

John R. Turner, Ph.D.

CURRICULUM VITAE

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Editor-in-Chief: *Performance Improvement Quarterly* (PIQ)

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ResearcherID: D-1633-2016

<https://www.ncbi.nlm.nih.gov/myncbi/john.turner.1/bibliography/public/>

<https://www.amazon.com/author/turner.john>

RELEVANT UNIVERSITY EXPERIENCE

Associate Professor

Learning Technologies
Department of Learning Technologies
College of Information
University of North Texas

September 2021 - Present

Visiting Graduate Research Faculty

Department of Technology and HRD
Soules College of Business
The University of Texas at Tyler

August 2022 - Present

Adjunct Professor

Department of Technology and HRD
Soules College of Business
The University of Texas at Tyler

January 2022 - Present

Visiting Fellow

Mathias Corvinus Collegium Academy
Leading Change
Budapest, Hungary

January 2021 – July 2022

Assistant Professor

Applied Technology & Performance Improvement
Department of Learning Technologies
College of Information
University of North Texas

August 2015 – August 2021

Adjunct Professor

Organizational Performance & Workplace Learning
College of Engineering
Boise State University

August 2015 – December 2015

EDUCATION

Doctor of Philosophy

Applied Technology & Performance Improvement (ATPI)
Department of Learning Technologies,
College of Information,
The University of North Texas.

August 2010 – June 2015

Master of Science

Human Resource Development (HRD)
Department of Human Resource Development and
Technology, The University of Texas at Tyler.

August 2007 - December
2008

Bachelor of Arts

Psychology
Department of Psychology,
The University of Arkansas at Little Rock.

May 2006 - August 2007

Bachelor of Science

Marine Engineering Technology,
College of Engineering,
Maine Maritime Academy.

August 1986 - April 1990

RESEARCH SCHOLARSHIP

Google Scholar Citations, 969; h-index, 16; i10-index, 25.

<https://scholar.google.com/citations?hl=en&user=YMkGOZcAAAAJ>

Harzing.com h-index, 16; g-index, 30; 74.54 cites/year; 12.42 cites/paper.

PUBLICATIONS

Current Activity 78 Publications (4 in-progress, 3 articles/books submitted, 23 refereed publications, 3 books published, 8 book chapters, 8 non-refereed publications, 17 editorials, 11 other publications). Estimated total downloads = 55,000+

*peer-reviewed publications

Books/Manuscripts in-Progress

- 4.* **Turner, J. R.**, Thurlow, N., & Snowden, D. (2023). Un-lean: Strategy for uncertainty. In Furlan, A. (Ed.), *A research agenda for lean management*.
- 3.* **Turner, J. R.**, Thurlow, N., & Snowden, D. (2023). *Decision Making in Extreme Uncertainty* [Book].
- 2.* **Turner, J. R.**, Thapa, M., & Snowden, E. (2023). *Team Learning: Assemblages*.
- 1.* **Turner, J. R.** (2023). *Boundary spanning: The new role of middle management for multiteam systems*.

Books/Manuscripts Submitted for Publication

- 3.* Yoo, S., **Turner, J.**, Nimon, K., & Adepoju, B. (2023). *Weaving layers of learning: Multiplex learning networks in the workplace*. Human Resource Development Review.
(SSCI; Impact Factor 6.273; 5-Year Impact Factor 7.091)
- 2.* **Turner, J. R.**, & Thurlow, N. (2023). *Organizational change: The substrate-independence theory*. Performance Improvement Journal.
- 1.* **Turner, J. R.**, & Thurlow, N. (2022). *The Flow System Playbook*. Aaxel [in layout stage].

Refereed Publications

- 23.* **Turner, J. R.**, Allen, J., Hawamdeh, S., & Mastanamma, G. (2023). The multifaceted sensemaking theory: A systematic literature review and content analysis on sensemaking. *Systems*, 11(3), 145.
<https://doi.org/10.3390/systems11030145>
(SSCI; JCR-Q2-Social Science, Interdisciplinary; Impact Factor 2.895; +321 Full-Text Views, Editors: Scherer, W. T., & Visconti, P.)
- 22.* **Turner, J. R.**, Baker, R., & Thurlow, N. (2022). Creativity and innovative processes: Assemblages and lines of flight. *Systems*, 10(5), 24 pages.
<https://doi.org/10.3390/systems10052168>
(SSCI; JCR-Q2-Social Science, Interdisciplinary; Impact Factor 2.895; +5,491 Full-Text Views, Editors: Scherer, W. T., & Visconti, P.)

- Listed as a ‘Highly Accessed Article’ by Systems on 10/2022.
Article selected by editors as the cover for Volume 10, Issue 5, on 10/15/2022.
- 21.* **Turner, J. R.,** Snowden, D., & Thurlow, D. (2022). The substrate-independence theory: Advancing constructor theory to scaffold substrate attributes for the recursive interaction between knowledge and information. *Systems*, 10(1), 23 pages. <https://doi.org/10.3390/systems10010007>
(SSCI; JCR-Q2-Social Science, Interdisciplinary; Impact Factor 2.895; +24,237 Full-Text Views, Editors: Scherer, W. T., & Visconti, P.)
Listed as a ‘Highly Accessed Article’ by Systems on 1/14/2022.
Article selected by editors as the cover for Volume 10, Issue 1, on 2/9/2022.
- 20.* **Turner, J. R.,** & Baker, R. (2020). Collaborative research: Techniques for conducting collaborative research from the Science of Team Science (SciTS). *Advances in Developing Human Resources*, 22, 72-86.
doi:10.1177/1523422319886300
(ESCI, Scopus CiteScore .990, +1377 total views and downloads)
- 19.* **Turner, J. R.,** & Baker, R. (2020). Just doing the do: A case study testing creativity and innovative processes as complex adaptive systems. *New Horizons in Adult Education & Human Resource Development*, 32(2), 40-61.
<https://doi.org/10.1002/nha3.20283>
(ESCI, Editor: Tonette S. Rocco, Florida International University)
- 18.* **Turner, J. R.,** Baker, R., Ali, Z., & Thurlow, N. (2020). A new multiteam system (MTS) effectiveness model. *Systems*, 8(2), 21.
<https://doi.org/10.3390/systems8020012>
(SSCI; JCR-Q2-Social Science, Interdisciplinary; Impact Factor 2.895; +2,699 Full-Text Views, Editor: Ockle Bosch, Kelo University, Japan;
Listed by Editors as a ‘Highly Accessed Article’ on 5/8/2020)
- 17.* **Turner, J. R.,** & Brown, Q. H., Passmore, D. L., Nimon, K., Baker, R., Jeong, S., & Flatt, C. (2019). Metascience: Guidelines for the practitioner. *Advances in Developing Human Resources*, 21(4), 503-512. doi:10.1177/1523422319870790
(ESCI, Scopus CiteScore .990, +328 total views and downloads)
- 16.* **Turner, J. R.,** Morris, M., & Atamenwan, I. (2019). A theoretical literature review on adaptive structuration theory and its relevance to human resource development. *Advances in Developing Human Resources*, 21(3), 289-302.
doi:10.1177/1523422319851275
(ESCI, Scopus CiteScore .990, +1361 total views and downloads)
- 15.* **Turner, J. R.,** & Chacon–Rivera, M. R. (2019). A theoretical literature review on the social identity model of organizational leadership (SIMOL). *Advances in Developing Human Resources*, 21, 371-382.
doi:10.1177/1523422319851444
(ESCI, Scopus CiteScore .990, +1498 total views and downloads)
- 14.* **Turner, J. R.,** & Baker, R. (2019). Complexity theory: An overview with potential applications for the social sciences. *Systems*, 7(1), 22 pages.
<https://doi.org/10.3390/systems7010004>
(SSCI; JCR-Q2-Social Science, Interdisciplinary; Impact Factor 2.895; +43,113 Full-Text Views, Editor: Ockle Bosch, Kelo University, Japan)

- 13.* **Turner, J. R.**, Baker, R., Schroeder, J., Johnson, K., & Chih-hung, C. (2019). The global leadership capacity wheel: Comparing HRD leadership literature with research from global and indigenous leadership. *European Journal of Training and Development*, 43, 105-131. doi:10.1108/EJTD-072018-0061
Awarded 2020 Emerald Literati Award:
- Congratulations, your article '**The Global Leadership Capacity Wheel: comparing HRD leadership literature with research from global and indigenous leadership**' has been selected as an Outstanding Paper in the 2020 Emerald Literati Awards. The editorial team said that it is one of the most exceptional pieces of work they saw throughout 2019.
- (ESCI, Scopus 2017 CiteScore 1.45, +2,673 downloads)
- 12.* **Turner, J. R.**, Thurlow, N., Baker, R., Northcutt, D. & Newman, K. (2019). Multiteam systems in an Agile environment: A realist systematic review. *Journal of Manufacturing Technology Management*, 30(4), 748-771. <https://doi.org/10.1108/JMTM-10-2018-0355>
(SSCI, 2018 JIF 2.642, CiteScore 2018 3.92, +4,028 downloads, Most popular in past 7 days)
- 11.* Baker, R., Ramos, K., & **Turner, J. R.** (2018). Game design for visually-impaired individuals: Creativity and innovation theories and sensory substitution devices influence on virtual and physical navigation skills. *The Irish Journal of Technology Enhanced Learning*, 4(1), 36-47.
Doi:10.22554/ijtel.v4i1.51 Retrieved from <https://journal.ilta.ie/index.php/telji/article/view/51/78>
(Open Access, CC-BY 4.0)
- 10.* Kellner, F., Chew, E., & **Turner, J. R.** (2018). Understanding the relationship of alexithymia and leadership effectiveness through emotional intelligence: An integrative literature review. *Performance Improvement Quarterly*, 31, 35-56. doi:10.1002/piq.21254 (ESCI; +737 downloads)
- 9.* **Turner, J. R.**, & Baker, R. (2018). A review of leadership theories: Identifying a lack of growth in the HRD leadership domain. *European Journal of Training and Development*, 42, 470-498.
doi:10.1080/EJTD-06-2018-0054
(ESCI, Scopus 2018 CiteScore 1.36; +5,964 downloads; listed as 'Most read papers from this title' in the 7 days on 2/2019, 3/6/2019)
- 8.* **Turner, J. R.**, Baker, R., & Kellner, F. (2018). Theoretical literature review: Tracing the life-cycle of a theory and its verified and falsified statements. *Human Resource Development Review*, 17, 34-61. doi:10.1177/1534484317749680
(SSCI, 2-yr JIF 6.273, 5-yr 7.091; +9021 downloads; highlighted as one of the 'Best articles 2016-2018: A curated collection by the HRDR Editorial Board').

Acknowledged as runner-up for the Elwood F. Holton III Award for Best Paper of the Year published in 2018 by *Human Resource Development Review*.

- 7.* **Turner, J. R.,** Baker, R., Schroeder, J., Johnson, K., & Chih-hung, C. (2018). Leadership development techniques: Mapping leadership development techniques with leadership capacities using a typology of development. *European Journal of Training and Development*, 42, 538-557.
doi:10.1108/EJTD-03-2018-0022
(ESCI, Scopus 2017 CiteScore 1.45; +4,748 downloads; listed as ‘Most read papers from this title’ in the past 7 days on 2/2019, 3/6/2019)
Awarded 2019 Emerald Literati Award:

Congratulations! Your article “[Leadership development techniques: mapping leadership development techniques with leadership capacities using a typology of development](#)” published in *European Journal of Training and Development* has been selected by the editorial team as Highly Commended in the 2019 Emerald Literati Awards.

- 6.* **Turner, J. R.,** & Baker, R. (2017). Team emergence leadership development and evaluation: A theoretical model using complexity theory. *Journal of Information and Knowledge Management*, 16(2), 17 pages.
<https://doi.org/10.1142/50219649217500125>
(ESCI; +136 downloads, Featured Article, Dr. Suliman, H. Editor)
- 5.* **Turner, J. R.** (2016). Team cognition conflict: A conceptual review identifying cognition conflict as a new team conflict construct. *Performance Improvement Quarterly*, 29, 145-167. <https://doi.org/10.1002/piq.2129>
(ESCI; +786 downloads)
- 4.* **Turner, J. R.** (2015). Hierarchical linear modeling: Testing multilevel theories. *Advances in Developing Human Resources*, 17, 88-101.
<https://doi.org/10.1177/1523422314559808>
(ESCI; Scopus CiteScore 1.500, +614 total views and downloads)
- 3.* **Turner, J. R.,** Chen, Q., & Danks, S. (2014). Team shared cognitive constructs: A meta-analysis exploring the effects of shared cognitive constructs on team performance. *Performance Improvement Quarterly*, 27, 83-117.
<https://doi.org/10.1002/piq.21163>
(ESCI; +404 downloads)
- 2.* **Turner, J. R.** (2013). Multiagent systems as a team member. *The International Journal of Technology, Knowledge, and Society*, 9(1), 73-90.
<https://doi.org/10.18848/1832-3669/CGP/v09i01/56355>
(EBSCO)
- 1.* **Turner, J. R.,** Zimmerman, T., & Allen, J. M. (2012). Teams as a sub-process for knowledge management. *Journal of Knowledge Management*, 16, 963-977.
<https://doi.org/10.1108/13673271211276227>
(SSCI, 2017 JIF 2.551, 5-yr JIF 3.489; +2,478 downloads)

Books Published

- 3.* **Turner, J. R.**, Thurlow, N., & Rivera, B. (2020). *The flow system: The evolution of Agile and Lean thinking in an age of complexity*. Aquiline Books – UNT Libraries.
<https://digital.library.unt.edu/ark:/67531/metadc1725755/m1/1/>
2. **Turner, J. R.**, & Thurlow, N., & Rivera, B. (2020). *The Flow System Guide*. The Flow Consortium; U.S.A. https://www.amazon.com/Flow-System-Guide-Turner-Ph-D/dp/B085KN39FP/ref=tmm_pap_swatch_0?encoding=UTF8&qid=1584305261&sr=1
1. **Turner, J. R.**, & Thurlow, N. (2020). *The Flow System: Key Principles and Attributes*. The Flow Consortium; U.S.A.
https://www.amazon.com/Flow-System-Key-Principles-Attributes/dp/B085DQB92N/ref=tmm_pap_swatch_0?encoding=UTF8&qid=1583621778&sr=1

-3

Book Chapters

- 8.* **Turner, J. R.** (2023). *Literature reviews: An overview of systematic, integrated, and scoping reviews*. In G., Jagadeesh, P., Balakumar, & F. Senatore, (2023), *The quintessence of basic and clinical research and scientific publishing*. Springer Nature. <https://doi.org/10.1007/978-981-99-1284-1>
- 7.* **Turner, J. R.**, Thurlow, N. (2021). Cynefin's influence on The Flow System. In R. Greenberg & B. Bertsch (Eds.), *Cynefin: Weaving sense-making into the fabric of our world*. Cognitive Edge.
- 6.* **Turner, J. R.**, Thurlow, N., & Rivera, B. (2020). The flow system: Practitioner tools for navigating complexity. In Tiem, D. V. & Burns, N. C. (Eds.), *Cases on performance improvement innovation* (pp. 248-273). IGI Global.
doi:10.4018/978-1-7998-3673-5.ch014
- 5.* **Turner, J. R.**, Baker, R., & Romine, K. (2019). Complex adaptive team systems (CATS): Scaling of a team leadership development model. In M. Franco (Ed.), *Digital Leadership – A New Leadership Style for the 21st Century* (pp. 135-151). INTECH Open Science. doi: 10.5772/intechopen.88743
(+753 downloads; *INTECH Open metrics*; *Web of Science Book Citation Index*)
- 4.* **Turner, J. R.**, Allen, J., & Bracey, P. S. (2019). Multilevel theory model development and dissemination. In V. C. X. Wang (Ed.), *Scholarly Publishing and Research Methods Across the Disciplines* (pp. 184-212). IGI Global.
doi:10.4018/978-1-5225-7730-0.ch009.
- 3.* **Turner, J. R.**, Baker, R., & Morris, M. (2018). Complex adaptive systems: Adapting and managing teams and team conflict. In A. A. V. Boas (Ed.), *Organizational Conflict* (pp. 65-94). INTECH Open Science.
doi:10.5772/intechopen.72344
(+2,341 downloads, *INTECH Open metrics*; *Web of Science Book Citation Index*)
- 2.* Romine, K., **Turner, J. R.**, & Baker, R. (2017). The chessboard model: The missing links between complexity and emergence. In D. G. Alemneh,

J. Allen, & H. Suliman (Eds.), *Knowledge discovery and data design innovation* (pp. 171-190). World Scientific.
doi:10.1142/9789813234482_0009

- 1.* **Turner, J.**, Petrunin, K. F., & Allen, J. (2015). Developing multilevel models for research. In V. Wang (Ed.), *Handbook of research on scholarly publishing and research methods* (pp. 463-489). IGI Global. doi:10.4018/978-1-4666-7409-7.ch023 (+500 university libraries cataloged, featured at AERA 2015)

Non-Refereed Publications

8. **Turner, J. R.**, & Thurlow, N. (Dec-2021/Jan-2022). Individuals, teams, and multiteam systems: Similar but different systems. *Project Design Magazine*, Zozimo, D.-S. (Ed.), Brazil [translated in Portuguese].
https://mundopm.com.br/ed102/Ed102_Revista_PDM.pdf
7. **Turner, J. R.**, & Baker, R. (2017). Pedagogy, leadership, and leadership development. *Performance Improvement*, 56(9), 5-11. doi:10.1002/pfi.21734
6. **Turner, J. R.**, & Baker, R. M. (2016). Updating performance improvement's knowledge base: A call to researchers and practitioners using Gilbert's behavior engineering model as an example. *Performance Improvement*, 55(6), 7-12. doi:10.1002/pfi.21590
5. **Turner, J. R.**, & Petrunin, K. (2015). Creating self-generating knowledge sharing spirals: Improving motivation in a knowledge economy. *Performance Improvement*, 54(7), 20-25. doi: 10.1002/pfi.21489
4. **Turner, J. R.** (2014). Grounded theory building for the workplace. *Performance Improvement*, 53(3), 31-38. doi:10.1002/pfi.21401
3. **Turner, J. R.**, & Danks, S. (2014). Case study research: A valuable learning tool for performance improvement professionals. *Performance Improvement*, 53(4), 24-31. doi:10.1002/pfi.21406
2. **Turner, J. R.** (2011). New metacognitive model for human performance technology. *Performance Improvement*, 50(7), 25-32. doi:10.1002/pfi.20229
1. **Turner, J. R.** (2010). Using feed process as a means of performance improvement in a dynamic environment. *Performance Improvement*, 49(8), 15-20. doi:10.1002/pfi.20168

Editorials

17. Turner, J. R. (2022). Welcome back [Editorial]. *Performance Improvement Quarterly*, 35(1-4). <https://doi.org/10.56811/PIQ-35-01-04>
16. **Turner, J. R.** (2021). Change is a constant [Editorial]. *Performance Improvement Quarterly*, 34(4). <https://doi.org/10.1002/piq.21379> (ESCI; + downloads)
15. **Turner, J. R.** (2021). Leader to leadership: A paradigm shift? [Editorial]. *Performance Improvement Quarterly*, 34(3). <https://doi.org/10.1002/piq.21375> (ESCI; +34 downloads)
14. **Turner, J. R.** (2021). Mentorship, entrepreneurship, and job performance [Editorial]. *Performance Improvement Quarterly*, 34(1). <https://doi.org/10.1002/piq.21357> (ESCI; +100 downloads)

13. **Turner, J. R.** (2021). Systematic reviews [Editorial]. *Performance Improvement Quarterly*, 33(4). <https://doi.org/10.1002/piq.21355>. (ESCI; 231 downloads)
12. **Turner, J. R.** (2020). Theories are not intended to be static [Editorial]. *Performance Improvement Quarterly*, 33(3). <https://doi.org/10.1002/piq.21347> (ESCI; +41 downloads)
11. **Turner, J. R.** (2020). APA 7th Edition: Now expected of all submissions to PIQ [Editorial]. *Performance Improvement Quarterly*, 33(2). <https://doi.org/10.1002/piq.21338> (ESCI; +4,909 downloads)
10. **Turner, J. R.** (2019). Managerial coaching, leadership training transfer, mindfulness-meditation, and mega-planning [Editorial]. *Performance Improvement Quarterly*, 32(3), i-iv. <https://doi.org/10.1002/piq/21319> (ESCI; +178 downloads)
- 9.* **Turner, J. R.** (2019). Introduction to Meta-Science in HRD [Editorial]. *Advances in Developing Human Resources*, 21(4), 403-408. <https://doi.org/10.1177/1523422319870788> (*Advances in Developing Human Resources*, ESCI, Scopus CiteScore .990; +209 downloads)
8. **Turner, J. R.** (2019). The essential components for an article, with examples [Editorial]. *Performance Improvement Quarterly*, 32, 105-110. <https://doi.org/10.1002/piq.21315> (ESCI; +169 downloads)
7. **Turner, J. R.** (2019). What implications came from your study: An overview of the discussion and conclusion sections [Editorial]. Advance online publication. *Performance Improvement Quarterly*, 32, 7-11. <https://doi.org/10.1002/piq.21303> (ESCI; +167 downloads)
6. **Turner, J. R.** (2019). Tell me what you found not what it means: A review of the Results section [Editorial]. *Performance Improvement Quarterly*, 31, 323-326. <https://doi.org/10.1002/piq.21291> (ESCI; +305 downloads)
Awarded Top Cited Article 2019-2020 by Wiley Publishing:

“We are delighted that your work published in *Performance Improvement Quarterly*, is among our top cited papers! *”
5. **Turner, J. R.** (2018). Tell me how you got those numbers: A review of the Methodology section [Editorial]. *Performance Improvement Quarterly*, 31, 219-223. doi:10.1002/piq.21286 (ESCI; +142 downloads)
4. **Turner, J. R.** (2018). Leadership, culture, and community [Editorial]. *Performance Improvement Quarterly*, 31, 109-112. doi:10.1002/piq.21281 (ESCI; +1,039 downloads)

3. **Turner, J. R.** (2018). Literature review [Editorial]. *Performance Improvement Quarterly*, 31, 113-117. doi:10.1002/piq.21275 (ESCI; +10,401 downloads)
Acknowledged as the Top Downloaded Paper in 2018-2019 for Performance Improvement Quarterly by Wiley.
2. **Turner, J. R.** (2018). Introduction, theoretical framework, and the problem statement [Editorial]. *Performance Improvement Quarterly*, 31, 103-106. doi:10.1002/piq.21271 (ESCI; +876 downloads)
1. Allen, J. M., Turner, A., & **Turner, J. R.** (2018). Employee performance and engagement for performance improvement: Scholarly publications: All manuscripts must have a beginning, middle, and end [Associate Editorial]. *Performance Improvement Quarterly*, 30, 227-230. doi:10.1002/piq.21272 (ESCI; +1,921 downloads)

Other Publications *10 Publications (+16 Translations)*

11. Linders, B., **Turner, J.**, Thurlow, N., & Rivera, B. (May 14, 2021). *The flow system: Leadership for solving complex problems*. InfoQ. Retrieved from <https://www.infoq.com/articles/flow-systemleadership-complex-problems/>
10. Linders, B., **Turner, J.**, Thurlow, N., & Rivera, B. (March 30, 2021). *The flow system: Getting fast customer feedback and managing flow*. InfoQ. Retrieved from <https://www.infoq.com/articles/flow-system-customer-feedback/>
9. **Turner, J. R.**, Thurlow, N., & Rivera, B. (November, 2019). *The Flow System Guide*. Retrieved from <https://www.flowguides.org/>
Translated into the following languages:
Arabic – Egyptian by Saleh, H. & Saleh, M.
<https://flowguides.org/admin/files/TFS-Guide-Final-R18-12-31-2019-Arabic.pdf>
Audio Descriptive Version by James C. Thomas
<https://www.youtube.com/watch?v=q83emgiTGfM>
Chinese - Simplified by Hui, E. R.
<https://flowguides.org/admin/files/TFS-Guide-Final-R18-11-2019-Mandarin-NT.pdf>
Chinese – Traditional by Loo Kia
<https://flowguides.org/admin/files/TFS-Guide-Final-R18-11-2019-Trad-Chinese.pdf>
Dutch by Gastiaan Brouwer https://flowguides.org/admin/files/TFS-Guide-Final-R18-11-2019_Dutch.pdf
German by Irion, R.
https://flowguides.org/admin/files/TFS-Guide-Final-R18-11-2019_German.pdf
Hindi by Prachi Gupta and Atulya Krishna
https://flowguides.org/admin/files/TFS-Guide-Final-R18-11-2019_Hindi.pdf

Italian by Marco Baldini and Bastiaan Brouwer
<https://flowguides.org/admin/files/TFS-Guide-Final-R18-11-2019-Italian.pdf>

Korean by Chung Eun Kim (Jane) and Chungil Chae (Chad)
<https://flowguides.org/admin/files/TFS-Guide-Final-R18-11-2019-Korean.pdf>

Polish by Edmundson, E.
<https://flowguides.org/admin/files/TFS-Guide-Final-R18-11-2019-Polish.pdf>

Portuguese Brazilian by Christopher Thompson (Lean Institute Brazil)
<https://flowguides.org/admin/files/TFS-Guide-Final-R18-11-2019-PTBR.pdf>

Portuguese Portugal by Hugo Lourenco
https://flowguides.org/admin/files/TFS-Guide-Final-R18-11-2019-pt_PT.pdf

Punjabi by Ghosh, L.
<https://flowguides.org/admin/files/TFS-Guide-Final-R18-11-2019-Punjabi-NT.pdf>

Romanian by Viorel Ovidiu Herinean and Natalie Caraman
<https://flowguides.org/admin/files/TFS-Guide-Final-R18-11-2019-Romanian.pdf>

Spanish by Javier A. Miranda and Roger Venegas
<https://flowguides.org/admin/files/TFS-Guide-Final-R18-11-2019-Spanish.pdf>

Ukrainian by Denis Gobov and Alisa Poliakh
<https://flowguides.org/admin/files/TFS-Guide-Final-R18-11-2019-Ukrainian.pdf>

8. Thurlow, N., **Turner, J. R.**, & Rivera, B. (July 9, 2019). Introducing the Toyota Flow System [Features]. *Planet Lean: The Lean Global Network Journal*. Retrieved from <https://planetlean.com/introducing-the-toyota-flow-system/> (Highlighted as one of the best Lean articles of 2019 by the Managing Editor, Planet Lean)
7. **Turner, John R.** (Ed.). (2017). Leadership development [Special Issue]. *Performance Improvement*, 56(9).
6. **Turner, John R.** (Ed.). (2016). Testing and updating the knowledge base of the field of performance improvement [Special Issue]. *Performance Improvement*, 55(6).
5. **Turner, John R.** (2016). Special issue theme: Testing and updating the knowledge base of the field of performance improvement [Guest Editor's Notes]. *Performance Improvement*, 55(6), 5-6. doi:10.1002/pfi.21599
4. **Turner, J. R.** (May 3, 2016). Statistical significance, inferences and the decision maker. *Performance Xpress*, International Society for Performance Improvement (ISPI). Retrieved from https://www.ispi.org/ISPI/Resources/PX/Articles/Featured_Articles/Statistical_Si

gnificance__Inferences_and_the_Decision_Maker___May_2016.aspx?WebsiteKey=8b8db682-5734-4be7-b95233fdabafb78d

3. **Turner, J. R.** (November 2, 2016). Triangulation: A technique to reduce bias and improve validity and reliability. *Performance Xpress*, International Society for Performance Improvement (ISPI). Retrieved from <http://www.performanceexpress.org/2015/11/hpt-research-fit-triangulation-atechnique-to-reduce-bias-and-improve-validity-and-reliability/>
2. **Turner, J. R.** (November 2, 2015). CALL FOR PAPERS: Performance Improvement Journal special issue: Current theories and models that help support and guide human performance technology and performance improvement. *Performance Xpress*, International Society for Performance Improvement (ISPI). Retrieved from <http://www.performanceexpress.org/2015/11/call-for-papersperformance-improvement-journal-special-issue-current-theories-and-models-that-help-supporthuman-performance-technology-and-performance-improvement/>
1. **Turner, J. R.** (2012). Book review: Teaming [Review of the book *Teaming: How Organizations Learn, Innovate, and Compete in the Knowledge Economy*, by Edmondson, A. C.]. *Learning and Performance Quarterly*, 1(3), 31-32. Retrieved from www.sageperformance.com/ojs/index.php/LPQ/Index

PRESENTATIONS

International & National 75 Presentations (47 refereed, 2 non-refereed, 26 invited)

51. Thurlow, N., & **Turner, J. R.** (October 13-14, 2022). *The Flow System Foundations workshop*. Lean Summit, Florence Italy.
50. **Turner, J. R.** (October 11, 2022). *Round table: Evolution of lean and agile in an age of complexity*. Lean Summit, Florence Italy.
- 49.* **Turner, J. R.**, Suliman, H., & Allen, J. (2022, June 23-24). *Sense-Making: Panel of Discovery*. Panel Discussion at for the 17th International Conference on Knowledge Management, Potsdam, Germany.
- 48.* **Turner, J. R.** (April 27, 2022). *Decision-making in Extreme Uncertainty*. Presentation at the 2022 Performance Improvement Conference, Nashville, TN.
- 47.* **Turner, J. R.**, Thurlow, N., & Protzman, C. (2022, April). *Decision-making in extreme uncertainty: A new decision-making typology*. Presentation at the 2022 Academy of Human Resource Development 29th International Research Conference in the Americas [Virtual], Arlington, VA.
- 46.* **Turner, J. R.**, Snowden, D., & Thurlow, N. (2022, April). *The substrate independence theory: Advancing constructor theory to promote the flow of information and facilitate change in complex environments*. Presentation at the 2022 Academy of Human Resource Development 29th International Research Conference in the Americas [Virtual], Arlington, VA.
- 45.* Baker, R., Hirudayaraj, M., Karimiha, S., & **Turner, J. R.** (2021, February 17-19). *Moving beyond learning to change: A systematic literature review of adaptive learning in Human Resources Development*. Presentation at the 2021

- Academy of Human Resource Development 28th International Research Conference [Virtual] in the Americas.
- 44.* **Turner, J. R.**, Baker, R., Washington, J., & Schroeder, J. (2021, February 17-19). *Creative and innovative processes as complex adaptive systems: A multilevel theory*. Presentation at the 2021 Academy of Human Resource Development 28th International Research Conference [Virtual] in the Americas.
- 43.* **Turner, J. R.**, Baker, R., Lazar, J. (2021, February 17-19). *Distributed Leadership*. Presentation at the 2021 Academy of Human Resource Development 28th International Research Conference [Virtual] in the Americas.
- 42.* **Turner, J. R.**, Baker, R., Thurlow, N., & Ali, Z. (2020, June). *A new multiteam system (MTS) effectiveness model*. Presentation at the 11th International Science of Team Science Conference, Durham, NC.
- 41.* **Turner, J. R.**, Baker, R., Ali, Z., & Thurlow, N. (2020, June). *Multiteam system effectiveness model*. Presentation at the 21st International University Forum for Human Resource Development Conference, Budapest, Hungary.
- 40.* **Turner, J. R.**, Baker, R., (2020, April). *Introduction to the Toyota Flow System (TFS)*. Presentation at the ISPI 2020 Annual Conference, Tucson, AZ.
- 39.* **Turner, J. R.**, Baker, R., & Fu, F. (2020, April). *Let's talk research: The editors of PIQ*. Presentation at the ISPI 2020 Annual Conference, Tucson, AZ.
- 38.* Allen, J., Smith, D., & **Turner, J.** (2019, October). *Digital presence for information scholars*. Poster presented at the 82nd Annual Association for Information Science and Technology (ASIS&T) Conference, Melbourne, Australia.
- 37.* Baker, R., Hirudeyaraj, M., & **Turner, J. R.** (2019, June). *The statistics for machine learning: Data are not normal*. Presentation at the 2019 Irish Learning Technology Association, Dundalk, Ireland.
- 36.* **Turner, J. R.**, Thurlow, N., Baker, R., Northcutt, D., & Newman, K. (2019, May). *Multiteam systems in an Agile environment*. Presentation at the 2019 Science of Team Science (SciTS) Conference. Lansing, MI.
- 35.* Baker, R., Hirudayaraj, M., **Turner, J. R.**, & Bickle, J. (2019, April). *Teaching black swans: Role for adaptive education*. Presentation at the ISPI 2019 Annual Conference, New Orleans, LA.
- 34.* **Turner, J. R.**, Baker, R., Nel, B., & Shahan, J. (2019, April). *Multiteam systems as a systematic complexity application*. Presentation at the ISPI 2019 Annual Conference, New Orleans, LA.
- 33.* **Turner, J. R.**, Baker, R., & Fu, F. (2019, April). *Let's talk research evaluation and dissemination: Presentation by the PIQ editors*. Presentation at the ISPI 2019 Annual Conference, New Orleans, LA.
- 32.* **Turner, J. R.**, & Baker, R. (2019, April). *Creativity and innovation processes as complex adaptive systems*. Presentation at the ISPI 2019 Annual Conference, New Orleans, LA.
- 31.* Baker, R., Hirudayaraj, M., **Turner, J. R.**, & Bickle, J. (2019, February). *Artificial intelligence in HRD: Adaptive learning research agenda*. Presentation at the 2019 Academy of Human Resource Development 26th International Research Conference in the Americas, Louisville, KY.

- 30.* **Turner, J. R.**, Thurlow, N., Baker, R., Northcutt, D., & Newman, K. (2019, February). *Multiteam systems: A systematic review identifying solutions to multiteam systems for Toyota Connected*. Presentation at the 2019 Academy of Human Resource Development 26th International Research Conference in the Americas, Louisville, KY.
- 29.* **Turner, J. R.**, Thurlow, N., Baker, R., Northcutt, D., & Newman, K. (2019, February). *MTS team effectiveness model: A new team effectiveness framework for multiteam systems*. Presentation at the 2019 Academy of Human Resource Development 26th International Research Conference in the Americas, Louisville, KY.
- 28.* Baker, R., **Turner, J. R.**, & Bickle, J. (2018, October). *Teaching black swans: Role for adaptive education*. Presentation at the International society for Performance Improvement 2018 Regional Symposium, Detroit, MI.
- 27.* Baker, R., Ramos, K., & **Turner, J. R.** (2018, June). *Game design for visually-impaired individuals: Creativity and innovation theories and sensory substitution devices influence on virtual and physical navigation skills*. Presentation at the Irish Learning Technology Association (ILTA) EdTech2018 Conference, TEL Quality Matters–People, Policies and Practices, Carlow, Ireland.
- 26.* Baker, R., Ramos, K., & **Turner, J. R.** (2018, May). *Game design for visually-impaired individuals using individual difference and sensory substitution devices*. Presentation at Windesheim University Research Seminar, the Netherlands.
- 25.* **Turner, J. R.**, Baker, R., & Romine, K. (2018, June). *Replacing systems theory with complexity theory as one of HRD's foundational theories*. Presentation at the University Forum for Human Resource Development (UFHRD) Annual Conference 2018, Newcastle, UK.
- 24.* **Turner, J. R.**, & Baker, R. (2018, June). *Leadership capacities in HRD: An integrative literature review and typology*. Presentation at the University Forum for Human Resource Development (UFHRD) Annual Conference 2018, Newcastle, UK.
- 23.* **Turner, J. R.**, Baker, R., & Romine, K. (2018, May). *Complex adaptive team systems (CATS)*. Presentation at the Science of Team Science (SciTS) 2018 Conference, Galveston, TX.
- 22.* **Turner, J. R.**, Baker, R., & Romine, K. (2018, May). *Team emergence leadership development and evaluation model using complexity theory*. Presentation at the Science of Team Science (SciTS) 2018 Conference, Galveston, TX.
- 21.* **Turner, J. R.**, & Romine, K. (2018, May). *A preview of the Team Science undergraduate and graduate programs at the University of North Texas and the New College at Frisco – UNT*. Presentation at the Science of Team Science (SciTS) 2018 Conference, Galveston, TX.
- 20.* Romine, K., & **Turner, J.** (2018, April). *The chessboard model: Organizational learning and development*. Presentation at The Performance Improvement Conference 2018, Seattle, WA.

- 19.* **Turner, J. R.**, Allen, J., Turner, A., Romine, K. (2018, April). *Meet the Performance Improvement Quarterly team*. Presentation at The Performance Improvement Conference 2018, Seattle, WA.
- 18.* **Turner, J. R.**, Nel, B., & Doyle, A. (2018, April). *Critique of ISPI's principles using complexity theory*. Presentation at The Performance Improvement Conference 2018, Seattle, WA.
- 17.* **Turner, J. R.**, Romine, K. (2018, April). *Future plans for Performance Improvement Quarterly (PIQ)*. Roundtable presentation at The Performance Improvement Conference 2018, Seattle, WA.
- 16.* **Turner, J. R.**, Baker, R. M., & Wood, J. (2018, February). *Leadership theories and supporting theories in HRD literature*. Poster session presented at the 2018 AHRD International Conference in the Americas, Richmond, VA.
- 15.* **Turner, J. R.**, Romine, K., & Baker, R. (2017, October). *Complex adaptive team systems (CATS)*. Paper session presented at the 13th International Conference on Knowledge Management, Dallas-Fort Worth, TX.
- 14.* **Turner, J. R.**, Baker, R., & Romine, K. (2017, May). *Team emergence leadership development model*. Paper session (60 minutes) presented at The Performance Improvement Conference 2017, Montreal, Canada.
- 13.* **Turner, J. R.**, Johnson, K., Schroeder, J., & Chung, C-H (2017, May). *Tying leadership capacities to leadership development techniques*. Paper session (60 minutes) presented at The Performance Improvement Conference 2017, Montreal, Canada.
- 12.* Chae, C., Al-Khaduri, J., Passmore, D., Baker, R., & **Turner, J. R.** (2017, March). *Structural model of topics in Academy of Human Resource Development Journals, 1990-2015*. Paper session presented at the 2017 AHRD International Research Conference in the Americas, San Antonio, TX.
- 11.* **Turner, J. R.**, & Floyd, S. (2017, March). *Multilevel theories: Development, testing, and interpreting*. Paper session presented at the 2017 AHRD International Research Conference in the Americas, San Antonio, TX.
10. **Turner, J. R.**, Hix, J., Baker, R., & Allen, J. (2017, March). *Improving your digital presence as a researcher*, FOCUS session (75 minutes) for the 2017 AHRD International Research Conference in the Americas, San Antonio, TX.
- 9.* **Turner, J. R.**, Johnson, K., & Allen, J. (2016). *Team leader complexity: An integrative literature review*. Paper session presented at the 2016 AHRD International Conference in Asia & MENA, Morocco.
- 8.* **Turner, J. R.**, Allen, J. M. (2015, April). *Practice to research: Grounded theory and case study research techniques*. Paper session (75-minute) presented at the International Society of Performance Improvement, San Antonio, TX.
- 7.* **Turner, J. R.** (2015, February). *Theoretical literature review: Tracing the life-cycle of a theory and its verified and falsified statements*. Paper session presented at the AHRD International Conference in the Americas, St. Louis, MO.
6. **Turner, J. R.**, & Allen, J. M. (2015, February). *Evaluation of a paradigm: A proposal to conducting a meta-theoretical reflection of AHRD*. Paper session (focus group) presented at the AHRD International Conference in the Americas, St. Louis, MO.

- 5.* **Turner, J. R.** (2014, February). *Team cognition conflict: A conceptual review identifying cognition conflict as a new team conflict construct*. Paper session (roundtable) presented at the AHRD International Research Conference in the Americas, Houston, TX.
- 4.* **Turner, J. R., & Natividad, G.** (2013, April). *Research in organizations: From action research to action learning*. Paper session (three 20-minute roundtable) presentation at the annual meeting of the International Society of Performance Improvement, Reno, NV.
- 3.* **Turner, J. R., Chen, Q., & Danks, S.** (2013, April). *Team shared cognitive constructs: A meta-analysis exploring the effects of shared cognitive measures on team performance*. Paper session presented at the 6th Annual International Symposium; Emerging Technologies for Online Learning, Las Vegas, NV.
- 2.* **Turner, J. R.** (2013, March). *Multiagent systems as a team member: Removing the barriers to the unshared knowledge barrier*. Poster session presented at the Toulouse Graduate Exhibition, Denton, TX.
- 1.* **Turner, J. R.** (2013, January). *Multiagent systems as a team member*. Paper session presented at the 9th International Technology, Knowledge, & Society Conference; Common Ground Publishing, Vancouver, Canada.

Invited Presentations 26 *Invited Presentations*

28. SPARK Innovation Catalysts and AYROS Publishing Webinar (2022, December 17). *The Flow System in Italy Webinar*: Brower, B., Baldini, M., Valpara, J., Furlan, A., Thurlow, N., & **Turner, J.**
27. **Turner, J. R.** (2023, April 23-27). *Pedagogy, Leadership, and Leadership Development*. Presentation at the 2023 Performance Improvement Conference; Williamsburg, Virginia.
26. **Turner, J. R., & Thurlow, N.** (2022, January 6). *Team Science Course Overview Workshop*. Workshop for MCC Leadership Academy [Virtual]; Washington, D.C. & Bangkok, Thailand.
25. **Turner, J. R.** (2021, December 15). *Team Essentials: Concepts & Terminology*. Presentation at MCC Leadership Training Academy [Virtual], Budapest, Hungary.
24. **Turner, J. R.** (2021, October 8). *Complexity Thinking*. Presentation at MCC Leadership Training Academy [Virtual], Budapest, Hungary.
23. **Turner, J. R. & Guenet, P.** (2021, June 24). *Let's Chat Team Science, Distributed Leadership, and Multiteam Systems*. Meetup presentation hosted by Henko Digital Leadership [Virtual].
22. **Turner, J. R.** (2021, March 20). *Introduction to Team Science*. Presentation at MCC Leadership Training Academy [Virtual], Budapest, Hungary.
21. **Turner, J. R.** (2021, March 19). *Introduction to Complexity Thinking*. Presentation at MCC Leadership Training Academy [Virtual], Budapest, Hungary.
20. **Turner, J. R.** (2021, March 19). *Introduction to The Flow System*. Presentation at MCC Leadership Training Academy [Virtual], Budapest, Hungary.
19. **Turner, J. R.** (2020, November 26). *Team Science and Collaboration Techniques*. Presentation for faculty at The Ghana Institute of Management and Public Administration [Virtual], Ghana, Africa.

18. **Turner, J. R.** (2020, November 13). *The Flow System and Leadership Development*. Presentation at MCC Leadership Training Academy [Virtual], Budapest, Hungary.
17. **Turner, J. R.** (2019, November 6). *Introduction to The Toyota Flow System*. Keynote speaker for KONE, Allen, Texas.
16. **Turner, J. R.** (2019, October). *Team effectiveness > Team Performance*. XA: Keynote presentation at the eXperience Agile 2019 Conference, Lisbon, Portugal. <https://www.experienceagile.org/#speakers>
15. Thurlow, N., Van Goubergen, D., **Turner, J. R.**, & Protzman, C. (2019, October). Workshop presenter and discussant for the *Toyota Flow System Concepts and Tools* workshop at the eXperience Agile 2019 Conference, Lisbon, Portugal.
14. **Turner, J. R.** (2019, October). Panelist on *Debriefing Learning Points* for the Agile Human Factors 2019 Conference on *A Human-Centric perspective for Team Work – Teams before Frameworks and Methods* Conference at the Portuguese Air Force (Monsanto Aerial Command), Lisbon, Portugal.
13. **Turner, J. R.** (2019, September 27). *Introduction to The Toyota Flow System*. Keynote speaker for the Dallas American Society for Quality quarterly meeting, Richardson, Texas.
12. Rosenbusch, K., Shuck, B., Morrison, E., & Greer, T. (2019, February 15). *The changing of the guard: Transforming the way we respond to the challenges in academia*. Invited panelist as contributing author to special issue in *Advances in Developing Human Resources* (ADHR) at the 2019 Academy of Human Resource Development 26th International Research Conference in the Americas, Louisville, KY.
11. Cseh, M., & McLean, G. (2019, February 14). The Graduate Student Research Colloquium. Invited panelist as the quantitative methods representative. Pre-Conference at the 2019 Academy of Human Resource Development 26th International Research Conference in the Americas, Louisville, KY.
10. **Turner, J. R.** (2018, October 9). *Coding for Literature Reviews*. Presentation for LTEC 6031, Trends and Issues in Applied Technology, Training and Development; University of North Texas, Department of Learning Technologies.
9. **Turner, J. R.**, Baker, R., & Kinshuk (2018, April 16). *Complexity and Team Science*. Invited presentation on research for Toyota Connected, Plano, TX.
8. **Turner, J. R.**, Romine, K. (2018, April 8). *Research Trends and Issues*. Presentation at The Performance Improvement Conference 2018, Seattle, WA.
7. **Turner, J. R.** (2017, October 17). *Digital Assets for Promoting Researchers* [Webinar]. Presentation for the University Council for Workforce and Human Resource Education (UCWHRE)
6. **Turner, J. R.** (2017, August 12). *Presentation on Team Science Program and Team Science Center*. UNT President's Meeting with NetDragon.
5. **Turner, J. R.** (2017, June 29). UNT-Team Science (TSci) Proposal Presentation for: Dean of COI, Associate Dean of Academics at COI, and Vice Provost for Academic Outreach & Dean of UNT New College.

4. **Turner, J. R.** (2016 September). *Coding for Literature Reviews*. Presentation for LTEC 6031, Trends and Issues in Applied Technology, Training and Development; University of North Texas, Department of Learning Technologies.
3. **Turner, J. R.** (2015, April 24). Improving your digital presence as a researcher [Webinar]. In *Graduate Writing Colloquium – UNT Webinar Series*. Retrieved from <http://www.slideshare.net/JohnTurner5/research-dissemination-presentation>
2. **Turner, J. R.** (April 2015). *Station Master, Performance Improvement and Systems Thinking*. The annual meeting of the International Society of Performance Improvement, Philadelphia, PA.
1. Nimon, K., & **Turner, J. R.** (June 15, 2013). *Multivariate Regression Analysis Techniques*. Presentation for HRD 6352, Advanced Quantitative Methods in Human Resource Development; University of Texas at Tyler, College of Business and Technology.

TEACHING SCHOLARSHIP

COURSES TAUGHT / REDESIGNED

Instructor

Graduate

HRD 6377.001. Leadership Theory and Practice.

Department of Human Resource Development, The University of Texas at Tyler

Spring 2022

LTEC 5470 Interpersonal Skills Development Section 020 (Combined with LTEC 4070 Human Relations in Business, Education, and Industry; *3.6, 9/17)

Department of Learning Technologies, The University of North Texas.

Spring 2022

Student Comments:

“I learned several new concepts that I had not previously considered. I used the self-evaluations in the book to learn about myself which I found to be a revealing exercise.”

“The class was intellectually stimulating and it made me think our side of the box on how to communicate with others in different environments.”

LTEC 5670. Distributed Leadership Sections 020 (combined with LTEC 4070; *3.1, 10/28)

Department of Learning Technologies, The University of North Texas.

Fall 2022

Student Comments:

“By working concurrently in a group and learning about the leadership principles need for them to be successful was good for me.”

“Yes excellent informative course great material very helpful for the degree and overall team building leadership skills.”

**LTEC 5640. Organization Development, Technology and Change
Sections 020 (combined with LTEC 4040; *3.8, 10/31)**

Department of Learning Technologies, The University of North Texas.

Fall 2022

Student Comments:

“I greatly enjoyed this class and learning about OD. This is right up my alley in terms of people development and maximizing organizational strategy. The contents of this class has encouraged me to pursue an MBA in ITS or Management!”

“I really loved studying organization development and I enjoyed the course. I found most of the exercises to be intellectually stimulating.”

LTEC 6121. Leadership & Leadership Development

Sections 020 & 026 (*4.8, 5/8)

Department of Learning Technologies, The University of North Texas.

Spring 2021

Student Comments:

“It was very intellectually stimulating, it made me change some of my thinking in leadership around competencies, leadership capacities, out group, etc.”

“It [the class] did stretch my thinking. Dr. Turner introduced me to a new form of writing literature reviews. I have liked it so much and would want to do other articles using the same style. I wish I learned this kind of writing when I was in my first year in the program, I would have written better papers in my previous classes.”

LTEC 5800. Studies in LTEC: Organization Development & Change

Sections 080, 086 (combined with LTEC 4040; *3.3, 16/37)

Department of Learning Technologies, The University of North Texas.

Fall 2020

Student Comments:

“I enjoyed this course because it gave me a different outlook on how an organization is ran.”

“This class prompted my learning. It was intellectually stimulating.”

LTEC 5100. Foundations of Workforce Learning and Performance

Section 020 (combined with LTEC 4000; *4.2, 20/59)

Department of Learning Technologies, The University of North Texas.

Spring 2020

Student Comments:

“Made me think outside the box. Great professor with tons of knowledge.”

“Excellent. Dr. Turner is one of the best professors at UNT. He is excellent!!!”

***LTEC 6011. Technical Innovations / Theory Development (*4.6,
3/7)**

Department of Learning Technologies, The University of North Texas.

Spring 2018

Student Comments:

“This class was extremely intellectually stimulating. I found it amazing what I did not know about epistemology, theorizing, and philosophizing. The assignments stretched me both professionally and spiritually and I know I have gained the types of life long knowledge, skills, and abilities that will benefit me.”

“I do not have suggestions for improving the class. Dr. Turner did a great job.”

***LTEC 6121. Leadership and Leadership Development (a4.5, 4/6)**

Department of Learning Technologies, The University of North Texas.

Spring 2018

Student Comments:

“The research was greater than expected.”

“Ethics in leadership has come into play many times this sem with my work. Maybe I just see it more now because of the course. Now I find myself dissecting in my mind the behaviors & steps that could be used to solve it.”

***LTEC 6171. Consulting Skills (a4.8, 5/11)**

Department of Learning Technologies, The University of North Texas.

Fall 2017

Student Comments:

“The class was intellectually stimulating especially that the professor give detailed information and explanation of each topic to help us understand and also the projects were very interesting and engaging especially the tea[m] work.”

“I thought the class was fantastic.”

***LTEC 5490. Diversity Issues in ATTD (a3.6, 6/9)**

Department of Learning Technologies, The University of North Texas.

Fall 2017

Student Comments:

“It was very intellectually stimulating. It did stretch my thinking when reading the assignments for the course.

Especially reading Plato’s Cave.”

“Writing papers about different areas of diversity was enlightening....This class also enlightened me on diversity in different areas, corporate and private.”

***LTEC 6011. Technical Innovations / Theory Development (a4.2, 6/12)**

Department of Learning Technologies, The University of North Texas.

Spring 2017

Student Comments:

“The class was very informative, intellectually stimulating and did stretch my thinking and knowledge to another level.”

“The amounts of presentations and course material coupled with clear explanations from Dr. Turner...contributed a lot [t]o my learning.”

***LTEC 6121. Leadership and Leadership Development (a4.1, 3/8)**

Department of Learning Technologies, The University of North Texas.

Spring 2017

Student Comments:

“Leadership development is fascinating. The content provided very useful information in focusing on leadership development theories.”

“Instructor feedback and numerous presentations and critique from the class were helpful.”

***LTEC 5470. Interpersonal Skills Development (a3.8, 8/16)**

Department of Learning Technologies, The University of North Texas.

Fall 2016

Student Comments:

“Absolutely! I was able to relate many of the assignments to both my personal and professional life experiences. It also allowed me to expand my thoughts in relation to each assignment given.”

“I am glad that I’ve had Dr. Turner to guide me...he answered all my queries and patiently helped me out in grasping the concepts and further writing them down in the correct manner.”

***LTEC 5490. Diversity Issues in ATTD (³3.5, 2/8)**

Department of Learning Technologies, The University of North Texas. Fall 2016

Student Comments:

“The course was stimulating in the fact that it expanded my definition of diversity beyond mainstream parameters and influenced the way interpret data from the news for example.”

***ATTD 5320. Research Seminar in Applied Technology, Training and Development (³3.9, 4/7)**

Department of Learning Technologies, The University of North Texas. Spring 2016

Student Comments:

“Yes, this class pushed me intellectually. I did not realize how much was involved in actual research. I thought I knew what research was until I took this class.”

“...the class was excellent and the instructor was even better.”

ATTD 5121. Technical Presentation Skills (³4.2, 15/38)

Department of Learning Technologies, The University of North Texas. Spring 2016

Student Comments:

“This class made me think outside of the box! I really enjoyed it and got a new understanding of technology!”

“The instructor was absolutely fantastic and there is nothing in this class that needs improvement.”

***ATTD 6210. Trends and Issues in Applied Technology, Training and Development (³4.0, 1/4)**

Department of Learning Technologies, The University of North Texas. Fall 2015

Student Comments:

“It required me to perform at a higher level.”

OPWL 531. Quantitative Research in Organizations (³3.5, 13/13)

Organizational Performance and Workplace Learning, Boise State University. Fall 2015

^a Overall Summary Rating (0 = lowest, 5 = highest); (# response / # enrolled)

^{*}Redesigned/Modified Course

Undergraduate

LTEC 4070. Principles of Leadership, Empowerment and Team Building Sections 020, 021; ³4.7, 7/25)

Department of Learning Technologies, The University of North Texas. Spring 2022

Student Comments:

“Very intellectual and stimulating. Yes it stretch my thinking because you have to work with groups and bring up ideas to get assignments done.”

“I was able to share with my team at work different components of the class, like the Toyota Way Theory.”

**LTEC 4470. Human Relations in Business, Education, and Industry
Sections 020, 021 (combined with LTEC 5470 Interpersonal Skills Development Section
020; #3.6, 9/17)**

Department of Learning Technologies, The University of North Texas. Spring 2022

Student Comments:

“I learned several new concepts that I had not previously considered. I used the self-evaluations in the book to learn about myself which I found to be a revealing exercise.”

“The class was intellectually stimulating and it made me think our side of the box on how to communicate with others in different environments.”

**LTEC 4070. Principles of Leadership, Empowerment and Team Building
Sections 020, 021 (combined with LTEC 5670; #3.1, 10/28)**

Department of Learning Technologies, The University of North Texas. Fall 2021

Student Comments:

“By working concurrently in a group and learning about the leadership principles need for them to be successful was good for me.”

“Yes excellent informative course great material very helpful for the degree and overall team building leadership skills.”

**LTEC 4040. Organization Development and Performance Improvement
Sections 020, 021 (combined with LTEC 5640; #3.8, 10/31)**

Department of Learning Technologies, The University of North Texas. Fall 2021

Student Comments:

“I greatly enjoyed this class and learning about OD. This is right up my alley in terms of people development and maximizing organizational strategy. The contents of this class has encouraged me to pursue an MBA in ITS or Management!”

“I really loved studying organization development and I enjoyed the course. I found most of the exercises to be intellectually stimulating.”

**LTEC 4070. Principles of Leadership, Empowerment and Team Building
Sections 020, 021 (#3.7, 8/30)**

Department of Learning Technologies, The University of North Texas. Spring 2021

Student Comments:

“The class was very intellectually stimulating. It stretched my thinking by allowing me to expand my perspective on different subjects.”

“Assignments consisted of observing and questioning leaders in my personal life. This allowed me to increase my communication within my own leadership structure.”

**LTEC 4070. Principles of Leadership, Empowerment and Team Building
Sections 020, 021, 026 (ª4.2, 16/42)**

Department of Learning Technologies, The University of North Texas.

Fall 2020

Student Comments:

“This class was intellectually stimulating, because the instructor not only provided the necessary tools needed to succeed in this online class but he also allowed the students to express their thoughts in a respectable manner while challenging each other’s opinions.”

“Great information about team building that I will use in my career.”

LTEC 4040. Organization Development & Change

Sections 020,021,026 (combined with LTEC 5800; ª3.3, 16/37)

Department of Learning Technologies, The University of North Texas.

Fall 2020

Student Comments:

“I enjoyed this course because it gave me a different outlook on how an organization is ran.”

“This class prompted my learning. It was intellectually stimulating.”

+LTEC 4070. Principles of Leadership, Empowerment and Team Building Sections 020/021/022/026 (ª4.1, 18/54)

Department of Learning Technologies, The University of North Texas.

Spring 2020

Student Comments:

“The content provided deepened my understanding of the concepts and methods utilized by leaders, and I truly appreciate how well Dr. Turner developed the course around the book to make us critically think about our responses.”

“The managing conflicts section was very interesting [and] help[ed] a lot.”

LTEC 4000. Principles of Training and Development

Sections 020/021/022 (combined with LTEC 5100; ª4.2, 20/59)

Department of Learning Technologies, The University of North Texas.

Spring 2020

Student Comments:

“Made me think outside the box. Great professor with tons of knowledge.”

“Excellent. Dr. Turner is one of the best professors at UNT. He is excellent!!!”

+LTEC 4070. Principles of Leadership, Empowerment and Team Building Sections 020/021 (ª3.8, 23/55)

Department of Learning Technologies, The University of North Texas.

Fall 2019

Student Comments:

“I learned a lot about working well with group members and completing assignments on time.”

“I had to think outside the box, this course helped me in both my professional and personal relationships.”

**+LTEC 4741. Learning Technologies Capstone
Section 020 (ª3.8, 4/15)**

Department of Learning Technologies, The University of North Texas. Fall 2019
Student Comments:

“The class demanded a healthy amount of self-reflection which at times was difficult but necessary.”

***LTEC 4070. Principles of Leadership, Empowerment and Team Building
Section 021 (4.7, 10/49)**

Department of Learning Technologies, The University of North Texas. Spring 2019
Student Comments:

“The team work contributed to learning in this class.”

“Gaining more insight into Leadership.”

***LTEC 4070. Principles of Leadership, Empowerment and Team Building.
Sections 026, 020, 022 (4.2, 14/38)**

Department of Learning Technologies, The University of North Texas. Spring 2019
Student Comments:

“This class was intellectually stimulating because it allowed me to apply the material I learned in the course into the assignments.”

“This class was in a way intellectually challenging. We had to work in groups and the assignments were challenging.”

***LTEC 4070. Principles of Leadership, Empowerment and Team Building.
(4.6, 12/50; 4.7, 4/8)**

Department of Learning Technologies, The University of North Texas. Fall 2018
Student Comments:

“In thinking about leaders, this course made me think more about the process and mechanisms involved with leading a group of people.”

“All of the assignments were helpful to my learning.”

“The class was intellectually stimulating and stretched my thinking.”

***LTEC 4040. Organizational Development and Performance Improvement. (3.6, 12/44)**

Department of Learning Technologies, The University of North Texas. Fall 2018
Student Comments:

“Dr. Turner approached the assignments in a unique way. He actually reviewed our submissions and challenged our reasoning.”

“I learned so much and the feedback given was great.”

“The feedback I received after every assignment was very helpful and beneficial to my learning.”

LTEC 4121. Technical Presentation Skills (4.2, 15/38)

Department of Learning Technologies, The University of North Texas. Spring 2016
Student Comments:

“This class made me think outside of the box! I really enjoyed it and got a new understanding of technology!”

“This class was intellectually stimulating and it stretch my thinking. Even though I did a lot of speaking, presenting, and training in my career of over 20 years, I still learned very valuable information in this class that I can apply to improve my presentations and training ability in the future.”

LTEC 4741. Applied Technology, Performance Improvement Capstone. (#3.4, 9/32)

Department of Learning Technologies, The University of North Texas. Fall 2015

Student Comments:

“It stretched my concept of personal responsibility in the work place.”

“Diving deep into my own attributes to figure out what I have to offer potential employers.”

^a Overall Summary Rating (0 = lowest, 5 = highest)

⁺Redesigned/Updated Course

Supervised Instructor

***ATTD 6210. Trends and Issues in Applied Technology, Training and Development**

Department of Learning Technologies, The University of North Texas. Fall 2014

ATTD 6460. Consulting Skills

Department of Learning Technologies, The University of North Texas. Spring 2014

***ATTD 6100. Technological Innovations in Training and Development**

Department of Learning Technologies, The University of North Texas. Fall 2013

LTEC 4200. Human Performance Technology

Department of Learning Technologies, The University of North Texas. Fall 2013

⁺Redesigned/Updated Course

AWARDS

Top Downloaded Paper 2018-2019 – Wiley April 2020 April 2020

Performance Improvement Quarterly

Turner, J. R. (2018). Literature review [Editorial]. *Performance Improvement Quarterly*, 31, 113-117.

doi:10.1002/piq.21275

Highly Commended in the 2019 Emerald Literati Awards August 2019

European Journal of Training and Development.

Turner, J. R., Baker, R., Schroeder, J., Johnson, K., & Chih-hung, C. (2018). Leadership development techniques: Mapping leadership development techniques with leadership capacities using a typology of development. *European Journal of Training and Development*, 42, 538-557. doi:10.1108/EJTD-03-2018-0022

The Elwood F. Holton III Award Runner-Up for Best Paper of the Year February 2018
Published in 2018 by *Human Resource Development Review*.

Turner, J. R., Baker, R., & Kellner, F. (2018). Theoretical literature review: Tracing the life-cycle of a theory and its verified and falsified statements. *Human Resource Development Review*, 17, 34-61.
doi:10.1177/1534484317749680

Recipient of the 2018 ISPI Award of Excellence October 2017
Outstanding Human Performance Communication Submission

Turner, J. R., Johnson, K., Schroeder, J., & Chung, C.-H., *The Leadership Development Spectrum*.

Recipient of the 2018 ISPI Award of Excellence October 2017
Outstanding Human Performance Communication Submission

Turner, J. R., Baker, R., & Romine, K., *Team Emergence Leadership Development and Evaluation (TELDE) Model*.

ADVISEES

Past Doctoral Dissertation Chair/Committee Service:

Baker, F. (2022). *Assessment of mechanical engineering skills: A synthesis of industry and academic graduate level curriculum requirement*. Doctoral or Philosophy dissertation in Engineering, Mississippi State University, Bagley College of Engineering. (Committee Member).

Schroeder, J. (2021). *Validation of a survey instrument: Team creativity and innovation (C/I) processes as complex adaptive systems (CAS)*. Doctoral of Philosophy dissertation in Applied Technologies and Performance Improvement (ATPI), University of North Texas. (Co-Chair)

Turner, A. M. (2020). *The differences in mental effort and task difficulty between veterans and non-veterans in Bachelor of Applied Arts and Science degree programs at Texas Public Universities*. Doctor of Philosophy dissertation in Applied Technologies and Performance Improvement (ATPI), University of North Texas. (Chair)

Pacleb, S. (2016). *Examining the impact of the community of inquiry and student's learning process on participant's academic achievement*. Doctor of Philosophy dissertation in Applied Technologies and Performance Improvement, University of North Texas. (Co-Chair)

Dissertation Committees

Current Assignments

Dissertation Chair (2018 – Present)

University of North Texas
Learning Technologies
Dissertation Title: *Understanding the relevance of the learning organization in the startup new business venture environment.*

Dissertation Chair (2018 – Present)
University of North Texas
Learning Technologies
Dissertation Title: *Quantifying creativity and innovation: A validation of the workplace survey instrument.*

Dissertation Chair (2021 – Present)
University of North Texas
Learning Technologies
Dissertation Title: *Team learning* [tentative title].

Committee Member (2021 – Present)
University of North Texas
Learning Technologies
Student in coursework.

Committee Member (2022 – Present)
The University of Texas at Tyler
Soules College of Business
Student completed coursework, preparing for portfolio.

GRANTS AND FUNDING

University of North Texas Funding *Total Funding \$17,341.00*

Project Management Institute Sponsored Research Proposal (Submitted 4/04/2023)
An Inclusive Team Decision-making Model for Project Teams

Project Management Institute Sponsored Research Proposal (Submitted 3/14/2022)
Team Decision Making Model for Project Teams
Opp ID: 249e4f4c-1447-4b3b-9653-d1d75de8f0f3

NSF Grant Proposal Submitted 6/14/2021 (Not Awarded)
Empowering Communities to Combat Misinformation through Human-AI Teaming
NSF Convergence Accelerator Track F: Proposal 2137938

NIH Grant Proposal Submittal 2021 (Not Awarded)
Team-Based Design in Biomedical Engineering (R25)
PAR-19-215 FOA Number

Air Force (AF) Continuous Process Improvement and Innovation (CPI²) and Digital Transformation Leader Professional Development

Partnership with Defense Acquisition Support Services (DAS) and The Flow Consortium Executive Leader Training FA7014-20-D-XXXX (Not Funded)

Exapting the Hospitality Industry for a Post-COVID-19 Environment
Corporate & Foundation Relations-UNT (Not Funded)

Team-Based Design in Biomedical Engineering Education (R25)
National Institute of Health (NIH)-Grant Proposal (Not Funded)
PAR-19-215 FOA Number

Cyber Ambassador Fellow (2019 – Present)
Michigan State University Cyber Ambassador Program

Complexity Thinking for the Future of Work (Fall 2019)
NSF-Convergence Accelerator (C-Accel; Not Funded)

Small Grant (SG) for Article Processing Charge (Spring 2018) \$841.00
Office of the Vice President of Research & Innovation

Team Science Program Development (Summer 2017). \$10,000.00
Course and Workshop Development, UNT New College in Frisco, \$6,000.00
Course and Workshop Development, UNT-COI, \$4,000.00

CLEAR Course Design Institute (Summer 2016). \$1,500.00
Participated in CDI summer program.

Junior Faculty Summer Research Support Award (Summer 2016). \$5,000.00
Junior Faculty Support, Office of the Provost and Vice President for Academic Affairs.

SERVICE SCHOLARSHIP

SERVICE ROLES

Professional Organizations Service

Fellow July 2019 - Present
Cyber Ambassadors Professional Skills Training for CyberInfrastructure Professionals
Michigan State University

Editor-In-Chief March 2018 - Present
Performance Improvement Quarterly (PIQ), Wiley

Chair April 2017 - Present
Academic Awards Committee, International Society for Performance Improvement.

Committee Chair August 2016 – Present
Quantitative Special Interest Group (SIG), Academy of Human Resource Development.

Committee Member April 2016 - Present

Theory Special Interest Group (SIG), Academy of Human Resource Development.
Committee Member October 2015 – March 2017
Research Committee, International Society for Performance Improvement.
Steering Committee Member April 2016 – August 2016
Quantitative Special Interest Group (SIG), Academy of Human Resource Development.
Committee Member March 2014 – April 2016
Quantitative Special Interest Group (SIG), Academy of Human Resource Development.

Department/Program Service Roles

Promotion and Tenure Committee 2022-Present
 Committee Member, Department of Learning Technologies

Graduate Curriculum Committee 2019-2021
 Committee Member, Department of Learning Technologies

Graduate Curriculum Committee 2017-2019
 Committee Chair, Department of Learning Technologies.

Undergraduate Curriculum Committee 2017-2019
 Committee Member, Department of Learning Technologies.

Faculty Search Committee 2018-2019
 Committee member, Assistant/Associate, Adaptive Learning Technologies and Analytics.

Faculty Search Committee 2017-2018
 Committee member, Assistant/Associate, Instructional Systems Technology.

Faculty Search Committee 2017-2018
 Committee member, Assistant/Associate, Adaptive Learning Technologies and Analytics.

Program Coordinator 2015 – 2017
Undergraduate program coordinator, Department of Learning Technologies.

Committee Member 2015 – 2017
Technology Committee, Department of Learning Technologies.

Summer Workshop Coordinator Summer 2016
Research & Writing Workshop, Department of Learning Technologies.

Research Group 2011 - 2015
ATPI Research Group Member, Department of Learning Technologies.

College Service Roles

Selection Committee Member Spring 2017
Associate Dean of Research, College of Information, University of North Texas

Selection Committee Member Summer 2016
Academic Advisor II, College of Information, University of North Texas.

Selection Committee Member Summer 2016
Academic Counselor, College of Information, University of North Texas.

Selection Committee Member Spring 2016
Academic Advisor Assistant Director II, College of Information, University of North Texas.

Selection Committee Member Spring 2016
Academic Advisor III, College of Information, University of North Texas.

University Service Roles

UNT – Frisco Program Development	2017 - 2022
Team Science Program Initiative for Frisco Campus at Dean’s Directive	
MBA Concentration in Managing Complexity for Frisco Campus	
Editor/Reviewer Roles	
Conference Track Reviewer	2018 - 2021
<i>The Science of Team Science Conference.</i>	
Editor-in-Chief	March 2018 - Present
<i>Performance Improvement Quarterly (PIQ), Wiley.</i>	
Associate Editor	April 2017 - March 2018
<i>Performance Improvement Quarterly (PIQ), Wiley.</i>	
Reviewer	March 2017 - Present
<i>Human Development Resources International.</i>	
Reviewer	June 2016 - Present
<i>Human Resource Development Quarterly.</i>	
Reviewer	January 2016 - January 2018
<i>Total Quality Management & Business Excellence.</i>	
Reviewer	May 2015 - March 2018
<i>Performance Improvement Quarterly.</i>	
Conference Track Reviewer	January 2018
<i>The University Forum for HRD Annual Conference 2018 in Newcastle, UK.</i>	
Conference Track Reviewer	July 2017
<i>The 2017 ISPI Fall Symposium Conference.</i>	
Conference Track Reviewer	August 2016
<i>The 2016 AHRD International Research Conference in Asia and MENA.</i>	
Conference Track Reviewer	2015 - 2019
<i>Academy of Human Resource Development Track Reviewer, Workforce Education.</i>	
Conference Track Reviewer	2015 - 2022
<i>Academy of Human Resource Development Track Reviewer, Organization Development and Change.</i>	
Reviewer	2013 - 2015
<i>Career and Technical Education Research.</i>	
Reviewer	2013 - 2015
<i>The International Journal of Technology, Knowledge, & Society.</i>	
Associate Editor	2013
<i>The International Journal of Technology, Knowledge, and Society.</i>	
Student-Editor	2014 - 2015
<i>Learning & Performance Quarterly, The University of North Texas.</i>	
Assistant Editor	2012 - 2015

Learning & Performance Quarterly (Student-led journal).
Reviewer 2012 - 2014
Learning & Performance Quarterly (Student-led journal).
Research Affiliate 2012 - 2015
Center for Knowledge Solutions, The University of North Texas.

PROFESSIONAL MEMBERSHIPS

Academy of Human Resource Development (AHRD)
International Society of Performance Improvement (ISPI)
Interdisciplinary Network for Group Research (INGroup)
International Network for the Science of Team Science (INSciTS)