jose, California (unpaid)
1986	Invited Lecturer, San Francisco State University (unpaid)
1985	Invited Lecturer, University of California, Santa Cruz (unpaid)
1979–80	Visiting Lecturer, Cognitive Psychology, Department of Psychology, Santa Clara University, Santa Clara, California
1971–73	Research Assistant, Human Performance Center, University of Michigan, Ann Arbor, Michigan
1972	Teaching Assistant, Learning and Memory, Department of Psychology, University of Michigan, Ann Arbor, Michigan

- 1971–72 Teaching Fellow, Research Methods, Department of Psychology, University of Michigan, Ann Arbor, Michigan
- 1970–71 Research Assistant, Institute for the Study of Mental Retardation and Related Disabilities, University of Michigan, Ann Arbor, Michigan
- 1969–71 Research Assistant, Center for Research on Learning and Teaching, University of Michigan, Ann Arbor, Michigan
- 1968–69 Teaching Assistant, Statistics Lab, College of Wooster, Wooster, Ohio

Public/Private Sector Employment

2001–present

zmresearch, Lake Oswego, OR

Position: Principal

Primary Responsibilities

- Managing the overall operations of the research and consulting group
- Consulting with external clients to plan research focused on:
 - structuring new product development and new product offerings
 - determining the effectiveness of organizational interventions
 - identifying the most effective learning/training methodologies
 - developing and validating assessment instruments and tests

Accomplishments

- Serving as Chair, External Evaluation Panel for the North Central Regional Educational Labs (NCREL)
- Consulting with the British government’s Office of National Statistics

1998–2001

AchieveGlobal, San Jose and San Francisco, California

Position: Director, Research Services (1998–2001)

Primary Responsibilities

- Managing the overall operations of the research function
- Consulting with internal and external clients to plan research focused on:
 - structuring new product development
 - evaluating new product offerings
 - determining the effectiveness of training or other interventions
 - identifying the most effective learning/training methodologies
 - developing and validating assessment instruments and tests
- Establishing and maintaining AchieveGlobal’s knowledge leadership

Accomplishments

- Managed an internal research staff of three professionals and three to seven independent contractors, plus seven to ten research firms
- Completed research supporting the development and evaluation of AchieveGlobal's leadership training program, *Leadership for Results™*, for traditional classroom delivery as well as asynchronous and synchronous web-classroom delivery
- Completed research in the U.S. and internationally that formed the basis for AchieveGlobal's customer service training program, *The Service Difference™*
- Completed research in the U.S. that formed the basis for AchieveGlobal's basic skills training program, *WorkSkills™*
- Completed research in the U.S. and internationally that serves as the basis for new sales training offerings from AchieveGlobal
- Completed the development of AchieveGlobal's *Assessment and Measurement Guide*, including paper-based and online assessments
- Contributed to international research, trade, and business publications and conferences, as listed in section C: Scholarship and Creative Activity

1984–1998

Zenger Miller (name changed to AchieveGlobal in 1998), San Jose, California

Position: Division Director, Research Services (1994–1998)

Primary Responsibilities

- Managing the overall operations of the research function at Zenger Miller, which included both product and market research

Accomplishments

- Managed an internal research staff of three professionals and two to three independent contractors
- Completed research in the U.S. that formed the basis for Zenger-Miller's leadership training program, *Leadership2000*

Position: Division Manager, Research Services (1989–1994)

Primary Responsibilities

- Building and maintaining Zenger-Miller's Research Division

Accomplishments

- Managed an internal research staff of three professionals
- Completed over 100 client-funded, contracted evaluations and needs assessment projects in both for-profit and not-for-profit organizations

Position: Manager, Research and Evaluation (1984–1989)

Primary Responsibilities

- Providing research support for the development of new products and as a service to clients

Accomplishments

- Developed approaches to measuring training needs and evaluating training outcomes
- Completed the initial product evaluations of the *FrontLine Leadership™* and *Working™* programs
- Completed over 20 different contracted research efforts and evaluations of products for clients, including both for-profit and not-for-profit organizations

1973–1984

American Institutes for Research, Palo Alto, California

Position: Senior Research Scientist (1981–1984)

Primary Responsibilities

Serving as Principal Investigator or Project Director on a variety of research projects, such as:

- U.S. Office of Educational Research and Improvement project to identify the needs and development opportunities for educational software in reading, writing, and communication skills (principal investigator)
- Statistical Analysis Group in Education (SAGE) project for the National Center for Education Statistics (project director)
- Examination of the benefits and problems associated with computer-mediated testing for implementation in U.S. Army testing (principal investigator)
- Various other research projects ranging from \$300,000 to \$10,000,000 (obtained funding, directed projects)

Position: Research Scientist (1976–1981)

Primary Responsibilities

Directed and managed research projects, such as:

- Assessment of the federal Adult Education Program (AEP)
- Evaluation of the Basic Skills Education Program (BSEP) for the Army Research Institute
- Development of models for impact evaluations of the full-time domestic volunteer programs within the ACTION agency
- Additional research projects ranging from \$100,000 to \$300,000 (obtained funding, directed projects)

Position: Senior Research Associate (1973–1974) and Associate Research Scientist (1974–1976)

Primary Responsibilities

Served as associate project director on a series of studies examining the quality of life for American citizens:

- Implemented a critical-incident study to identify the dimensions of quality of life
- Developed and managed the conducting of three-hour, structured interviews with nationally representative samples of 1,000 30-year-olds, 1,000 50-year-olds, and 1,000 70-year-olds
- Obtained funding for and directed research projects ranging from \$50,000 to \$300,000

B. Teaching, Advising, and Faculty Assignments

1. Instructional Summary: College and University Teaching

1-A. Credit Courses

Purdue University

Semester	Course No.	Course title	Credits	Students
Fall 2021	OLS 58100	Leadership, Law, & Ethics (masters)	3	19
Fall 2021	OLS 58100	Leadership, Law, & Ethics (doctoral)	3	8
Fall 2021	TECH 62100	Leading & Managing Technology Teams	3	13

Oregon State University

Semester	Course No.	Course title	Credits	Students
Spring 2018	AHE 615	Research Issues	3	12
Winter 2018	AHE 532	Program Evaluation	4	7
Fall 2017	AHE 549	Ethical and Professional Issues	4	8
Spring 2017	AHE 615	Research Issues	3	8
Winter 2017	AHE 532	Program Evaluation	4	12
Fall 2016	AHE 549	Ethical and Professional Issues	4	12
Spring 2016	AHE 615	Research Issues	3	8
Fall 2015	AHE 613	Research Design & Analysis	3	8
Spring 2015	AHE 615	Research Issues	3	7
Spring 2015	AHE 601	Reading & Conference -- Research	3	1
Fall 2014	AHE 613	Research Analysis and Interpretation	3	7
Spring 2014	AHE 615	Research Issues	3	13
Winter 2014	AHE 532	Instructional System Design II (program evaluation)	4	10
Fall 2013	AHE 613	Research Analysis and Interpretation	3	12
Spring 2013	AHE 615	Research Issues	3	12
Winter 2012	AHE 532	Instructional System Design II (program evaluation)	4	11
Fall 2011	AHE 613	Research Analysis and Interpretation	3	14
Spring 2011	AHE 615	Research Issues	3	12
Winter 2011	AHE 532	Instructional System Design II (program evaluation)	4	18
Fall 2010	AHE 613	Research Analysis and Interpretation	3	15
Spring 2010	AHE 615	Research Issues	3	15

Semester	Course No.	Course title	Credits	Students
Winter 2010	AHE 532	Instructional System Design II (program evaluation)	3	7
Fall 2009	AHE 613	Research Analysis and Interpretation	3	15
Spring 2009	AHE 621	Research Issues	3	12
Winter 2009	AHE 532	Instructional Systems Design II (program evaluation)	3	20
Fall 2008	AHE 613	Research Analysis and Interpretation	3	13
Spring 2008	AHE 532	Instructional Systems Design II (evaluation)	3	20
	AHE 501	Research	1	14
Winter 2008	AHE 621	Instructional Leader I	3	12
	AHE 553	Learning Theories	3	8
	AHE 501	Research	1	14
Fall 2007	AHE 613	Research Analysis and Interpretation	3	10
	AHE 501	Research	1	14
Spring 2007	AHE 532	Instructional Systems Design II (evaluation)	3	17
	AHE 501	Research	1	12
Winter 2007	AHE 621	Instructional Leader I	3	12
	AHE 553	Learning Theories	3	4
	AHE 501	Research	1	12
Fall 2006	AHE 513	Research Analysis and Interpretation	3	12
	AHE 501	Research	1	12
Spring 2006	ED 532	Instructional Systems Design II (evaluation)	3	17
	ED 501	Research	1	13
Winter 2006	ED 621	Instructional Leader I	3	15
	ED 553	Learning Theories	3	7
	ED 501	Research	1	13
Fall 2005	ED 613	Research Analysis and Interpretation	3	16
	ED 501	Research	1	13
Spring 2005	ED 532	Instructional Systems Design II (evaluation)	3	24
	ED 501	Research	1-16	22
Winter 2005	ED 621	Instructional Leader I	3	16
	ED 553	Learning Theories	3	24
	ED 501	Research	1-16	22
Fall 2004	ED 613	Research Analysis and Interpretation	3	14
	ED 510	Internship	1	6
	ED 501	Research	1-16	22
Spring 2004	ED 532	Instructional Systems Design II (evaluation)	3	28
	ED 510	Internship	1	6
Winter 2004	ED 621	Instructional Leader I	3	15
	ED 553	Learning Theories	3	33
	ED 510	Internship	1	6
	ED 599	Reading Course	1	1

Semester	Course No.	Course title	Credits	Students
Fall 2003	ED 613	Research Analysis and Interpretation	3	15
	ED 510	Internship	1	6
Spring 2003	ED 532	Instructional Systems Design II (evaluation)	3	19
Winter 2003	ED 621	Instructional Leader I	3	15
	ED 553	Learning Theories	3	27
Fall 2002	ED 613	Research Analysis and Interpretation	3	10

Other Universities

National Institute for Development Administration (Bangkok, Thailand)

Semester	Course Level	Course Title (approx. no. of students)	Credits	Department
July 2021	Doctoral	Ethics, Workplace, and Global Issues (3) – online only	3	Human Resource Development (HRD)
July 2020	Doctoral	Ethics, Workplace, and Global Issues (5) – online only	3	Human Resource Development (HRD)
Aug 2018	Doctoral	Ethics and Good Governance (14)	3	HRD
Aug 2016	Doctoral	Ethics and Good Governance (10)	3	HRD
Aug 2014	Doctoral	Ethics and Good Governance (20)	3	HRD
July-Aug 2013	Doctoral	Ethics and Good Governance (12)	3	HRDt
July-Aug 2012	Doctoral	Ethics and Good Governance (12)	3	HRD
January 2011	Doctoral	Ethics and Good Governance (8)	3	HRD

University of Michigan

Semester	Course Level	Course Title (approx. no. of students)	Credits	Department
Spring 1972	Upper-division undergraduate	Learning and Memory (150)	3	Psychology
Spring 1971	Undergraduate	Research Methods (20)	3	Psychology

Santa Clara University

Semester	Course Level	Course Title (approx. no. of students)	Credits	Department
Spring 1980	Undergraduate	Cognitive Psychology (20)	3	Psychology
Fall 1979	Undergraduate	Learning (20)	3	Psychology

San Jose State University (invited, single lecture)

Semester	Course Level	Course Title (approx. no. of students)	Credits	Department
Fall 1987–1999	Masters	Industrial and Organizational Psychology (20–25)	3	Psychology

Site Supervisor for Research Internship Programs

Responsible for supervising the research and internship activities of the following students:

2005 Mariah Kraner
 Interdisciplinary Studies
 Oregon State University, Corvallis, Oregon

- 2002–03 Tracy Schiffman
Adult Education
School of Education, Oregon State University, Corvallis, Oregon
- 2000 Chris Squillaci
Industrial and Organizational Psychology Program (masters level)
Department of Psychology, San Jose State University, San Jose, California
- 1999 Regina Atwood
Industrial and Organizational Psychology Program (masters level)
Department of Psychology, San Jose State University, San Jose, California
- 1998 Namhee Kim
Human Resource Development Program (doctoral level)
University of Minnesota, St. Paul, Minnesota
- 1995 Roger Young
Industrial/Organizational Psychology (masters level)
California State University, San Bernardino, California
- 1994 Eric Verduyn
Department of Curriculum (doctoral level)
Faculty of Educational Science and Technology,
University of Twente, Enschede, the Netherlands
- 1990 Orni Goc
Industrial and Organizational Psychology Program (masters level)
Department of Psychology, San Jose State University, San Jose, California
- 1988 Mary Howard
Industrial and Organizational Psychology Program (masters level)
Department of Psychology, San Jose State University, San Jose, California
- 1988 Tracy LeBlanc-Garratt
Industrial and Organizational Psychology Program (masters level)
Department of Psychology, San Jose State University, San Jose, California
- 1987 Richard Molinaro
Industrial and Organizational Psychology Program (masters level)
Department of Psychology, San Jose State University, San Jose, California
- 1987 Trudy Kilian
Industrial and Organizational Psychology Program (masters level)
Department of Psychology, San Jose State University, San Jose, California
- 1987 Esther Kloepfel
Department of Psychology (undergraduate)
College of Wooster, Wooster, Ohio
- 1985 Patricia Bauerle
Department of Psychology (undergraduate)
College of Wooster, Wooster, Ohio
- 1977–1978 M. Sprenger
A. Beaver
Department of Psychology (undergraduate)
College of Wooster, Wooster, Ohio

1-B. Non-credit or Professional Courses/Workshops/Seminars at Universities, For-Profit, and Not-for-Profit Organizations

For additional professional courses, see section 1-E, Team/Collaborative Efforts.

University/Organization	Year	Course Title (no. of students)	Description	Location
University of Regensburg,	2017	System Approach to Evaluation (10 faculty, 35 undergraduate and graduate students)	2-hour lecture	Regensburg, Germany
East China Normal University	2014	Instructional design competencies (30 faculty, graduate students, business people)	30-minute lecture	Shanghai, China
Korea University	2014	HRD and Program Evaluation (30 graduate students)	2-hour lecture	Seoul, South Korea
National Institute for Development Administration	2014	HRD, evaluation, and sustainability: Are these concepts and activities incompatible or compatible? (15 faculty members and graduate students)	3-hour workshop	Bangkok, Thailand
Kasetsart University	2013	How to Get Published (7 faculty members)	4-hour workshop	Bangkok, Thailand
National Institute for Development Administration (NIDA)	2013	How to Get Published (15 faculty members & doctoral students)	2-hour workshop	Bangkok, Thailand
National Institute for Development Administration (NIDA)	2011	Building Evaluation Capacity (20 faculty members and students)	4-hour workshop	Bangkok, Thailand
Tsinghua University	2010	Building Evaluation Capacity (12 faculty members and students)	4-hour workshop	Beijing, China
International Board of Standards for Training, Performance, and Instruction	2010	Learning Talent Management- Competencias para profesionales del aprendizaje virtual o presencial (50 faculty members and students from Adres Bello Universidad)	1-day workshop	Santiago, Chile
Asia Chapter & MENA Chapter	2009	Building Evaluation Capacity (50 program evaluators, primarily from the Middle East and Asia)	1-day workshop	Bahrain
Oregon Program Evaluators Network	2008	Evaluator Competencies (50 program evaluators)	1-day workshop	Portland, OR
International Board of Standards for Training, Performance, and Instruction	2008	Competencies - Professionals Working in Learning Environments (50 faculty students, instruct designers)	1-day workshop	Barcelona, Spain

University/Organization	Year	Course Title (no. of students)	Description	Location
Academy of Human Resource Development	2008	Emerging Research (50 graduate students)	1 ½-day workshop, plus course work	Panama City, FL
International Board of Standards for Training, Performance, and Instruction	2007	Skills for Effective Learning Design: What Can You Do to Make Education and Training Work? (15 instructional designers and consultants)	1-day workshop	Sydney, Australia
Academy of Human Resource Development	2007	Emerging Research (50 graduate students)	1 ½-day workshop plus course work	Indianapolis, IN
Academy of Human Resource Development	2006	Emerging Research (60 graduate students)	1 ½-day workshop plus course work	Columbus, OH
University of Sydney	2005	Instructional Design for E-Learning (30 managers, instructional designers, instructors, graduate students)	1-day workshop	Sydney, Australia
Queensland University of Technology	2005	Instructional Design for E-Learning (40 managers, instructional designers, instructors, graduate students)	1-day workshop	Brisbane, Australia
Cascadia Chapter, ASTD	2005	Teaching Evaluation (50 trainers and HR managers)	2-hour seminar	Portland, OR
Evaluators' Institute	2005	Managing an Evaluation (6 evaluators and auditors)	2-day workshop	San Francisco, CA
Evaluators' Institute	2004	Managing an Evaluation (28 evaluators and auditors)	2-day workshop	Washington, DC
Academy of Human Resource Development	2004	Overview and Critique of the AHRD Conference (60 graduate students)	1 ½-day workshop, plus course work	Austin, TX
Academy of Human Resource Development	2003	Overview and Critique of the AHRD Conference (50 graduate students)	1 ½-day workshop, plus course work	Minneapolis, MN
Evaluators' Institute	2003	Managing an Evaluation (10 evaluators and auditors)	2-day workshop	San Francisco, CA
Evaluators' Institute	2002	Managing an Evaluation (20 evaluators and auditors)	2-day workshop	Washington, DC

University/Organization	Year	Course Title (no. of students)	Description	Location
Fireman's Fund	2000	Evaluating Training (30 participants)	½-day workshop	San Rafael, CA
AchieveGlobal, Inc.	2000	Evaluating Training (50 AchieveGlobal clients)	½-day workshop	Tampa, FL
American Red Cross	1995	Evaluating Training (20 participants)	½-day workshop	Washington, DC
AchieveGlobal, Inc. Zenger-Miller, Inc.	1985 –2000	Conducting Needs Assessments (10–15 AchieveGlobal, Zenger- Miller consultants or clients per session)	½-day workshops	San Jose, CA San Francisco, CA Chicago, IL Dallas, TX
Zenger-Miller, Inc.	1991 –1995	Conducting Individual Interviews and Focus Groups (10–15 Zenger- Miller consultants per session)	½-day workshops	San Jose, CA
Zenger-Miller, Inc.	1991 –1995	Conducting Organizational Site Visits (10–15 Zenger-Miller consultants per session)	½-day workshops	San Jose, CA
Professional Development Center, Zenger- Miller, Inc.	1994	Evaluating Training Results (10–15 clients per session)	1-day workshops	San Jose, CA Los Angeles, CA

1-C. Curriculum Development

Reworked online doctoral course on Leadership, Law, & Ethics, Summer 2021

Reworked online doctoral course on Leading & Managing Technology Teams, Summer 2021

Member, Technology, Leadership, & Innovation Curriculum Committee, Fall 2020 to present

Transformed master's course on Ethical and Professional Issues from hybrid to online, Spring-Summer 2019

Chair, College of Education Curriculum Committee, Winter-Spring, 2018

- Led committee to enact Dean's charge
- Led committee to develop review process

External Member of the Doctoral Program Review Team, Winter, 2014

- Participated as team member and co-author of the review of the Instructional Systems Technology Program of the School of Education, Indiana University, Bloomington

Substitute Member of the University Graduate Council, Spring-Summer, 2013

- Participated as team member and co-author of the review of the Applied Ethics Program

Substitute Member of the University Graduate Council, Spring-Summer, 2010

- Reviewed various Category II proposals from the College of Education

Chair of the University Graduate Council and ex-officio Member of the College of Education Academic Affairs Committee, 2008-2009

- Led Council in review of Category I (new graduate program) proposals (Applied Economics, Masters of Natural Resources, Professional Science Masters)

Member of the Graduate Council and ex-officio Member of the College of Education Academic Affairs Committee, 2006–2008

- Led team and authoring of the Graduate Review of the Food Service Technology program One of the co-authors of the Graduate Review of the Fisheries & Wildlife Program
- Reviewed Category I (program) and II (course) proposals for approval
- Reviewed Category I and II proposals for approval

Department Chair, Adult Education & Higher Education Leadership (2008-2011)

- Developed and received approval for the following Category II proposals
 - AHE 549, Ethical & Professional Issues
 - AHE 615, Research Issues
 - AHE 643, Organization Theory – Higher Ed
 - AHE 645, Ethical Practice
 - AHE 653, Instructional Leader I
 - AHE 654, Instructional Leader II
 - AHE 638 History of Higher Education
 - AHE 513 Research in Higher Education
 - AHE 520 Multicultural Issues in Higher Education
 - AHE 574 Budget and Finance
 - AHE 522 Instructional Technology I
 - AHE 523 Instructional Technology II
 - AHE 524 Instructional Technology III
 - AHE 525 Instructional Technology IV
 - AHE 531 Instructional Systems Design I
 - AHE 532 Instructional Systems Design II
 - AHE 534 Organizational and Systems Theory
 - AHE 539 Designing Training Documentation
 - AHE 547 Instructional Strategies for Adult Learners
 - AHE 553 Adult Learning and Development
 - AHE 567 Leadership and Human Relations

Led faculty in Adult Education and Higher Education Leadership to develop the Workplace Settings Option for the Education Double Degree, 2004–2006

- Developed and received approval for the following Category II proposals:
 - AHE 417 Introduction to Community and Workplace Learning
 - AHE 421 Workplace Education Programs
 - AHE 431 Workplace Instructional Design
 - AHE 441 Supervised Workplace Teaching and Delivery
- Received WIC grant, collaborated with faculty from 4H Youth Development, and developed and submitted for approval the following Category II proposal:
 - AHE 478 Theories of Workplace Learning

Member of the Task Force on Adult Development and Youth Development Option for Double Degree, 2002–2005

- Developed the plan and procedures for these options
- Created or reviewed preliminary syllabi as part of the proposal

Member of the Teacher Education Redesign Task Force, Coursework on Teaching and Learning, 2004

- Developed the plan and procedures for the Double Degree
- Created or reviewed preliminary syllabi as part of the proposal

Major Revision: ED 501 Research, 2004: Re-wrote syllabus, selected new textbook, and organized content to lead masters students into completing their IRB Certification and a proposal and plan for conducting a research project.

Chair of the School of Education Academic Affairs Committee, Oregon State University, 2003–2004

- Developed a system for reviewing and approving Category II proposals
- Reviewed and eventually approved the following Category II proposals (which received final university approval):

COUN 421 Problems of Personal Adjustment

COUN 441 Introduction to Counseling

COUN 509 Counselor Education Practicum One

COUN 519 Counseling Pre-Practicum

COUN 536 Applied Psychopharmacology for Counselors

COUN 546 Leadership of School Counseling Programs

COUN 547 Foundations of Community Counseling

COUN 548 Special Education Issues for Counseling

COUN 553 Addictive Behavior Counseling

COUN 558 Crisis Management in Schools

COUN 576 Bullying and Peer Abuse in Schools

COUN 577 Applied Psychopathology and Psychodiagnostics

COUN 578 Grief and Counseling Loss

COUN 579 Pastoral Counseling

COUN 598 Consultation

COUN 617 Advanced Counselor Supervision

COUN 632 Advanced Counseling Theory

COUN 662 Counselor Education Quantitative Research Methods I

COUN 663 Counselor Education Quantitative Research Methods II

COUN 664 Counselor Education Quantitative Research Methods III

COUN 665 Publication Methods (in Counseling)

COUN 667 Advanced Assessment (in Counseling)

COUN 668 Advanced Career Development and Consultation in Counseling

COUN 681 Advanced Diversity and Social Justice in Counselor Education

COUN 696 Counselor Education

ED 216 Purpose, Structure, and Function of Education in a Democracy

ED 219 Multicultural Issues in Educational Settings

ED 253 Learning Across the Lifespan

ED 320 Fostering Supportive Learning Environments

ED 348 Differentiating Instruction and Students with Exceptionalities

ED 412 Learning Styles and Needs of Adolescents

ED 456 Strategies for Teaching Language Arts and Social Studies

ED 458 Strategies for Teaching of Wellness and the Fine Arts

ED 491 Content Standards and Curriculum Development for Middle-Level Teaching

ED 493 Reading, Literature, and Language Development in the Content Areas

ED 494 Content Standards and Curriculum Development for High School
ED 523 Strategies and Organizational Structure for Mid-Level
ED 524 Teacher as Reflective Practitioner
ED 525 Curriculum Implementation and Instructional Strategies for High School
ED 561 Action Research
ED 572 Theoretical Foundations of Language Acquisition for P-12 English Language Learners
ED 576 Language Policy and Issues in Bilingual Education

Major Revision: ED 532 Instructional Systems Design II, 2003: Re-wrote syllabus, selected new textbook, and organized content to lead master's students into the development of a proposal and plan for conducting an evaluation project.

Major Revision: ED 613 Research Analysis and Interpretation, 2002 : Re-wrote syllabus, selected new textbook, and organized content to lead doctoral students into the development of the literature review section of their dissertation proposals.

1-D. Graduate Student Candidates and Postdoctoral Trainees (Purdue University)

Key to Abbreviations: DTech – Doctor of Technology

TLI – Technology Leadership & Innovation

Doctoral Students – Role: Committee Chair

Student/Candidate	Degree	Program	Status
Haq, Furqan	DTech	DTech	Qualifying exams, 12/2021
Adams, Timothy	DTech	DTech	Working on proposal
Barello, Philip	DTech	DTech	Working on proposal
Bilagody, Michael	DTech	DTech	Taking courses
Butler, Michael	DTech	DTech	Taking courses
Dongyeob, Lee	DTech	DTech	Taking courses
Garberding, Matthew	DTech	DTech	Taking courses
Gordon, Alexander	DTech	DTech	Taking courses
Hamilton, Herbert	DTech	DTech	Taking courses
Joseph, Toyin	DTech	DTech	Taking courses
Kiebel, Matthew	DTech	DTech	Taking courses
Kirby, Amber	DTech	DTech	Taking courses
Krishna, Shankra	DTech	DTech	Taking courses
Lungi, Jeremy	DTech	DTech	Working on proposal
Manuel, Lindy	DTech	DTech	Taking courses
McCracken, Stacy	DTech	DTech	Taking courses
Moran, Victor	DTech	DTech	Taking courses
Sanchez, Alex	DTech	DTech	Taking courses
Seddoh, Amivi	DTech	DTech	Taking courses
Shah, Nikhil	DTech	DTech	Taking courses
Theiss, Zachary	DTech	DTech	Taking courses
Tomasi, Travis	DTech	DTech	Working on proposal
Washington, La Tasha	DTech	DTech	Taking courses
Wilkerson, Daryl	DTech	DTech	Taking courses
Zhang, Lei	DTech	DTech	Taking courses

Doctoral Students – Role: Committee Member (Purdue University)

Student/Candidate	Degree	Program	Status
Goldstein, Gabe	DTech	DTech	Completed 12/2021
An Examination of Cultural Diversity Discrimination Claims in Texas Construction Industry: A Case Study			
Randolph, Anthony	Ph.D.	TLI	Completed 12/2021
HRD Professional's Experience Utilizing Data Analytics in the Training Evaluation Process			
Nikfal, Niusha	DTech	DTech	Complete qualifying exams, 5/2021
Dutton, Stacia	DTech	DTech	Taking courses

Heraty, Ian	DTech	DTech	Taking courses
James, Tim	DTech	DTech	Taking courses
Larson, Monica	DTech	DTech	Taking courses
Miller, Alexander	DTech	DTech	Taking courses
Na, Shawn	DTech	DTech	Taking courses
Noriega, Brianne	DTech	DTech	Taking courses
Sabol, Byron	DTech	DTech	Taking courses
Smith, Zach	DTech	DTech	Taking courses
Threet, Lara	DTech	DTech	Taking courses

1-D. Graduate Student Candidates and Postdoctoral Trainees (Oregon State University)

Key to Abbreviations: CCLP = Community College Leadership Program
CSSA = College Student Services Administration
MAIS = Masters of Arts in Interdisciplinary Studies
I/O Psych = Industrial and Organizational Psychology

Doctoral Students – Role: Committee Chair

Student/Candidate	Degree	Program	Status
Vu, Emily Dissertation: Exploring Southeast Asian American Women in Community College Leadership: A Narrative and Life Story Study	Ed.D.	CCL	Completed 11/2020
Arrieta, Corrine Dissertation: The Experiences of Multiracial Latinx students in Community Colleges: The Impact of Faculty and Student Interactions	Ed.D.	CCL	Completed 6/2020
Boehme, Laura Dissertation: Is Your Community College Technology Ready? An Assessment Instrument to Promote Technology Adoption	Ph.D.	Education	Completed 5/2020
Neimann, Teresa Dissertation: The Experiences Latinas Encounter While Attending a Remote Rural Two-Year Community College: The Confluence of Identity (ies)	Ph.D.	Education	Completed 2/2020
Hamblin, John Dissertation: Using Policy Development Theory to Impact Large-scale Change in Community Colleges in Oregon	Ed.D.	CCLP	Completed 8/2019
Cox, Robert Dissertation: Number of Colleges Placed on the Free Application for Federal Student Aid as an Indicator of First Year Persistence at Public Community Colleges	Ed.D.	CCLP	Completed 8/2019
McQuarters, Alfred Dissertation: Racial Battle Fatigue Among Latinx and Black Community College Students in Science, Technology, Engineering, and Mathematics Disciplines: A Quantitative Perspective	Ed.D.	CCLP	Completed 7/2019
Muranaka, Brandon Dissertation: Positive Emotions and Community College Developmental Mathematics Achievement	Ph.D.	Education	Completed 6/2019
Harri, Ed Dissertation: Early Math Enrollment in Washington State Community Colleges	Ed.D.	CCLP	Completed 3/2019

Student/Candidate	Degree	Program	Status
Hoppe, Stephanie	Ed.D.	CCLP	Completed 12/2018
Dissertation: The Effect of Motivational Orientation on Academic Achievement and Persistence of Rural Community College Students: A Test of a Motivational Model from a Self-Determination Theory Perspective			
Hopf, Steve	Ph.D.	Education	Completed 11/2017
Dissertation: The Effect of Recession on Community College Innovation: A Historical Analysis 2006-2011			
Minger, David	Ph.D.	Education	Completed, 11/2017
Dissertation: Relationship Between Reverse Transfer Students, Diversity, and Open Access in Washington State Community College Associate's Degree in Nursing Programs			
Smith, Steve	Ph.D.	Education	Completed, 9/2017
Dissertation: The Experiences of Students Who Complete in a Successful Distance Learning Course			
Williams, MaryJean	Ph.D.	Education	Completed, 9/2017
Dissertation: Mentorship and Student Self-efficacy			
Ring, Jeff	Ph.D.	Education	Completed 3/2017
Dissertation: Successful Learning Rate as an Indicator of Student Success Rates: A Correlational Study			
Garcia, Veronica	Ph.D.	Education	Completed, 5/2016
Dissertation: The Impact of Financial Education on Community College Student-Loan Debt			
Moore, Alica	Ph.D.	Education	Completed, 3/2016
Dissertation: Evaluating Outcomes Based Funding in Community Colleges			
Garcia-Chitwood, Jean	Ed.D.	CCL	Completed 12/2015
Dissertation: Community Colleges Creating Academic Programming for Rural Areas			
Cate, Rachael	Ph.D.	Education	Completed 11/2015
Dissertation: Post Colonialist Pathways: Building Potential for Multicultural Service Learning at Community Colleges			
Ewer, Gary	Ph.D.	Education	Completed, 11/2015
Dissertation: Case Study: Description of a Corporate University's Operational Factors			
Coslor, Melinda	Ph.D.	Education	Completed 4/2015
Dissertation: Libraries and the Community College Baccalaureate: Meeting the Challenge			
Batazhan, Tanya	Ph.D.	Education	Completed 4/2015
Dissertation: Faculty Perceptions of Organizational Climate for Innovation in Community Colleges			

Student/Candidate	Degree	Program	Status
McBeth, Scott Dissertation: Exploring Definitions of Student Success Throughout Community Colleges in the Northwest Commission on Colleges and Universities	Ph.D.	Education	Completed 2/2015
Hindman, Lynn Dissertation: A Two-Year College and Four-Year University Degree Partnership that Facilitates Baccalaureate Attainment	Ph.D.	Education	Completed 1/2015
Sipe, Deborah Dissertation: Internationalization in Oregon and Washington Community Colleges	Ph.D.	Education	Completed 4/2014
Thatcher, Valory Dissertation: Issues Experienced by Community College STEM Faculty Implementing and Using Pedagogies of Engagement	Ph.D.	Education	Completed 1/2014
Ostrander, Jane Dissertation: Costs, Benefits, and Participation in Online Knowledge Sharing in Communities of Practice for Faculty	Ph.D.	Education	Completed 10/2013
Thomas, Regina Dissertation: Community Leaders' Perspectives of a Rural Community College's Impact on Community Development	Ed.D.	CCLP	Completed 4/2013
Martinez, Windy Dissertation: Leadership Challenges for Disabled Students Programs and Services in the California Community Colleges: A Phenomenological Exploration of the Lived Experience of Mid-Level Administrators	Ph.D.	Education	Completed 4/2013
Kopet, Julie Dissertation: Experiencing Service Learning in Prison	Ph.D.	Education	Completed 4/2013
Fisher, Paul Dissertation: Changing Student Learning Approaches in Fundamental Accounting Education Through the Use of Graphic Organizers	Ed.D.	CCLP	Completed 3/2013
Goff, Susan Dissertation: Temps at the Top: Factors Related to the Appointment of Interim Community College Presidents	Ph.D.	Education	Completed 8/2012
Wamsley, Lori Dissertation: A Comparison of Assessment Methods Used by Community College Faculty in Face-to-Face and Online Courses	Ph.D.	Education	Completed 11/2012

Student/Candidate	Degree	Program	Status
Ho, Katy Dissertation: The Experiences of Older Students' Use of Web-based Student Services.	Ph.D.	Education	Completed 6/2012
Zanjani, Mellissia Dissertation: Voices of Experience: Understanding and Enhancing Successful Conflict Management by Community College Presidents	Ph.D.	Education	Completed 3/2012
Hammer, Joyce Dissertation: The Relationship Between Completing the Applications of Mathematical Reasoning Course and High School to Community College Transitions	Ph.D.	Education	Completed 12/2011
Forte, Catherine Dissertation: Supporting Independence: A Collective Case Study of Foster Alumni in Community and Technical Colleges	Ph.D.	Education	Completed 11/2011
Reed, Donna Dissertation: Leading the Comprehensive Community College Library: Defining, Aligning, and Supporting Innovation and Change	Ph.D.	Education	Completed 10/2011
Findley, Daniel Dissertation: More than Colleagues: Tracing the Experiences of Career and Technical Education Instructors Engaged in Faculty-to-Faculty Mentoring Programs.	Ph.D.	Education	Completed 6/2011
Erlich, Richard Dissertation: Developing Self-Efficacy and Self-Regulated Learning in Academic Planning: Applying Social Cognitive Theory in Academic Advising to Assess Student Learning Outcomes	Ph.D.	Education	Completed 5/2011
Glavan, John Dissertation: The Meaning of Persistence for African American Females Attending Urban Community Colleges	Ph.D.	Education	Completed 10/2009
Backus, Bridgid Dissertation: Factors Related to the Economic Sustainability of Two Year Chemistry-Based Technology Training Programs	Ph.D.	Education	Completed 4/2009
Ponticelli, Jan Dissertation: Students with Disabilities Attending Community College: The Relationship of Select Demographic Variables and Academic Variables to Transfer	Ph.D.	Education	Completed 4/2009
Sampson-Gruener, Greg Dissertation: An Empirical Analysis of Educator Beliefs Related to Post-Industrial Labor Reforms	Ph.D.	Education	Completed 10/2008
Fuller, Robert Dissertation: An Empirical Comparison of the Absorptive Capacity and Responsiveness of Russian and American Growth-Oriented Small and Medium Enterprises (SMEs)	Ed.D.	Education	Completed, 4/2008

Student/Candidate	Degree	Program	Status
Somerville, Jerry	Ph.D.	Education	Completed, 5/2007
Dissertation: Critical Factors Affecting the Meaningful Assessment of Student Learning Outcomes: A Delphi Study of the Opinions of Community College Personnel			
Gilchrist, Debra	Ph.D.	Education	Completed, 4/2007
Dissertation: Academic Libraries at the Center of Instructional Change: Faculty and Librarian Experience of Library Leadership in the Transformation of Teaching and Learning			
Nadolny, Ray	Ph.D.	Education	Completed 5/2006
Dissertation: The Wonderful Missions of the Community College: A Hermeneutic Analysis of the First Hundred Years of the Colleges' Community Engagement			
Hoover, Amy	Ph.D.	Education	Completed 4/2005
Dissertation: Experimental Analysis of Task Prioritization Training for a Group of University Flight Technology Students			

Postdoctoral Trainees and Visiting Faculty (Oregon State University)

- Dr. Jennifer Geary undertook an examination of issues related to cybersecurity and maritime cybersecurity during 2018 to 2020/
- Dr. Bader Ghannam Alsuwaileh – during post-doctoral work, he was involved in examining the issue of dishonesty among students in Kuwait; post-doctoral work undertaken in 2015-2016
- Dr. Dae Yeon Cho, associate professor in the Department of Education at Korea University, examined issues related to HRD and adult education during the academic years of 2012-2013.

Doctoral Students – Role: Committee Member (Oregon State University)

Student/Candidate	Degree	Program	Status
Knighton, Christie	Ph.D.	Adult & Higher Ed Leadership	Completed, 4/2020
Dissertation: An Exploration on How Institutional Practices and Support Systems Support or Hinder Community College Basic Skills Students Transitioning to Postsecondary Education: A Case Study			
Stacy, Emerald	Ph.D.	Mathematics	Completed, 6/2018
Dissertation: On the Small Height of Totally p -adic Numbers			
Ewe, Edward	Ph.D.	Counseling	Completed, 5/2018
Dissertation: Systemic Predictors of Professional Identity of Master's and Doctoral Counseling Students			
Grzyb, Kimi	Ph.D.	Env. Science	Completed, 6/2017
Dissertation: Bioenergy Education: A Curriculum Framework and Interdisciplinary Minor			
Cruse, Marion	Ph.D.	Education	Completed, 5/2016
Dissertation: The Influence of Financial Education on the Perceived Financial Behaviors of TRIO Community College Students			

Student/Candidate	Degree	Program	Status
Paisley, William Dissertation: Facilitating the Community College Social Experience: The Role of Faculty on Social Integration within Classroom	Ph.D.	Education	Completed, 3/2016
Kauffman, Brian Dissertation: Native American Policing: Leading in a Conflicting and Opposing U.S. Legal System	Ph.D.	Education	Completed, 12/2015
Mohrbacher, Robert Dissertation: The Professional Identity of Community College Faculty Members	Ph.D.	Education	Completed, 8/2015
Moon, Dale Dissertation: Oregon Industrial and Engineering Teachers' Perceived Professional Development Needs	Ph.D.	Education	Completed 12/2014
Baker, Joshua Dissertation: Faculty Perceptions of Actions of Community College Presidents that Increased Organizational Trust	Ph.D.	Education	Completed, 9/2014
Elliott, Kristopher Dissertation: Examining the Latino Experience in California Agricultural Education: A Parallel Mixed Methods Multiple Case Study	Ph.D.	Science Education	Completed, 7/2014
Alias, Mazni Bte Universiti Putra Malaysia Serdang, Selangor, Malaysia Dissertation: Predictors of Workplace Deviant Behavior and the Mediating Role of Job Satisfaction among Support Personnel in the Malaysian Local Authorities	Ph.D.	Educational Studies	Completed, 7/2013
Pilolla, Kari Dissertation: Preventing Metabolic Syndrome in Premenopausal Women: Targeting Abdominal Obesity through Diet and Exercise	Ph.D.	Nutrition & Exercise Science	Completed 3/2013
Choomlucksana, Juthamas Dissertation: Analyzing the Impact of Simulation Games as a Support Tool for Learning and Teaching Lean Manufacturing in the Classroom	Ph.D.	Engineering	Completed, 8/2012
Crawford, Charles Dissertation: A Phenomenological Study of Community College Faculty at Mid-Career	Ph.D.	Education	Completed 6/2012
Bush, Flo Dissertation: Meeting the Needs of Nontraditional College Students? Student Perspectives on Proprietary School Practices	Ph.D.	Education	Completed 9/2010
Yaqub, Samia Dissertation: Learning Communities	Ph.D.	Education	Completed 6/2010

Student/Candidate	Degree	Program	Status
White, David Dissertation: The Effect of Participatory Evaluation Programs on Positive Youth Development Outcomes	Ph.D.	Education	Completed, 12/2009
Williams, Peter Dissertation: Institutionalizing Sustainability in Community Colleges: The Role of the College President	Ph.D.	Education	Completed, 10/2009
Aman, Rick Dissertation: Improving Student Satisfaction and Retention with Online Instruction through Systematic Faculty Peer Review of Courses	Ph.D.	Education	Completed 5/2009
Suchanek, Julie Dissertation: Exploring the Move to Include Non-Need in Community College Institutional Financial Aid Policies	Ph.D.	Education	Completed 4/2009
Lawrenson, Lisa Dissertation: Hispanic Community College Student Empowerment: Developmental English Participants Describe Their Educational Experiences.	Ph.D.	Education	Completed, 3/2008
Green, Denis Dissertation: How Refrigeration, Heating, Ventilation, and Air Conditioning Service Technicians Learn From Troubleshooting	Ph.D.	Education	Completed 6/2006
Chompu-inwai, Rungchat Dissertation: The Impact of Mobile Wireless Technology in Higher Education Classrooms	Ph.D.	Engineering	Completed, 12/2005
Wallace, Donald Dissertation: Stealing the Public Trust: A Case of Embezzlement at a Community College	Ph.D.	Education	Completed, 11/2005
Hovekamp, Nathan Dissertation: Community College and University Faculty: A Comparison of Perceptions about Professional Role	Ph.D.	CCLP	Completed, 8/2005

Doctoral Students – Role: Committee Member (National Institute for Development Administration, Bangkok, Thailand)

Student/Candidate	Degree	Program	Status
Gunaseelan, Orathai Dissertation: Factors Influencing Career Advancement of Thai Female Government Foreign Service Officials.	Ph.D.	Human Resource & Organization Development	Completed 10/2021
Jangsiriwattana, Thamarat Dissertation: Transformational and transactional leadership: The features, existence, and influence	Ph.D.	Human Resource & Organization Development	Completed, 2/2019

Nwaform Lloyd

Ph.D.

Human Resource &
Organization Development

Completed 10/2015

Dissertation: A Model of Corporate Governance of State-Owned Enterprises in Nigeria: The Case of
IMO State

Master's Students – Role: Committee Chair

Student/Candidate	Degree	Program	Status
Schiller, Dawn	M.A.	Women, Gender, & Sexuality Studies	Completed, 6/2020
Thesis: "Casting Call" The Female Actor's Struggle to Stardom			
Schmidt, Kirby	M.S.	Agricultural Education	Completed, 6/2020
Thesis: The Cost of Caring: An Exploratory Study of the Professional Quality of Life of Early-Career School Based Agriculture Education Teachers.			
Guilfoyle, Megan	M.A.	MAIS	Completed, 6/2019
Project: Eliminating Attitudinal Barriers for People with Disabilities within Campus Recreation Programming			
Alias Name	M.A.	MAIS	Completed, 6/2019
Thesis: Women's Issues [cannot give more details to protect student]			
Holmes, Marigold	M.S.	CSSA	Completed, 4/2014
Thesis: International Students in a Pathway Program: Perceived Experiences in Transitioning to U.S. Higher Education			
Shorb, JoAnne	M.S.	Education	Completed, 4/2013
Thesis: Raising Fragile			
Lang, Julie	M.S.	CSSA	Completed, 4/2013
Thesis: Assessing the Impact of Various Experiences on Students' Levels of Global Citizenship			
Benoit, Michelle	M.S.	Education	Completed, 5/2011
Thesis: Key Motivating Factors for Rural Adult Women Entering College			
Howe, Benjy	M.S.	Education	Completed, 5/2011
Thesis: Congruence of Teaching Beliefs and Teaching Behaviors in Adult Educators			
Wright, Megan	Ed.M.	CSSA	Program Completed Spring 2012
Bemis, Tanya	Ed.M.	Adult Ed	Program Completed Spring 2009
Bennett, Claire	Ed.M.	Adult Ed	Program Completed Spring 2009
Bruner, Nathan	Ed.M.	Adult Ed	Program Completed Spring 2009
Crowder, Jack	Ed.M.	Adult Ed	Program Completed Spring 2009
Kirsch, Janet	Ed.M.	Adult Ed	Program Completed Spring 2009
Mahnu, Barbara	Ed.M.	Adult Ed	Program Completed Spring 2009
Malone, Lori	Ed.M.	Adult Ed	Program Completed Spring 2009
Olson, Bonnie	Ed.M.	Adult Ed	Program Completed Spring 2009
Pooler, Dorothea	Ed.M.	Adult Ed	Program Completed Spring 2009
Renfro, Jerry	Ed.M.	Adult Ed	Program Completed Spring 2009
Reynolds, Mickey	Ed.M.	Adult Ed	Program Completed Spring 2009
Schaefer, Karen	Ed.M.	Adult Ed	Program Completed Spring 2009
Schofield, Dan	Ed.M.	Adult Ed	Program Completed Spring 2009
Schrempp, William	Ed.M.	Adult Ed	Program Completed Spring 2009
Taylor, Chris	Ed.M.	Adult Ed	Program Completed Spring 2009

Student/Candidate	Degree	Program	Status
Wiggins, Sandra	Ed.M.	Adult Ed	Program Completed Spring 2009
Barnhart, Deborah	Ed.M.	Adult Ed.	Program Completed Spring 2007
Burkhart, Joyce	Ed.M.	Adult Ed.	Program Completed Spring 2007
Campbell, Wendy	Ed.M.	Adult Ed.	Program Completed Spring 2007
Culbertson, Theresa	Ed.M.	Adult Ed.	Program Completed Spring 2007
Downhill, Shari	Ed.M.	Adult Ed.	Program Completed Spring 2007
Holmquist, Joan	Ed.M.	Adult Ed	Program Completed Spring 2007
Jones, Karen	Ed.M.	Adult Ed	Program Completed Spring 2007
McSivers, Shirley	Ed.M.	Adult Ed	Program Completed Spring 2007

Master's Students – Role: Committee Member

Student/Candidate	Degree	Program	Status
Chih-Wei, Peng Thesis: Environmental Virtue Ethics in Buddhism	M.A.	Applied Ethics	Completed, 6/2015
Onaka, Michelle Thesis: The Relationship between Ethnic Studies Course Completion and Graduation Rates of Undergraduate Students of Color at a Predominately White University	M.A.	CSSA	Completed 4/2015

Garton, Nicole
Thesis: Educational Value of Officiating in Intramural and Recreational Sports

Student/Candidate	Degree	Program	Status
Moser, Susan	Ed.M.	Adult Ed	Program Completed Spring 2007
Reese, George	Ed.M.	Adult Ed	Program Completed Spring 2007
Roberts, Danette	Ed.M.	Adult Ed	Program Completed Spring 2007
Slover, Steven	Ed.M.	Adult Ed	Program Completed Spring 2007
Swearingen, Creta	Ed.M.	Adult Ed	Program Completed Spring 2007
Hester, John	Ed.M.	Adult Ed.	Program Completed Spring 2004
Fitzgerald, Maighie	M.S.	Education	Mid-Program Review, 6/2010
McLachlain, Terina	Ed.M.	CSSA	Portfolio Defense, 4/2010
Heim, Erin	M.S.	Forest Res	Defense, 3/2010
Keys, Jacelyn	M.A.	CSSA	Portfolio Defense, 4/2008
McClintock, Crystal	M.A.	CSSA,	Portfolio Defense, 4/2008
Drago, Carleen	M.A.	Speech	Thesis Defense, 6/2007
Yunker, Todd	Ed.M.	Adult Ed	Program Completed Spring 2011
Case, Jalene	Ed.M.	Adult Ed	Program Completed Spring 2011
Herburger, Lida	Ed.M.	Adult Ed	Program Completed Spring 2011
Jackson, Beth	Ed.M.	Adult Ed	Program Completed Spring 2011
Jarkowsky, Danielle	Ed.M.	Adult Ed	Program Completed Spring 2011
Levine, Keren	Ed.M.	Adult Ed	Program Completed Spring 2011
McCarthy, Carlie	Ed.M.	Adult Ed	Program Completed Spring 2011
Amick, Mary	Ed.M.	Adult Ed	Program Completed Spring 2010
Bartlett, Kate	Ed.M.	Adult Ed	Program Completed Spring 2010
Coleman, Liz	Ed.M.	Adult Ed	Program Completed Spring 2010
Gutierrez, Bregetta	Ed.M.	Adult Ed	Program Completed Spring 2010
Keizer, Kristine	Ed.M.	Adult Ed	Program Completed Spring 2010

Master's Students: Industrial and Organizational Psychology, San Jose State University

Role: Committee Member

Killian, Trudy	M.A.	I/O Psych.	Program Completed 1988–89
Squillaci, Chris	M.A.	I/O Psych.	Program Meeting, 2008

1-E. Team/Collaborative Efforts

The courses listed here involved the collaborative team-teaching efforts of HRD professionals and faculty members from several universities, each of which is listed in the left-hand column. D. Russ-Eft, as VP for Research for AHRD, organized the courses for the Academy of Human Resource Development in 2006 and 2007.

University/Organization	Year	Course Title (no. of students)	Description	Location
Baker-Hughes, Inc. Kamamoto University Pennsylvania State University	2010	Competencies: Instructional Designer, Instructor, Evaluator (50 practitioners from universities and private sector)	1-day workshop	Santiago, Chile
Oregon Program Evaluators Network and San Diego State University	2008	Evaluator Competencies (50 program evaluators)	1-day workshop	Portland, OR
Florida State University Pennsylvania State University San Diego State University Syracuse University Tele-Universite, Montreal	2008	Competencies: Instructional Designer, Instructor, Evaluator (50 practitioners from universities, government agencies, and private sector)	Course focused on competencies needed by instructional designers, instructors, and evaluators	Barcelona, Spain
George Washington University Northern Illinois University Texas A&M University University of Georgia University of Illinois University of Minnesota University of Wisconsin	2008	Overview and Critique of the AHRD Conference (35 graduate and undergraduate students)	Course for Departments of Human Resource Development	Panama City, FL
Capella University, Australia Florida State University Pennsylvania State University San Diego State University Tele-Universite, Montreal	2007	Skills for Effective Learning Design: What Can You Do to Make Education and Training Work! (50 practitioners from universities, government agencies, private sector)	Course focused on competencies needed by instructional designers, instructors, and evaluators	Brisbane, Australia Melbourne, Australia Canberra, Australia Sydney, Australia
George Washington Univ. Northern Illinois University Oklahoma State University Texas A&M University University of Georgia University of Illinois University of Minnesota University of Wisconsin	2007	Overview and Critique of the AHRD Conference (50 graduate and undergraduate students)	Course for Departments of Human Resource Development	Indianapolis, IN

University/Organization	Year	Course Title (no. of students)	Description	Location
George Washington University Northern Illinois University Oklahoma State University Texas A&M University University of Georgia University of Illinois University of Minnesota University of Wisconsin	2006	Emerging Research (60 graduate and undergraduate students)	Course for Departments of Human Resource Development	Columbus, OH
Northern Illinois University Oklahoma State University Texas A&M University University of Georgia University of Illinois University of Minnesota	2004	Overview and Critique of the AHRD Conference (60 graduate and undergraduate students)	Course for Departments of Human Resource Development	Austin, TX
University of Illinois Oklahoma State University University of Minnesota	2003	Overview and Critique of the AHRD Conference (60 graduate and undergraduate students)	Course for Departments of Human Resource Development	Minneapolis, MN
University of Minnesota University of Oklahoma	2000	Overview and Critique of the AHRD Conference (25 participants)	Course for Departments of Human Resource Development	Raleigh-Durham, NC

4a. Advising (Purdue University)

From 2020-2021

Major Advisor for 3 doctoral students

Member of Committee for 3 doctoral students

For a list of students, see section I-D, Graduate Student Candidates and Postdoctoral Trainees.

4b. Advising (Oregon State University)

From 2020-2021

Major Advisor for 1 doctoral student

For a list of students, see section I-D, Graduate Student Candidates and Postdoctoral Trainees.

From 2019-2020

Major advisor for 11 doctoral students

Member of 2 doctoral committees

For a list of students, see section I-D, Graduate Student Candidates and Postdoctoral Trainees.

From 2018-2019

Major advisor for 14 doctoral students

Member of 3 doctoral committees

Major advisor for 2 masters students

For a list of students, see section I-D, Graduate Student Candidates and Postdoctoral Trainees.

From 2017-2018

Major advisor for 19 doctoral students

Member of 3 doctoral committees

Major advisor for 1 masters student

For a list of students, see section I-D, Graduate Student Candidates and Postdoctoral Trainees.

From 2016-2017

Major advisor for 16 doctoral students

Member of 6 doctoral committees

Major advisor for 1 masters student

For a list of students, see section I-D, Graduate Student Candidates and Postdoctoral Trainees

From 2015-2016

Major advisor for 1 post-doctoral student

Major advisor for 20 doctoral students

Member of 9 doctoral committees

Major advisor for 1 masters student

For a list of students, see section I-D, Graduate Student Candidates and Postdoctoral Trainees.

From 2014-2015

Major advisor for 1 post-doctoral student

Major advisor for 23 doctoral students

Member of 10 doctoral committees

Member of 1 masters thesis committee

For a list of students, see section I-D, Graduate Student Candidates and Postdoctoral Trainees.

From 2013-2014

Major advisor for 1 masters student (thesis)

Major advisor for 16 doctoral students

Member of 10 doctoral committees

For a list of students, see section I-D, Graduate Student Candidates and Postdoctoral Trainees.

From 2012-2013

Major advisor for 3 masters students (thesis)

Major advisor for 23 doctoral students

Member of 12 doctoral committees

For a list of students, see section I-D, Graduate Student Candidates and Postdoctoral Trainees.

From 2011-2012

Major advisor for 5 masters students (thesis)

Major advisor for 23 doctoral students

Member of 10 doctoral committees

For a list of students, see section I-D, Graduate Student Candidates and Postdoctoral Trainees.

From 2010-2011

Major advisor for 2 masters students (thesis)

Major advisor for 26 doctoral students

Member of 16 doctoral committees

For a list of students, see section I-D, Graduate Student Candidates and Postdoctoral Trainees.

From 2009-2010

Major advisor for 4 masters students

Member of 3 master's degree committee

Major advisor for 23 doctoral students

Member of 13 doctoral committee

For a list of students, see section I-D, Graduate Student Candidates and Postdoctoral Trainees.

From 2008-2009

Member of 1 master's degree committee

Major advisor for 20 doctoral students

Member of 16 doctoral committees

For a list of students, see section I-D, Graduate Student Candidates and Postdoctoral Trainees.

From 2007-2008

Major advisor for 1 undergraduate honor's student

Member of 2 master's degree committees

Major advisor for 15 doctoral students

Member of 16 doctoral committees

For a list of students, see section 1-D, Graduate Student Candidates and Postdoctoral Trainees.

From 2006-2007

Member of 16 master's degree committees

Major advisor for 13 doctoral students

Member of 16 doctoral committees

For a list of students, see section 1-D, Graduate Student Candidates and Postdoctoral Trainees.

From 2005-2006

Member of 13 master's degree committees

Major advisor for 11 doctoral students

Member of 17 doctoral committees

For a list of students, see section 1-D, Graduate Student Candidates and Postdoctoral Trainees.

From 2004-2005

Member of 27 master's degree committees

Major advisor for 10 doctoral students

Member of 8 doctoral committees

For a list of students, see section 1-D, Graduate Student Candidates and Postdoctoral Trainees.

From 2002-2004

Major advisor for 1 master's degree student

Member of 31 master's degree committees

Major advisor for 9 doctoral students

Member of 7 doctoral committees

For a list of students, see section 1-D, Graduate Student Candidates and Postdoctoral Trainees.

Advising Responsibilities**Master's Degree Students**

Facilitate and supervise selected students in their field internships and student reflections; facilitate and supervise students' research projects (in Adult Education); evaluate their final portfolios or theses. Meet with students each term and communicate via phone or e-mail as needed.

Doctoral Students

Advise in their program development; assist in the evaluation of internship experiences; assist in student research. Formally meet with students at least once before the program meeting and meet or communicate via e-mail approximately once every five weeks thereafter.

C. Scholarship and Creative Activity

1. Publication Credits

1-A. Book Collaborations

- Russ-Eft, D., & Sleezer, C. (2020). *Case studies in needs assessment*. Thousand Oaks, CA: Sage. (288 pages)
- Russ-Eft, D., Sleezer, C., Sampson, G., & Leviton, L. (2017). *Managing applied social science research*. New York, NY: Wiley. (225 pages).
- Preskill, H., & Russ-Eft, D. (2015). *Building evaluation capacity: Activities for teaching and training* (2nd ed.). Thousand Oaks, CA: Sage. (418 pages).
- Russ-Eft, D., Bober, M., Koszalka, T. A., & Sleezer, C. (2014). *Evaluator competency fieldbook*. Charlotte, NC: Information Age. (98 pages).
- Sleezer, C. M., Russ-Eft, D. F., & Gupta, K. (2014). *A practical guide to needs assessment* (3rd ed.). San Francisco, CA: Wiley. (402 pages).
(Note: A case study from Rachael Roehm, a student in the Adult Education program, was included in the book.)
- Koszalka, T. A., Russ-Eft, D., & Reisser, R. (2013). *Instructional designer competencies: The standards* (4th ed.). Charlotte, NC: Information Age. (161 pages).
- Russ-Eft, D., & Preskill, H. (2009). *Evaluation in organizations: A systematic approach to enhancing learning, performance, and change* (2nd ed.). New York, NY: Basic Books. (542 pages).
(Note: Evaluation plan examples from George Reece and Sherry O'Boyle, former students in the Adult Education program, were included in the book.)
- Russ-Eft, D. F., Bober, M. J., de la Teja, I., Foxon, M., & Koszalka, T. A. (2008). *Evaluator competencies: Standards for the practice of evaluation in organizations*. San Francisco, CA: Jossey-Bass. (207 pages).
- Gupta, K., Sleezer, C., & Russ-Eft, D. (2007). *A practical guide to needs assessment* (2nd ed.). San Francisco, CA: Pfeiffer. (336 pages, plus CD)
(Note: Sleezer developed the proposal, and Sleezer and Russ-Eft shared in making extensive revisions to the original text; Gupta did not contribute to this second edition. Case studies in Community College Leadership from two doctoral students—David Minger and Julie Suchanek—were included in the book.)
- Preskill, H., & Russ-Eft, D. (2005). *Building evaluation capacity: 72 activities for teaching and training*. Thousand Oaks, CA: Sage. (368 pages)
(Note: Preskill and Russ-Eft shared in the development of the proposal and the writing of the text. The evaluation plans of three Adult Education master's degree students—Laura Boehme, Glenis Chapin, & Phil Krolik—were reprinted in one section of the book.)
- Russ-Eft, D., & Preskill, H. (2001). *Evaluation in organizations: A systematic approach to enhancing learning, performance, and change*. Reading, MA: Perseus. (474 pages)

1-A. Book Collaborations (Continued)

- Bergmann, H., Hurson, K., & Russ-Eft, D. (1999). *Everyone a leader: A grassroots model for the new workplace*. New York, NY: Wiley. (244 pages)
(Note: Russ-Eft prepared the proposal; Hurson and Russ-Eft shared in the development of the text; Bergmann contributed through his senior position in the organization.)
- Russ-Eft, D., Preskill, H., & Sleezer, C. (1997). *Human resources development review: Research and implications*. Thousand Oaks, CA: Sage. (426 pages)
- Bassi, L., & Russ-Eft, D. (Eds.). (1997). *What works: Assessment, development, and measurement*. Alexandria, VA: American Society for Training and Development. (186 pages)
(Note: Bassi developed the idea and secured funding; Bassi and Russ-Eft shared in editing the chapters.)
- Bassi, L., & Russ-Eft, D. (Eds.). (1997). *What works: Training and development practices*. Alexandria, VA: American Society for Training and Development. (152 pages)
(Note: Bassi developed the idea and secured funding; Bassi and Russ-Eft shared in editing the chapters.)
- Russ-Eft, D., Rubin, D., & Holmen, R. (1981). *Issues in adult basic education: An annotated bibliography and guide to research*. New York, NY: Garland Publishing. (180 pages)

1-B. Refereed Chapters in Published Books

- Russ-Eft, D. F. (in press). Needs assessment in assessing, building, and supporting development relationships in organizations. In H. M. Hutchins & R. Ghosh (Eds.). *Connecting and relating: HRD perspectives on developmental relations*. Palgrave-McMillan.
- Russ-Eft, D. F. (in preparation). Designing and planning an evaluation: Beyond methods. In L. Bickman & D. Rog (Eds.). *The evaluation handbook: An evaluator's companion*. New York, NY: Guilford Press
- Hamblin, R. G., & Russ-Eft, D. F. (2019). Organizational understanding, analysis and evaluation. In R. G. Hamlin, A. Ellinger, & J. Jones (Eds.). *Evidence-based initiatives for organizational change and development*. (Advances in Business Strategy and Competitive Advantage Series). Hershey, PA: IGI Global.
- Boehme, L., Russ-Eft, D., Rovens, J., & Rovens, A. (2018). Leadership among front-line managers: What are the leadership competencies desired by front-line employees. *AHRD Asia Proceedings*. Ahmedabad, India.
- Hindman, L., & Russ-Eft, D. (2016). Graduation rates. In S. Danvers (Ed.). *The SAGE Encyclopedia of Online Learning*. Thousand Oaks, CA: Sage.
- Russ-Eft, D. (2014). Morality and ethics in HRD. In N. Chalofsky, T. Rocco, & M. L. Morris (Eds.). *Handbook of human resource development* (pp. 510-525). San Francisco, CA: Jossey-Bass.
- Russ-Eft, D. (2013). Behavior modeling. Invited chapter for C. Valentin & J. Walton (Eds.). *Human resource development : Practices and orthodoxies*. Houndmills, Basingstoke, England: Palgrave McMillan.

Refereed Chapters in Published Books (Continued)

- Russ-Eft, D. (2012). Evaluation within organizations: So, what are the values? Invited chapter for M. Lee (Ed.). *HRD as we know it: Speeches that have shaped and developed the field of HRD*. New York, NY: Routledge.
- Russ-Eft, D. (2010). Toward a meta-theory of learning and performance. Invited chapter for M. Malloch & B. O'Connor (Ed.). *International Handbook of Workplace Learning*. Thousand Oaks, CA: Sage.
- Russ-Eft, D. (2010). Multiple uses and expanding scope of the evaluative process. Invited chapter for J. Moseley & J. Dessinger (Eds.). *Handbook on Measurement and Evaluation*. New York, NY: Wiley/ISPI.
- Bosteder, L., & Russ-Eft, D. (2010). Measurement and evaluation in the workplace. Invited chapter for J. Moseley & J. Dessinger (Eds.). *Handbook on Measurement and Evaluation*. New York, NY: Wiley/ISPI.
(Note: Lori Bosteder was a student in the Adult Education program and completed her Ed.M. in Adult Education at Oregon State University.)
- Sleezer, C.M., & Russ-Eft, D. F. (2010). Needs assessment: A lighthouse beacon. Invited chapter for J. Moseley & J. Dessinger (Eds.). *Handbook on Measurement and Evaluation*. New York: Wiley/ISPI.
(Note: Sleezer and Russ-Eft shared in the writing of the chapter.)
- Russ-Eft, D. (2006). Communicating and reporting. In K. Hannum, J. Martineau, & C. Reinelt (Eds.), *Handbook of leadership development evaluation* (pp. 487-510). San Francisco, CA: Jossey-Bass.
- Russ-Eft, D., & Hoover, A. (2005). The joys and challenges of experimental and quasi-experimental designs. In R. A. Swanson & E. F. Holton III (Eds.), *Research in organizations: Foundational principles, processes, and methods of inquiry* (pp. 75-95). San Francisco, CA: Berrett-Koehler.
(Note: Amy Hoover was an advisee and completed her Ph.D. in Education at Oregon State University.)
- Russ-Eft, D. (2005). Various entries on topics related to evaluation project plans. In S. Mathison (Ed.), *Encyclopedia of evaluation*. Thousand Oaks, CA: Sage.
- Russ-Eft, D. (2004). In search of ethics and integrity. In J. Woodall, M. Lee, & J. McGoldrick (Eds.), *New frontiers in human resource development* (pp. 43-57). London, England: Routledge.
- Preskill, H., & Russ-Eft, D. (2003). A framework for reframing HRD evaluation practice and research. In A. M. Gilley, L. Bierema, & J. Callahan (Eds.), *Critical issues in HRD* (pp. 199-257). Cambridge, MA: Perseus.
(Note: Preskill and Russ-Eft shared in developing and writing this chapter.)
- Russ-Eft, D., Del Gaizo, E., Moulton, J., & Pangilinan, R. (2003). Sales superstars: Defining competencies needed for sales performance. In T. Rocco (Ed.), *Academy of Human Resource Development: Defining the cutting edge* (pp. 19-26). Bowling Green, OH: Academy of Human Resource Development.
- Russ-Eft, D., Hurson, K., Pangilinan, R., & Egberman, T. (2002). Web-based leadership training: Determining success factors and effectiveness. In C. M. Sleezer, T. L. Wentling, & R. L. Cude (Eds.), *Human resource development and information technology: Making global connections* (pp. 131-151). Boston, MA: Kluwer.

Refereed Chapters in Published Books (Continued)

- Russ-Eft, D., & Brennan, K. (2001). Leadership competencies: A study of leaders at every level in an organization. In J. Raven & J. Stephenson (Eds.), *Competence in the learning society* (pp. 79–91). New York, NY: Peter Lang.
- Jacobs, R., & Russ-Eft, D. (2001). Cascade training and institutionalizing organizational change. In R. Jacobs (Ed.), *Planned training on the job* (pp. 496–503). San Francisco, CA: Sage.
(Note: Russ-Eft made minor contributions to the text.)
- Preskill, H., & Russ-Eft, D. (2001). A systems model for evaluating learning performance. In D. H. Redmann (Ed.), *Academy of Human Resource Development: Defining the cutting edge* (pp. 57–63). Baton Rouge, LA: Academy of Human Resource Development.
(Note: Preskill and Russ-Eft shared in the development and writing of this text. It earned an award as one of the top 10 papers of the 2000 AHRD Conference.)
- Russ-Eft, D., Berrey, C., Boone, T., & Winkle, J. (2001). When caring is not enough: Competencies needed by service providers. In D. H. Redmann (Ed.), *Academy of Human Resource Development: Defining the cutting edge* (pp. 49–56). Baton Rouge, LA: Academy of Human Resource Development.
(Earned an award as one of the top 10 papers of the 2000 AHRD Conference.)
- Ravishankar, L., Andes, K., & Russ-Eft, D. (1998). Implementing continuous improvement teams at XYZ Company: A case study. In G. Parker (Ed.), *Best practices for teams* (Vol. 2, pp. 231–264). Amherst, MA: HRD Press.
(Note: Russ-Eft supervised the conduct of the study and contributed to the writing of the text.)
- Russ-Eft, D., & Moran, L. (1998). Good news, bad news: 20 years of researching what works and what doesn't. In G. Parker (Ed.), *Best practices for teams* (Vol. 2, pp. 393–401). Amherst, MA: HRD Press.
- Russ-Eft, D. (1997). Behavior modeling. In L. Bassi & D. Russ-Eft (Eds.), *What works: Training and development practices* (pp. 105–149). Alexandria, VA: American Society for Training and Development.
- Russ-Eft, D. (1997). Looking through a different lens: Views of human resource development. In H. Preskill & L. Dilworth (Eds.), *AHRD in transition: Finding the cutting edge* (pp. 107–114). International Society for Performance Improvement.
(Note: This paper received an award as one of the top 10 papers of the 1996 AHRD Conference.)
- Andes, K., Ravishankar, L. P., & Russ-Eft, D. (1997). Transfer strategies supporting interpersonal skills training for supervisors: An evaluation study. In M. Broad (Ed.), *In action: Transfer of learning to the workplace* (pp. 71–83). Alexandria, VA: American Society for Training and Development.
(Note: Russ-Eft shared in the writing of the text.)
- Hilbert, J., Preskill, H., & Russ-Eft, D. (1997). Evaluating training's effectiveness. In L. Bassi & D. Russ-Eft (Eds.), *What works: Assessment, development, and measurement* (pp. 109–150). Alexandria, VA: American Society for Training and Development.
(Note: Russ-Eft reviewed the text and made some contributions.)
- Russ-Eft, D., & Hurson, K. (1997). Transforming supervisors into innovators. In J. Phillips (Ed.), *Measuring return on investment* (Vol. 2, pp. 37–47). Alexandria, VA: American Society for Training and Development.

Refereed Chapters in Published Books (Continued)

- McLean, G., & Russ-Eft, D. (1997). Examples of excellent research? In R. A. Swanson & E. F. Holton (Eds.), *Human resource development research handbook: Linking HRD research and practice* (pp. 161–182). San Francisco, CA: Berrett-Koehler.
(Note: McLean and Russ-Eft shared in the writing of this chapter.)
- Katz, A. J., Russ-Eft, D., Moran, L., & Ravishankar, L. P. (1996). The truth from the trenches: Team members speak out: A new survey reveals what participants really think about participating in teams. In G. L. Parker (Ed.), *Handbook of best practices for teams* (Vol. I, pp. 331–342). Amherst, MA: HRD Press.
(Note: Russ-Eft designed and supervised the conduct of the study, and Russ-Eft and Ravishankar wrote much of the paper.)
- Ravishankar, L. P., & Russ-Eft, D. (1995). Quality skills needs assessment. In E. Holton (Ed.), *In action: Conducting needs assessment* (pp. 207–226). Alexandria, VA: American Society for Training and Development.
(Note: Russ-Eft supervised the project; Ravishankar and Russ-Eft shared in writing this chapter.) (ASTD's second best-selling book in 1995.)
- Russ-Eft, D., & Ravishankar, L. P. (1995). Comparing managers and employees in team environments. In M. Mulder (Ed.), *Training in business and industry* (pp. 17–29). Enschede, The Netherlands: University of Twente.
- Russ-Eft, D., & Zenger, J. (1995). Behavior modeling training in North America: A research summary. In M. Mulder, W. J. Nijhof, & R. O. Brinkerhoff (Eds.), *Corporate training for effective performance* (pp. 89–109). Boston, MA: Kluwer.
- Russ-Eft, D., Krishnamurthi, S., & Ravishankar, L. (1994). Getting results with interpersonal skills training. In J. O. Phillips (Ed.), *In action: Measuring return on investment* (Vol. I, pp. 199–211). Alexandria, VA: American Society for Training and Development.
(ASTD's best-selling book in 1995.)
- Russ-Eft, D. (1994). Alternative models for training and development. In W. J. Nijhof & M. Mulder (Eds.), *Book of summaries of the third conference of the International Research Network for Training and Development: Education and training for work* (pp. 56–59). Enschede, The Netherlands: University of Twente, Faculty of Educational Science and Technology.

1-C. Refereed Journal Articles

- Na-Nan, K., Virakul, B., Piriyaikul, M., & Russ-Eft, D. (in press). Construction and validation of an instrument to measure workplace bullying. *International Journal of Organizational Analysis*.
- Cate, R., & Russ-Eft, D. (2020). Applications of Latin American consciousness-raising strategies for community college service learning programs. *Journal of Service-Learning in Higher Education*, 11, 64-87. Retrieved from <https://journals.sfu.ca/jslhe/index.php/jslhe/article/view/221>
- Virakul, B., & Russ-Eft, D. (2019). A model for business responses to global challenges and sustainable development. Embedding corporate social responsibility, corporate governance, and sustainability concepts at a strategic level: A model. *Social Responsibility Journal*, 16 (2), 199-224. <https://doi.org/10.1108/SRJ-09-2018-0223>

Refereed Journal Articles (Continued)

- Cate, R., & Russ-Eft, D. (2019). Expanding circles of solidarity: A comparative analysis of Latin American community social justice project narratives. *Power and Education*.
<https://doi.org/10.1177/1757743819871320>
- Senasu, K., Sakworawich, A., & Russ-Eft, D. (2019). Developing Thai Happiness Index. *Social Indicators Research*. doi:10.1007/s11205-019-02136-6
- Cate, R., & Russ-Eft, D. (2017). A review of current methods to develop empowering service learning programs for Latina/o college students. *Journal of Hispanic Higher Education*. Retrieved from
<https://doi.org/10.1177/1538192717729735>
- Ewer, G., & Russ-Eft, D. (2017). Corporate University theory and practice: The case of Platt University, USA. *International Journal of Human Resource Development: Practice, Policy, and Research*, 2(1), 35-50. doi: 10.22324/ijh/rdppr.2.104
- Hindman, L., & Russ-Eft, D. (2017). A college and university co-enrollment program that facilitates baccalaureate attainment. *Journal of Applied Research in the Community College*, 24, 77-93.
- Russ-Eft, D. (2016). Controversies that shaped the field of human resource development: Town Hall Forums of the Academy of Human Resource Development. In K. E. Watkins & G. N. McLean (Eds.). *Human Resource Development: The Birth of an Academic Discipline. Advances in Developing Human Resources*. 18 (4), 512-535. doi: 10.1177/1523422316660148
- Sritanyarat, D., & Russ-Eft, D. (2016). Development of theory-based multidimensional learners' evaluation in Thai higher education: A case study of the National Institute of Development Administration. *International Journal of Instruction*, 9 (2). doi: 10.12973/iji.2016.921a
- Moore, A., & Russ-Eft, D. (2016). Outcomes-based funding: Origins and implications for the SEM practitioner. *Strategic Enrollment Management*, 3, 261-281. doi: 10.1002/sem3.20074
- Star, S., Russ-Eft, D., Braverman, M., & Levine, R. (2016). Performance measurement and performance indicators: A literature review and a proposed model for practical adoption. *Human Resource Development Review*, 15, 151-181. doi: 10.1177/1534484316636220
- Alsuwaileh, B. G., Russ-Eft, D. F., & Alshurai, S. A. (2016). Academic dishonesty: A mixed-method study of rational choice among students at the College of Basic Education in Kuwait. *Journal of Education and Practice*, 7, 131-159.
- Sleezer, C. M., Russ-Eft, D. F., & Gupta, K. (2015). Learning, training, and performance timeline: A walk through history. *Performance Improvement*, 54 (2), 7-15.
- Russ-Eft, D. (2015). Human resource development, evaluation, and sustainability: What are the relationships? *Human Resource Development International; Special Issue on Sustainability*. 17, 545-559. doi: 10.1080/13678868.2014.954190
- Russ-Eft, D., Levine, R., & Fernandez, A. (2014). Objective career success among paramedics: Interaction effects of location and race. *Human Resource Development International*, 17, 10-29. doi: 10.1080/13678868.2013.840084

Refereed Journal Articles (Continued)

- Levine, R., Russ-Eft, D., Burling, A., Stephens, J., & Downey, J. (2013). Evaluating health services research capacity building programs: Implications for health services and human resource development. *Evaluation and Program Planning, 37*, 1-11. doi: org/10.1016/j.evalproplan.2012.12.002
(Note: Levine and Russ-Eft shared in the writing; Downey completed the literature review as part of her doctoral work for her Ph.D. in education.)
- Erlich, R., & Russ-Eft, D. (2013). Assessing academic advising outcomes using social cognitive theory. *NACADA Journal, 33*, 16-33. doi: 10.12930/NACADA-13-135
(Note: Erlich conducted this study as part of his doctoral work for his Ph.D. in education; Russ-Eft was the major advisor.)
- Erlich, R., & Russ-Eft, D. (2012). Assessing academic advising outcomes using social cognitive theory: A validity and reliability study. *NACADA Journal, 32*, 68-84.
(Note: Erlich conducted this study as part of his doctoral work for his Ph.D. in education; Russ-Eft was the major advisor.)
- Erlich, R., & Russ-Eft, D. (2011). Applying social cognitive theory to academic advising to assess student learning outcomes. *NACADA Journal, 31*(2), 5-15.
(Note: Erlich conducted this study as part of his doctoral work for his Ph.D. in education; Russ-Eft was the major advisor.)
- Fuller, R., & Russ-Eft, D. (2010). Organizational responsiveness and growth-oriented small and medium enterprises (SMEs). *Human Resource Development International, 21*, 317-339.
<https://doi.org/10.1080/13678868.2010.483820>
(Note: Fuller conducted this study as part of his doctoral work for his Ed.D. in education; Russ-Eft served as the major advisor)
- Russ-Eft, D., Dickison, P., & Levine, R. (2010). Taking the pulse of training transfer: Instructor quality and EMT certification test results. *Human Resource Development Quarterly, 21*, 291-306. doi: 10.1002/hrdq.20052
- Ponticelli, J. E., & Russ-Eft, D. (2009). Community college students with disabilities and transfer to a four-year college. *Exceptionality, 17*, 164-176.
(Note: Ponticelli conducted this study as part of her doctoral work for her Ph.D. in education; Russ-Eft served as the major advisor.)
- Taylor, P., Russ-Eft, D., & Taylor, H. (2009a). Gilding the outcome by tarnishing the past: Inflationary biases in retrospective pretests. *American Journal of Evaluation, 30*, 31-43. doi:10.1177/1098214008328517
(Note: Taylor and Taylor undertook most of the analyses; Russ-Eft contributed the initial idea for the study, undertook some analyses, and added to the text.)
- Taylor, P., Russ-Eft, D., Taylor, H. (2009b). The transfer of management training from alternative perspectives. *Journal of Applied Psychology, 94*, 104-121. doi:10.1037/a0013006
(Note: Taylor and Taylor undertook most of the analyses; Russ-Eft contributed some analyses and added to the text.)
- Russ-Eft, D., Dickison, P., & Levine, R. (2008). Determining career success for minority and female emergency medical technicians (EMTs). *Human Resource Development Quarterly, 19*, 281-298.

Refereed Journal Articles (Continued)

- Russ-Eft, D., & Preskill, H. (2008). Improving the quality of evaluation participation: A meta-evaluation. *Human Resource Development International*, 11, 35-50.
- Akdere, M., Russ-Eft, D., & Eft, N. (2006). The Islamic view of adult learning in the workplace: Surrendering to God. In G. McLean & C-B Johansen (Eds). *Worldviews of HRD: Advances in Developing Human Resources*, 8(3), 355–363.
(Note: Akdere and Russ-Eft shared in most of the writing of this text, and Eft made minor contributions while serving in the Peace Corps in Mauritania, West Africa.)
- Hoover, A., & Russ-Eft, D. (2005). Effect of concurrent task management training on single pilot task prioritization performance. *International Journal of Applied Aviation Studies*, 5, 233–251.
(Note: Hoover conducted this study as part of her doctoral work for her Ph.D. in education; Russ-Eft served as the major advisor.)
- Eft, N., & Russ-Eft, D. (2005). The role and status of women in a rural village in Egypt: Five life stages. *Human Resource Development International*, 8, 277–291.
(Note: Eft contributed the field study and wrote the field report funded by a grant from Davidson College; Russ-Eft added the theoretical framework and the connection to HRD.)
- Russ-Eft, D., Dickison, P., & Levine, R. (2005). Instructor quality affecting emergency medical technician (EMT) preparedness: A LEADS project. *International Journal of Training and Development*, 9, 256–270.
- Taylor, P J., Russ-Eft, D. F., & Chan, D. W. L. (2005). The effectiveness of behavior modeling training across settings and features of study design. *Journal of Applied Psychology*, 90, 692–709.
doi:10.1037/0021-9010.90.4.692
(Note: Taylor wrote the initial drafts; Chan undertook most of the analyses; Russ-Eft undertook some analyses and contributed to the writing and revision of the text.)
- Russ-Eft, D., & Preskill, H. (2005). In search of the holy grail: ROI evaluation in HRD. *Advances in Developing Human Resources*, 7, 71–85.
- Russ-Eft, D. (2004). Ethics in a global world: An oxymoron? *Evaluation and Program Planning*, 27, 349–356.
- Russ-Eft, D. (2004). Customer service competencies: A global look. *Human Resource Development International*, 7, 211–231.
- Russ-Eft, D., & Hatcher, T. (2003). The issue of international values and beliefs: The debate for a global HRD code of ethics. In S. D. Johnson (Editor in Chief) & D. C. Short & J. W. Bing (Issue Eds.), *Advances in Developing Human Resources*, 5(3), 296–307.
- Taylor, P. J., Russ-Eft, D., & Chan, D. (2003, August). The impact of alternative rating sources and retrospective pretests on training effect sizes [Abstract]. *Australian Journal of Psychology Supplement*, 55, 146.
(Note: Taylor wrote the initial drafts; Chan undertook most of the analyses; Russ-Eft undertook some analyses and contributed to the writing and revision of the text.)
- Russ-Eft, D., Atwood, R., & Eggherman, T. (2002). Use and non-use of evaluation results: A case study of environmental influences in the private sector. *American Journal of Evaluation*, 23, 19–31.

Refereed Journal Articles (Continued)

- Russ-Eft, D. (2002). A typology of training design and work environment factors affecting workplace learning and transfer. *Human Resource Development Review*, 1, 45–65.
- Russ-Eft, D. (2001). Interpretation and explanation of results: A case study in use and misuse. In R. A. Swanson (Series Ed.) & S. Aragon & T. Hatcher (Issue Eds.), *Ethics and integrity in HRD: Case studies in research and practice: Advances in developing human resources*, 3(1), 51–54.
- Russ-Eft, D. (2001). Problems in reporting and advertising. In R. A. Swanson (Series Ed.) & S. Aragon & T. Hatcher (Issue Eds.), *Ethics and integrity in HRD: Case studies in research and practice: Advances in developing human resources*, 3(1), 60–62.
- Russ-Eft, D. (2001). Publication problems. In R. A. Swanson (Series Ed.) & S. Aragon & T. Hatcher (Issue Eds.), *Ethics and integrity in HRD: Case studies in research and practice: Advances in developing human resources*, 3(1), 69–71.
- Russ-Eft, D. (2000). That old fungible feeling: Defining human resource development. In R. A. Swanson (Series Ed.) & W. Ruona & G. Roth (Issue Eds.), *Philosophical Foundations of Human Resource Development Practice: Advances in developing human resources*, 2(7), 49–53.
- Russ-Eft, D. (1999). Research methods for advancing performance improvement. In R. A. Swanson (Series Ed.) & R. J. Torraco (Issue Ed.), *Performance improvement theory and practice: Vol. 1(1) Advances in developing human resources*, 1(1), 68–82.
- Russ-Eft, D. (1999). Can this evaluation be saved? *American Journal of Evaluation*, 20, 590–597.
- Russ-Eft, D. (1993). Predicting organizational orientation toward teams. *Human Resource Development Quarterly*, 4, 125–134.
- Berrey, C., Klausner, A., & Russ-Eft, D. (1993, September). Highly responsive teams: The key to competitive advantage. *Quality and Participation*, 72–76.
(Note: Russ-Eft undertook the data collection and analyses and contributed some of the text.)
- Russ-Eft, D., & Zucchelli, L. (1987, November). When wrong is alright. *Training and Development Journal*, 78–79.
- Russ-Eft, D. (1986). Evaluability assessment of the Adult Education Program (AEP): The results and their use. *Evaluation and Program Planning*, 9, 39–47.
- Russ-Eft, D., & Zenger, J. (1985, April). Common mistakes in evaluating training effectiveness. *Personnel Administrator*, 57-62.
- Russ-Eft, D. F., & McLaughlin, D. H. (1983). Ideas for courseware in reading, writing, and communication skills. *Computers, Reading and Language Arts*, 1(3), 27–33.
- Russ-Eft, D., & Steel, L. (1980). The contribution of education to adults' quality of life. *Educational Gerontologist*, 5, 189–205.
- Russ-Eft, D. (1979). Identifying components comprising neighborhood quality of life. *Social Indicators Research*, 6, 349–372.
(Cited as exemplary research by the Organization for Economic Development.)

Refereed Journal Articles (Continued)

- Russ-Eft, D., Sprenger, M., & Beever, A. (1979). Antecedents of adolescent parenthood and consequences at age 30. *Family Coordinator*, 28, 173–179.
- Russ-Eft, D. (1979). Proactive interference: Buildup and release in individual words. *Journal of Experimental Psychology: Human Learning and Memory*, 5, 422–432.
- Russ-Eft, D., & Flanagan, J. C. (1977). Dimensions of quality of life as an index to aid in formulating educational goals. *MATEP Forum*, 1, 2–10.
- Miller, B. J., Russ, D., Gibson, C., & Hall, A. E. (1970). Effects of free association training, retraining, and information on creativity. *Journal of Experimental Psychology*, 84, 226–229.
(Note: Russ-Eft undertook one of the studies and provided the initial text for the work.)
- Russ, D., & Loess, H. (1969). Taxonomic cues as aids to recall in short-term memory. *Journal of Experimental Psychology*, 80, 394–396.

1-D. Non-refereed Journal Articles

- Russ-Eft, D. (2021). A rant about Zoom, Teams, BlackBoard, Cayuse, BrightSpace, Pathable, and the virtual conference: HRD help needed. (Editorial). *New Horizons in Adult Education & Human Resource Development*, 23, 1-3. <https://doi.org/10.1002/nha3.20301>
- Russ-Eft, D. (2018). Second time around: AHRD Standards on Ethics and Integrity. (Editorial). *Human Resource Development Review*. 17(2),123-127.
doi:10.1177/1534484318772123
- Russ-Eft, D., Short, D., & Jacobs, R. (2014). Perspectives in HRD—The Academy of Human Resource Development: Its history and current activities. *New Horizons in Adult Education & Human Resource Development*, 26, 64-65.
- Russ-Eft, D., Watkins, K., Marsick, V., Jacobs, R., & McLean, G. (2014). What do the next 25 years hold for HRD research in areas of our interest? *Human Resource Development Quarterly*, 25, 5-27. [Featured article.]
- Russ-Eft, D. (2012). Invited reaction: Experimental study comparing a traditional approach to performance appraisal training to a whole-brain training method at C.B. Fleet Laboratories. [Invited Reaction]. *Human Resource Development Quarterly*, 23, 35-39. doi: 10.1002/hrdq.21124
- Russ-Eft, D. (2009). Human resource development (HRD) evaluation and principles related to the public interest. [Ethical Challenges]. *American Journal of Evaluation*. 30, 225-231.
- Russ-Eft, D. (2009). A Journey: *HRDQ* from 2002 to 2005. [Editorial]. *Human Resource Development Quarterly*, 20, 15-19.
- Russ-Eft, D. (2008). SSCI, ISI, JCR, JIF, IF, and journal quality: [Editorial]. *Human Resource Development Quarterly*, 19, 185-189.
- Russ-Eft, D. (2005). Reflections over the long haul [Editorial]. *Human Resource Development Quarterly*, 16(4), 1–3.
- Russ-Eft, D. (2004). So, what is research anyway? [Editorial]. *Human Resource Development Quarterly*, 15(1), 1–3.

Non-refereed Journal Articles (continued)

- Russ-Eft, D. (2003). Corporate ethics: A learning and performance problem for leaders? [Editorial]. *Human Resource Development Quarterly*, 14(1), 1–3.
- Russ-Eft, D. (2002). Change and stability [Editorial]. *Human Resource Development Quarterly*, 14(1), 1–3.
- Russ-Eft, D. (2001). Workload, stress, and human resource development [Editorial]. *Human Resource Development Quarterly*, 12(1), 1–3.
- Russ-Eft, D. (2000). A case for case studies on HRD ethics and integrity [Editorial]. *Human Resource Development Quarterly*, 11, 101–103.
- Russ-Eft, D. (1999). Critique: One way to improve human resource development [Editorial]. *Human Resource Development Quarterly*, 10, 101–104.
- Russ-Eft, D. (1998). The nature of *HRDQ* revisited [Editorial]. *Human Resource Development Quarterly*, 9, 99–103.
- Russ-Eft, D. (1996). Hurrah for teams or teams-schmeams: So, what is the impact of teams? [Editorial]. *Human Resource Development Quarterly*, 7, 305–312.
- Russ-Eft, D. (1995). Defining competencies: A critique [Editorial]. *Human Resource Development Quarterly*, 6, 329–335.
- Russ-Eft, D. (1994). CBT, CAI, EPSS, and DEJA VU [Editorial]. *Human Resource Development Quarterly*, 5, 207–212.

1-E. Refereed Conference Proceedings

- Jordan, J. B., Russ-Eft, D. F., Ghassan, I. (2022, February). New directions and ideas in HRD evaluation. *Proceedings of the Academy of Human Resource Development*. St. Paul, MN: AHRD.
- Russ-Eft, D. F., & Alizadeh, A. (2022, February). Focus session: Ethics in human resource development. *Proceedings of the Academy of Human Resource Development*. St. Paul, MN: AHRD.
- Nguyen, M. T., & Russ-Eft, D. (2021, February). Barriers to green consumption: Under the lens of ethical theories. *Proceedings of the Academy of Human Resource Development*. St. Paul, MN: AHRD.
- Vu, E., & Russ-Eft, D. (2020). Exploring Southeast Asian American women in higher education leadership. *Proceedings of the Academy of Human Resource Development*. St. Paul, MN: AHRD.
- Geary, J., & Russ-Eft, D. (2019). Human factors in maritime cybersecurity: A literature review. *Proceedings of the Asian Chapter of the Academy of Human Resource Development*. Hanoi, Vietnam.
- Russ-Eft, D. (2019). A search for training manager competencies. *Proceedings of the University Forum for Human Resource Development*. Newcastle, UK: UFHRD.
- Russ-Eft, D. (2019). HRD evaluation: Is there anything new? *Proceedings of the Academy of Human Resource Development*. St. Paul, MN: AHRD.

Refereed Conference Proceedings (continued)

- Boehme, L., Russ-Eft, D., Rovens, J., & Rovens, A. (2018). Front-line manager performance: Biased self-assessment. *Proceedings of the University Forum for Human Resource Development*. Newcastle, UK: UFHRD.
- Boehme, L., Russ-Eft, D., Rovens, J., & Rovens, A. (2018). In the eyes of the beholder: HR managers stereotyping when assessing others. *Proceedings of the Academy of Human Resource Development*. St. Paul, MN: AHRD.
- Boehme, L., Russ-Eft, D., Rovens, J., & Rovens, A. (2018). Leadership among front-line managers: What are the leadership competencies desired by front-line employees. *AHRD Asia Proceedings*. Ahmedabad, India.
- Brunner, M., Russ-Eft, D., Well, J., & Field, K. G. (2017). Teacher workshops: Facilitating learning through a community of practice. *Proceedings of the University Forum for HRD*, Lisbon, Portugal.
- Dotson, T., & Russ-Eft, (2017). Exploring work-life issues for millennial-aged non-instructional administrators: A literature review. *Proceedings of the Academy of Human Resource Development*, St Paul, MN: AHRD.
- Kyaw, T., Mak, C. W., Phaopat, N., & Russ-Eft, D. (2017). A 7R framework: A tool to discover and resolve ethical issues in organizational change. *Proceedings of the Academy of Human Resource Development*, St Paul, MN: AHRD.
- Sipe, D., & Russ-Eft, D. (2016). Internationalization of community colleges: A literature review. *Proceedings of the Asia-MENA Chapter of the Academy of Human Resource Development*. iFrane, Morocco: AHRD.
- Ewer, G., & Russ-Eft, D. (2016). Case study: Description of a corporate university's operational factors. *Proceedings of the University Forum for HRD*. London, UK: AHRD.
- Batazhan, T., & Russ-Eft, D. (2016). Organization climate for innovation in higher education. *Proceedings of the Academy of Human Resource Development*. St. Paul, MN: AHRD.
- Ewer, G., & Russ-Eft, D. (2015). Corporate universities: A literature review. *Proceedings of the Academy of Human Resource Development*. St. Paul, MN: AHRD.
- Ostrander, J., & Russ-Eft, D. (2014, June). Costs, benefits, and participation in online knowledge sharing in communities of practice for faculty. *Proceedings of the 15th HRD Conference Across Europe*. Edinburgh, Scotland.
- Goff, S., & Russ-Eft, D. (2014, February). Temps at the top: Factors related to the appointment of interim community college presidents. *Proceedings of the Academy of Human Resource Development, Americas Conference*. St. Paul, MN: AHRD.
- Zanjani, M., & Russ-Eft, D. (2013, November). Understanding conflict management: Voices of community college presidents. *Proceedings of the Asian Chapter of the Academy of Human Resource Development*. Taipei, Taiwan.
- Russ-Eft, D., Koszalka, T. A., & Robichaux, L. (2013, June). Instructional designer competencies: American and European comparisons. *Proceedings of the 14th HRD Conference Across Europe*, Brighton, U.K. (Received award from the *Journal of European Training and Development*)
- Russ-Eft, D., Koszalka, T. A., & Babbel, B. (2013, February). Instructional designer competencies: Similarities and differences among Asian designers. *Proceedings of the Academy of Human Resource Development, Americas Conference*, St. Paul, MN: AHRD.

Refereed Conference Proceedings (continued)

- Zanjani, M., & Russ-Eft, D. (2012, November). Understanding conflict experienced by community college presidents. *Proceedings of the Asian Chapter of the Academy of Human Resource Development*. Istanbul, Turkey.
- Russ-Eft, D. & Levine, R. (2012, February). A model of retention for emergency medical technicians (EMTs). In K. Dirani (Ed). *Proceedings of the Academy of Human Resource Development*. Minneapolis, MN: AHRD.
- Levine, R. Russ-Eft, D. Burling, A., Stephens, J., & Downey, J. (2011, December). Evaluating health services research capacity building programs; Implications for human resource development. *Proceedings of the Asian Chapter of the Academy of Human Resource Development*. Kuala Lumpur, Malaysia.
- Backus, B., & Russ-Eft, D. (2011, May). Program sustainability: Critical factors for chemistry-based technology programs. In the *Proceedings of the 12th International Conference of HRD Across Europe*. University of Gloucestershire: Cheltenham, UK.
(Note: Backus conducted this study as part of her doctoral work for her Ph.D. in education; Russ-Eft served as the major advisor)
- Star, S., & Russ-Eft, D. (2011, February). Russ-Eft, D. (2011, February). Effective strategies for becoming a successful entrepreneurial consultant in the field of training and development. In the *Proceedings of the Academy of Human Resource Development*, St. Paul, MN: AHRD
(Note: Star conducted this study as part of her master's work for her Ed.M. in adult education; Russ-Eft served as a committee member.)
- Backus, B., & Russ-Eft, D (2010, November). Sustainability of two year chemistry-based technology training programs: A literature review. In the *Proceedings of the Workplace Learning and Sustainable Development for Individual, Organization and Society. the 9th International Conference of the Academy of HRD (Asia Chapter)*. Shanghai, China.
(Note: Backus conducted this study as part of her doctoral work for her Ph.D. in education; Russ-Eft served as the major advisor)
- Russ-Eft, D., Levine, R., & Fernandez, A. (2010, February). Objective career success among paramedics: Interaction effects of location and race. In J. Storberg-Walker (Ed.) *Proceedings of the Academy of Human Resource Development*. St. Paul, MN: Academy of Human Resource Development.
- Myers, S., Russ-Eft, D., Elliott, R., & Flick, L. (2009, December). Evaluation of teacher development in mathematics as innovation. *Proceedings of the AHRD-MENA Conference*, Bahrain.
(Myers served as Graduate Research Assistant to Russ-Eft; Myers completed her master's in public policy in 2009.)
- Russ-Eft, D. (2009, June). HRD evaluation and the public interest. *Proceedings of the 10th Annual HRD Across Europe conference*, Newcastle, England.
- Russ-Eft, D., Sampson-Gruener, G., & Dalton, M. (2009, February). Communication styles: Development of an assessment. *Proceedings of the Academy of Human Resource Development*. Bowling Green, OH: Academy of Human Resource Development.
(Sampson-Gruener served as a research assistant to Russ-Eft while completing his Ph.D. in education; Russ-Eft served as the major advisor.)

Refereed Conference Proceedings (continued)

- Wang, J., Hamlin, R. G., Russ-Eft, D., Ruiz, C. E., & Ellinger, A. D. (2009, February). Managerial and leadership effectiveness: Evidence from cross-national studies. *Proceedings of the Academy of Human Resource Development*. Bowling Green, OH: Academy of Human Resource Development.
- Russ-Eft, D. (2008, November). Evaluation and organizational change: Are they incompatible? *Proceedings of the Seventh Annual Conference on Asian HRD*, Bangkok, Thailand.
- Russ-Eft, D., Dickison, P., & Levine, R. (2008, February). Certification results and career success: A LEADS study. In T. J. Chermack (Ed.) *Proceedings of the Academy of Human Resource Development*. Bowling Green, OH: Academy of Human Resource Development
- Russ-Eft, D., Yap, R., & O'Connor, J. (2007, June). Evaluator competencies: A global validation with local implications. Human Resource Development across Europe [Abstract]. *Abstracts of the Sixth AUHRD/AHRD Conference*, 83. Oxford, England: Oxford Brookes University.
- Russ-Eft, D., Dickison, P., & Levine, R. (2007, March). Instructor quality and EMT certification examination results. In F. M. Nafukho & T. J. Chermack (Eds.), *Proceedings of the Academy of Human Resource Development*. Bowling Green, OH: Academy of Human Resource Development
- Russ-Eft, D., & Preskill, H. (2007, March). Evaluation masterclass: Building evaluation capacity. In F. M. Nafukho & T. J. Chermack (Eds.), *Proceedings of the Academy of Human Resource Development*. Bowling Green, OH: Academy of Human Resource Development.
- Russ-Eft, D., & Yap, R. (2007, March). Global evaluator competencies: A project of the International Board of Standards for Training, Performance, and Instruction® (ibstpi®). In F.M.Nafukho & T. J. Chermack (Eds.), *Proceedings of the Academy of Human Resource Development*. Bowling Green, OH: Academy of Human Resource Development.
- Russ-Eft, D., Dickison, P., & Levine, R. (2006, March). Examining career success of minority and women emergency medical technicians (EMTs): A LEADS project. In F. M.Nafukho (Ed.), *Proceedings of the Academy of Human Resource Development*. Bowling Green, OH: Academy of Human Resource Development.
- Preskill, H., & Russ-Eft, D. (2006, March). Using a systems model to focus an evaluation: From theory to practice. In F. M. Nafukho (Ed.), *Proceedings of the Academy of Human Resource Development*. Bowling Green, OH: Academy of Human Resource Development.
(Note: Preskill and Russ-Eft shared in the writing of the text.)
- Russ-Eft, D. (2005, May). In search of evaluator competencies. Human Resource Development across Europe [Abstract]. *Abstracts of the Sixth AUHRD/AHRD Conference*, 81. Leeds, England: University of Leeds.
- Russ-Eft, D., & Preskill, H. (2005, February). Improving beta test evaluation response rates: A meta-evaluation. In M. L. Morris & F. M. Nafukho (Eds.), *Proceedings of the Academy of Human Resource Development* (pp. 62-69). Bowling Green, OH: Academy of Human Resource Development.

Refereed Conference Proceedings (continued)

- Eft, N., & Russ-Eft, D. (2004, May). The role and status of women in rural Egypt [Abstract]. *Human Resource Development: Cross-Cultural Comparative and International Perspectives* (Abstracts of the Fifth UFHRD/AHRD Conference, pp. 44–45). Limerick, Ireland: University of Limerick.
(Note: Eft undertook the original field study and wrote the field report under a grant from Davidson College; Russ-Eft contributed the theoretical framework and the connection to HRD.)
- Russ-Eft, D. (2004, March). Toward a meta-theory of learning and performance. In T. M. Egan, M. L., Morris, & V. Inbakumar (Eds.) *Proceedings of the annual meeting of the Academy of Human Resource Development* (pp. 656–664). Bowling Green, OH: Academy of Human Resource Development.
- Russ-Eft, D., Dickison, P., & Levine, R. (2003, May). LEADS: Instructor quality affecting emergency medical technician (EMT) preparedness. *Proceedings of the Second Conference on HRD Research and Practice across Europe* (pp. 1–11). Toulouse, France: Toulouse Business School.
- Russ-Eft, D. (2003, March). Sales leaders: Defining competencies needed for sales leadership. In T. M. Egan & S. A. Lynham (Eds.), *Proceedings of the Academy of Human Resource Development* (pp. 19–26). Bowling Green, OH: Academy of Human Resource Development.
- Russ-Eft, D., Del Gaizo, E., Moulton, J., & Pangilinan, R. (2002, March). Sales superstars: Defining competencies needed for sales performance. In T. M. Egan & S. A. Lynham (Eds.), *Proceedings of the Academy of Human Resource Development* (pp. 319–326). Bowling Green, OH: Academy of Human Resource Development.
- Burns, J. Z., Russ-Eft, D., & Wright, H. F. (2001, March). Codes of ethics and enforcement of ethical conduct: A review of other organizations and implications for AHRD. In O. A. Aliaga (Ed.), *Proceedings of the Academy of Human Resource Development* (pp. 213–220). Baton Rouge, LA: Academy of Human Resource Development.
(Note: The authors shared in the writing of the text.)
- Jacobs, R. L., Russ-Eft, D., & Zidan, S. (2001, March). Institutionalizing organizational change through cascade training: Implications for HRD research. In O. A. Aliaga (Ed.), *Proceedings of the Academy of Human Resource Development* (pp. 435–439). Baton Rouge, LA: Academy of Human Resource Development.
(Note: Russ-Eft made minor contributions to the text.)
- Russ-Eft, D., Berrey, C., Pangilinan, R., & Atwood, R. (2001, March). Validating a tool to measure customer service competencies. In O. A. Aliaga (Ed.), *Proceedings of the Academy of Human Resource Development* (pp. 918–925). Baton Rouge, LA: Academy of Human Resource Development.
- Russ-Eft, D. (2001, January). Improving learning and performance: Theory and methods [Abstract]. *Perspectives on learning at the workplace: Proceedings of the Second Conference on HRD Research and Practice across Europe: Book of abstracts*, 4. Enschede, the Netherlands: University of Twente.
- Burns, J. Z., Hatcher, T., & Russ-Eft, D. (2000, March). Confronting professional values and ethical issues: An innovative session on development of a casebook on ethics and integrity. In P. K. Kuchinke (Ed.), *Proceedings of the Academy of Human Resource Development* (pp. 600–604). Baton Rouge, LA: Academy of Human Resource Development.
(Note: The authors shared in the writing of the text.)

Refereed Conference Proceedings (continued)

Preskill, H., & Russ-Eft, D. (2000, March). A systems model for evaluating learning and performance. In P. K. Kuchinke (Ed.), *Proceedings of the Academy of Human Resource Development* (pp. 126–133). Baton Rouge, LA: Academy of Human Resource Development.
(Note: Preskill and Russ-Eft shared in writing this paper.)

Russ-Eft, D., Berrey, C., Boone, T., & Winkle, J. (2000, March). When caring is not enough: Competencies needed by service providers. In P. K. Kuchinke (Ed.), *Proceedings of the Academy of Human Resource Development* (pp. 654–661). Baton Rouge, LA: Academy of Human Resource Development.

Russ-Eft, D., Lindau, H-J., Korff, M., Duden, D. (2000, December). Global business consulting regarding sales force performance. In O. Aliaga (Ed.), *Proceedings of the ninth annual World Business Conference*. San Jose, Costa Rica: International Management Development Association.

Russ-Eft, D. (1999, March). Communities in the workplace. In P. K. Kuchinke (Ed.), *Proceedings of the Academy of Human Resource Development* (pp. 1038–1046). Baton Rouge, LA: Academy of Human Resource Development.

Smart, R., Walker, P., & Russ-Eft, D. (1999, July). Executive leadership consulting: Case study at XYZ manufacturing in Australia. In L. M. R. Calingo, E. Kaynak, H. Arbelaez, V. V. Cordell, & G. N. McLean (Eds.), *Proceedings of the eighth annual World Business Conference* (pp. 80–85). Hummelstown, PA: International Management Development Association.
(Note: Smart and Walker contributed the original text of the field work; Russ-Eft contributed the theoretical framework.)

Chalofsky, N., Dean, P., Leimbach, M., Marsick, V. J., Otte, F., Preskill, H., Rives, S., Russ-Eft, D., & Watkins, K. E. (1998, March). Interactive Panel Discussion: What position should AHRD take in developing guidelines for ethics/integrity in AHRD? In R. J. Torraco (Ed.), *Proceedings of the Academy of Human Resource Development* (pp. 364–366). Baton Rouge, LA: Academy of Human Resource Development. (Note: The authors shared in the development of this work.)

Russ-Eft, D. (1998, March). Critique – The method to improve theory, research, and practice in human resource development. In R. J. Torraco (Ed.), *Proceedings of the Academy of Human Resource Development* (pp. 1–9). Baton Rouge, LA: Academy of Human Resource Development.

Russ-Eft, D. (1998, March). Leaders behaving badly: How to block innovation in organizations. In R. J. Torraco (Ed.), *Proceedings of the Academy of Human Resource Development* (pp. 210–215). Baton Rouge, LA: Academy of Human Resource Development.

Russ-Eft, D. (1997, March). A survey of surveys on training. In R. J. Torraco (Ed.), *Proceedings of the Academy of Human Resource Development* (pp. 186–191). Baton Rouge, LA: Academy of Human Resource Development.

1-F. Non-refereed Conference Proceedings

Russ-Eft, D., Sleezer, C., & McLean (2020, February). Challenges in Needs Assessment. *Proceedings of the annual meeting of the Academy of Human Resource Development*. St. Paul, MN: Academy of Human Resource Development.

- Russ-Eft, D., & Preskill, H. (2006, March). Innovative session: Evaluation masterclass. In F. M. Nafukho (Ed.), *Proceedings of the annual meeting of the Academy of Human Resource Development*. Bowling Green, OH: Academy of Human Resource Development.
- Sleezer, C., Russ-Eft, D., Vencatachellum, I., & Yap, R. (2006, March). What if HRD practitioners are right about needs assessment? In F. Nafukho (Ed.), *Proceedings of the annual meeting of the Academy of Human Resource Development*. Bowling Green, OH: Academy of Human Resource Development.
(Note: Russ-Eft assisted Sleezer in the development of this work.)
- Boehme, L., Russ-Eft, D., Hatcher, T., Rocco, T., & Yang, B. (2005, March). Innovative session: Publication tips and strategies: A scholar's perspective on how to get published. In M. L. Morris (Ed.), *Proceedings of the annual meeting of the Academy of Human Resource Development*. Bowling Green, OH: Academy of Human Resource Development.
(Note: Laura Boehme was a master's degree student in Adult Education at Oregon State University at this time; she served as managing editor of the journal of *Human Resource Development Quarterly* under Russ-Eft's editorship.)
- Russ-Eft, D., & Preskill, H. (2005, March). Innovative session: Teaching evaluation in organizations. In M. L. Morris (Ed.), *Proceedings of the annual meeting of the Academy of Human Resource Development*. Bowling Green, OH: Academy of Human Resource Development.
- Boehme, L., Russ-Eft, D., Hatcher, T., Rocco, T., & Yang, B. (2004, March). Innovative session: Publication tips and strategies: A scholar's perspective on how to get published. In T. M. Egan, M. L. Morris, & V. Inbakumar (Eds.), *Proceedings of the annual meeting of the Academy of Human Resource Development* (pp. 603–609). Bowling Green, OH: Academy of Human Resource Development.
(Note: Laura Boehme was a master's degree student in Adult Education at Oregon State University at this time; she served as managing editor of the journal of *Human Resource Development Quarterly* under Russ-Eft's editorship)
- Preskill, H., & Russ-Eft, D. F. (2004, March). Innovative session: Teaching the ins and outs of evaluation in organizations. In T. M. Egan, M. L. Morris, & V. Inbakumar (Eds.), *Proceedings of the annual meeting of the Academy of Human Resource Development* (pp. 278–280). Bowling Green, OH: Academy of Human Resource Development.
- Aragon, S., Burns, J., Hatcher, T., Johansen, B., McDonald, K., Ruona, W., Russ-Eft, D., & Wright, H. (2003, March). An innovative session developing techniques to teach ethics in HRD. In T. M. Egan & S. A. Lynham (Eds.), *Proceedings of the annual meeting of the Academy of Human Resource Development* (pp. 760–761). Bowling Green, OH: Academy of Human Resource Development.
(Note: The authors shared in the development of this work.)
- Squillaci, C. M., Russ-Eft, D. F., Hatcher, T. G., Rocco, T. S., & Yang, B. (2003, March). Trying to get published? How to convert your dissertation into a manuscript for journal publication. In T. M. Egan & S. A. Lynham (Eds.), *Proceedings of the annual meeting of the Academy of Human Resource Development* (pp. 882–884). Bowling Green, OH: Academy of Human Resource Development.
(Note: Christine Squillaci was a master's degree student in Industrial and Organizational Psychology at San Jose State University at this time; she served as managing editor of the journal of *Human Resource Development Quarterly* under Russ-Eft's editorship.)

Non-refereed Conference Proceedings (continued)

- Squillaci, C. M., Russ-Eft, D. F., Hatcher, T. G., Rocco, T. S., & Yang, B. (2002, March). Recruiting and developing *HRDQ* reviewers: Why you should do it and what you should look for. In T. M. Egan & S. A. Lynham (Eds.), *Proceedings of the annual meeting of the Academy of Human Resource Development* (pp. 812–814). Bowling Green, OH: Academy of Human Resource Development. (Note: Christine Squillaci was a master's degree student in Industrial and Organizational Psychology at San Jose State University at this time; she served as managing editor of the journal of *Human Resource Development Quarterly* under Russ-Eft's editorship.)
- Russ-Eft, D. (1998, March). Critique – The method to improve theory, research, and practice in human resource development. In R. J. Torraco (Ed.), *Proceedings of the Academy of Human Resource Development* (pp. 1–9). Baton Rouge, LA: Academy of Human Resource Development.
- Russ-Eft, D. (1996, March). Looking through a different lens: Views of human resource development. In E. F. Holton III (Ed.), *Proceedings of the Academy of Human Resource Development* (pp. 370–378). Baton Rouge, LA: Academy of Human Resource Development.
- Russ-Eft, D. (1995, March). Zenger Miller's Research Center: Mission, strategies, agonies, and ecstasies. In E. F. Holton III (Ed.), *Proceedings of the Academy of Human Resource Development* (paper no. 19). Baton Rouge, LA: Academy of Human Resource Development.
- Russ-Eft, D., & Horibe, F. (1993, April). Model for conducting customer audits. In L. Mathis & K. Mizer (Eds.), *Proceedings of Quest for Quality: National Research Conference on Human Resource Development* (pp. 167–173). College Station, TX: Texas A & M University.

1-G. Non-refereed Technical Reports

- Star, S., Russ-Eft, D., Braverman, M., & Levine, R. (2015, February 1). *Literature Review Abstracts: Robert Wood Johnson Foundation Performance Indicator Project*. Oregon State University, Corvallis, OR.
- Russ-Eft, D., Braverman, M., Levine, R., & Star, S. (2014, December 27). *Final Report to Robert Wood Johnson Foundation: Performance Indicator Project*. Oregon State University, Corvallis, OR.
- Russ-Eft, D. (2013, August). *Evaluation of the GK-12 Project at University of Nevada at Reno*. Reno, NV: College of Engineering, University of Nevada.
- Stephens, J., Levine, R., Burling, A. S., & Russ-Eft, D. (2011, October). *An Organizational Guide to Building Health Services Research Capacity. Final Report* (Prepared by American Institutes for Research under contract 233-02-0082). AHRQ Publication No. 11(12)-0095-EF. Rockville, MD: Agency for Healthcare Research and Quality; October 2011. (Note: Russ-Eft contributed to the evaluation effort that helped to develop this guide.)
- Russ-Eft, D., Sampson-Gruener, G., & Dalton, M. (2008, August). *Technical Report to Cisco Systems*. Corvallis, OR: Oregon State University
- Russ-Eft, D., Leddick, S., Blaczyk, J., Dowling, J., Rotherham, A., & Staten, T. (2003). *North Central Regional Educational Laboratory (NCREL) External Evaluation Panel (EEP) final report*. Naperville, IL: NCREL.

Non-refereed Technical Reports (continued)

- Russ-Eft, D., Leddick, S., Blaczyk, J., Dowling, J., Rotherham, A., & Staten, T. (2002). *North Central Regional Educational Laboratory (NCREL) External Evaluation Panel (EEP) final report*. Naperville, IL: NCREL.
- Del Gaizo, E. R., & Russ-Eft, D. (2001). *Creating sales superstars: A leader's action planning guide*. Tampa, FL: AchieveGlobal.
(Note: Russ-Eft contributed the research to develop this work.)
- Winkle, J., Berrey, C., Boone, T., & Russ-Eft, D. (2000). *When caring is not enough*. Tampa, FL: AchieveGlobal.
(Note: Russ-Eft designed and conducted the research and prepared the initial reporting.)
- Burns, J., Dean, P., Hatcher, T., Otte, F., Preskill, H., & Russ-Eft, D. (chair) (1999). *Academy of Human Resource Development: Standards on ethics and integrity*. Baton Rouge, LA.: Academy of Human Resource Development.
(Note: Russ-Eft chaired and led this effort, and the authors shared in the development of the text.)
- Russ-Eft, D., Berry, C., Hurson, K., & Brennan, K. (1996). *Updating the meaning of leadership: A grass-roots model for the new workplace*. San Jose, CA: Zenger Miller.
- Moran, L., Hogeveen, J., & Russ-Eft, D. (1994, June). *Winning competitive advantage: A blended strategy works best*. San Jose, CA: Zenger Miller.
(Note: Russ-Eft undertook the research work and contributed the initial text.)
- Berrey, C., Klausner, A., & Russ-Eft, D. (1992, November). *Highly responsive teams: The key to competitive advantage*. San Jose, CA: Zenger Miller.
(Note: Russ-Eft undertook the research work and contributed the initial text.)
- Russ-Eft, D., & Zenger, J. (1991, March). *Behavior modeling: A research summary*. San Jose, CA: Zenger Miller.
- Russ-Eft, D., & Claudy, J. (1984). *Computer-mediated testing for vocational assessment*. Palo Alto, CA: American Institutes for Research.
- Russ-Eft, D. F., & McLaughlin, D. H. (1983, June). *Ideas for reading and writing courseware: Needs and development opportunities for educational computer software – reading, writing, and communication skills*. Palo Alto, CA: American Institutes for Research.
- Russ-Eft, D. F., & Brandt, D. A. (1982). *Error profile of selected statistics in the Fall Enrollment Survey of the Higher Education General Information Survey (HEGIS)*. (Sage Technical Report 25). Palo Alto, CA: American Institutes for Research..
- Russ-Eft, D. F., & McLaughlin, D. (1981, September). *Analyses of issues in adult basic education* (SAGE Technical Report 22). Palo Alto, CA: American Institutes for Research.
- Russ-Eft, D. (1981). *Added methodological considerations for the development of error profiles of two NCES surveys*. (SAGE Technical Report 18). Palo Alto, CA: American Institutes for Research.
- Russ-Eft, D. (1980). *Validity and reliability in survey research* (SAGE Technical Report 15). Palo Alto, CA: American Institutes for Research.

Non-refereed Technical Reports (continued)

Russ-Eft, D., Rubin, D. P., & Holmen, R. E. (1980, February). *Issues in elementary and secondary education, 1978–1979* (SAGE Technical Report 10). Palo Alto, CA: American Institutes for Research.

Russ-Eft, D. F., & Rubin, D. P. (1979, July). *Establishing priorities among issues in education* (SAGE Technical Report 5). Palo Alto, CA: American Institutes for Research.

Russ-Eft, D., Rubin, D., & Holmes, R. (1979). *Issues in elementary and secondary education* (SAGE Technical Report). Palo Alto, CA: American Institutes for Research.

Brown, D. F., Russ, D., & Vestiwig, R. (1970). *Opinions on coeducational housing at the University of Michigan*. Ann Arbor, MI: University of Michigan.

(Note: Brown supervised the study, and the three authors shared the writing of the text.)

2. Selected Conference/Professional Presentations

Nguyen, M. T., & Russ-Eft, D. (2021, February). Barriers to green consumption: Under the lens of ethical theories. Presented at the annual meeting of the Academy of Human Resource Development, online.

Russ-Eft, D., Leviton, L., & Bamberger, M. (2020, October). Managing a program evaluation project: Some techniques. Presented at the annual meeting of the American Evaluation Association, online.

Russ-Eft, D., Altschuld, J., Champion, H., & Einspruch, E. (2020, October). An examination of needs assessment case studies. Presented at the annual meeting of the American Evaluation Association, online.

Russ-Eft, D., McLean, G., & Sleezer, C. (2020, February). Challenges in needs assessment. Presented at the annual meeting of the Academy of Human Resource Development, Atlanta, GA.

Vu, E., & Russ-Eft, D. (2020, February). Exploring Southeast Asian American women in higher education leadership. Presented at the annual meeting of the Academy of Human Resource Development, Atlanta, GA.

(Note: Vu conducted this study as part of her doctoral work for her Ed.D. in community college leadership; Russ-Eft served as the major advisor. The material was jointly presented.)

Russ-Eft, D. (2019, November). Human factors in maritime cybersecurity: A literature review. Presented at the annual meeting of the Asian Chapter of the Academy of Human Resource Development. Hanoi, Vietnam.

Russ-Eft, D. (2019, June). A search for training manager competencies. Presented at the annual meeting of the University Forum for HRD, Nottingham, England.

Russ-Eft, D. (2019, February). HRD evaluation: Is there anything new? Presented at the annual meeting of the Academy of Human Resource Development, Louisville, KY.

Russ-Eft, D., & Leviton, L. (2018, November). Managing a program evaluation project. Presented at the American Evaluation Association conference, Cleveland, OH.

Selected Conference/Professional Presentations (continued)

- Russ-Eft, D. (2018, February). In the eyes of the beholder: HR managers stereotyping when assessing others. Presented at the AHRD Americas conference. Richmond, VA.
- Russ-Eft, D. (2017, November). Leadership among front-line managers: What are the leadership competencies desired by front-line employees. Presented at the AHRD Asia conference. Ahmedabad, India.
- Russ-Eft, D. (2017, August). Improving training effectiveness: The essential role of senior management. Keynote presented at the 1st Annual Conference on Human Capital Development in Africa, Addis Ababa, Ethiopia.
- Russ-Eft, D. on behalf of Brunner, M. (2017, June). Teacher workshops: Facilitating learning through a community of practice. Presentation at the University Forum for HRD Conference, Lisbon, Portugal.
- Russ-Eft, D. on behalf of Sipe, D. (2016, November). Internationalization of community colleges: A literature review. Presentation at the Asia-MENA Chapter of the Academy of Human Resource Development. iFrane, Morocco.
- Russ-Eft, D. on behalf of Ewer, G. (2016, June). Case study: Description of a corporate university's operational factors. Presented at the annual meeting of the University Forum for HRD, Manchester, UK.
- Russ-Eft, D. on behalf of Robichaux, L., Halsey Randall, M., Well, J., & Field, K. (2015, October). Longitudinal evaluation of students from a summer bridge to college program. Presentation at the annual meeting of the American Evaluation Association, Chicago, IL.
- Braverman, M., Russ-Eft, D., Levine, R., Star, S., & Leviton, L. (2015, October). Reflections on the use of performance indicators by a large foundation. Presentation at the annual meeting of the American Evaluation Association, Chicago, IL.
- Batazhan, T., & Russ-Eft, D. (2016, February). Organization climate for innovation in higher education. Presentation at the annual meeting of the Academy of Human Resource Development, Jacksonville, FL.
(Note: Batazhan conducted this study as part of her doctoral work for her Ph.D. in education; Russ-Eft served as the major advisor.)
- Russ-Eft, D. (Co-Chair). AHRD Standards and Ethics Task Force. (2016, February). What is Ethical Research and Practice in HRD? (Re-)Examining HRD Standards on Ethics and Integrity. Focus Session: Academy of Human Resource Development, Jacksonville FL.
- Russ-Eft, D. (Panelist). (2016, February). ShapeShifting: How do journal ranking lists define and shape HRD research and practice? Focus Session: Academy of Human Resource Development, Jacksonville FL.
- Russ-Eft, D. (2016, June). Case study: Description of a corporate university's operational factors. Meeting of the University Forum for HRD, Manchester, UK.
- Ewer, G., & Russ-Eft, D. (2015, February). Corporate universities: A literature review. Presented at the annual meeting of the Academy of Human Resource Development, St. Louis, MO.
(Note: Ewer conducted this study as part of his doctoral work for her Ph.D. in education; Russ-Eft served as the major advisor.)

Selected Conference/Professional Presentations (continued)

- Russ-Eft, D. (2014, November). Leadership from the outside and the inside. Keynote address presented at the 13th Annual Conference of the Asia Chapter of the Academy of Human Resource Development, Seoul South Korea.
- Randall, M., Robichaux, L, & Russ-Eft, D. (2014, October). Sustainable programs in bioenergy sustainability. Presented at the annual meeting of the American Evaluation Association, Denver, CO.
- Russ-Eft, D. (2014, October). Discussion: Evaluation capacity building and sustainability. Presented at the annual meeting of the American Evaluation Association, Denver, CO.
- Ostrander, J., & Russ-Eft, D. (2014, June). Costs, benefits, and participation in online knowledge sharing in communities of practice for faculty. Presented at the 15th HRD Conference Across Europe. Edinburgh, Scotland. (Presentation shared by Ostrander and Russ-Eft).
(Note: Ostrander conducted this study as part of her doctoral work for her Ph.D. in education; Russ-Eft served as the major advisor.)
- Russ-Eft, D. (2014, February). HRD, evaluation, and sustainability: Are these compatible or incompatible concepts? Presented to the School of Education, Indiana University, Bloomington, IN.
- Goff, S., & Russ-Eft, D. (2014, February). Temps at the top. Presented at the annual meeting of the Academy of Human Resource Development. Houston, TX.
(Note that Goff conducted this work as part of her doctoral work for her Ph.D. in education; Russ-Eft served as the major advisor; Goff presented this work.)
- Zanjani, M., & Russ-Eft, D. (2013, November). Understanding conflict management: Voices of community college presidents. Presented at the Asian Chapter of the Academy of Human Resource Development. Taipei, Taiwan.
(Note: Zanjani conducted this study as part of her doctoral work for her Ph.D. in education; Russ-Eft served as the major advisor and presented at the conference.)
- Russ-Eft, D., Crider, G., Grasty, F., Robichaux, L. (2013, October). Sustainability of a leadership development program. Presented at the annual meeting of the American Evaluation Association, Washington, DC.
(Russ-Eft and Crider presented this jointly.)
- Russ-Eft, D. (2013, June). Instructional designer competencies: American and European comparisons. Presented at the 14th HRD Conference Across Europe, Brighton, U.K.
- Russ-Eft, D. (2013, February). Instructional designer competencies: Similarities and differences among Asian designers. Presented at the annual meeting of the Academy of Human Resource Development, Americas Conference, Washington, DC.
- Sleezer, C., & Russ-Eft, D. (2012, November). Idea exchange: Needs assessment in organizations. Presented at the annual meeting of the American Evaluation Association, Minneapolis, MN.
(Sleezer and Russ-Eft presented this jointly.)
- Russ-Eft, D. (2012, November). Understanding conflict experienced by community college presidents. Presented at the Asian and MENA Chapters of the Academy of Human Resource Development. Istanbul, Turkey.

Selected Conference/Professional Presentations (continued)

Russ-Eft, D. & Levine, R. (2012, February). A model of retention for emergency medical technicians (EMTs). Presented at the Academy of Human Resource Development, Americas Conference, Denver, CO.

Levine, R., Russ-Eft, D., Burling, A., Stephens, J., Downey, J. (2011, December). Evaluating health services research capacity building programs; Implications for human resource development. Presented at the Academy of Human Resource Development 10th International Conference of the Asia Chapter, Kuala Lumpur, Malaysia.
(Russ-Eft presented this for the research group.)

Russ-Eft, D. (2011, November). Values in HRD evaluation: What is the role of sustainability? Presented at the Annual Conference of the American Evaluation Association, Los Angeles, CA.

Russ-Eft, D. (2011, June). Invited Keynote: Success factors and effectiveness of leadership development via e-learning. presented at the International Congress on Knowledge, Economy & Management, Sarajevo, Bosnia and Herzegovina.

Russ-Eft, D. (2011, May). Invited Keynote: Human resource development, evaluation, and sustainability: Are these concepts and activities incompatible or compatible? Presented at the 12 International Conference of HRD Across Europe, Cheltenham, England.

Russ-Eft, D. (2011, May). Program sustainability: Critical factors for chemistry-based technology programs. Presented at the 12 International Conference of HRD Across Europe, Cheltenham, England.

Star, S., & Russ-Eft, D. (2011, February). Effective strategies for becoming a successful entrepreneurial consultant in the field of training and development. Presented at the Annual Conference of the Academy of HRD, Schaumburg, IL.

(Note: Star conducted this study as part of her master's work for her Ed.M. in adult education; Russ-Eft served as a committee member; Russ-Eft presented this work.)

Backus, B., & Russ-Eft, D. (2010, November). Sustainability of two year chemistry based technology training programs: A literature review. Presented at the 9th Annual Conference of the Academy of HRD (Asian Chapter), Shanghai, China.

(Note: Backus conducted this work as part of her doctoral work for her Ph.D. in education; Russ-Eft served as the major advisor; Russ-Eft presented this work)

Bierema, L., Jacobs, R., Marsick, V., McLean, G., Russ-Eft, & Watkins, K. (2010, February). The state of HRD research: A dialogue on HRD research trends and future directions with outstanding HRD Scholar Award Recipients. Presented at the annual meeting of the Academy of Human Resource Development, Knoxville, TN.

Russ-Eft, D. (2010, February). Objective career success among paramedics: Interaction effects of location and race. Presented at the annual meeting of the Academy of Human Resource Development, Knoxville, TN.

Russ-Eft, D. (2009, December). Evaluation of teacher development in mathematics as innovation. Presented at the annual meeting of AHRD-MENA, Bahrain.

Russ-Eft, D. (2009, June). HRD evaluation and the public interest. Presented at the meeting of the 10th Annual HRD Across Europe conference, Newcastle, England.

Selected Conference/Professional Presentations (continued)

- Russ-Eft, D. (2009, June). Invited Academic Response to Jan Parkinson (Managing Director, Local Government Employers) presentation titled: Lies, Damned Lies, and Management Theories. Presented at the meeting of the 10th Annual HRD Across Europe conference, Newcastle, England.
- Fuller, R., & Russ-Eft, D. (2009, February). Comparative Analysis of the Organizational Responsiveness of Russian and American Growth-Oriented Small and Medium Enterprises (SMEs). Presented at the 2009 Small Business Institute, Orlando, FL.
(Note: Fuller conducted this work as part of her doctoral work for her Ph.D. in education; Russ-Eft served as the major advisor; Fuller presented this work.)
- Russ-Eft, D., Sampson-Gruener, G., & Dalton, M. (2009, February). Communication styles: Development of an assessment. Presented at the Academy of Human Resource Development, Arlington, VA.
(Note: Sampson-Gruener served as a research assistant while completing his Ph.D. in education; Russ-Eft served as the major advisor.)
- Wang, J., Hamlin, R. G., Russ-Eft, D., Ruiz, C. E., & Ellinger, A. D. (2009, February). Managerial and leadership effectiveness: Evidence from cross-national studies. Presented at the Academy of Human Resource Development, Arlington, VA.
- Fuller, R., & Russ-Eft, D. (2009, February). Organizational responsiveness and growth-oriented small and medium enterprises (SMEs). Presented at the Academy of Human Resource Development, Arlington, VA.
(Note: Fuller conducted this work as part of her doctoral work for her Ph.D. in education; Russ-Eft served as the major advisor; Fuller and Russ-Eft shared in the presentation.)
- Russ-Eft, D. (2008, November). Sustainable development: Is there a role for HRD ethics and evaluation? Keynote Address, Presented at the 7th Annual Conference on Asian HRD, Bangkok, Thailand.
- Russ-Eft, D. (2008, May). Expanding scope of evaluation in today's organizations. Presented at the 9th International Conference on Human Resource Development Research and Practice Across Europe, Lille, France.
- Russ-Eft, D. (2008, February). Certification results and career success: A LEADS study. Presented at the Academy of Human Resource Development conference, Panama City, FL.
- Russ-Eft, D., Bober, M., Hannum, K., & Martineau, J. (2007, November). Needs assessment & evaluation: Strategies & practical applications. Think Tank Session presented at the annual meeting of the American Evaluation Association, Baltimore, MD.
- Russ-Eft, D. & Yap, R. (2007, June). *Evaluator competencies: A global validation with local implications*. Presented at the Eighth Annual Conference of HRD Research and Practice across Europe, Oxford, England.
- Bober, M., & Russ-Eft, D. (2007, April). *Evaluator competencies: Developing, validating, disseminating, embracing*. Presented at the American Educational Research Association, Chicago, IL.
(Note: Bober and Russ-Eft shared in the development of the proposal and the paper; Bober gave the presentation at the conference.)
- Russ-Eft, D. (2007, March). *Instructor quality and EMT certification examination results*. Presented at the Academy of Human Resource Development, Indianapolis, IN.

Selected Conference/Professional Presentations (continued)

- Russ-Eft, D., & Preskill, H. (2007, March). *Evaluation masterclass: Building evaluation capacity*. Presented at the Academy of Human Resource Development, Indianapolis, IN.
- Russ-Eft, D., & Yap, R. (2007, March). *Global evaluator competencies: A project of the International Board of Standards for Training, Performance, and Instruction® (ibstpi®)*. Presented at the Academy of Human Resource Development, Indianapolis, IN.
- Russ-Eft, D. & Bober, M. (2006, November). *In search of evaluator competencies: A global validation*. Presented at the annual meeting of the American Evaluation Association, Portland, OR.
- Hannum, K., Sleezer, C., & Russ-Eft, D. (2006, November). *Assessing needs in business and industry: Learning about what really happens*. Presented at the annual meeting of the American Evaluation Association, Portland, OR.
(Note: Hannum, Sleezer, and Russ-Eft shared in the development of the proposal and the presentation; Sleezer provided much of the case study.)
- Russ-Eft, D. (2006, March). *Examining career success of minority and women emergency medical technicians (EMTs): A LEADS project*. Presented at the annual meeting of the Academy of Human Resource Development, Columbus, OH.
- Russ-Eft, D. (2005, November). *Evaluation of leadership development programs: The role of communication in evaluation use*. Presented at the annual meeting of the American Evaluation Association, Toronto, Canada.
- Russ-Eft, D. (2005, May). *Evaluation within organizations: So what are the values?* Invited key-note address presented at the Sixth Annual Conference of HRD Research and Practice across Europe, Leeds, England.
- Russ-Eft, D. (2005, May). *In search of evaluator competencies*. Presented at the Sixth Annual Conference of HRD Research and Practice across Europe, Leeds, England.
- Russ-Eft, D. (2005, February). *Improving beta test evaluation response rates: A meta-evaluation*. Presented at the annual meeting of the Academy of Human Resource Development, Estes Park, CO.
- Russ-Eft, D. (2004, November). *Organizational evaluation: ROI using a systems model*. Presented as part of a panel session titled "Evaluating performance in complex organizational systems: Practitioner implications" at the annual meeting of the American Evaluation Association, Atlanta, GA.
- Eft, N. & Russ-Eft, D. (2004, May). *The role and status of women in rural Egypt: Implications for human resource development*. Presented at the Fifth Annual Conference of HRD Research and Practice across Europe, Limerick, Ireland.
(Note: Eft conducted this student under a grant from Davidson College; Russ-Eft created the HRD framework; Eft and Russ-Eft shared in the presentation.)
- Russ-Eft, D. (2004, March). *Toward a meta-theory of learning and performance*. Presented at the annual meeting of the Academy of Human Resource Development, Austin, TX.
- Russ-Eft, D. (2003, November). *Planning and evaluation: Toward a mission-oriented HRD*. Presented at the annual meeting of the American Evaluation Association, Reno, NV.

Selected Conference/Professional Presentations (continued)

- Taylor, P. & Russ-Eft, D. (2003, June). *The impact of alternative rating sources and retrospective pretests on training effect sizes*. Presented at the annual meeting of the Australian Industrial and Organizational Psychology conference, Melbourne, Australia.
(Note: Taylor and Russ-Eft shared in the development of the paper; Taylor gave the presentation at the conference.)
- Russ-Eft, D. (2003, May). *LEADS: Instructor quality affecting emergency medical technician (EMT) preparedness*. Presented at the Fourth Annual Conference of HRD Research and Practice across Europe, Toulouse, France.
- Russ-Eft, D. (2003, March). *Sales leaders: Defining competencies needed for sales leadership*. Presented at the annual meeting of the Academy of Human Resource Development, Minneapolis, MN.
- Russ-Eft, D. (2003, March). *Linking current human resource development problems with the resources of research, theory, and best practices*. Presented at the annual meeting of the Academy of Human Resource Development, Minneapolis, MN.
- Russ-Eft, D. (2002, November). *Web-based leadership training: A final look*. Presented at the annual meeting of the American Evaluation Association, Washington DC.
- Russ-Eft, D. (2002, April). *Web-based leadership training: Another look*. Presented at the annual meeting of the American Educational Research Association, New Orleans, LA.
- Russ-Eft, D. (2002, March). *Sales superstars: Defining competencies needed for sales performance*. Presented at the annual meeting of the Academy of Human Resource Development, Honolulu, HI.
- Russ-Eft, D. (2002, January). *Customer service competencies: A global look*. Presented at the Third Conference on HRD Research and Practice in Europe, Edinburgh, Scotland.
- Russ-Eft, D. (2001, November). *Evaluation in the midst of organizational change*. Prepared for the Presidential Strand Panel on Challenges and Strategies for Mainstreaming Evaluation in Organizations. Presented at the annual meeting of the American Evaluation Association, St. Louis, MO.
- Russ-Eft, D. (2001, October). *Web-based leadership training*. Presented at the conference on Assessing the Quality of Online Instruction, Monterey, CA.
- Russ-Eft, D. (2001, April). *Best practices in occupational training*. Invited paper presented at a meeting of the AFL-CIO, San Jose, CA.
- Russ-Eft, D. (2001, March). *In search of ethics and integrity in HRD*. Invited paper presented at Kingston Business School University, Surrey, UK. (Part of the Economic and Social Research Council's Research Seminar Series, Human Resource Development: The Emerging Theoretical Agenda and Empirical Research).
- Russ-Eft, D. (2001). *Updating the meaning of leadership*. Invited paper presented at an AchieveGlobal, Inc., client event, Oxford, UK.
- Russ-Eft, D. (2001, March). *Validating a tool to measure customer service competencies*. Presented at the annual conference of the Academy of Human Resource Development, Tulsa, OK.

Selected Conference/Professional Presentations (continued)

- Russ-Eft, D. (2001, March). *Institutionalizing organizational change through cascade training: Implications for HRD research*. Presented at the annual conference of the Academy of Human Resource Development, Tulsa, OK.
- Russ-Eft, D. (2001, March). *Codes of ethics and enforcement of ethical conduct: A review of other organizations and implications for AHRD*. Presented at the annual conference of the Academy of Human Resource Development, Tulsa, OK.
- Russ-Eft, D. (2001, January). *Improving learning and performance: Theory and methods*. Presented at the second annual conference on HRD Research and Practice across Europe, Enschede, the Netherlands.
- Russ-Eft, D. (2000, December). *Global business consulting regarding sales force performance*. Presented at the ninth annual World Business Conference, San Jose, Costa Rica.
- Russ-Eft, D. (2000, November). *A technological approach to increasing accessibility and use*. Presented at the annual conference of the American Evaluation Association, Honolulu, HI.
- Russ-Eft, D. (2000, November). *Should principle E be critical for evaluators in business and industry?* Presented at the annual conference of the American Evaluation Association, Honolulu, HI.
- Russ-Eft, D. (2000, March). *When caring is not enough: Competencies for customer service providers*. Presented at the annual conference of the Academy of Human Resource Development, Raleigh, NC.
- Russ-Eft, D. (1999, November). *Interpretation and explanation of research and evaluation results: A case study in use and misuse*. Presented at the annual meeting of the American Evaluation Association in Orlando, FL.
- Russ-Eft, D. (1999, October). *Managing change: A blended strategy works best*. Presented at the Eleventh World Productivity Conference in Edinburgh, Scotland.
- Russ-Eft, D. (1999, September). *Everyone is a leader: A North American and European comparison*. Presented at the Vocational and Educational Training Network of the European Educational Research Association in Lahti, Finland.
- Russ-Eft, D. (1999, July). *Executive leadership consulting: Case study at XYZ Manufacturing in Australia*. Presented at the annual conference of the International Management Development Association, Monterey, CA.
- Russ-Eft, D. (1999, March). *Communities in the workplace*. Presented at the annual conference of the Academy of Human Resource Development, Arlington, VA.
- Russ-Eft, D. (1998, August). *Leadership at every level: Implications for research and practice*. Presented at the annual conference of the International Association of Applied Psychology, San Francisco, CA.
- Russ-Eft, D. (1998, July). *Leadership at every level: Implications for training and development*. Presented at the International Federation of Training and Development Organisations Conference, Dublin, Ireland.

Selected Conference/Professional Presentations (continued)

- Russ-Eft, D. (1998, March). *Leaders behaving badly*. Presented at the annual meeting of the Academy for Human Resource Development, Chicago, IL.
- Russ-Eft, D. (1998, March). *Critique – The method to improve theory, research, and practice in human resource development*. Invited opening address presented at the annual meeting of the Academy for Human Resource Development, Chicago, IL.
- Russ-Eft, D. (1997, November). *Using evaluations of training*. Presented at the annual meeting of the American Evaluation Association, San Diego, CA.
- Russ-Eft, D. (1997, June). *Validation of the CLIMB model of leadership*. Presented at the Australian Industrial and Organizational Psychology Conference, Melbourne, Australia.
- Russ-Eft, D. (1997, May). *What works: HRD soup to nuts*. Presented at the annual meeting of the American Society for Training and Development, Washington, DC.
- Russ-Eft, D. (1997, March). *A survey of surveys on training*. Presented at the annual meeting of the Academy for Human Resource Development, Atlanta, GA.
- Russ-Eft, D. (1997, March). *Leadership throughout organizations*. Presented at the annual meeting of the Academy for Human Resource Development, Atlanta, GA.
- Russ-Eft, D. (1996, June). *What is the return on investment for teams?* Presented at the annual meeting of the American Society for Training and Development, Orlando, FL.
- Russ-Eft, D. (1996, April). *Performance enhancement alternatives – Trends and the future*. Invited address presented at the Special Interest Group on Training in Business and Industry meeting of the American Educational Research Association, New York, NY.
- Russ-Eft, D. (1996, March). *Looking through a new lens: Different views of human resource development*. Presented at the annual meeting of the Academy of Human Resource Development, Minneapolis, MN.
- Russ-Eft, D. (1995, October). *Evaluation in today's changing organizations*. Presented at the annual meeting of the American Evaluation Association and Canadian Evaluation Association, Vancouver, British Columbia.
- Russ-Eft, D. (1995, May). *Advanced technology applications for training*. Presented at the annual meeting of the American Society for Training and Development, Dallas, TX.
- Russ-Eft, D. (1995, April). *Identifying leadership competencies*. Presented at the regular session of the Conference on Competencies of the Higher Education Council, York, England.
- Russ-Eft, D. (1995, April). *Identifying and measuring competencies*. Presented (as the sole speaker) at an invitational conference for a select group of researchers in conjunction with the Conference on Competencies, York, England.
- Russ-Eft, D. (1995, April). *Comparing managers and employees in team environments*. Presented at the annual meeting of the American Educational Research Association, San Francisco, CA.

Selected Conference/Professional Presentations (continued)

Russ-Eft, D. (1995, March). *Zenger Miller's research center: Mission, strategies, agonies and ecstasies*. Presented at the annual meeting of the Academy for Human Resource Development, St. Louis, MO.

Russ-Eft, D. (1994, September). *Advanced technology applications for training: New research findings*. Presented at the American Society for Training and Development's National Technical and Skills Training Conference, Indianapolis, IN.

Russ-Eft, D. (1994, August). *Assessing the use of nontraditional MED delivery*. Presented at the Academy of Management, Dallas, TX.

Russ-Eft, D. (1994, June). *Alternative models for training and development*. Presented at the Third Interdisciplinary Conference of the International Research Network for Training and Development, University of Milan, Italy.

3. Grants and Contracts

3-A. Grants at the American Institutes for Research

Flanagan, J. C., & Russ-Eft, D. (awarded 1975). "Determining the Quality of Life of 30-Year-Olds, 50-Year-Olds, and 70-Year-Olds." \$300,000 a year for three years. Funded by the Administration on Aging.

Russ-Eft, D. (awarded 1974). "Examining Quality of Life." \$50,000 for one year. Funded by the Organisation for Economic Cooperation and Development.

3-B. Contracts at the American Institutes for Research

Claudy, J., Gilmartin, K., McLaughlin, D. H., Rossi, R., Russ-Eft, D., Wise, L., & Young, W. (awarded 1982). "Selection, Classification, and Utilizations of Army Enlisted Personnel." \$1,000,000 a year for 10 years. Funded by the Army Research Institute.

McLaughlin, D. H., & Russ-Eft, D. (awarded 1982). "Reading and Writing Software in Education." \$250,000 for one year. Funded by the National Institute of Education.

McLaughlin, D. H., & Russ-Eft, D. (awarded 1981). "Evaluation of the Basic Skills Education Program (BSEP)." \$500,000 a year for two years. Funded by the Army Research Institute.

Russ-Eft, D., Gilmartin, K., & McLaughlin, D. H. (awarded 1980). "Statistical Analysis Group in Education." \$1,000,000 a year for two years. Funded by the National Center for Education Statistics.

McLaughlin, D. H., & Russ-Eft, D. (awarded 1978). "Statistical Analysis Group in Education." \$550,000 a year for two years. Funded by the National Center for Education Statistics.

Russ-Eft, D., & Gilmartin, K. (awarded 1976). "Evaluation of VISTA and UYA." \$750,000 a year for two years. Funded by ACTION.

Contracts While Employed at Zenger-Miller, Inc.

At Zenger-Miller, a professional training company serving corporations and public and private organizations, Darlene Russ-Eft completed over 150 contracted needs assessment and evaluation projects. Most were funded at a level of \$1,500 to \$5,000. The following are some of the larger contracts:

Russ-Eft, D. (awarded 1993). "Providing individual feedback in support of training." \$10,000 for six months. Funded by Pratt & Whitney.

Russ-Eft, D. (awarded 1992). "Evaluating the effectiveness of worker training." \$10,000 for six months. Funded by Dun & Bradstreet.

Russ-Eft, D. (awarded 1990). "Evaluating the effectiveness of supervisory training." \$10,000 for six months. Funded by AT&T.

Russ-Eft, D. (awarded 1988). "Determining training needs for Marriott managers." \$10,000 for six months. Funded by Marriott Corporation.

Russ-Eft, D. (awarded 1987). "Determining training needs for IRS personnel." \$10,000 for six months. Funded by the Internal Revenue Service.

Russ-Eft, D. (awarded 1986). "Development of tools and system for providing individual feedback." \$100,000 a year for three years. Funded by Boeing Aircraft Company.

Russ-Eft, D. (awarded 1985). "Development of tools and system for determining training needs." \$10,000 for six months. Funded by Black & Decker.

Grants While Employed at Oregon State University

Fields, K. (OSU PI); Russ-Eft, D (Co-PI). (2011-2017). Bioenergy education project. \$40,000,000 for five years. Funded by US Department of Agriculture.

Russ-Eft, D. (PI). Virtual Oral Recitation/Examination Apparatus System and Method (VORE). Contributors: William Dittrich & Sequoia Star. Institute for Educational Sciences, Fall 2014 to Fall 2016. Total funds - \$1,499,201, Indirect = \$145,343. [Submitted September 2014, not funded]

Russ-Eft, D. (PI). Virtual Oral Recitation/Examination Apparatus System and Method (VORE). Contributors: William Dittrich, Sequoia Star, Greg Sampson, Kathy Austin, William P. Fisher. Institute for Educational Sciences, Fall 2015 to Fall 2018. Total funds - \$1,399,852, Indirect - \$66,530 [Submitted August 2015, not funded]

Russ-Eft, D. (PI). DRK VORE for Mathematics and Science. Contributors: Kathy D. Austin, William A. Dittrich, William P. Fisher, Elise Lockwood, Greg Sampson-Gruener, Eric D. Weber. National Science Foundation, Fall 2015 to Fall 2019. Total funds - \$2,908,885, Indirect - \$428,215 (not funded)

Russ-Eft, D. (PI, 2014-2015) Moving to Realize a Culture of Health through Performance Indicators and Logic Modeling. Other Contributors: M. Braverman, R. Levine, S. Star. Funded by the Robert Wood Johnson Foundation. (September 1, 2014 to December 31, 2015). Total fund: \$118,599, Indirect = \$7081.

Russ-Eft, D. (2014-2015). (External Consultant). Asthma Impact on Quality of Life Scale (A-IQOLS), National Institutes of Health.

Russ-Eft, D. (2012-2015). (External Evaluator). The NSF GK-12 *E-Fellowship Program: Toward Energy-Aware STEM Leaders for the 21st Century*. Awarded to University of Nevada at Reno. Mechanical Engineering; \$2,598,770. Funded by the National Science Foundation.

Russ-Eft, D. (2011-2013). Evaluation of the National Arts Strategies CEO Development Program; \$45,000. Funded by National Arts Strategies.

Contracts While Employed at Oregon State University

Flick, L (PI); Russ-Eft, D. (evaluator). (2008-2011). Evaluation of Algebra in Context – at IDEAS at North Eugene High School; \$567,469. Funded by Oregon Math and Science Partnership Program.

Russ-Eft, D., & Dalton, M. (2008). “Four Dimensions of Communication.” \$39,502 for pilot testing assessment instrument. Funded by Mandel Communications and Cisco Corporate Positioning.

Burling, A., Levine, R., & Russ-Eft, D. (2006-2009). “Program Evaluation of the Minority Research Infrastructure Support Program (M-RISP) and the Building Research Infrastructure and Capability Program (BRIC) 2006.” \$249,069. Funded by U.S. Department of Health and Human Services.

Koszalka, T, Reiser, R., Russ-Eft, D., & Bober, M. (awarded 2007-2010) “Instructional Designer Competencies Development and Validation.” \$5,000. Funded by the International Board of Standards for Training, Performance, and Instruction.

Russ-Eft, D. (awarded 2007, May). “Evaluation of Learning at the 2007 American Evaluation Association Conference.” \$3240. Funded by the American Evaluation Association.

Russ-Eft, D. (awarded 2005, June). “Evaluation consultation to Center for Creative Leadership.” \$1,800, plus travel expenses for one year. Funded by the Center for Creative Leadership and the Robert Wood Johnson Foundation.

Russ-Eft, D. (awarded 2005, January). “Evaluation consultant to Taft School on Comprehensive School Reform.” \$15,000 for six months.

Russ-Eft, D., Bober, M., de la Teja, I., Foxon, M., & Koszalka, T. (awarded 2004–2007) “Evaluator Competencies Development and Validation.” \$5,000. Funded by the International Board of Standards for Training, Performance, and Instruction.

Russ-Eft, D. (awarded 2003). “Providing evaluation expertise.” \$2,500 for six months. Funded by the Office of National Statistics of the British government.

Russ-Eft, D. (awarded 2002). “Editorial support for *Human Resource Development Quarterly*.” \$16,000 a year for four years. Funded by ASTD.

Russ-Eft, D. (awarded 2002). “Editorial support for *Human Resource Development Quarterly*.” , \$1,600 a year for four years. Funded by Jossey-Bass.

Russ-Eft, D. (awarded 2002). “External evaluation of the North Central Regional Educational Lab.” \$16,000 a year for three years. Funded by North Central Regional Educational Lab (NCREL) and by Learning Point Associates.

4. Examples of Recognition of Published Work

Received recognition from the 2019 Asian Chapter conference:

Geary, J., & Russ-Eft, D. (2019, November). Human factors in maritime cybersecurity: A literature review. *Asian Chapter of the Academy of Human Resource Development*, Hanoi, Vietnam.

Received recognition from the 2019 HRD Across Europe conference

Russ-Eft, D. (2019, June). A search for training manager competencies. *HRD Conference Across Europe*, Nottingham, UK.

Received 2017 Cutting Edge Award from the 2017 Academy of Human Resource Development:

Kyaw, T., Mak, C. W., Phaopat, N., & Russ-Eft, D. (2017). A 7R framework: A tool to discover and resolve ethical issues in organizational change. *Proceedings of the Academy of Human Resource Development*, St Paul, MN: AHRD.

Received recognition from the 2016 HRD Across Europe conference:

Ewer, G., & Russ-Eft, D. (2016, June). Case study: Description of a corporate university's operational factors. *Proceedings of the 14th HRD Conference Across Europe*, Manchester, U.K.

Received award from the *Journal of European Training and Development* at the 2013 HRD Across Europe conference:

Russ-Eft, D., Koszalka, T. A., & Robichaux, L. (2013, June). Instructional designer competencies: American and European comparisons. *Proceedings of the 14th HRD Conference Across Europe*, Brighton, U.K.

Received award as a top-10 paper of the 2010 Academy of Human Resource Development conference:

Russ-Eft, D., Sampson-Gruener, G., & Dalton, M. (2009, February). Communication styles: Development of an assessment. *Proceedings of the Academy of Human Resource Development*. Bowling Green, OH: Academy of Human Resource Development.

Received an award in May 2005 for the best research article of 2004 from the American Society for Training and Development (ASTD) for:

Russ-Eft, D. (2004). Customer service competencies: A global look. *Human Resource Development International*, 7, 211–231.

Requested by Ms. Marie Khalil, Centre de Documentation et d'Information, de l'OCDE, on behalf of the OECD library in Paris, France, to provide a photocopy of the following article:

Russ-Eft, D. (2004). Customer service competencies: A global look. *Human Resource Development International*, 7, 211–231.

Requested by Bela Krisztian, Ph.D., and Zsoft Nameskeri, Ph.D., of the University of Pecs, Hungary, to allow translation of the following into Hungarian for a Hungarian management journal:

Russ-Eft, D. (2004). Customer service competencies: A global look. *Human Resource Development International*, 7, 211–231.

Examples of Recognition of Published Work (continued)

Received award as a top-10 paper of the 2002 Academy of Human Resource Development conference:

Russ-Eft, D., Del Gaizo, E., Moulton, J., & Pangilinan, R. (2003). Sales superstars: Defining competencies needed for sales performance. In T. Rocco (Ed.), *Academy of Human Resource Development: Defining the cutting edge*. Bowling Green, OH: Academy of Human Resource Development.

Recognized by *Strategy + Business* as one of the top 20 business books of 2000 and 2001 and used as a textbook in courses on evaluation, HRD, and management:

Russ-Eft, D., & Preskill, H. (2001). *Evaluation in organizations: A systematic approach to enhancing learning, performance, and change*. Reading, MA: Perseus. (474 pages)

Received award as a top-10 paper of the 2000 Academy of Human Resource Development conference:

Preskill, H., & Russ-Eft, D. (2001). A systems model for evaluating learning performance. In D. H. Redmann (Ed.), *Academy of Human Resource Development: Defining the cutting edge* (pp. 57–63). Baton Rouge, LA: Academy of Human Resource Development.

Received award as a top-10 paper of the 2000 Academy of Human Resource Development conference:

Russ-Eft, D., Berrey, C., Boone, T., & Winkle, J. (2001). When caring is not enough: Competencies needed by service providers. In D. H. Redmann (Ed.), *Academy of Human Resource Development: Defining the cutting edge* (pp. 49–56). Baton Rouge, LA: Academy of Human Resource Development.

Received award as a top-10 paper of the 1996 Academy of Human Resource Development conference:

Russ-Eft, D. (1997). Looking through a different lens: Views of human resource development. In H. Preskill & L. Dilworth (Eds.), *AHRD in transition: Finding the cutting edge* (pp. 107–114). International Society for Performance Improvement.

Cited as exemplary research by the Organization for Economic Development:

Russ-Eft, D. (1979). Identifying components comprising neighborhood quality of life. *Social indicators research*, 6, 349–372.

D.a. Service (Purdue University)

1. College and University Service

Member, Curriculum Committee, Technology, Leadership, & Innovation
Purdue Polytechnic
August 2020-

Member, Search Committee, Technology, Leadership, & Innovation
Purdue Polytechnic
December 2020-May 2021

Co-Chair, Search Committee, Technology, Leadership, & Innovation
Purdue Polytechnic
December 2021-May 2022

D.b. Service (Oregon State University)

1. College and University Service

Member, University Promotion & Tenure Committee
University
January 2018 – June 2019

Peer Reviewer of Teaching for Kok-Mun Ng
College of Education
July 2019

Peer Reviewer of Teaching for Cass Dykeman
College of Education
August 2018

Chair, Curriculum Committee
College of Education
January 2018 – June 2018

Discipline Liaison, Adult Education & Higher Education Leadership
College of Education
July 2011 – June 2018

Member, Dean's Council
College of Education
September 2008 – June 2018

Lead, Community College Leadership, 2011-Present

Lead, College Student Services Administration (July 2014 – January 2015)

College and University Service (continued)

College Promotion & Tenure Committee [letters for promotion from Instructor to Senior Instructor; to Associate with Tenure; to Full Professor]; responsible for writing one of these letter and for reviewing and approving the other letters

Member, College Scholarship Committee
Winter 2017

Member, President's Commission on the Status of Women
Oregon State University
September 2014 – Present

Chair, Screening Committee, Adult Education & Higher Education Leadership
College of Education
June 2015 – August 2016

Substitute Member, Graduate Council
Oregon State University
Spring 2013 – Summer 2013

Member, Research Council
September 2011 – August 2014

Chair, Adult Education & Higher Education Leadership
College of Education
September 2008 – June 2011

Member, Working Group on Reorganization:
Division of Arts, Sciences, and Education
February 2010 – June 2010

Member,
Working Group on Reorganization: College of Education
March 2010 – June 2011

Substitute Member, Graduate Council
Oregon State University
Spring 2010 – Summer 2010

Member, Conflict of Interest Committee
Oregon State University
September 2009 – September 2012

Member, Personnel Affairs Committee
College of Education
September 2009 – September 2011

Chair, Graduate Council
Oregon State University
July 2008 – July 2009

College and University Service (continued)

Member, Graduate Council
Oregon State University
July 2006 – July 2009

Member ex-officio, Academic Affairs Committee
College of Education
July 2006 – July 2009

Chair, Personnel Affairs Committee
College of Education
September 2006 – September 2008

Member, Personnel Affairs Committee
College of Education
September 2005 – September 2008

Ex-Oficio Member, Academic Affairs Committee
College of Education
September 2006 – September 2009

Chair, Faculty Search Committee for Tenure-Track Assistant Professor in Community College
Leadership
Department of Adult Education & Higher Education Leadership
November 2006 – February 2007

Chair, Faculty Search Committee for Tenure-Track Assistant Professor in College Student Services
Department of Adult Education & Higher Education Leadership
October 2005 – January 2006

Member, Podcasting Taskforce
College of Education
June 2005 – September 2005

Member, Faculty Senate Bylaws and Nomination Committee
Oregon State University
July 2004 – June 2007

Member, Task Force on Adult Development and Youth Development Option for Double Degree
School of Education
March 2004 – June 2004

Chair, Academic Affairs Committee
School of Education
February 2003 – September 2004

Member, Mission, Vision, and Values Taskforce
School of Education
December 2003 – June 2004

College and University Service (continued)

Chair, Screening Committee for Adult Education and Leadership Chair
School of Education
March 2003 – April 2003

Member, Technology Taskforce
School of Education
September 2002 – March 2003

Member, Technology and Learning Subcommittee
Oregon State University
October 2002 – June 2003

Member, Teacher Education Redesign Task Force
Coursework on Teaching and Learning
School of Education
October 2002 – December 2002

Peer Reviewer for Dr. Rhian B. Cope (promotion to associate professor)
Veterinary Medicine
April 2003

Peer Reviewer for Dr. Greg Rorrer (promotion to full professor)
Chemical Engineering
October 2002 – December 2002

2. Service to the Profession

Editorial Boards

Editor, *Human Resource Development Quarterly*, 2002–2006

Associate Editor, *Human Resource Development Quarterly*, 1998–2002

Member, Editorial Board, *Human Resource Development Quarterly*, 2014-Present

Member, Editorial Board, *Human Resource Development Review*, 2015-Present

Member, Editorial Board, *Advances in Developing Human Resources*, 2007-2009

Member, Editorial Board, *University of Mauritius Research Journal*, 2005–2006

Member, Editorial Board for the book series titled *New Perspectives in Organizational Learning, Performance, and Change* for Perseus Books (formerly the General Books division of Addison-Wesley), 2000–2002

Ex officio Member, Editorial board of *Human Resource Development International*, 2002–2006

Ex officio Member, Editorial board of *Human Resource Development Review*, 2002–2006

Journal Reviewer

- *American Journal of Evaluation* (ongoing)
- *Community College Review* (ongoing)
- *Education, Citizenship, and Social Justice* (ongoing)
- *Evaluation and Program Planning* (ongoing)
- *Human Resource Development International* (ongoing)
- *Human Resource Development Quarterly* (ongoing)
- *Human Resource Development Review* (ongoing)
- *International Journal of Training and Development* (ongoing)
- *Journal of European Training & Development* (ongoing)
- *Korean Educational Development Institute Journal of Educational Policy* (ongoing)
- *University of Mauritius Research Journal* (2004–2006)

Special Committees and Boards

President, AHRD Foundation [March 2017-Present]

Co-chair, Sustainability and Ethics Track, University Forum for HRD, January-June, 2020

Co-chair, Taskforce on Review and Updating of Academy of Human Resource Development Standards on Ethics and Integrity [Spring 2015-Winter 2018]

Treasurer & Director, International Board of Standards for Training, Performance, & Instruction [Significant accomplishment involved getting the organization reinstated as a non-profit after previous treasurers let that status expire because of failure to provide a report to the IRS, 2011-2013]

Chair, Taskforce on Re-design of Journal – *Advances in Developing Human Resources* [Significant accomplishment involved providing recommendations to the editorial board and the organization's board concerning future directions for the journal.]

Member, Taskforce on AHRD Awards [Significant accomplishment involved a review of all of the awards and the development of standard procedures and policies]

Editorial Board Member, *Human Resource Development Quarterly* [Beginning February 2014]

Editorial Board Member, *Human Resource Development Review* [Beginning February 2015]

Award Review Panel Member, 13th Annual Conference of the Asian Chapter of the Academy of Human Resource Development [Significant accomplishment involved reviewing all of the complete papers for the conference and the awarding of the Best Paper and the Runner-up Paper for the conference.]

Special Committees and Boards (continued)

External Reviewer for promotion and tenure for the following universities:

- Associate to Full Professor: North Carolina State University, Teachers College Columbia University, Texas A&M University, Universitii Putra Malaysia, University of Houston, Wayne State University
- Assistant to Associate w Tenure: Colorado State University, Drexel University, George Washington University, Universitii Putra Malaysia, University of Oklahoma, Texas A&M University

International Committee Member of the 6th International Conference on Human Resource and Organizational Management and Development (HROMD 2015), Bangkok, Thailand

External Reviewer for researcher to be listed as part of the National Research Foundation of South Africa (Summer 2014)

Past President, Academy of Human Resource Development, 2012-2014

President, Academy of Human Resource Development, 2010-2012

President Elect, Academy of Human Resource Development, 2008-2010

Stream Chair, University Forum for HRD & Academy of Human Resource Development, 2014

Stream Chair, University Forum for HRD & Academy of Human Resource Development, 2013

Stream Chair, University Forum for HRD & Academy of Human Resource Development, 2012

Presidential Strand Chair, American Evaluation Association, 2006–2007

Mentor for the American Evaluation Association Student Diversity Program, 2006-2007

Director (elected), International Board of Standards for Training, Performance, and Instruction, 2005–2007, 2008-2010, 2011-2013

Executive Vice President, International Board of Standards for Training, Performance, and Instruction, 2007–2009

Member (elected), Board of the Academy of Human Resource Development, 2005–2008

Vice President for Research (elected), Academy of Human Resource Development, 2005–2008

- Developed announcement & criteria for AHRD Grant program
- Chaired AHRD Grant proposal selection committee

Member, LEADS Committee, The National Registry of Emergency Medical Technicians, 2002–2010

Invited Consultant to Faculty regarding Academic Publishing and the Development of a Ph.D. Program in Human Resource Development, University of Texas at Tyler, 2004

Member, Advisory Committee to the Human Resource Development and Adult Education Program of the University of Minnesota, 2003–2004

Member, Expert Panel of the GAO and the National Research Council on “Leading practices in IT workforce training,” 2002–2003

Invited Thought Leader for Future Search Conference, American Society for Training and Development, 2001

Member (elected), Board of the American Evaluation Association, 1997–1999

Member, Research Committee of the Instructional Systems Association, 1997–2001

Member, Advisory Committee to the Human Resources Development Program of the University of Minnesota, 1995–1997

Chair, Research Committee of the American Society for Training and Development, 1994–1996

Member, Research Committee, American Society for Training and Development, 1992–1997

Chair, Special Interest Group in Training in Business and Industry of the American Educational Research Association, 1989–1991

President, Northern California Association of Phi Beta Kappa, 1977–1979

Professional Memberships

Academy of Human Resource Development, member since 1996

American Educational Research Association, member since 1985

American Evaluation Association, member since 1977 (originally a member of the Evaluation Research Society)

American Psychological Association, member since 1976

American Psychological Society, charter member since 1988

American Society for Training and Development, member since 1992

Society for Industrial and Organizational Psychology, member since 1994

3. Service to the Public (professionally related)

Board of the Academy for Formation & Ministry

Chair of the Curriculum Committee

Episcopal Diocese of Oregon

May 2020 -- Present

Award Committee Reviewer – for Professional Practice

American Society for Training & Development (ASTD)

October – December 2007

Service to the Public (professionally related)

Community Participant

Faith Forum on Genetics
Sponsored by National Institutes for Health
Pacific Institute for Ethics & Social Policy
Ecumenical Ministries of Oregon
Spring 2006 – Fall 2007

Award Committee Reviewer – for Professional Practice

American Society for Training & Development (ASTD)
October – December 2006

Award Committee Reviewer – for Professional Practice

American Society for Training & Development (ASTD)
October – December 2005

Award Committee Reviewer – for Professional Practice

American Society for Training & Development (ASTD)
October – December 2004

Member, Mission Study Taskforce

Data Collection and Analysis Consultant
First Presbyterian Church
Palo Alto, California; 2001

Member, Service Learning Taskforce

Data Collection and Analysis Consultant
Community Taskforce and Palo Alto Unified School District
Palo Alto, California; 1995–1996

Taskforce Member

Evaluation of Sunday Morning Schedule
First Presbyterian Church
Palo Alto, California; 1990 (approx.)

Survey and Analysis Consultant

Education Tax Taskforce
Palo Alto Unified School District
Palo Alto, California; 1988 (approx.)

Survey and Analysis Consultant

Evaluation of Senior Services in Palo Alto
Palo Alto Senior Center
Palo Alto, California; 1980 (approx.)

. Awards

National and International Awards

Inducted into the Academy of Human Resource Development Hall of Fame, March 2017

Inducted as a Fellow of the International Board of Standards for Training, Performance, and Instruction/.

Award from the 2019 HRD Across Europe conference

Russ-Eft, D. (2019, June). In search of training manager competencies. *Proceedings of the 14th HRD Conference Across Europe*, Nottingham, U.K.

2017 Cutting Edge Award from the 2017 Academy of Human Resource Development:

Kyaw, T., Mak, C. W., Phaopat, N., & Russ-Eft, D. (2017). A 7R framework: A tool to discover and resolve ethical issues in organizational change. *Proceedings of the Academy of Human Resource Development*, St Paul, MN: AHRD.

2016 National Institute of Development Administration Plaque of Honor (Narathip Pongraphan Award)

Award from the 2016 HRD Across Europe conference:

Ewer, G., & Russ-Eft, D. (2016, June). Case study: Description of a corporate university's operational factors. *Proceedings of the 14th HRD Conference Across Europe*, Manchester, U.K.

Distinguished Service Award, Academy of Human Resource Development (AHRD), February 2014

Award from the *Journal of European Training and Development* at the 2013 HRD Across Europe conference:

Russ-Eft, D., Koszalka, T. A., & Robichaux, L. (2013, June). Instructional designer competencies: American and European comparisons. *Proceedings of the 14th HRD Conference Across Europe*, Brighton, U.K.

Award of recognition as one of the top 10 papers of the 2009 AHRD Conference, February 2010:

Russ-Eft, D., Sampson-Gruener, G., & Dalton, M. (2009, February). Communication styles: Development of an assessment. *Proceedings of the Academy of Human Resource Development*. Bowling Green, OH: Academy of Human Resource Development.

Research Article of the Year—for 2004, American Society for Training and Development (ASTD), May 2005:

Russ-Eft, D. (2004). Customer service competencies: A global look. *Human Resource Development International*, 7, 211–231.

Outstanding HRD Scholar Award, Academy of Human Resource Development, March 2000

Times Mirror Editor of the Year (Research), May 1996

National and International Awards

Award of recognition as one of the top 10 papers of the 2002 AHRD Conference, March 2003:

Russ-Eft, D., Del Gaizo, E., Moulton, J., & Pangilinan, R. (2003). Sales superstars: Defining competencies needed for sales performance. In T. Rocco (Ed.), *Academy of Human Resource Development: Defining the cutting edge*. Bowling Green, OH: Academy of Human Resource Development.

Award of recognition as one of the top 10 papers of the 2000 AHRD Conference, March 2001:

Russ-Eft, D., Berrey, C., Boone, T., & Winkle, J. (2001). When caring is not enough: Competencies needed by service providers. In D. H. Redmann (Ed.), *Academy of Human Resource Development: Defining the cutting edge*. Baton Rouge, LA: Academy of Human Resource Development.

Award of recognition as one of the top 10 papers of the 2000 AHRD Conference, March 2001:

Preskill, H., & Russ-Eft, D. (2001). A systems model for evaluating learning performance. In D. H. Redmann (Ed.), *Academy of Human Resource Development: Defining the cutting edge*. Baton Rouge, LA: Academy of Human Resource Development.

Award of recognition as one of the top 10 papers of the 1996 AHRD Conference, March 1997:

Russ-Eft, D. (1997). Looking through a different lens: Views of human resource development. In H. Preskill & L. Dilworth (Eds.), *AHRD in transition: Finding the cutting edge*. International Society for Performance Improvement.

University and Community Awards

U.S. Public Health Fellow, 1969–1972, University of Michigan
Departmental Honors, Psychology, 1969, College of Wooster, Ohio
Phi Beta Kappa, 1968, College of Wooster, Ohio