

# Doug Leigh, Ph.D.

*Office:* Pepperdine University  
Graduate School of Education & Psychology  
6100 Center Drive, Los Angeles, CA 90045  
*P / F:* (310) 568-2389 / (310) 568-5755  
*Email:* doug.leigh@pepperdine.edu  
*Web:* gsep.pepperdine.edu/~dleigh  
*Amazon* amazon.com/author/dougleigh  
*profiles:* amazon.co.uk/-/e/B0034CM3OW

---

## EDUCATION

### **Doctor of Philosophy in Instructional Systems (2001)**

Florida State University, Tallahassee, FL

Educational Research Program, College of Education

Dissertation: "The Relationship of Several Leadership Styles, Generative Concern, Values Prioritization, and Individual Differences with Goal-Directed Motivation and Commitment" (Publication No. AAT 3014352).

Advisor: Roger Kaufman, Ph.D.

*Elected by program faculty as the 2000 Gagne-Briggs Outstanding Doctoral Student*

### **Master of Dispute Resolution (2009)**

Pepperdine University, Malibu, CA

Straus Institute for Dispute Resolution, School of Law

### **Master of Science in Instructional Systems (1996)**

Florida State University, Tallahassee, FL

*Full academic scholarship provided by the Encyclopædia Britannica Educational Corporation*

### **Certificate in Dispute Resolution (2008)**

Pepperdine University, Malibu, CA

Straus Institute for Dispute Resolution, School of Law

### **Bachelor of Arts in English Literature (1995)**

Florida State University, Tallahassee, FL

Minor: Film studies

### **Associate of Arts (1993)**

University of Florida, Gainesville, FL

## PROFESSIONAL EXPERIENCE

**Pepperdine University, Graduate School of Education & Psychology (GSEP)** 2000 – present  
Los Angeles, Culver City, Irvine & Malibu, CA  
*Professor of Education (tenured Fall 2006)*  
*Chair, Graduate and Professional Schools Institutional Review Board (2007 – 2012)*

I have been responsible for teaching doctoral courses as part of my tenured position across four Ed.D. concentrations within the Education Division of GSEP: Organizational Leadership; Educational Technology; Educational Leadership, Administration and Policy (a Tier II Professional Clear Administrative Credential program); and Organizational Change. (Please see the “Teaching Experience” section of this vita for a listing of courses taught since 2000.) As a secondary emphasis, I have also worked within two of GSEP’s Master’s programs: the Master of Arts in Education (with Teaching Credential); and the “Educational Leadership Academy,” a Master of Science in Administration in which students earn a Preliminary Administrative Services Credential. As the Program Director for the Master of Science in Workplace Learning and Performance I was responsible for course development, preparing and presenting curricular proposals to the academic councils of both the graduate school and university at large, and recruiting both students and faculty for the program.

I have graduated 26 doctoral students, currently chair seven dissertations, and serve as a committee member on another six. My research and publication interests are varied and include instructional design, quantitative and qualitative analysis, educational technology, conflict resolution, leadership, needs assessment and evaluation. Since joining Pepperdine my scholarly activity in these and related topics have netted five books, five referred publications, and scores of book chapters, non-refereed publications and editorials, as well as dozens of professional conference presentations. My service has included acting as Chair of the Institutional Review Board for the Graduate and Professional Schools, GSEP representative to the Technology and Learning and WASC High Impact Learning Practices committees, and GSEP Faculty Association president. Additional activities are listed in the “Service to Pepperdine University” section of this vita.

**National Science Foundation (NSF)** 2011 – 2013  
Instructional Technology Office (ITO), Arlington, VA  
*Instructional Technologies Leader*

On assignment under the Intergovernmental Personnel Act (IPA) mobility program, I led a \$200,000 revitalization of NSF’s Virtual Learning Center involving the construction of technologically-enhanced learning labs and a state-of-the-art multimedia production studio. In addition, I partnered with the Advanced Distributed Learning Initiative and the Government Printing Office to evaluate the viability of emerging research-based elearning technologies (e.g., social learning mobile learning, virtual instructor-led training, ebooks, pod/vodcasts, , etc.). In this context, I served as the learning technologies delegate to the “Future NSF” initiative to design the infrastructure for the NSF’s new (2015) headquarters building. I also provided educational technology leadership to NSF’s Communications Task Force, and continue to volunteer as a “NSF Ambassador” in recruiting Program Directors under the IPA program.

My work also involved providing leadership to a \$3 million annual contract in which online, face-to-face and blended training regarding the Foundation's Merit Review (proposal and award) process are analyzed, designed, developed, delivered, evaluated and continuously improved. This curriculum was formalized as a result of a training needs analysis I conducted with Program Officers from across NSF's directorates. My work required coordination of LearnNSF (the Foundation's learning management system (LMS), an implementation of SuccessFactors), assurance of Section 508 accessibility compliance, and coordination of new course testing and roll-out.

**Florida State University, Learning Systems Institute (LSI)**

1996 - 2000

Office for Needs Assessment & Planning, Tallahassee, FL

*Director of Technical Projects*

As leader of the technical aspects for several concurrent single- and multi-year projects within this research & development branch of the university I served in various capacities: project liaison, grant/contract writer, project manager, project design and scope planner, data collector and analyst, and report writer. In reverse chronological order:

I provided technical direction for an office 12 employees in the development of research-based electronic performance support systems (EPSS) in a collaborative contract with the US Department of the Navy (congressionally funded for \$1.5 million). These EPSS tools were developed to assist the Navy in the systematic development of training materials, including assessment, learner analysis, instructional design, materials development, facilitation, formative (course) and summative (program) evaluation, as well as data-based continuous improvement.

I led the design of a distributed learning environment model for the US Department of the Navy. This \$1 million contract involved the specification of requirements for various systems of a Navy Advanced Distributed Learning (NADL) network in terms of fleet-deployed learners, instructors, collaborative learning, learner support, learner records, as well as course development and management.

I served as program manager for a five-level Kirkpatrick evaluation of the Navy's Leadership Continuum. As part of a congressionally funded grant of \$500,000, this evaluation served to link on-the-job performance (Kirkpatrick's level 3 evaluation) to attitudes (level 1), behaviors (level 2), fleet effectiveness (level 4), and return on investment for external clients and society (level 5). My responsibilities in this effort included the development of research approaches, data collection and analysis methods, reporting of findings to the Navy, and development of a set of procedures for the Navy to conduct results-based program evaluations. Adapted versions of the evaluation instruments are published in McGraw Hill's *The Consultant's Big Book of Reproducible Surveys and Questionnaires* and Jossey-Bass/Pfeiffer's *2004 Annual, Volume 2: Consulting*.

I coordinated a statewide quality management study for the Florida Department of Corrections which responded to a challenge from the departments executive branch to demonstrate value-added of the "Corrections Quality Management Leadership" program to taxpayers. My contributions have included coordination of item construction and selection, formative evaluation, instrument layout and design, and preparation of recommendations for continuous

improvement. A revised version of the survey instrument was published in McGraw Hill's *The 1998 Team and Organization Development Sourcebook*.

I collaborated in a county-wide strategic planning project funded by a private non-profit organization as well as the city and county commissions, involving the needs and assets assessment of more than 300 regional human service providers. My primary responsibilities in this entry position included developing the project's design, as well as collection and analysis of impact data obtained from participants. An overview of the project was presented at the 1999 annual conference of the International Society for Performance Improvement.

**Arthur Andersen Performance & Learning**, St. Charles, IL  
*Instructional Designer*

1996

During this internship I conducted a content analysis of qualitative and quantitative data collected from a needs analysis of the firm's Asia-Pacific Rim audit and business advisory practice. I also developed an electronic performance support system intended to ready partners in the firm for initial client engagement. In addition, I facilitated the training of upper-level management regarding new Web-based distance learning initiatives and wrote a primer for end-users in the firm-wide migration to Internet-capable workstations. Lastly, I co-facilitated a Needs Assessment and Strategic Planning workshop with Roger Kaufman, Ph.D for Andersen Consulting (now Accenture).

**Encyclopædia Britannica Educational Corporation**, Tallahassee, FL / Chicago, IL  
*Research Associate*

1995 - 1996

As part of my academic scholarship I assisted in the development of quality assurance plans, integrated data transport approaches, and uniform Internet access, control and tracking for an electronic performance support project with the Florida Department of Education. I also collaborated with several external partner firms for the nation-wide release and marketing of the product.

## CONSULTING ACTIVITIES

**Institute for Healthcare Advancement**, La Habra, CA  
*Health Literacy Researcher*

2015 - present

The Institute for Health Advancement's (IHA) Health Literacy Project is an advocacy program designed to better inform urban parents and families about critical health issues, how to assess symptoms, and when to seek proper treatment. As co-investigator on *The Health Literacy Project: Working to Improve the Lives of Elementary School Children, Families, and the School Community* I collaborated on the design, implementation, and analysis of a mixed methods case study to capture quantitative and qualitative data from over 350 parents/care-givers of students attending four urban elementary schools located in the Greater Los Angeles metropolitan area. Pre-post questionnaires, student attendance data, one-on-one interviews, and small group were collected at baseline, as well as one, three and five months following the intervention.

**Swun Math**, Cypress, CA 2014 – 2015  
*Common Core Curriculum Editor*

As a member of Swun Math’s K-8 mathematics curriculum editorial team, I provide quality control in updating of Swun’s texts for Common Core readiness according to the National Council of Teachers of Mathematics’ Standards of Mathematical Practice.

**Kaiser Permanente**, Oakland, CA 2008 – 2009  
*Structured On-The-Job Training Advisor*

I was retained to develop a pilot program for developing and evaluating the effectiveness of a preceptorship training program in which expert performers will be trained to teach student trainees within sonography and radiology using Structured On-The-Job Training (S-OJT) methods. Through developing clinical best practices into standardized training materials and training expert performers as S-OJT preceptors, specific goals of the pilot included: a) increasing the pool of technicians able to act as preceptors, b) enhancing the knowledge and skills of these preceptors through critical reflection, c) decreasing the time necessary for student trainees to work unsupervised on specific tasks, and d) increasing the potential number of students able to be trained within facilities.

**The George Washington University / Embanet Corporation** 2005  
Washington, DC / Toronto, ON  
*Research Methods Consultant*

The George Washington University contracted me to develop eight multimedia presentations for web-based delivery as part of a collaborative project with Embanet. Over 50 minutes of courseware content were created addressing topics such as the foundations of research, questionnaire development, scholarly writing, statistics and data analysis.

**International Society for Performance Improvement (ISPI)**, Silver Spring, MD 2003 – 2005  
*Editor-in-Chief, Performance Improvement Journal*

As the sole editor of ISPI’s monthly professional journal I was responsible for the solicitation of and review of manuscripts, the development of monthly editorials, the provision of general guidance to the ISPI Board of Directors, and overseeing the production, printing, and distribution of the journal. The journal’s annual contribution to the Society’s annual revenues is approximately \$73,000 annually.

**Barking Dog Films**, Los Angeles, CA 2004  
*Web Presence Developer*

Producer / Director Matthew Grocoff traveled to Thailand to shoot a documentary entitled *Noble Truths: Buddhist Monks on AIDS’ Frontline* that chronicles a group of Buddhist monks that are becoming the frontline providers of HIV/AIDS education and care. As part of his work to seek funding to return to Thailand to follow up with interviewees and complete post-production of the film, I was engaged to plan, develop and establish the web presence for this fundraising effort, available at [www.aidsfrontline.org](http://www.aidsfrontline.org). In addition, I was quoted in a February 3, 2005 article in *The Mukilteo Tribune* regarding my contributions to the film.

**Florida Department of Education's Office of Safe Schools**  
Bureau of Equity, Safety and School Support, Tallahassee, FL  
*Web-Based Training Developer*

2001 - 2002

In a follow-on consultancy to the Florida Safe Learning Environment Institute courseware development project (described below), I was engaged to migrate my computer-based training and support tool for web-based delivery across the state of Florida. During this project I converted the training application for streaming web-based delivery using Macromedia Authorware (Attain). In addition, I also revised the instructional content (including digital video and Florida statutes) to be consistent with current Florida Department of Education policy.

**Atomic Dog Publishing, Cincinnati, OH**  
<http://www.atomicdogpublishing.com>  
*Test Item Development Consultant*

2001 - 2002

The publishers of *The Research Methods Knowledge Base* (by William Trochim, Ph.D. of Cornell University) invited me to develop a test-item bank for this best-selling online/print hybrid text. This project included the development of test items and feedback to end-of-chapter test items related to readings from this introductory text regarding research and evaluation in the social sciences.

**Florida Safe Learning Environment Institute, Tallahassee, FL**  
In conjunction with the Florida Department of Education  
*Instructional Designer and Courseware Engineer*

1998 - 2000

The Florida Department of Education and the Florida Safe Learning Environment Institute (through Florida A&M University) engaged me to design and develop a computer-based training and support tool which assists K12 administrators in the accurate identification and reporting of student safety and drug infractions within Florida's public education system. As my part of this \$600,000 federally funded grant I also trained dozens of K12 administrators in the use of the application, shared findings and recommendations with the State, and supervised the duplication and distribution of the CD-ROM.

**State of Ohio Office of Workforce Development**  
Ohio Civil Service Employees Association, Columbus, OH  
Ohio Department of Administrative Services, Columbus, OH  
*Needs Assessment Project Director*

1999

My involvement in this labor-management partnership included collaboration with union and state representatives in the design, development, and implementation of a needs assessment regarding results achieved through seven professional development training initiatives. In addition, I facilitated several workshops and multiple interviews with State of Ohio employees, managers, agency heads and their representatives, and reported research findings back to a joint labor-management steering committee. An overview of the project was presented at the 2001 annual conference of the International Society for Performance Improvement as well as the 2000 annual conference of the American Evaluation Association.

**Riverside Elementary School**, Marianna, FL  
*School Improvement Planning Consultant*

1998

As an educational consultant for this under-performing school, I teamed with a committee of teachers, parents and the principal in the development of measurable results indicators for school improvement planning. My activities included the facilitation of meetings, review of relevant documents, and recommendation of community, school, and individual added indicators of value-added.

**U.S. Veterans Benefits Administration / U.S. Department of Veterans Affairs**  
Orlando, FL  
*Senior Needs Assessment Researcher*

1997 – 1998

For this contract, I led the literature review, document analysis, and drafting of a framework for comparing alternate needs assessment models according to various emergent themes (later published in *Performance Improvement Journal* and *Human Resource Development Quarterly*). Related activities included document review, content analysis, and research synthesis to derive the appropriate model of needs assessment for nation-wide implementation by the U.S. Veterans Benefits Administration. An overview of the project was presented at the 1999 annual conference of the International Society for Performance Improvement.

## **EXPERT ADVISING**

**FairShake ODR**, San Clemente, CA  
*Partner, Instructional Design Lead*

2009 – 2013

In a consultancy with FairShake ODR (FSODR), I have been retained to create training and allied instructional materials for mediators using FairShake's online dispute resolution platform. Specifically, the principles of instructional systems design are being applied through iterative rapid prototyping to develop an electronic performance support system for the start-up. Content developed technical help regarding the interface, procedural information concerning the ODR process, and conceptual advice in the form of dispute resolution guidance for mediators as well as negotiation tips for disputants.

**Boston Educational Services**, Reseda, CA  
*Advisory Board, Charter Member*

2009 – 2010

Based on my earlier consultation in test and measurement design regarding the company's International Test of English Proficiency (iTEP), I was asked to serve as a charter member of a five-member advisory board for Boston Educational Services. Responsibilities include the provision of input and guidance to founders, officers and senior management team of the company, participation in an annual meeting at National Association of Foreign Student Advisers (NAFSA) / Association of International Educators.

**Internet Corporation for Assigned Names and Numbers (ICANN)**

2008 – 2010

Marina del Rey, CA

*Program Evaluator*

I designed, implemented, and analyzed the results of a follow up evaluation of skills learned in the 2008 International Forum on Online Dispute Resolution (ODR) by the 16 Canadian International Development Agency (CIDA) fellows, all of whom are dispute resolution practitioners within least-developed or developing countries. The evaluation examines the enhancers and inhibitors of the fellows' ability to apply ODR toward advancing human rights, justice, equality, gender equality, and peace within their host countries (Nigeria, Trinidad, China, East Timor, Malaysia, Sri Lanka, Egypt, Tanzania, Pakistan, Jamaica, and India).

In a previous engagement, I had served as an ambassador to 20 registered delegates and participants, 16 CIDA fellows, and six National Centre for Technology and Dispute resolution (NCTDR) representatives. In addition, I led a team of four learners from Royal Roads University in preparation of a communiqué available at

<http://odrforum2008.org/files/odrforum2008/odr2008-communiqué.pdf>

**The Neighborhood / La Vecindad, Long Beach, CA**

2006 – present

<http://www.umcneighborhood.org/>

*Leadership Consultant and Curriculum Advisor*

The Neighborhood is an outreach of the United Methodist Community in downtown Long Beach. I provide consulting to the organization's leadership team on matters related to its mission to inspire possibility and overcome the poverty of body and soul by integrating spiritual, educational, financial and environmental well-being. On matters of teaching and learning, I advise a consortium of business people, educators, and community members to advance preschool through adult education, community service, environmentally responsible affordable housing, and economic improvement opportunities to revitalize Long Beach and its inhabitants.

**Los Angeles Superior Court, County of Los Angeles, CA**

2008 – 2010

*Mediator*

My community service centered on the provision of pro bono dispute resolution services. I mediated cases in Los Angeles courts, both in small claims (up to \$7,500 claims) and limited jurisdiction (up to \$25,000 claims). These mediations occurred through my affiliation with the California Academy of Mediation Professionals (CAMP) and the Center for Conflict Resolution (CCR).

**Ohio Board of Regents, Columbus, OH**

2005

*Accreditation Reviewer / Assessment Consultant*

As an independent consultant, I reviewed institutional accreditation materials and identified degree program strengths and weaknesses. A site visit of institutional campuses followed this review, in which program materials were discussed with university personnel and students. This work concluded with my co-authoring of an audit report to the Ohio Board of Regents, in which I provided suggestions and recommendations regarding institutional accreditation.



**Shalhevet School, Los Angeles, CA** 2003  
*Educational Assessment Advisor*

A Jewish day school of approximately 400 students, Shalhevet was founded as an experiment in Just Community and Kohlbergian theory of moral development. Its principal and assistant principal invited me to consult with faculty and staff regarding current research into education during an in-service workshop. Specifically, I addressed alternative approaches to student- and educational-assessment through the Backward Design model of curriculum development.

**The George Washington University, Educational Technology Leadership** 2002 - 2003  
Washington, DC  
*Test & Measurement Advisor*

In April 2002 Dr. Ryan Watkins and I presented the session “Essential Perspectives on e-Learning” at the annual conference of the International Society for Performance Improvement (ISPI). The following August, Watkins secured a research grant from ISPI to refine an instrument developed to self-assess e-learners’ readiness for online instruction. In this project I assisted with test-retest reliability analysis (item analysis) and factor analysis of the instrument, resulting in the 2004 peer-reviewed article “Assessing readiness for e-learning.”

**American Way Magazine** 2002  
*Educational Assessment Advisor*

American Airlines’ in-flight publication engaged me to provide advice to parents whose children are preparing for standardized tests. My observations were quoted in the September 2002 article “Ace the Test” by Helen Bond.

**Florida Department of Education, Tallahassee, FL** 2001 - 2002  
*Instructional Media Expert Reviewer*

The Bureau of Instructional Support and the Community Services Division of the Florida Department of Education invited me to serve as an expert reviewer for “Selecting Media for the Diverse Classroom: A Handbook for Teacher.” My activities included the critique of this handbook, which was developed to assist educators in the selection of appropriate educational media for children with disabilities, as well as the recommendation of modification to existing job aids. The project was administered under the Accommodations and Modifications for Students with Disabilities project at Florida State University’s Center for Performance Technology.

**Florida TaxWatch, Tallahassee, FL** 1997  
*Davis Productivity Awards Reviewer*

I was selected as a reviewer of all nominations for the 1997 Davis Productivity Awards in the Exemplary Agency category and recommending award decisions. This review involved critically evaluating nominations based on their measurable contributions to the citizens of Florida.

With a team of three others, I led a performance analysis which identified causes of a departmental document management problem and suggested cost-effective solutions. Managerial activities included project planning and implementation, interviewing, focus group facilitation, gap analysis, report generation, and coordination of communications between my team and 17 staff members within Child Support Enforcement.

## **TEACHING EXPERIENCE**

### **Pepperdine University Graduate School of Education & Psychology Los Angeles, Culver City, Irvine & Malibu, CA (2000 – present)**

- Transforming Organizations in a Global Community (EDOL762)
- Negotiation & Conflict Resolution (EDOC NAVA)
- National Policy Experience / Washington DC Field Experience (EDOL 753)
- Leading Educational Programs / Program Development & Evaluation (EDOL756)
- Information Technology and Communications (EDEL 729A&B)
- Research Methods and Evaluation / Research Methods: Qualitative and Quantitative (EDOL730A)
- Qualitative Research and Analysis / Research and Evaluation II: Qualitative and Quantitative (EDOL730B)
- Quantitative Data Analysis and Interpretation (EDEL 734B)
- Research Design and Analysis (EDOL 766)
- Qualitative Research and Analysis (EDOL767)
- Research and Evaluation - Qualitative and Quantitative (EDEL730A, B & C)
- Introduction to Research and Evaluation (EDTC602)
- Comprehensive Examination Seminar (EDOL787, EDET787 & EDEL787)
- Consultancy Project Seminar (EDOL758)
- Guided Independent Study - Classroom Assessment (EDTC699)
- Evaluating, Revisioning, and Planning Exit interviews (EDSM652)
- Dissertation (EDOL791, EDEL791 & EDET791)

### **The George Washington University, Washington, DC (2005)**

- Assistant Professorial Lecturer in Educational Technology Leadership Master's Program
  - Research Methods II (Educ 295)

### **The Florida State University, Tallahassee, FL**

- Teaching assistant for Roger Kaufman, Ph.D.'s graduate course "Performance System Planning, Strategic Planning, and Needs Assessment" (1997 - 1999).
- Invited lecturer for graduate seminar in Policy Development, Administration and Evaluation (1999).

## PUBLICATIONS

### Books

- Watkins, R., & Leigh, D. (Eds.). (2010). *Handbook of improving performance in the workplace: The handbook of selecting and implementing performance interventions (Volume 2)*. San Francisco: Wiley.
- Kaufman, R. & Guerra, I., with Watkins, R., & Leigh, D. (2008). *The assessment book: Applied strategic thinking and performance improvement through self-assessments*. Amherst, MA: Human Resource Development Press.
- Kaufman, R., Oakley-Browne, H., Watkins, R., & Leigh, D. (2003). *Strategic planning for success: Aligning people, performance & payoffs*. San Francisco, CA: Jossey-Bass/Pfeiffer.
- Kaufman, R., Watkins, R., & Leigh, D. (2001). *Useful educational results: Defining, prioritizing, and accomplishing*. Lancaster, PA: Proactive Publishing.

### Refereed Articles

- Leigh, D. (2014). The relationships among generativity, values, individual differences and commitment to an Ideal Vision. *Performance Improvement Quarterly*, 27(2), pp. 7-34.
- Leigh, D. & Fowlie, F. (2014). Online dispute resolution (ODR) within developing nations: a qualitative evaluation of transfer and impact. *Laws*, 3(1), pp. 106-116.
- Watkins, R., Leigh, D., & Triner, D. (2004). Assessing readiness for e-learning. *Performance Improvement Quarterly*, 17(4), pp. 66-79.
- Watkins, R., Leigh, D., Foshay, R., & Kaufman, R. (1998). Kirkpatrick Plus: Evaluation and continuous improvement with a community focus. *Educational Technology Research and Development*, 46(4), pp. 90-96.

### Chapters in Books

- Schulze, A., Leigh, D., (In press.) Massive open online courses and completion rates: Are self-directed adult learners the most successful at MOOCs? In Topor, F. S. (Ed.) *Handbook of Research on Individualism and Identity in the Globalized Digital Age*. Hershey, PA: IGI Global.
- Leigh, D. (2010). Trust-building discussion. In Kouzes, J. M. & Posner, B. Z. (Eds.) *The leadership challenge: Activities book*. San Francisco: Jossey-Bass, pp. 372-378.
- Leigh, D. (2010). SWOT Analysis. In Watkins, R. & Leigh, D. (Eds.) *Handbook of improving performance in the workplace: The handbook of selecting and implementing performance interventions (Volume 2)*. San Francisco: Wiley, pp. 115-138.
- Schmieder, J., Fitzpatrick, J., Rodgers, R., Leigh, D., Purrington, L., & Reilly, E. (2008). The effects of video enhanced VoIP online communication tools on acceptance of synchronous online communications by students in the educational leadership and policy analysis (ELAP) doctoral courses at a private university. In C. Bonk et al. (Eds.), *Proceedings of World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education 2008* (pp. 1950-1956). Chesapeake, VA: AACE.

- Leigh, D.** (2006). A brief history of instructional design (reprint). In Hirschbuhl J. J. & Kelley, J. R. (Eds.). *Annual editions: Computers in education* (12<sup>th</sup> ed). McGraw-Hill Contemporary Learning Series, pp. 36-38.
- Leigh, D.** (2006). Tips for building trust. In M. Silberman (Ed.). *The 2006 ASTD organization development & leadership sourcebook*. Princeton, NJ: American Society for Training and Development (ASTD), pp. 164-167.
- Leigh, D., & Watkins, R.** (2005). E-learner success: Validating a self-assessment of learner readiness for online training. *Proceedings from the American Society for Training and Development international conference*, Orlando, FL.
- Leigh, D.** (2005). SWOT analysis. In J. Pershing (Ed.). *Handbook of human performance technology* (3<sup>rd</sup> ed.). San Francisco: Pfeiffer, pp. 1089-1108.
- Leigh, D.** (2005). How to conduct better SWOT analyses. In M. Silberman (Ed.). *The 2005 ASTD team & organization development sourcebook*. Princeton, NJ: Active Training / American Society for Training and Development (ASTD).
- Leigh, D.** (2004). Conducting needs assessments: A step-by-step approach. In A. R. Roberts & K. R. Yeager (Eds.). *Evidence-based practice manual: Research and outcome measures in health and human services*. New York, NY: Oxford University Press, pp. 622-627.
- Leigh, D.** (2004). Needs assessment readiness checklist. In M. Silberman (Ed.). *The 2004 training and performance sourcebook*. Princeton, NJ: Active Training / American Society for Training and Development (ASTD).
- Leigh, D.** (2004). Leading workplace collaboration: A literature-based model and self-assessment inventory. In E. Biech (Ed.). *The 2004 Pfeiffer annual: Training*. Jossey-Bass/Pfeiffer.
- Watkins, R., **Leigh, D.**, & Kaufman, R. (2004). A scientific dialogue: A performance accomplishment code of professional conduct (reprint). In R. Chevalier (Compiler). *Human performance technology revisited*. Silver Spring, MD: International Society for Performance Improvement.
- Watkins, R., **Leigh, D.**, Platt, W., & Kaufman, R. (2004). Needs assessment: A digest, review, and comparison of needs assessment literature (reprint). In R. Chevalier (Compiler). *Human Performance Technology Revisited*. Silver Spring, MD: International Society for Performance Improvement.
- Muir, M., Watkins, R., Kaufman, R., & **Leigh, D.** (2003). Costs-consequences analysis: A primer (reprint). In G. J. Dickelman (Ed.). *EPSS revisited: A lifecycle for developing performance-centered systems*. Silver Spring, MD: International Society for Performance Improvement.
- Watkins, R., **Leigh, D.**, Platt, W., & Kaufman, R. (2003). Needs assessment: A digest, review, and comparison of needs assessment literature. (reprint). In J. Strayer (Compiler). *Instructional systems design revisited*. Silver Spring, MD: International Society for Performance Improvement.
- Leigh, D.** (2003). How Can I Become a More Effective Leader-Manager? In M. Silberman (Ed.). *The 2003 training and performance sourcebook*. Princeton, NJ: Active Training / American Society for Training and Development (ASTD).
- Leigh, D.** (2003). A Fine Predicament: Checking the Expectations of Others. In E. Biech (Ed.). *The 2003 annual, volume 2: Consulting*. Jossey-Bass/Pfeiffer.
- Leigh, D.** (2003). Will your client organization pursue or abandon its goals?. In M. Silberman (Ed.). *The consultant's big book of reproducible surveys and questionnaires*. Princeton, NJ: McGraw-Hill.

- Kaufman, R., Watkins, R., & Leigh, D. (2002). How committed is the organization to quality improvement?. In M. Silberman (Ed.). *The consultant's big book of reproducible surveys and questionnaires*. Princeton, NJ: McGraw-Hill.
- Leigh, D. (2002). Will your organization pursue or abandon its goals? In M. Silberman (Ed.). *The 2002 team and organization development sourcebook*. Princeton, NJ: Active Training.
- Watkins, R., & Leigh, D. (2001). Performance improvement: Mehrs als nur die verbesserung des hier and jetzt. In K. Wittkuhn & T. Bartscher (Eds.). *Improving performance: Leistungspotenziale in organisationen entfalten*. Germany: Luchterhand.
- Leigh, D. (2000). Causal-utility decision analysis (CUDA): Quantifying SWOTs. In E. Biech (Ed.). *The 2000 annual, volume 2: Consulting*. San Francisco: Jossey-Bass/Pfeiffer, pp. 251-265.
- Kaufman, R., Watkins, R., & Leigh, D. (1998). What is your organization's quality management culture? In M. Silberman (Ed.). *The 1998 team and organization development sourcebook*. Princeton, NJ: McGraw Hill, pp. 173-183.
- Leigh, D., & Kelmer, M. (1996). Learning on the net. In E. Forrest (Ed.). *Issues in interactive communication: The impact of the new technologies on society*. Retrieved from <http://www.fsu.edu/~ic-prog/issuesbook/ch5.html> (now offline; archived at <http://web.archive.org/web/20001110221700/www.fsu.edu/~ic-prog/issuesbook/chapter5.html>).

### Non-Refereed Articles

- Leigh, D. (In press). [Review of the Work Smarts]. In *The twentieth mental measurements yearbook*. Lincoln, NE: Buros Center for Testing.
- Leigh, D., & Watkins, R. (2011). Don't Waste Your Time. *Performance Improvement*, 50 (3), 5-8.
- Leigh, D., & Rule, C. (2010, December 7). Communiqué on the ODR and consumers colloquium. *Mediate.com*. Retrieved from <http://www.mediate.com/articles/odrconsumers2010.cfm>
- Schneider, J., Fitzpatrick, J., Rogers, R., Leigh, D., Purrington, L., & Reilly, E. (2008, November). *The effects of video enhanced VoIP online communications tools on acceptance of synchronous online communications by students in the education and policy analysis (ELAP) doctoral courses at a private university*. Paper presented at E-Learn 2008 - World Conference on E-Learning in Corporate, Government, Healthcare, & Higher Education, Las Vegas, NV.
- Creighton, E., Macdonald, C., Travia, D, Warmald, S., & Leigh, D. (2008, July 21). Communiqué on the 2008 International Forum on Online Dispute Resolution. *Internet Corporation for Assigned Names and Numbers*. Retrieved from <http://odrforum2008.org/files/odrforum2008/odr2008-communique.pdf>
- Madjidi, F., Schmieder-Ramirez, J., & Leigh, D. (2003, April). Implementing a culture of assessment in an organizational leadership doctoral program at the Pepperdine Graduate School of Education and Psychology. *Symposium conducted at the twenty sixth annual conference of the International Society of Educators and Scholars*, Louisville, KY.
- Leigh, D. (2003). Worthy performance, redux. *PerformanceXpress*. International Society for Performance Improvement newsletter. (Available online: <http://www.performancexpress.org/0306>)
- Leigh, D. (2003: Feb 2). Homeless couple drive home the point of an ad (reprint). *The Pilgrim*, Long Beach, CA: First Congregational Church of Long Beach.

- Leigh, D.** (2003: Jan 18). Homeless couple drive home the point of an ad. *Los Angeles Times*, Part B, p. 25. (Available online: <http://articles.latimes.com/2003/jan/18/news/vo-leigh18>)
- Watkins, R., & **Leigh, D.** (2001). Performance improvement: More than just bettering the here-and-now. *Performance Improvement*. 40(8), pp. 10-15.
- Watkins, R., **Leigh, D.**, & Kaufman, R. (2000). A scientific dialogue: A performance accomplishment code of professional conduct. *Performance Improvement*. 39(4), pp. 17-22.
- Leigh, D.**, Watkins, R., Platt, W., & Kaufman, R. (2000). Alternate models of needs assessment: Selecting the right one for your organization? *Human Resource Development Quarterly*. 11(1), pp. 87-93.
- Watkins, R., **Leigh, D.**, Platt, W., & Kaufman, R. (1998). Needs assessment: A digest, review, and comparison of needs assessment literature. *Performance Improvement*. 37(7), pp. 40-53.
- Muir, M., Watkins, R., Kaufman, R., & **Leigh, D.** (1998). Costs-consequences analysis: A primer. *Performance Improvement*, 37(4), pp 8-17.
- Leigh, D.** (1998). A brief history of instructional design. *ISPI Global Network Chapter*. Retrieved from <https://web.archive.org/web/20120825031727/http://www.pignc-isp.com/articles/education/brief%20history.htm>

## Editorials

- Leigh, D.** (2005 May/June). Endings and new beginnings. *Performance Improvement*, 44(5), 2.
- Leigh, D.** (2005 April). Process, practice and productivity. *Performance Improvement*, 44(4), 2.
- Leigh, D.** (2005 March). The path to performance. *Performance Improvement*, 44(3), 2.
- Leigh, D.** (2005 February). Theory and practice of HPT. *Performance Improvement*, 44(2), 2.
- Leigh, D.** (2005 January). Models and methods of improving performance. *Performance Improvement*, 44(1), 2.
- Leigh, D.** (2004 November/December). The “H” in HPT. *Performance Improvement*, 43(10), 2.
- Leigh, D.** (2004 October). Cost and value in human performance technology. *Performance Improvement*, 43(9), 2.
- Leigh, D.** (2004 September). Professional dialogues on human performance technology. *Performance Improvement*, 43(8), 2.
- Leigh, D.** (2004 August). Improving performance improvement. *Performance Improvement*, 43(7), 2.
- Leigh, D.** (2004 July). The art of getting results. *Performance Improvement*, 43(6), 2.
- Leigh, D.** (2004 May/June). Producing and measuring results. *Performance Improvement*, 43(5), 2.
- Leigh, D.** (2004 April). Partnering for performance. *Performance Improvement*, 43(4), 2.
- Schaffer, S., & **Leigh, D.** (2004 March). On the horizon. *Quarterly Review of Distance Education*, 5(1).
- Leigh, D.** (2004 March). Client-centric performance technology. *Performance Improvement*, 43(3), 2.
- Leigh, D.** (2004 February). High technology and performance technology. *Performance Improvement*, 43(2), 2.
- Leigh, D.** (2004 January). Improving performance in the new year. *Performance Improvement*, 43(1), 2.
- Leigh, D.** (2003 November/December). Editor’s notes. *Performance Improvement*, 42(10), 2.
- Leigh, D.** (2003 October). Editor’s notes. *Performance Improvement*, 42(9), 2.
- Leigh, D.** (2003 September). Editor’s notes. *Performance Improvement*, 42(8), 2.

Leigh, D. (2003 August). Editor's notes. *Performance Improvement*, 42(7), 2.

Leigh, D. (2003 July). Editor's notes. *Performance Improvement*, 42(6), 2.

**Technical Papers:** By request.

## EDITORIAL AND REVIEW ACTIVITIES

- Reviewer for IGI Global's *Handbook of Research on Individualism and Identity in the Globalized Digital Age* (2015).
- Reviewer for Sage Publications' *Methods of Evidence-Based Ethical Problem Solving in Human Research* (2015).
- Cogent Business & Management: Editorial Board Member (2015 – present)
- Buros Center for Testing: Mental Measurements Yearbook Reviewer (2014 – present).
- Negotiation and Conflict Management Research: Consulting Editor (2014 – present).
- Reviewer for *Cases on Human Performance Improvement Technologies*, edited by Jill Stefaniak (2014).
- Reviewer for the International Society for Performance Improvement's Research Committee Grants Program (2006 – 2012).
- Advisor on David A. Silverberg's *California Science: STEPS for the 1998 Standards* (2011).
- Reviewer for Sage Publications' *The Needs Assessment KIT: Book 5: Phase 3 of Needs Assessment (Full Assessment)* by James W. Altschuld, Ph.D. (2009).
- Reviewer for Corwin Press' *The education dissertation: A guide for practitioner scholars* by Dan W. Butin (2009).
- Performance Improvement Quarterly: Consulting Editor (2007 – present).
- Reviewer for Sage Publications' *The needs assessment KIT: Book 3: Phase 2 of Needs assessment (Full Assessment)* by James W. Altschuld, Ph.D. (2008).
- Reviewer for Corwin Press' *The 1-year dissertation: The key to completing a time-efficient and academically-rigorous doctorate in education* (2007).
- Reviewer for Jossey-Bass' *Evaluation in Action* by Ingrid Guerra-López (2007).
- Co-organizer of the Research Roundtable for the International Society for Performance Improvement's Research Committee (2007).
- Reviewer for the Hawaiian International Conference on Education (2006).
- Reviewer for Wiley's *Connectivism: A learning theory for today's learner* by George Siemens (2005).
- Coordinator of the special guest speaker event featuring Timothy A. Judge from the University of Florida's Warrington College of Business for the 2006 International Society for Performance Improvement conference Research Committee.
- Selected as Deputy Track Chair for the "Interventions" track of the 2005 International Society for Performance Improvement conference.
- Elected by the Board of the International Society for Performance Improvement as editor-in-chief of the monthly professional journal, *Performance Improvement* (April 2003 – April 2005).
- Reviewer for Sage Publications' *The multipurpose evaluation guidebook: The nuts and bolts of putting together a solid evaluation* by E. Jane Davidson (2004).
- Reviewer of manuscripts for Merrill Education/Prentice Hall (2003 – present).

- Invited co-editor of the peer-reviewed *Quarterly Review of Distance Education* (Fall, 2003, Vol 5, No 1), sponsored by the Association of Educational Communications and Technology (AECT).
- Blind peer reviewer for *Educational Evaluation and Policy Analysis*, a quarterly publication of the American Educational Research Association (2003 – 2004).

## RESEARCH GRANTS

<b>National Science Foundation</b> , Arlington, VA <i>Intergovernmental Personnel Act, Grant amount: \$ 177,682.00</i> Instructional Technology	2010 – 2012
<b>Pepperdine University Faculty Scholarship Award</b> , Los Angeles, CA <i>Principal Investigator, Grant amount: \$17,335.50</i> The Development of an Instrument for the Self-Assessment of Personal Leadership Visions	2004 – 2006
<b>Pepperdine University Provost's Grant</b> , Los Angeles, CA <i>Principal Investigator, Grant amount: \$2300.00</i> Graphically Representing SWOT Analysis Data within a Three-Dimensional Space	2006

## CONFERENCE AND WORKSHOP PRESENTATIONS

### American Educational Research Association

- Enhancing Health Literacy in Urban Schools, part of the roundtable discussion Transforming Schools into Healthy Learning Environments: An Examination of Behavior and Wellness Disproportionalities (April 2016).

### Pepperdine University Technology and Learning Faculty Conference

- Making Sense of Turnitin Originality Reports (February 2013). Available at <http://www.youtube.com/watch?v=sfx9k4Ko-JQ>

### National Science Foundation, Future NSF Initiative

- HRM Technology Overview (September 2011).

### International Society for Performance Improvement

- Research Roundtable: Gathering Subject Matter Expertise (April 2011).
- Speed Mentoring (April 2011).
- Research Forum: Dissertation 101 (April 2010).
- Don't Waste Your Time (April 2010).
- Speed Mentoring (April 2010).
- Research Forum: Dissertation 101 (April 2009).
- Science and Research Community Caucus: Future Directions (April 2008).
- Research and Evaluation Methods Roundtable: Cognitive Interviews (April 2008).



- Performance by Design: Selecting Systems of Performance Technologies that Accomplish Results (April 2008).
- So You Want To Apply Human Performance Technology Research? (April 2007).
- So You Want To Get an Award for Your Dissertation? (April 2007).
- Improving & Validating Your Human Performance Technology Practices (April 2007).
- 5th Annual Research Exchange (April 2007).
- Performance by Design (April 2007).
- Improving and Validating Human Performance Technology Practice Through the Application of Key Research Findings (April 2006).
- Science and Research Community Caucus (April 2006).
- ISPI Research Committee: Snake Oil or Results? How You Can Improve, Validate (or Justify) Your Human Performance Technology Practices (April 2005).
- Getting Published at ISPI (April 2004).
- A Step-by-Step Approach to Needs Assessment (April 2004).
- Essential Perspectives on e-Learning (April 2002).
- Needs Assessment: Defining and Achieving Useful Results (April 2001, 2-day Workshop).
- Setting Priorities: Working Cooperatively to Assess Workforce Development Needs (April 2001).
- ISPI of the Future: Snake Oil, Happiness Factor or Science? (April 2001, Invited “Encore Presentation”).
- Quantifying SWOT Analysis for Informed Decision-Making (April 2000).
- A Management Guide for Needs Assessment Projects (April 2000).
- ISPI of the Future: Snake Oil, Happiness Factor or Science? (April 2000).
- Quality Management Plus: Organizational Self-Assessment Beyond Deming’s 14 Points (March 1999).
- Choosing the “Right” Needs Assessment Model (March 1999).
- Performance Technology in the Community: A Needs and Assets Assessment of Human Services (March 1998).
- Strategic Planning One-Day Workshop (March 1998).

#### **International Organization of Social Sciences and Behavioral Research**

- Online Dispute Resolution (ODR) Within Developing Nations: A Qualitative Evaluation Of Transfer And Impact (Las Vegas; November 2011).

#### **International Online Dispute Resolution Forum**

- Online Dispute Resolution (ODR) within Developing Nations: Evaluating Transfer and Impact One Year After the 2008 ODR Forum (Buenos Aires, Argentina; June 2010).

#### **International Society for Performance Improvement, European Conference**

- Leadership Visions: US and EU Perspectives (Berlin, Germany; September 2005).

#### **American Evaluation Association**

- Needs Assessment for Evaluators: Full-Day Workshop (November 2003).
- Needs Assessment Step-by-Step (November 2003).

- The Visual Display of Needs Assessment and SWOT Analysis Data (November 2002).
- Workforce Development Needs Assessment (WDNA): Establishing Common Direction in a Labor-Management Setting (October 2000).

#### **Hawaiian International Conference on Education**

- Leadership Visions: Approaches to Creating a Better Tomorrow (January 2006).
- Assessment and Analysis in Educational Planning (January 2005).

#### **1st International Congress of Doctoral Research on Social Psychology**

- Universitat Autònoma de Barcelona, Spain. (February 2000).
  - Analyzing Internal and External Organizational Variables.
  - A Management Guide for Needs Assessment Projects.

#### **The Evaluators' Institute** (endorsed by the American Evaluation Association)

- Strategic Planning facilitator for Roger Kaufman, Ph.D. (July 1998).

#### **Andersen Consulting** (now Accenture)

- Needs Assessment and Strategic Planning Workshop facilitator for Roger Kaufman, Ph.D. (November 1996).

#### **Southeast Evaluation Association**

- *Various conference presentations* (1998 - 2000).

### **INVITED SPEAKING ENGAGEMENTS**

- **Leigh, D.** (2016 January). *Helping students discover interesting research topics*. Podcast for teachinginhighered.com produced by Innovate Learning. Available at <http://teachinginhighered.com/podcast/helping-students-discover-interesting-research-topics/>
- **Leigh, D.** (2012 September). *If training's the solution, what's the problem?* Presented at the International Society for Performance Improvement's Los Angeles Chapter, Torrance, CA.
- **Leigh, D.** (2012 August). *Future learning environments*. Presented at National Science Foundation's FutureNSF Initiative Taskforce, Arlington, VA.
- **Leigh, D.** (2012 June). *Identifying performance gaps with a high-impact needs assessment*. Presented at The Government Performance Summit, Washington, DC.
- **Leigh, D.** (2011 July). *If training's the solution, what's the problem?* Presented at the American Association of Blood Banks (AABB) Audioconference, Bethesda, MD.
- **Leigh, D.** (2010 Nov). *Adding value with needs assessment*. Presented at the International Society for Performance Improvement's Los Angeles Chapter, Torrance, CA.
- Silber, K, **Leigh, D.** & Dessinger, J. (2010). *The new landscape of improving performance in the workplace*. Webcast for hr.com, San Francisco, CA. Available at <http://www.hr.com/SITEFORUM?t=/contentManager/onStory&e=UTF-8&i=1116423256281&l=0&StoryID=1265819762954>
- **Leigh, D.** (2006). *My mind is made up: Don't confuse me with the facts*. Presented at the Rotary Club of Pacific Palisades, CA.

- **Leigh, D.** (2005 October). *Communicating assessment and analysis findings*. Presented at the State of Ohio Office of Workforce Development's High Performance Workplace Conference, Columbus, OH.
- **Leigh, D.** (2004 May). *SWOT analysis*. Presented at the State of Ohio Workforce Development's High Performance Workplace Conference, Columbus, OH.
- **Leigh, D.** (2004). *Trends in human performance technology*. Presented at the meeting of the International Society for Performance Improvement's San Diego Chapter, San Diego, CA.

## **PROFESSIONAL DEVELOPMENT COMPLETED**

- **US Forest Service / Angeles National Forest:** Fire Lookout Host (2013).
- **National Park Service:** National Historic Landmarks Program (2012).
- **Armory Center for the Arts:** Letterpress; Printmaking (2012).
- **National Science Foundation:** Program Management Seminar; Merit Review Basics (2011).
- **Internet Corporation for Assigned Names and Numbers (ICANN):** Cultural Diversity and Conflict Resolution (2010); Evaluating Ombudsman Offices (2009).
- **U.S. Department of Health & Human Services' Office for Human Research Protections:** Informed Consent and More: Improving Human Research Protections (2008).
- **U.S. Institute of Peace:** Certificate Course in Conflict Analysis (2007).
- **The Brothers Karamazov Seminar:** Pepperdine University, Malibu, CA (2005).
- **The Art & Craft of Discussion Leadership:** Harvard Business School, Boston, MA (2004).
- **Establishing the Values for an Evaluation: First, the Needs Assessment** (with Michael Scriven, Ph.D.): Claremont Graduate University, Claremont, CA (2004).
- **Practical Program Evaluation: The Checklist Approach** (with Michael Scriven, Ph.D.): Claremont Graduate University, Claremont, CA (2004).
- **Effective Use of Teleconferencing Technology for Meetings & Classroom Delivery:** George Snider Consulting, delivered in Los Angeles, CA (2004).
- **Curriculum for Living** (Landmark Forum, Landmark Advanced Course, and Self-Expression and Leadership Program): Landmark Education, Los Angeles, CA (2003).
- **Presenting Data and Information:** Edward Tufte, delivered in Los Angeles, CA (2003).
- **Media Relations Training:** The Phelps Group, Santa Monica, CA (2002).
- **Grant Writing:** Pepperdine University, Culver City, CA (2002).
- **Strategic Visioning:** The Grove Consultants International, San Francisco, CA (2002).
- **Evaluation Skills Training:** Southeast Evaluation Association, Tallahassee, FL (1999).
- **Managing Organizational Change:** ODR, Incorporated, Atlanta, GA (1998).
- **World Wide Web Development:** Academic Computing and Network Services, Florida State University, Tallahassee, FL (1997).

## **HONORS, AWARDS AND RECOGNITIONS**

- Received the International Society for Performance Improvement's Award of Excellence in Communication for *The Handbook of Selecting and Implementing Performance Interventions* (2011).
- Named Lifetime Member of the International Society for Performance Improvement (2008).
- Received the International Society for Performance Improvement's Leadership Award (2008).

- Received The Center for Computer-Assisted Legal Instruction's Excellence for the Future Award for excellent achievement in the study of Cross Cultural Conflict (2008).
- Received the International Society for Performance Improvement's Service Award (April 19, 2004).
- Invited member of the International Society for Performance Improvement's Presidential Task Force on Defining Performance Technology (2003 - 2004).
- Awarded California Department of Education's Graduate Assumption Program of Loans for Education loan assumption stipend (2003).
- The International Society for Performance Improvement's Certified Performance Technologist *Code of Ethics* derived from the manuscript "A Scientific Dialogue: A Performance Accomplishment Code of Professional Conduct" (2002).
- Invited by the International Society for Performance Improvement to co-present an encore session "ISPI of the Future: Snake Oil, Happiness Factor or Science?" (2001).
- Elected by Florida State University Educational Research program faculty as the Gagne-Briggs Outstanding Doctoral Student (2000).
- Cornerstone Foundation web design award granted to the web presence developed for Florida State University's Schoolyear 2000 project (1995).

## PROFESSIONAL AFFILIATIONS

- American Association for the Advancement of Science (2012 - present).
- National Science Foundation: Ambassador (2011 - present).
- International Society for Performance Improvement (ISPI): Lifetime Member (1997 - present).
  - Thomas F. Gilbert Distinguished Professional Achievement Award: Deputy Chair (2011 - 2012) and Chair (2012 - 2013).
  - Research Committee Chair (2007 - 2009).
  - Research Committee Deputy Chair (2006).
  - Editor of *Performance Improvement Journal* (2003 - 2005).
- Association for Conflict Resolution (ACR): Member (2007 - present).
- Public Responsibility in Medicine and Research: Member (2008 - present).
- American Evaluation Association (AEA): Member (1999 - 2004).
  - Chair of Needs Assessment Topic Interest Group (2001 - 2003).
- Phi Delta Kappa (PDK) International: Member (1999 - 2008).
- The Politics of Trust Network: Charter member (2004 - present).
- Consortium of Southern California Colleges and Universities: Member (2003 - present).
- Faculty Network on Institutional Change and Transformation: Member (2001 - present).
- Southeast Evaluation Association (SEA): Member (1997 - 2000).

## DISSERTATION CHAIRPERSONSHIPS

- Richardson, S. (2014). *Individual sense of efficacy, collective teacher efficacy and student achievement in high achieving and low achieving urban public schools.*
- Schulze, A. S. (2014). *Massive open online courses (MOOCs) and completion rates: Are self-directed adult learners the most successful at MOOCs?.*

- Fowler, C. E. (2013). *Workplace conflict: A phenomenological study of the types, processes, and consequences of small business conflict.*
- Jacobson, L. M. (2013). *The effects of public school music education programs on leadership in the workplace.*
- Roberson, B. (2013). *Motivation towards learning perceived in Socratic seminar versus traditional lecture.*
- Demas, M. D. (2011). *Job satisfaction of managers and individual contributors within local and virtual software teams.*
- Garcia, M. E. (2011). *A study of early childhood education teachers' level of education, compensation, work environment and retention.*
- Backstrom, H. (2010). *Executive coaching and personal brand: Coach training, coach mastery, and client satisfaction.*
- Busillo-Aguayo, J. (2010). *Family experiences with accessing information, social and resource supports as participants in services for their special needs child over three years of age.*
- Jones-McNeil, A. (2010). *An assessment to increase the capacity to provide a free and appropriate education in the Santa Barbara School Districts.*
- Kephart, J. (2010). *Common experiences of courage among executives associated with merger cultural integration.*
- Mobila-Jones, K. (2010). *A study of the Physical Fitness Test in relation to demographics, academic achievement, and students' physical fitness perceptions.*
- Arnold, W. W. (2009). *Authenticity in leadership: Perspectives from business students on their preparation for careers as leaders.*
- Hurlic, D. (2009). *Diversity congruency within organizations: The relationship among Emotional Intelligence, Personality Structure, ethnic identity, organizational context and perceptions of organizational diversity.*
- Long, S. W. (2008). *Short term effects of the Champions Project: A problem-focused educational intervention program for early adolescence in the nation of Taiwan.*
- Hoffman, L. (2008). *Trust, betrayal, and reconciliation in dentistry: A study of cognitions, affects, and behaviors among the betrayed.*
- Ryan, J M. (2007). *Evaluating perceived changes in leadership behavior among middle managers.*
- Kuhn, W. (2007). *Study of the scientific reasoning methods: Identifying the salient reasoning characteristics exhibited by engineers and scientists in an R&D environment.*
- Lenno, G W. (2006). *Electronic portfolios as high-stakes assessments of teacher candidates: A semantic differential of the California State University teacher education faculty.*
- De La Rosa Ducut, J. (2006). *Nurturing the ethical reasoning of leaders: The illumination of ethics education, demographics, and teaching methods.*
- French, M. (2006). *The alignment between personal meaning and organizational mission among music executives: A study of happiness, job satisfaction, and responsibility toward employees.*
- Bersi, J. (2005). *Selected characteristics of California State University nonprofit charitable foundations and their relationship with comprehensive internal control and compliance audit findings.*
- Patterson, L. (2004). *Perceptions of administrators at the Ten Schools Program in Los Angeles Unified School District toward the gifted minority students: A phenomenological study.*
- Minnis, B. W. (2004). *Variables that contribute to the recruitment and retention strategies for Generation X nurses.*

- Teruya, S. A. (2003). *An analysis of the value of implementing knowledge management.*
- Blake, K. L. (2003). *An evaluation of the relationship of participation in a computer-based math program with student achievement.*
- *In progress:* Chatwin, N.; Cooper, K. D.; Gonzales, S. K.; Hartounian, P.; Kunkle, E. M.; Roque, N.; Rubio, A.; Seagraves, M.; Shamloo, S.

## **SERVICE TO PEPPERDINE UNIVERSITY**

- Doctoral Programs Faculty Search Committee (2015 – present).
- Faculty Handbook Committee (2011 – 2012, 2014 – 2015).
- Technology and Learning Faculty Steering Committee (2012 – 2013, 2015 – present).
- High Impact Educational Activities Committee: GSEP Representative (2010 – 2012).
- Western Association of Schools and Colleges (WASC) Educational Effectiveness Review Team: GSEP Education Division coordinator (2010).
- GSEP Faculty Association: President (2010).
- Rosalyn Heyman Endowed Chair in Educational Administration Search Committee: Member (2010).
- Graduate and Professional Schools' Institutional Review Board: Chair (2008 – present).
- GSEP Diversity Council (2009 – present).
- Research Committee (2004 – 2006, 2007 – 2009).
- Graduate and Professional Schools' Institutional Review Board: Education Division Delegate (2007 – 2008).
- Education Division Organizational Structure Task Force: Member (2007 – 2008).
- Research Methodologist Search Committee: Education Division representative (2006 – 2007).
- University External Scan Committee: Social & Demographics Member (2007).
- Pepperdine Associates: Member (2005 – 2007).
- Master of Science in Workplace Learning and Performance: Program Director (2005 – 2006).
- Associate Dean of Education Search Committee: Faculty representative (2004 – 2005).
- Organizational Leadership Ed.D. Alumni Survey: Advisor (2005).
- Organizational Leadership Doctoral Program: Co-leader of national policy field experience (2003 – 2004).
- Future Search videoconference with Marvin Weisbord & Sandra Janoff: Coordinator (2004).
- GSEP Exclamation Point!: Development and piloting (2004).
- Exploring a Vision and Mission (Education Division): Lead facilitator (2003 – 2004).
- Organizational Change doctoral program: Visioning facilitator (2003).
- Educational Leadership Academy: Leadership presentation judge (2000 – present).
- Organizational Leadership doctoral committee: Member (2000 – present).
- Educational Leadership Administration and Policy doctoral committee: Member (2000 – present).
- Rank, Tenure & Promotions (RTP) Committee: Member (2002 – 2004).
- GSEP Mentoring Network: Faculty Mentor (2003 – present).
- Graduate School of Education and Psychology Faculty Association: Member (2000 – present).
- Master's of Education and Teacher Credential (MAETC) Program Search Committee: Member (2002).

- GSEP *Colleague Magazine*: Focus Group Panelist (2002).
- 2001 Call to Leadership Jonathon Kozol: Planning committee member (2000 - 2001).
- EndNote Training Session: Co-presenter (2001).
- “Culture of Assessment” panel discussion: Co-facilitator (2001).
- Lilly Endowment grant through the Center for Faith in Learning: GSEP delegate (2001).

## **SERVICE TO OTHER INSTITUTIONS**

- University of Nebraska-Lincoln’s Buros Center for Testing: *Mental Measurements Yearbook and Tests in Print* reviewer (2014 - present).
- Universiti Sains Malaysia, Penang, Malaysia: External assessor (2011).
- Boise State University (principle investigators: Linda Huglin, Tony Marker and Liz Johnsen): Human Performance Technology expert Delphi study participant (2006 - 2007).
- The George Washington University: Adjunct Faculty, Educational Technology Leadership Program (2005).
- Classroom Connect’s Connected University: Course reviewer (2002).
- Florida State University Department of Educational Research Program Evaluation Search Committee: Doctoral Student representative (1999).
- Florida State University College of Education: Web Design and Administration (1997 - 1998).
- Florida State University Office of Interactive Distance Education: Web Design and Administration (1996).
- Florida State University Department of Educational Research: Technical Staff (1995 - 1996).
- Florida State University College of Interactive Communication: Media Developer & Technical Writer (1995).
- Florida State University Schoolyear 2000: Webmaster (1994 - 1995).
- Florida State University Multimedia Labs: Audiovisual Production Assistant (1994).

## **COMMUNITY INVOLVEMENT AND PUBLIC SERVICE**

- The Neighborhood / La Vecindad (Long Beach, CA): Learning and Instruction Advisor (2006 - present).
- US Forest Service: Fire Lookout Host (2013 - 2015).
- Los Angeles Superior Court: Mediator (2008 - 2010).
- Rotary Club of Pacific Palisades: Invited Speaker (2006).
- AidsFrontline.org: Web Presence Advisor (2004 - 2010).
- Town Hall Los Angeles: Member (2002 - 2003).
- Women in Film: Women’s Care Cottage PSA Production Assistant (2003).
- KKJZ-FM Radio: Pledge Drive Volunteer (2003).
- Telephone Counseling and Referral Service (Tallahassee, FL): Web Presence Advisor (1998).
- WFSU-TV Public Broadcast Center: Pledge drive volunteer (1996 - 1999).
- 21<sup>st</sup> Century Council Citizen’s Study Group on Human Services: Volunteer (1996).

## TECHNOLOGY PROFICIENCIES

- Software:* R statistical software, SPSS, LISREL, EQS Structural Equation Modeling Software, NVivo SketchUp, VisIt,, Adobe Audition, Adobe Photoshop, Adobe Premiere, Adobe Flash, Apple QuickTime, Microsoft Project, Microsoft Access, Inspiration, various office-suite applications
- Online learning:* Sakai, Adobe Connect, Adobe Presenter, BlackBoard, Elluminate, Moodle, WebCT, Microsoft SharePoint, Xythos, TurnItIn, SuccessFactors (Plateau), WebEx, Lectora