

VITA

KENNETH E. PAPROCK

May 2, 2005

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PROFESSIONAL INTERESTS

International Human Resource Development
Understanding and Coping with Change
Distance Education and Training
Training and Development

EDUCATION

- B.A. University of California at Los Angeles, Los Angeles, California, 1965.
- M.A. Education, University of California at Los Angeles, Los Angeles, California, 1966.
- Ph.D. Adult, Higher and Continuing Education, University of Illinois, Champaign, Illinois, 1986.

EXPERIENCE

Associate Professor, 1994 -2005. Educational Human Resource Development, Texas A&M University

Director of the Training and Development Professional Certification Program 1991-2005;

Assistant Professor, 1987 – 1994 Interdisciplinary Education Texas A&M University

International Coordinator, College of Education and EHRD, 1994-2000.

Director of Faculty and Curriculum, Regis Career Education Programs, Regis Colleges, Denver, Colorado, July 1984 to January 1987.

Part-time Instructor, Business Division, Parkland College, Champaign, Illinois, 1983-1984.

Vice President of Human Resources Development, Carle Foundation Hospital, Urbana, Illinois, September 1980 to June 1983.

Director of Education, Our Lady of Mercy Hospital, Dyer, Indiana, July 1978 to September 1980.

Training Director, Chas. A. Stevens & Co. (Subsidiary of Hart, Schaffner & Marx), Chicago, Illinois, May 1973 to July 1978.

Research Activities (International)

Examinership for Doctoral dissertations in Educational Technology, (2004-2005) College of Education, Alagappa University. Alagappa Nagar, Tamil Nadu India

Rabee Abud Alazeem M.A. Mansoura University, Egypt

Invited Participant for master's thesis. The effectiveness of using computers to develop creative thinking abilities of elementary students. May 9, 2001.

Co-Chair Ph.D. Dissertation for Mansoura University, Damiette, Egypt. Taher Abdalla Ahmed; The description of instructional materials for adult learners, and their use in distance education to reach determined goals. 1997.

Study of Competencies for Human Resource Development in Mexico, July 1996.

PUBLICATIONS

Publications

Paprock, K.E., Lynham, S., and Cunningham, P. (eds.) (2006 in press) National human resource development in transitioning societies in the developing world. *Advances in Human Resource Development*. Vol. 8, No. 1, February 2006. Sage Publications.

In-Sun Shim and K.E.Paprock (2002) A study focusing on American expatriates' learning in the host country. International Journal of Training and Development 6 (1), 13-24.

Paprock, K.E. (2000). Technology and curriculum in rural areas. Staff and Educational Development International (SEDI). New Delhi, India: Aravali Books International. 4(2), pp.127-132 (invited, refereed).

Paprock, K.E. and Gonzalez, E.M. (in press; February 2000) Educacion a distancia y aprendizaje durante la vida (*Distance education and lifelong learning*) Universidad Iberoamericana, Centro de Leguas, Leon, GTO. Mexico.

Paprock, K. E. and Gonzalez, E.M. (1999). El diseño de forma de aprendizaje de acuerdo al contexto cultural. (*The design of the type of learning according to cultural context*) Ciencia, Arte: IPN – Cultura. Mexico City, Mexico. P 6-12.

Paprock, K.E. and González, E. M. Estilo Cognoscitivo: Una cuestión de diferencias culturas en el mundo? (Julio-Septiembre 1998). (*Cognitive Style: A question of cultural differences in the world?*) Competencia Laboral (Spanish). Año 2 No.7, Pp.4-9.

Paprock, K.E. (1996). Estructura conceptual para desarrollar competencia adaptativa de profesionales. (*Conceptual structure to develop adaptive competencies in professionals*) IPN Ciencia, Arte: Cultura, Nueva Epoca, Año 2, No.8, Julio-Agosto, pp. 22-25.

- W.T.Rushton, Walter W. Ruoff, Jr., and Theresa Fossum (1996) Developing an instrument for student evaluation of clinical teaching. Journal of Veterinary Medicine Education.
- W.T. Rushton, Walter W. Ruoff, Paprock, K.E., and Theresa Fossum (1996). A delphi approach to identifying acceptable criteria for and methods of evaluating clinical teaching. Journal of Veterinary Medicine Education.
- Theresa Fossum, Walter W. Rouff, W.T. Rushton, and Paprock, K.E.,. (1993), Patterns of and criteria for evaluating clinical teaching performance: Perceptions of a national sample of veterinary clinicians, Journal of Veterinary Medicine Education. Vol. 20, No.1,p.24-27.
- Paprock, K.E., (1992). Exploratory Study of the Assessment Center Process to Select Faculty for a Adult Degree-Granting Program. Personnel Selection & Productivity. ed. Mark Cook, (2nd edition).
- Ruoff, W.W., Fossum, T.W., Rushton, W.T. and Paprock, K.E., (1992). Developing criteria for evaluation of teaching performance in the veterinary teaching hospital. Journal of Veterinary Medicine Education. Vol. 19, No.4, p.102-107.
- Fossum, T.W., Ruoff, W.W., Paprock, K.E., Rushton, W.T., Willard, M.D. and Palmer, R.H. (1991). Identifying clinical teaching patterns and needs: An exercise in departmental self-awareness. Journal of Veterinary Medicine Education. Vol. 18. No. 2, pp. 49-53.
- Paprock, K.E., (1988). An exploratory study of the assessment center used to select faculty for an adult degree-granting program. Adult Education Quarterly, 39 (1), 11-18.
- Paprock, K.E., (1989). Understanding and coping with change: Efforts by health care professionals in adapting to diagnostic related groups (DRGs). National Social Science Journal. National Social Science Association. Vol. 3, No. 1, p. 112-126.

Proceedings

- y Gonzalez, E.; Lincoln, Y.S.; & Paprock, K.E. (2004). *Competencies of Public and Private Higher Education Executives in Mexican Universities: Are they different?* Paper presented at the International Forum of the Annual Conference of the Association for the Study of Higher Education 2004, Kansas City, MO November 3.
- Hasler, M. G., Thompson, M.D. Lynham, S.A. and K.E. Paprock (2004). HRD in Latin America: An exploratory review of the literature. . Academy of Human Resource Development International Conference, Austin, TX. March 6. p. 44

Yi-Hsuan Lee, Jie Lin, S.A. Lynham, K.E. Paprock and Jie Li (2004). A review of HRD research in three areas of East Asia: Mainland China, Japan and Taiwan. Academy of Human Resource Development International Conference, Austin, TX. March 6. p. 44

Jie Ke, K.E. Paprock (2004). The role of HRD in Chinese State-owned Banks and implication for future HRD policies and practices. Academy of Human Resource Development International Conference, Austin, TX. March 5. p. 26.

In-Sun Shim and K.E. Paprock (2002) A study focusing on American expatriates' learning in the host country. International Journal of Training and Development 6 (1), 13-24.

Kasper, D.G., Paprock, K.E., and Gonzalez, E. (1999). Critical perspective: Global cultural diversity. In Quest for Global Competitiveness Forum - An Interdisciplinary and Multinational Conference. Cosponsored by the APICS Educational and Research Foundation and Business Administration at the University of Puerto Rico. March 11-12, 1999. Pp. 36-38.

Distance and Open Learning: Politico-Social Implications: NIACE Conference, University College Dublin; Dublin, Ireland. June 23, 1997.

Paprock, K.E. (1994). Learning in context: Creating the learning organization. In Proceedings of Creatively exploring the future. The Second Annual National Research Conference on Human Resource Development, College Station, Texas, March 25-26, 1994, pp. 117-121.

Paprock, K.E. (1994). Systems approach to educational program development. Fifth International Conversation on Comprehensive Systems Design. Pacific Grove, CA: International Systems Institute. pp.205-212.

Paprock, K.E. and Williams, Marcia. (1993). New dimensions in distance learning. In Proceedings of First National Research Conference on HRD. p.248-251.

Paprock, K.E., (1990). A metacognitive model for examining program development in adult education. Social Science Perspectives Journal. Proceedings of the 1989 Arlington Conference. Vol. 4, No. 1, p. 106-114.

Paprock, K.E., (1987). A model for differentiation of adjunct faculty. Lifelong Learning. (10) 8, 28-29.

ERIC Publications

Paprock, K.E., (1992). Response ability versus the cult of coverage. ERIC (ED346067).

Paprock, K.E., (1991). Patterns of learning related to adapting to change: A study of four health care occupations in the United States. ERIC, ED 334 441; CE 058 511.

Paprock, K.E., (1989). Program development: A description of practice. ERIC, ED 300 621; CE 051284.

Paprock, K.E., (1988). An exploratory study of the assessment center process to select faculty for an adult degree-granting program. ERIC ED 377 140; CE 519 417.

Paprock, K.E., (1987). A model for differentiation of adjunct faculty. ERIC: ED 283038; CE 047509

Books

Williams, M., Covington, B., and Paprock, K. (1999). Distance education: The essential guide. Beverly Hills, CA: Sage.

Paprock, K. E. with Williams, M. L. and Covington, B. G. (1993, 1996). Gaining proficiency in distance education: Making a successful transition from traditional learning environments to open and distance learning environments. Training Manual: BMK Inc.; San Antonio, TX.

Mansour, Ahmed and Paprock, K. E.(2003). Technology and Human Resource Development. Domiat, Egypt: Mansoura University. (In Islamic)

Book Chapters

Paprock, K.E. (2002) Transformative Learning for Sustainability. In Walter Leal Filho (ed.) Environmental education, communication and sustainability. Vol.12. Wein, Germany: Peter Lang. pp.121-132.

Paprock, K.E., (1996). Art for adult and technology education. In Jones, D. McConnell, B. and Normie, G. (Eds.), One world many cultures. Fife Regional Council: British Library Cataloguing pp. 190-196.

Paprock, K.E. (1994). A conceptual framework for developing adaptive competency for professionals. In Benn R. and Fieldhouse R. (eds) Training and professional development in adult and continuing education, Occasional Paper No. 1. University of Exeter: Centre for Research in Continuing Education, pp. 89-93.

Paprock, K.E. (1992). Assessment center process to select faculty for adult degree granting program. In Cook, M. (Ed.) Personnel Selection & Productivity (2nd Ed.).

Paprock, K.E., (1983). "Values in the workplace and workforce" in Sredl, H.J. and Rothwell, W. J. The critical resource: Developing the workforce of the 1980's, Washington, D.C.: ASTD research publication, pp. 49-56.

Book Reviews

Paprock, K.E. and Gonzalez y Gonzalez (1998). The origins of cultural differences and their impact on management by Jack Scarborough. Book Review in CONOCER No.8 Fall, Mexico.

Paprock, K.E. (1997) Managing people during stressful times by Seth Allcorn and Michael A. Diamond. Book review in International Journal for Training and Development. 1(2), 69-70.

Paprock, K.E. (1992) Transformative Dimension of Adult Learning by John Mezirow. Book Review in Personnalisation et Changements Sociaux.

Paprock, K.E. (1992) Transformative Dimension of Adult Learning by John Mezirow. Book Review in Adult Education Quarterly. 42(3), 195-197.

Paprock, K.E. (1989). Learning in the workplace by Victoria J. Marsick (Ed.) Book review in Adult Education Quarterly. 39(3), 183-184.

Paprock, K.E. (1988). The ASTD reference guide to professional training roles and competencies, vol. I and II by Henry J. Sredl and William J. Rothwell. Book review in Lifelong Learning. (12) 1, 1.

PRESENTATIONS AND CONSULTING

Invitational Speaking (Keynote and plenary talks) Indicated

Keynote Address: Distance Education: The Digital Divide in Developing Countries. February 27, 2005, Conference for Society for Educational Technology Development and Research (SETRAD), Barathidasan University India

HRD shift of responsibility from corporate focus to national. @nd International Conferemce on Corporate Social Responsibility, Penang, Malaysia. Spetember, 2004.

Globalization and Its Implication for Lifelong Learning. 9th ISSEI Conference "The Narrative of Modernity: Co-Existence of Differences". University of Navarre, Pamplona, Spain. August 2-7, 2004.

Human Resource Development in the Classroom. American School, Tangier, Morocco.

November 6-7, 2003.

Research in International HRD. The School of Management, East Anglia University, Norwich, UK., October 22, 2003.

Globalization and HRD. Institute for Development and Policy Management, University of Manchester, Manchester, UK. October 21, 2003.

Keynote address: Transformational Learning for Sustainability. EUROECO 2002: Promotion of sustainable development on a global scale in the context of the forthcoming earth summit., University of Mining and Metallurgy (AGH) in Cracow, Poland. Co-sponsored by the consul generals of Austria and Germany.

Keynote Address: Globalization and Its Implications on Education. February 2, 2002. Endowed Lecture, Barathidasan University India

Seminar on Adult Learning Theory and Higher Education. Mansoura University, College of Education faculty of Educational Technology. Damietta, Egypt. May 7, 2001.

Invitational Lecture, Adult Learning and Distance Education. Three lectures for 1000 third year students, Colleges of Education, Mansoura University, Damietta, Egypt. May 8.2001.

Lecture on New Trends in Research Methods and thesis defense of masters degree for Rabee Abud Alazeem May 9,2001. Mansoura University, Mansoura, Egypt.

Seminar on Research in HRD and Educational Technology, Faculty of Education Ismaellia, Suez Canal University, May 15, 2001, Egypt.

Cross-national, cross-cultural, inter-disciplinary and cross-institutional research. Symposium chair (invited) The 1st Conference on Research in Distance and Adult Learning in Asia. The Open University of Hong Kong. June 21, 2000.

Enhancing Lifelong Learning through Distance Education. The 1st Conference on Research in Distance and Adult Learning in Asia. The Open University of Hong Kong. June 21-24, 2000

The Impact of Technology on Open and Distance Education: Cognition, Culture and Technology Transfer Implications. The 1st Conference on Research in Distance and Adult Learning in Asia. The Open University of Hong Kong. June 21-24, 2000

Evaluation of Distance Education Programs and proposals for the Universidad Autonoma de Estado de Mexico, Toluca, Mexico, June 14-16, 1999.

New Technologies for Open and Distance Learning: Socio-political implications. Invited Speaker The Second International Conference on Adult Education Research and Journals; The Changing Role of Lifelong Education into the Third Millennium. April 15-18, 1997. Hong Kong, China.

El Uso de las Nuevas Tecnologías en Programas Educativos y Socio-Políticos. Keynote address II Coloquio Internacional de Educación a Distancia (*Use of the new technology in educational and socio-political programs*); Universidad Autónoma del Estado de México; Toluca, México. March 12, 1997.

Una Panorámica de la Educación a Distancia en la universidad de Texas A&M (*A view of distance education at Texas A&M*). Keynote speech, Coloquio Sobre Educación a Distancia. 12 February 1996. La Universidad Autónoma del Estado de México. Toluca, México

Utilización de la tecnología en la educación a distancia y su impacto social en el desarrollo de recursos humanos (*The use of technology in distance education and its impact in the development of human resources*) . 1 er. Seminario Nacional de Gestión de Tecnología, Asociación Latino-Ibero Americana de Gestión Tecnológica (ALTEC), Mérida, Yuc., November 11 - 13, 1998.

Distance and Open Learning: Politico-Social Implications: NIACE Conference, University College Dublin; Dublin, Ireland. June 23, 1997.

Gaining proficiency in training and development and distance education, Train the trainer workshop, Instituto Polytecnico Nacional, Mexico City, July 8 - 19, 1996

Competency Based Education and Training, Consejo de Normalización y Certificación de Competencia Laboral: International Conference, Guanajuato, México, May 23-25, 1996.

III Reunión General Sobre Colaboración en Educación n Superior, Investigación y Capacitacion en America del Norte (*General meeting on higher education, research, and training in north america*), Guadalajara, México, April 28-30, 1996. Invitational

Una Panorámica de la Educación a Distancia en la universidad de Texas A&M (*A view of distance education at Texas A&M*). Keynote speech, Coloquio Sobre Educación a Distancia. 12 February 1996. La Universidad Autónoma del Estado de México. Toluca, México

Technology training for adult and arts educators, St. Andrew's, Scotland, July 10-14, 1995.

Transfer of Technology Seminars, Texas A&M University Center, Mexico City. June 5 -9, 1995.

Tecnología en Educación a Distancia: Capacitando a los Capacitadores (*Technology in distance education: training the trainers*). Texas A&M University Center in Mexico City, December 7,1994.

Learning in Context: Creating the Learning Organization. Second Annual National Research Conference on Human Resource Development, March 25-26,1994. College Station, Texas.

Panel on Creativity. Ideas Plus: Designing creativity training that works. Texas A&M University. January 22,1994. Invited

Distributor Growth Through Lifelong Learning. Management Development Institute, The AED Foundation. Texas A&M University Oct. 31 - Nov. 4, 1993. Invited

The Quality School Movement. Presentation to the English Teaching Scholar Loan Program, Texas A&M University, December 2,1993.

A Systems Approach to Program Development. International Systems Institute, Asilomar, CA. November 13-19, 1993.

A Conceptual Framework for Developing Adaptive Competency for Professionals. International Conference on Training and Professional Development in Adult and Continuing Education. Wadham College, Oxford. September 13-15,1993.

New Dimensions in Distance Learning. Quest for Quality, First National Research Conference on Human Resource Development. Texas A&M University. April 22-24, 1993.

Instructional Design - New Dimensions in Distance Learning. 3rd Annual IDLCON Conference. Washington, D.C., April 1-3, 1993.

Development of Criteria and Methods by Which to Evaluate Faculty in a University Clinical Setting. AAACE National Conference, Anaheim, California, November 1992.

Response Ability Versus the Cult of Coverage. National Conference for Quality Schools. Center for the Study of Small/Rural Schools. Norman, Oklahoma, March 30 - April 1, 1992.

Educational Seminar for Clinical Teachers in Radiological Technology. Blinn College, College Station, Texas, May 25, 1991, 8 hours in-service. Invited

Seminars on Improving Clinical Teaching, College of Veterinary Medicine, Texas A&M University, Spring 1991. Invited

Problem-based Learning. Center for Teaching Excellence Symposium, Building bridges between education, science & mathematics, January 21, 1991. Texas A&M University.

Customer Satisfaction Assessment systems for defense systems management college, External Evaluator, June 1991, Department of Defense and University of Illinois.

Survey Research Methods: Interviewing, January 1991 College of Medicine Texas A&M University. Invited

On Trial: Fact-based learning for professionals. AAACE Conference in Salt Lake City. November 1, 1990.

A Metacognitive model for examining program development in adult education, National Social Science Conference, Arlington, Texas. October 19-21, 1990.

A Conversation Among Friends: Career Advancement, Enhancement, and Change for Professors of Adult Education. Presentation by Faculty Development Task Force of the Commission of Professors of Adult Education. Tulsa, OK. November, 1988.

Situational Program Development in Adult Education: Current Research. Cincinnati, OH: University of Cincinnati. October 7-8, 1988.

Understanding and Coping with Change. San Antonio, TX: National Social Science Conference. October 20-27, 1988.

Selecting Facilitators of Adult Learning. Austin, TX: University of Texas, First Texas Conference of Adult Education. September 9-10, 1988.

Writers Clinic: Lifelong Learning, AAACE Conference, Washington, D.C., October 21, 1987.

Publishing in Adult Education Journals, Faculty Seminar for future Directions for Continuing Education, DuPont Plaza, Washington, D.C., October 19, 1987.

Working Examples of Questionnaires and Instruments of Research Under Development, Faculty Seminar for Future Directions for Continuing Education, sponsored by Kellogg Foundation and University of Wisconsin-Madison, DuPont Plaza, Washington, D.C., October 18, 1987.

Transactive seminar on Changes in Healthcare, sponsored by College of Medicine, University of Illinois, May 1983.

College-wide Colloquium on Human Resource Development, University of Illinois, Champaign, Illinois, November 5, 1982. Sponsored by Organization of Graduate students and the College of Education.

Colloquium of HRD professional, University of Illinois, Champaign, Illinois, April 27, 1981. Sponsored by the College of Education HRD Committee and Organization of Graduate Students.

Consulting

Committee on Development of Colleges of Education: Distance Education, and Professional Development. A World Bank Project. Alexandria, Egypt. November 17-22, 2003.

World Bank Project for the Reforming of Higher Education in Egypt: Cultural Considerations and Civic Education. Cairo, Egypt. Dr. Abd Al Hai Obeed, Head of the National Council of Egyptian Universities. November 16, 2003.

Cairo, Egypt (2003). Faculty Development Program for Reforming Education in Egypt (FLDP). A World Bank Sponsored Project. Dr. Medhat El-Nemr, Director of the Project.

Mexico City and Puebla, Mexico. Train the Trainer Certification Project for CONACYT and Polytechnic University (IPN) October 2-9, 2003.

Consultant to the General Coordination of Investigation and Advanced
Consultant for marketing survey research, VTEL Corporation, Austin, TX. December 1994

Invited panel member for rural homelessness, Region VI Homeless Workshop in Fort Worth, TX. February 26-27, 1990. Sponsored by the Interagency Council on the Homeless, Washington, D.C.

Adult Learning in Religious Education: The role of self-instruction, New York, November 7-8, 1987, Better Human Relations Movement, Inc.

Education Specialist for determining professional status of executives for immigration status, Manville Corporation, Denver, Colorado, 1985-1986.

Consulting and workshops on Adult Learning, Program Development, and the Development of an Adult Degree Granting Program, California Lutheran College, Thousand Oaks, California, 1985.

Presentations on interviewing, hiring, and training of union and non-union personnel, City of Urbana, Urbana, Illinois, 1983.

Consulting and presentation on staff and faculty development and strategic planning for a community college, Lakeland Community College, Mattoon, Illinois, 1983.

Presentation on future trends and issues in continuing education for pharmacists and The pharmacist as patient educator, National Pharmacy Association, Chicago, Illinois, 1983.

OUTSIDE TEACHING AND TRAINING

International Training

Cross Cultural Management and Training (February 11, 2002) Baharathidasan Institute of Management (BIM) Tiruchirappalli, India.

Technology and Cultural Management in HRD (February 11, 2002). Bishop Heber College, Tiruchirappalli, India.

Training and Development in Organizations, (Feb.13,2002) Academy of Management Excellence, Chennai, India.

Train the Trainers Certification (1999) co-sponsored with University of Guanajuato, VEN Center, coordinator and trainer. Silao, Guanajuato, Mexico. Human Resource Development Overview; Adult Learning; Competency Identification.

Presentation on Distance Education and Innovations in Education (May 24 - 26, 1999). Universidad Autonoma del Estado de Hidalgo, Pachuca, Hidalgo, Mexico.

Training Competencies for Computer Engineers (May, 31- June 9,1999). Universidad de Guanajuato Training Team for System and Communication Department. Belen, Guanajuato, Mexico.

Educacion a distancia, una alternativa para ampliar la cobertura de la educacion en nivel superior. (June, 11, 1999). *Distance education, one alternative to extend higher education*. Diplomado en Innovacion educativa. Irapuato, Guanajuato, Mexico.

Educacion a distancia, una alternativa para ampliar la cobertura de la educacion en el nivel superior. (June 14, 1999) Universidad Iberoamericana, Centro de Leguas, Leon, GTO. Mexico.

Educacion a distancia, una alternativa para ampliar la cobertura de la educacion en el nivel superior. June 18, 1999). IIEDUG (College of Education faculty) Guanajuato, GTO. Mexico.

Identificacion de Competencias (June 21, 1999). Universidad Iberoamericana, Campus Leon. Leon, GTO. Mexico.(Faculty, Administration and graduate students).

Post graduate Seminars on Adult Learning and Development at the Aristotle University in Thessaloniki, Greece. October 30-November 3, 1997.

EducaBerlin on Line: (October, 1997) Full day invitational workshop on Transitions to Distance Learning Technologies. PreConference Workshop.

Plática a los Alumnos de la Maestría en Investigación Educativa (*Speech to the masters students on educational research*) of. IIEDUG, Guanajuato, June 7, 1997.

Plática a Estudiantes del Diplomado en Innovación Educativa (*Speech to doctoral students on educational innovations*) . Unidad Belen, México, June 6, 1997.

Gaining proficiency in training and development and distance education, Train the trainer workshop, Instituto Polytecnico Nacional, Mexico City, July 8 - 19, 1996

Plática a Estudiantes del Diplomado en Innovación Educativa (*Speech to doctoral students on educational innovations*). Escuela de Psicología. University of Guanajuato, Salamanca, México. June 6, 1995

Tecnología en Educación a Distancia: Capacitando a los Capacitadores (*Technology in distance education: Training the trainer*). Texas A&M University Center in Mexico City, December 7,1994.

Invitation to participate in the Symposium: Creating a profession, Sponsored by the department of Education and Curriculum, College of Education, Texas A&M University, October 23, 1997.

Gaining proficiency in training and development and distance education, Train the Trainer Workshop, Instituto Politecnico Nacional, Mexico City, July 8 - 19, 1996

Transfer of Technology Seminars, Texas A&M University Center, Mexico City. June 5 -9, 1995.

Panel on Creativity. Ideas Plus: Designing creativity training that works. Texas A&M University. January 22,1994.

Distributor Growth Through Lifelong Learning. Management Development Institute, The AED Foundation. Texas A&M University Oct. 31 - Nov. 4, 1993.

The Quality School Movement. Presentation to the English Teaching Scholar Loan Program, Texas A&M University, December 2,1993.

Seminars on Improving Clinical Teaching, College of Veterinary Medicine, Texas A&M University, Spring 1991.

Survey Research Methods: Interviewing, January 1991 College of Medicine, Texas A&M University.

Faculty Development Workshops, Regis College. Denver, Colorado. February 23-25, 1989.

Working Examples of Questionnaires and Instruments of Research Under Development, Faculty Seminar for Future Directions for Continuing Education, sponsored by Kellogg Foundation and University of Wisconsin-Madison, DuPont Plaza, Washington, D.C., October 18, 1987.

Consulting and workshops on Adult Learning, Program Development, and the Development of an Adult Degree Granting Program, California Lutheran College, Thousand Oaks, California, 1985.

Presentations on Interviewing, Hiring, and Training of Union and Non-union Personnel, City of Urbana, Urbana, Illinois, 1983.

Transactive Seminar on Changes in Healthcare, sponsored by College of Medicine, University of Illinois, May 1983.

Consulting and presentation on staff and faculty development and strategic planning for a community college, Lakeland Community College, Mattoon, Illinois, 1983.

Presentation on Future Trends and Issues in Continuing Education for Pharmacists, and The Pharmacist as Patient Educator, National Pharmacy Association, Chicago, Illinois, 1983.

College-wide Colloquium on Human Resource Development, University of Illinois, Champaign, Illinois, November 5, 1982. Sponsored by Organization of Graduate students and the College of Education.

International Service

Member - NADERN (North American Distance Education Research Network) San Antonio, 1994-1999.

Member - International Programs Enhancement and Coordination Committee, University - wide, 1996-2000

Chair - International Programs Enhancement and Coordination Committee, College of Education, 1996-present.

Book Review Editor for North America - The International Journal of Training and Development; 1997-present.

National

Co-Chair, International AHRD Conference, March 4-7, 2004. Austin, TX.

University Service

Elected to the Faculty Senate, Texas A&M University, 1999 - present.
Senate Caucus Leader for Education, 2000

Member of the Committee for Caucus Leaders, 2000

Member of the Committee on Committees (committee of the Faculty Senate, 1999-2000)

Member of the Academic Affairs Committee (committee of the Faculty Senate), 1999-present

Member of the International subcommittee of the Faculty Senate. 1999-present

College of Education Service

Member – Faculty Advisory Committee (FAC) as Senate Caucus Leader, College of Education.

Member - Faculty Advisory Committee (FAC) College of Education, Texas A&M University, 1998 - 1999

Chair - Faculty Advisory Committee (FAC) College of Education, Texas A&M University, 1997-1998.

Secretary - Faculty Advisory Committee (FAC) College of Education, Texas A&M University, 1996-1997.

Chair - College of Education International Program Enhancement and Coordination Committee, 1996 - present.

Committee on Follow-up of Graduates and Evaluation of Teacher Education Programs. College of Education, Texas A&M University. 1989-1992.

Other

Judging for the acceptance and best paper award for the Academy of Human Resource Development Conference 2002.

Judging committee for the best international paper awards for the Academy of Human Resource Development Conference 2001.

National referee - Journal of Social Sciences. 1988- 1990.

Book review editor - Lifelong Learning. 1987-1989.

Recognitions

Recognition for chairing award winning dissertation of Olumuyiwa Arowosafe, Ph. D.
The identification and analysis of the perceived major factors that facilitate or impede the integration of technology education in a developing country (Nigeria). August, 1998.

Recognition for chairing award winning dissertation of Kelly Murphrey, Ph.D.

The global skills, knowledge, and attitudes senior business executives will require by the year 2005: Compared and contrasted by American, European, and Japanese executives and academics; A multimedia study. December, 1993.

Recognition for chairing the award winning dissertation of Marcie Williams, Ph.D.
Faculty development in distance education for continuing medical education: A baseline study. December, 1994.

Recognition for participation in Colloquium of Distance Education, Universidad Autónoma del Estado de México, Toluca, México, February 12, 1996.

Recognition for participation in 1st. International Meeting of CREFAL, Center of Regional Cooperation for Adult Education in Latin-American and Caribe, Pátzcuaro, Mich., México, February 16, 1996.

Recognition for participation in International Seminar: " Formación Basada en Compentecia Laboral: Situación Actual y Perspectivas", Labor International Organization, Guanajuato, México, May, 1996.

Recognition for participation in "Distance Education Certification Program", Instituto Politécnico Nacional, México, D.F., July 19, 1996.

Recognition for participation in II International Colloquium of Distance Education, Universidad Autónoma del Estado de México, Toluca, México, March 12, 1997.

Recognition for participation in "Conferences: Open and Distance Education", Universidad de Guanajuato, October 24, 1997.

Honors and Awards

Fulbright Senior Specialist Program 2002-2007. Washington, D.C. travel grants when requested. Grant #1440, March 2005;. Project for the improvement of higher education. Sponsored by the University of International Business, Almaty Kazakhstan

The Association of Former Students Distinguished Achievement Award for teaching, October 2002.

A lifelong membership in the Society for Educational Technology Research and Development (SETRAD) Tamilnadu, India

P.S.Manisundaram.Endowed Lecture. (February 2002) Tiruchirappalli, India.

Scholar's Shawl from Bharathidasan University, (February 11,2002) Tiruchirappalli, India

Doctor Honoris Causa; (August 10, 2001) honorary doctorate from Ansted University, Penang, Malaysia. In recognition for his exemplary contribution to Adult Education and Human Resource Development.

Inducted into the International Who's Who in Distance Education, Bonn, Germany. 1998.

For Facilitating agreements and matching people at TAMU and other countries, nominated for the University international service award for 1997.

Certificate of recognition for outstanding service as committee chair of distinguished dissertation award winner in HRD, Texas A&M University, College of Education 1994-1995.

Appreciation award for contributions to international programs at TAMU, May 3, 1995.

Certificate of recognition for outstanding service as committee chair of distinguished dissertation award winner in HRD, Texas A&M University, College of Education 1993-1994.

Who's Who in American Education, 1989-1990 edition. The National Reference Institute, Washington, D.C.

Kellogg Fellow, Faculty Seminar on Future Directions for Continuing Education, sponsored by the University of Wisconsin-Madison and the W.K. Kellogg Foundation, 1987.

Distinguished Fellow, American Board of Master Educators, 1986.

Accredited Personnel Specialist, Training and Development, 1984 to present.

Distinguished Service Award by National Alliance of Business, July 31, 1980.

Recognition for Emergency Medical Technician Programs, EMS Commission of Indiana, 1980.

Professional Associations

A lifelong membership in the Society for Educational Technology Research and Development (SETRAD) Tamilnadu, India

Fellow of The Academy of Human Resource Development (AHRD)

American Society of Training and Development (ASTD)