
CURRICULUM VITAE

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Current Affiliations

Associate Professor, Learning Technologies department (see <http://lt.unt.edu>) in the College of Information at the University of North Texas, Denton, Texas.

Credit Courses: LTEC 6181 (ATTD 6470) *Evaluation and Accountability in Applied Technology and Training*, LTEC 6220 (as LTEC 6900) *Theory of Learning Technology Implementation*, LTEC 6480 *Research Seminar*, LTEC 6800 *Special Topics in Learning Technologies - Secondary Data Analysis*, LTEC 6900 *Special Problems in Learning Technologies*, LTEC 6950 *Doctoral Dissertation*, LTEC (ATTD) 5340 *Capstone I in Workforce Learning and Performance, Research Techniques in Applied Technology and Training*, LTEC (ATTD) 5360 *Capstone II in Workforce Learning and Performance, Evaluation Seminar*, LTEC 5660/5800/LTEC 4060 *Project Management and Applied Technology Performance Improvement*, LTEC 5900 *Special Problems in Learning Technologies; Advanced Project Management*, LTEC 4050 *Entrepreneurship and Performance Improvement*, LTEC 5470/LTEC 4470 *Interpersonal Skills Development/ Human Relations in Business, Education, and Industry*, LTEC 5100/LTEC 4000 *Foundations of Workforce Learning and Performance/Principles of Training and Development*, LTEC 4741 *Applied Technology and Performance Improvement Capstone*, LTEC 4900/4910 *Special Problems in Learning Technologies*.

Active Professional Organization memberships and participation: *Academy of Human Resource Development (AHRD)*, *HRD Theory SIG*, *Quantitative SIG*; *American Chemical Society (ACS)*, *Chemical Education*; *American Geophysical Union (AGU)*; *Association for Educational Communications and Technology (AECT)*, *Design & Development SIG*, *Distance Learning SIG*, *International Visual Literacy Association (IVLA) SIG*, *Organizational Training and Performance SIG*, *Research & Theory SIG*, *Systems Thinking & Change SIG*, *Technology Integrated Learning SIG*; *Association of Test Publishers (ATP)*; *Council for Undergraduate Research (CUR)*; *International Network for the Science of Team Science (INSciTS)*; *International Society for Performance Improvement (ISPI)*, *International Society for Performance Improvement - Europe, Middle East, Africa (ISPI EMEA)*, *ISPI Texas Chapter*; *Irish Learning Technology Association (ILTA)*; *Knowledge and Information Professionals Association (KiPA)*; *Project Management Institute (PMI)*, *PMI Dallas Chapter*, *PMI Fort Worth Chapter*; *Society for Human Resource Management (SHRM)*; *University Council for Workforce and Human Resource Education (UCWHRE)* and *University Forum for Human Resource Development (UFHRD)*.

Education

PhD

Doctor of Philosophy in Instructional Systems from The Pennsylvania State University in University Park, Pennsylvania in May 2006. *Dissertation*: A meta-analytic assessment of the use of rehearsal strategies in the Program of Systematic Evaluation (available in the ProQuest database, see <http://baker-thesis.notlong.com>).

MEd

Master of Education in Adult Education from The Pennsylvania State University in University Park, Pennsylvania in August 1998. *Research Paper*: Designing computer-based instruction for adult learners.

BA

Bachelor of Arts in Mathematics and Chemistry from Washington and Jefferson College in Washington, Pennsylvania, in May 1987.

Additional Certifications, Education & Training

Completed courses in applied educational theory, educational expectations, and computer applications in education at Duquesne University, Shippensburg University, The Pennsylvania State University, and Wilkes University; completed certification requirements for the Pennsylvania Department of Education Instructional II teaching certificate for mathematics and chemistry; completed certification requirements for the Project Management Institute Project Management Professional certificate; and received certificate of completion for "U.S. Bureau of Statistics Confidentiality Training for National Longitudinal Surveys Researchers."

Professional Contact & Indexing Information

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- *ORCID:* <https://orcid.org/0000-0003-2191-0436>
- *Web of Science ResearcherID:* D-2994-2016
- *Google Scholar:* <https://scholar.google.com/citations?user=HoX8L2QAAAAJ&hl=en&authuser=1>
- *Publons:* <https://publons.com/researcher/1202380/rose-marie-baker/>
- *MyBibliography:* https://www.ncbi.nlm.nih.gov/myncbi/1zeU-d6_p9iUy7/bibliography/public/

Previous Professional Work Experience

External Evaluator, Materials Research Institute, MIP: Two-Dimension Crystal Consortium (2DCC), The Pennsylvania State University, University Park, Pennsylvania, NSF Grant.

Adjunct Researcher, Bennett Pierce Prevention Research Center at The Pennsylvania State University, University Park, Pennsylvania.

External Evaluator, Department of GeoSciences, Boise State University, PIRE: ExTerra Field Institute and Research Endeavor (E-FIRE), NSF Grant# 1545903.

Assistant Professor, Learning Technologies department (see <http://lt.unt.edu>) in the College of Information at the University of North Texas, Denton, Texas.

External Evaluator, Environmental Engineering, St. Francis University, Loretto, Pennsylvania, DUE: STEPping Up: An Interdisciplinary Mentoring Network to Recruit and Retain STEM Majors, NSF Grant# 1161227.

Faculty Associate, Institute for Energy and the Environment, Duquesne University, Pittsburgh, Pennsylvania.

Member of Advisory Group, Multi-State Shale Collaborative composed of research and policy organizations in New York (Fiscal Policy Institute), Ohio (Policy Matters Ohio), Pennsylvania (Keystone Research Center/Pennsylvania Budget and Policy Center), Virginia (Commonwealth Institute), and West Virginia (West Virginia Center on Budget and Policy).

Research Associate, Penn State Center for Evaluation and Education Policy Analysis, College of Education at The Pennsylvania State University, University Park, Pennsylvania.

Assistant Professor of Education, Workforce Education & Development academic program (see <http://www.ed.psu.edu/wfed>) in the College of Education at The Pennsylvania State University, University Park, Pennsylvania. Member of Penn State Graduate Faculty.

Credit Courses: WFED597 *Data Analysis for Workforce Education and Development*, WFED5471 *Lean Sigma*, WFED405 *Project Management for Professionals*, WFED597 *Working Close Apart*, WFED543 *Evaluation of Workforce Education and Development Investments*, WFED597 *Diffusion and Utilization of Innovations (later titled Innovation and Change in Workforce Education and Development)*, and WFED544 *Analysis of Policies in Workforce Education and Development*.

Continuing Education Courses: MDEV6497-OP *Minitab for Operational Improvement*, STAT5005 *Statistical Process Control for Frontline Employees* and STAT5006 *Statistical Process Control and Applied Process Improvement*.

Faculty Affiliate, Justice Center for Research at The Pennsylvania State University, University Park, Pennsylvania.

Contributing Columnist with D. L. Passmore for regional business newspaper, *Pennsylvania Business Central* (see <http://PBCBriefing.notlong.com>), June 2008 through June 2013. Column was titled, *Economic and Workforce Briefing*.

Professional Associate, Academic Outreach, The Pennsylvania State University, University Park, Pennsylvania, November 2006 through June 2013.

Director, Center for Regional Economic and Workforce Analysis, Office of Public Partnerships and Engagement, Penn State Outreach, The Pennsylvania State University, University Park, Pennsylvania, November 2006 through June 2011. The Center was the direct partner with the Institute for Research in Training and Development in the Penn State College of Education Learning and Performance Systems Department in the three-year memorandum of agreement that established the Penn State Workforce Education and Development Initiative (see <http://irted.ed.psu.edu>).

Project Manager, Faculty Member, and Instructional Designer, Management Development Programs and Services, Penn State Continuing Education, July 2001 through October 2006.

Web-based Course Evaluator, Educational Technology Integration Program, World Campus, The Pennsylvania State University, University Park, Pennsylvania, August 2000 through May 2001.

Continuing Education Instructor, University of Phoenix, Michigan Campus, Troy, Michigan, May to June 2000.

Training, Technology, and Systems Development Intern, General Motors University, Warren Michigan, January 2000 through April 2000.

World Campus Survey Research Assistant, World Campus, The Pennsylvania State University, University Park, Pennsylvania, August 1999 through January 2000.

Research Assistant, Instructional Systems Program, College of Education, The Pennsylvania State University, University Park, Pennsylvania, May 1999 through February 2002.

Teaching Assistant, Instructional Systems Program, College of Education, The Pennsylvania State University, University Park, Pennsylvania, May 1999 through December 2000.

Continuing Education Instructor, Computer Literacy, Huntingdon County Career and Technology Center, Mill Creek, Pennsylvania, August 1988 through May 1991.

Mathematics, Chemistry, and Computer Applications Teacher and Student Council Advisor, Southern Huntingdon County School District, Three Springs, Pennsylvania, August 1987 through August 1999.

Chemistry Laboratory and Instrument Manager, Washington and Jefferson College, Washington, Pennsylvania, August 1985 through May 1986.

Publications

Books

Gido, J., Clements, J., & Baker, R. M. (2018). *Successful Project Management, Seventh Edition*. Stamford, Connecticut: Cengage Learning. ISBN-13: 9781337095471

Peer Reviewed Publications

Patole, S. R., Carpenter, R. E., Milewicz, R. M., Baker, R. M., & Turner, J. R. (2026). Towards socially legitimized trust in AI learning systems. *International Journal on Integrating Technology in Education*, 15(1), 17–36. <https://doi.org/10.5121/ijite.2026.15102>

Passmore, D. L., Baker, R. M., & Chae, C. (2023). Powder metallurgy part manufacturing concentrated in north-central Pennsylvania. *Journal of Technology Studies*, 48(1), 9–17. <https://doi.org/10.21061/jts.413>

Turner, J. R., Baker, R., & Thurlow, N. (2022). Creativity and innovative processes: Assemblages and lines of flight. *Systems*, 10(5), 168. <https://doi.org/10.3390/systems10050168>

Hirudayaraj, M., Baker, R., Baker, F., & Eastman, M. (2021). Soft skills for engineers: What employers want. *Education Sciences*, 11(10), 641. doi:10.3390/educsci11100641 [ESCI, Scopus]

Niu, Y., Baker, R., Xu, X., & Hirudayaraj, M. (2021). Lookism in Chinese job advertisements. *Journal of Asia-Pacific Business*, 22(3), 226–240. doi:10.1080/10599231.2021.1943810 [Scopus]

Baker, R. M., Leonard, M., & Milosavljevic, B. H. (2020). The sudden switch to online teaching of an upper-level experimental physical chemistry course: Challenges and solutions. *Journal of Chemical Education*, 97(9), 3097–3101. doi: 10.1021/acs.jchemed.0c00776

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 and Human Resource Development*, 32(2), 40–61. doi:10.1177/1523422319886300[ESCI].

Turner, J., Baker, R., Ali, Z., Thurlow, N. (2020). A New Multiteam System (MTS) Effectiveness Model. *Systems*, 8(2), 12. doi:10.3390/systems8020012 [ESCI, Scopus]

- Turner, J. R., & Baker, R. (2020). Collaborative research: Best practices for conducting collaborative research from the Science of Team Science (SCiTS). *Advances in Developing Human Resources*, 22(1), 72-86. doi:10.1177/1523422319886300 [Scopus]
- Baker, R. & Hirudayaraj, M. (2019). Power analysis, *p* values, and Bayesian techniques: How Bayesian techniques can be used in HRD literature. *Advances in Developing Human Resources*. 21(4), 438-465. doi:10.1177/1523422319870565 [Scopus]
- Turner, J. R., Brown, Q. H., 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 [Scopus]
- Baker, R. (2019). The agency of the principal-agent relationship: An opportunity for HRD. *Advances in Developing Human Resources*. 21(3), 303-318. doi:10.1177/1523422319851274 [Scopus]
- Turner, J. R., & Baker, R. (2019). Complexity theory: An overview with potential applications for the social sciences. *Systems*, 7(1), 4. doi:10.3390/systems7010004 [ESCI]
- Passmore, D., Chae, C., Borkovskaya, V., Baker, R., & Yim, J.-H. (2019). Severity of U.S. Construction Worker Injuries, 2015-2017. *E3S Web of Conferences*, 97, 06038. doi:10.1051/e3sconf/20199706038 [Scopus]
- 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. doi:10.1108/JMTM-10-2018-0355 [SSCI, Scopus, IF:2.194]
- Turner, J. R., Baker, R., Schroeder, J., Johnson, K. R., & Chung, C.-H. (2018). The global leadership capacity wheel: Comparing HRD leadership literature with research from global and indigenous leadership. *European Journal of Training and Development*, 43(1/2), 105-131. doi:10.1108/EJTD-07-2018-0061 [ESCI, Scopus, IF:1.45]
- Baker, R. M., 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. *Irish Journal of Technology Enhanced Learning*, 4(1), 37-48. doi:10.22554/ijtel.v4i1.51
- Hirudayaraj, M., & Baker, R. (2018). HRD competencies: Analysis of employer expectations from online job postings. *European Journal of Training and Development*. 42(9), 577-596. doi:EJTD-04-2018-0036 [ESCI, Scopus, IF:1.45]
- Turner, J. R., Baker, R., Schroeder, J., Johnson, K., & Chung, C.-H. (2018). Leadership development techniques: Mapping leadership development techniques with leadership capacities using a typology of development. *European Journal of Training and Development*. 42(9), 538-557. doi:EJTD-03-2018-0022 [ESCI, Scopus, IF:1.45]
- 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(7/8), 470-498. doi:EJTD-06-2018-0054 [ESCI, Scopus, IF:1.45]
- Romine, K. D., Baker, R., & Romine, K. A. (2018). The relationship between administrative intensity and student retention and success: A three-year study. *Education Sciences*, 8(4), 159. doi:10.3390/educsci8040159 [ESCI, Scopus]
- 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(2). doi:10.1177/1534484317749680 [SSCI, IF: 2.487]
- Lee, J. Y., Park, S., & Baker, R. (2018). The moderating role of top management support on employees' attitudes in response to HRD efforts. *Journal of Management & Organization*, 24(3), 369-387. doi:10.1017/jmo.2017.37 [SSCI]
- 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, 1750012, [17 pages]. doi:10.1142/S0219649217500125 [ESCI, Scopus, IF: 5.42]
- Baker, R., & Passmore, D. (2016). Value and pricing of MOOCs. *Education Sciences*, 6(2), 14. MDPI AG. doi:10.3390/educsci6020014 [ESCI]
- Kim, K.-N., & Baker, R. (2015). The assumed benefits and hidden costs of adult learners' college enrollment. *Research in Higher Education*, 56, 510-533. doi:10.1007/s11162-014-9351-x [SSCI, Scopus, IF: 1.960, 5yrIF:2.780]
- Semali, L. M., Baker, R., & Freer, R. (2013). Multi-institutional partnerships for higher education in Africa: A case study of assumptions of international academic collaboration. *International Journal of Higher Education*, 2(2), 53-66. doi:10.5430/ijhe.v2n2p53 [Scopus, IF: 9.57]

- Passmore, D. L., Cebeci, E., & Baker, R. (2005). Potential of idea future markets in educational technology. *Journal of Derivatives Markets*, 2(4), 56-66.
- Passmore, D. L., Cebeci, E., & Baker, R. (2005). Market-based information for decision support in human resource development. *Human Resource Development Review*, 4(1), 33-48. [SSCI, IF: 2.487]
- Baker, R. M., & Dwyer, F. M. (2005). A meta-analytic assessment of the effects of instructional strategies and individual differences in reducing achievement differences in between FI/FD learners. *International Journal of Instructional Media*, 32(1), 69-84.
- Baker, R. M., & Dwyer, F. M. (2000). The meta-analytic effects of using visualization in instruction, *International Journal of Instructional Media*, 27(4), 417-426.

Peer-Reviewed Book Chapters

- Al Farah, F., Vickers, V., & Baker, R. (2026 - final review). Transforming teaching with AI: Enhancing efficiency and advancing educational outcomes. In T.R. Merlo & F. Matos, Editors, *AI-driven education transforming teaching, learning, and data-driven decision making*. World Scientific.
- Baker, R. M., & Milosavljevic, B. H. (2025). Engaging students in a sequence of upper-level physical chemistry laboratory courses to finalize their undergraduate education. in Gardner et al., Editors, *Engaging students in physical chemistry*, Volume 2. (ch 9). ACS Symposium Series, American Chemical Society, Washington, DC.
- Khan, A. A., Mavers, S., Benjamin, D. J., & Baker, R. (2021). The relationship between self-determination and English language acquisition: A case study of human determination, self-efficacy, & success. Y. Wen, Y.-J. Wu, G. Qi, S.-C. Guo, J. M. Spector, S. Chelliah, Kinshuk, & Y.-J. Lan, Editors, *Expanding global horizons through technology enhanced language learning*. pp. 131-141. Springer: Lecture Notes in Educational Technology.
- Wright, E. S., Baker, R. (2020). Cultural Communications of Mainland United States Based Organizations and their Hawaiian Workforces: A Case Study of their Unique Nature. *Cases on Performance Improvement Innovation*. Hershey, Pennsylvania: IGI Global
- Beaver, Z. R., Baker, R., Binder, C. (2020). Integrating Organizational Values with Workplace Performance. *Cases on Performance Improvement Innovation*. Hershey, Pennsylvania: IGI Global.
- Turner, J. R., Baker, R. M., & Romine, K. (2019). Complex adaptive team systems (CATS): A theoretical model addressing complexity and levels of interaction. Book chapter in S. D. Göker (Ed.), *Digital Leadership: A New Leadership Style for the 21st Century* (ch 5). INTECH Open Science. doi:10.5772/intechopen.88743
- Turner, J. R., Baker, R., & Morris, M. (2018). Leadership development techniques in dealing with intragroup and intergroup conflict. Book chapter in A. V. Boas (Ed.), *Organizational Conflict* (ch 5). INTECH Open Science. doi:10.5772/intechopen.72344
- Baker, R. M., Passmore, D. L., & Mulligan, B. (2018). Inclusivity instead of exclusivity: The role of MOOCs for college credit. In C. Stevenson (Ed.), *Enhancing education through open degree programs and prior learning assessment*, Hershey, Pennsylvania: IGI Global. doi:10.4018/978-1-5225-5255-0.ch007
- Romine, K., Turner, J. R., & Baker, R. (2017). The chessboard model: The missing links between complexity and emergence. In D. G. Alemneh, J. Allen, & S. Hawamdeh (Eds.), *Knowledge discovery and data design innovation: Proceeding of the International Conference on Knowledge Management*, Singapore: World Scientific Books. doi: 10.1142/9789813234482_0009
- McLaughlin, J. S., & Baker, R. M. (2014). Environmental science education in the 21st Century: Addressing the challenges and opportunities both globally and at home through online multimedia innovation. In M. Thomas (Ed.), *Pedagogical considerations and opportunities for teaching and learning on the web*, Hershey, Pennsylvania: IGI Global. doi:10.4018/978-1-4666-4611-7.ch014
- Baker, R. M., & Passmore, D. L. (2008). Failure to earn a high school diploma: Correlates and consequences. In Central Pennsylvania Workforce Development Corporation (Ed.), *Increasing education and employment outcomes for youth in transition: Research on school dropouts and youth who have aged out of foster care in central Pennsylvania* (pp. 132-150). Lewisburg, Pennsylvania: Author. (see <http://wedi.psu.edu/joomla15/index.php/component/content/article/39-researchreportscategory/128-failure-to-earn-a-high-school-diploma-correlates-and-consequences-for-central-pennsylvania>)
- Baker, R. M., & Passmore, D. L. (2005). Self-organizing social learning through the monastery gates. In V. Uskov (Ed.), *Web-based education*. Anaheim, CA: ACTA Press.
- Passmore, D. L., & Baker, R. M. (2005). Sampling strategies and power analysis. In R. A. Swanson & E. F. Holten (Eds.), *Research in organizations: Foundations and methods of inquiry* (pp. 45-56). San Francisco: Berrett-Koehler, 2005.

Editorial Board Reviewed Publications

- Beaver, Z., & Baker, R. (2021). Impact of crisis on culture. *Performance Improvement*, 60(5), 10-19. doi:10.1002/pfi.21985
- Mavers, S., & Baker, R. (2021). A look at automation adoption through a human performance technology lens: A case study of bank tellers and automated teller machines. *Performance Improvement*, 60(2), 21-30. doi:10.1002/pfi.21957
- Passmore, D. L., Baker, R. M., & Chae, C. (2019). Networks for performance. *Performance Improvement*, 58(3), 20-25. doi:10.1002/pfi.21838
- Turner, J. R., & Baker, R. M. (2017). Pedagogy, leadership, and leadership development. *Performance Improvement*, 56(9), 5-11. doi:10.1002/pfi.21734
- 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.

Contributions To Peer-Reviewed Proceedings

- Baker, R. M., Patole, S. R., & Turner, J. R. (February 2026). *How AI autonomy influences trust*. Proceedings of the Academy of Human Resource Development, Irving, Texas, United States of America. 2026.
- Baker, R., Patole, S. R., & Turner, J.R. (October 2025). *Role of Agency in Levels of Autonomy: A Systematic Literature Review of Human-AI Team-related Research*. Proceedings of the Asian Academy of Human Resource Development, Bangkok, Thailand, 2025.
- Turner, J., Patole, S. R., & Baker, R. (June 2025). *AI as a Team Member: Designing for Collaboration in Human-AI Teams (HAT)*. Proceedings of the 2025 University Forum for Human Resource Development International Research Conference, Belfast, Northern Ireland, United Kingdom.
- Baker, R., Patole, S. R., & Turner, J. (June 2025). *How Autonomy and Timeliness Influence AI Teammates*. Proceedings of the 2025 University Forum for Human Resource Development International Research Conference, Belfast, Northern Ireland, United Kingdom.
- Patole, S. R., Baker, R., & Turner, J. (June 2025). *Developing Cognitions Among Human-AI Teams (HAT)*. Proceedings of the 2025 University Forum for Human Resource Development International Research Conference, Belfast, Northern Ireland, United Kingdom.
- Patole, S. R., & Baker, R. (February 2025). *Exploring performance in human-AI teams: A systematic literature review of team related research*. Proceedings of the Academy of Human Resource Development, Arlington, Virginia, United States of America. 2025.
- Barhate, B., Sao, R. N., Hirudayaraj, M. & Baker, R. (February 2024). *Determination of Influential Factors of Perceived Employability during High Unemployments*. Proceedings of the Academy of Human Resource Development, Arlington, Virginia, United States of America. 2024.
- Baker, R., Hirudayaraj, M. & Baker, F. (February 2023). *Application of Professional Skills in Engineering Organizations for New Hires*. Proceedings of the Academy of Human Resource Development, Minneapolis, Minnesota, United States of America. 2023.
- Bickle, J., & Baker, R. (April 2022). *Training informally and habits: Does email informally train habits in knowledge workers?* Proceedings of the Academy of Human Resource Development, Virtual, United States of America. 2022.
- Baker, R., Turner, J., Karimiha, S., & Hirudayaraj, M., (March 2021). 2021 AHRD International Research Conference in the Americas, *Moving Beyond Learning to Change: A Systematic Literature Review of Adaptive Learning in Human Resource Development*, Proceedings of the Academy of Human Resource Development, Virtual, United States of America. 2021.
- Khan, A., Ayega, D., Aguilar, I., & Baker, R. (2020). The digital tutor and student engagement techniques: An intelligent way to engage students in ITS. *Proceedings of the Innovate Learning Summit 2020, Association for the Advancement of Computing in Education*, Waynesville, North Carolina.
- Baker, R., Kohn, M. j., Penniston-Dorland, S., & Feineman, M. D. (2019). Benefits of international collaboration for professional and scholar-network development: A 4-year evaluation of NSF PIRE: E-FIRE. *AGU Fall Meeting Abstracts 2019*. <https://ui.adsabs.harvard.edu/abs/2019AGUFMED32B..05B/abstract>
- Baker, R. M. (October 2019). The importance of keeping drivers and the effect on insurance and crashes - Worker retention. *Proceedings of the 2019 Motor Carriers Insurance Education Foundation*, Fort Lauderdale, Florida.

- Baker, R. & Hirudayaraj, M. (June 2019). How self-interest behaviors influence agency in organizations. *Proceedings of the 2019 University Forum for Human Resource Development International Research Conference*, Nottingham, United Kingdom.
- Baker, R. & Hirudayaraj, M. (June 2019). Adaptive and personalized learning environments in global online. *Proceedings of the 2019 Eastern Academy of Management International Research Conference*, Dubrovnik, Croatia.
- Hirudayaraj, M., Baker, R. (June 2019). What can business faculty teaching Organizational Change learn from peers across the globe? *Proceedings of the 2019 Eastern Academy of Management International Research Conference*, Dubrovnik, Croatia.
- Baker, R. M., Scherer, R., & Tyler-Wood, T. (May 2019). Promoting thinking, reasoning, and problem solving in simSchool. Presented at EdTech 2019, Irish Learning Technology Association: Dundalk, Ireland.
- Baker, R. M., Hirudayaraj, M., & Turner, J. R. (May 2019). The statistics for machine learning: Data are not normal. *Book of Abstracts, EdTech 2019, Irish Learning Technology Association: Dundalk, Ireland.*
- Passmore, D. L., Chae, C., Borkovskaya, V, Baker, R., & Yim, J.-H. (December 2018). An exploration of text mining of narrative reports of injury incidents to assess risk. *Proceedings of the 2018 VI International Scientific Conference; Integration, Partnership and Innovation in Construction Science and Education: Moscow, Russia.*
- Baker, R. M. (September 2018). Using case studies to practice program evaluation. *Proceedings of the International Society for Performance Improvement-Europe, Middle East, and Africa 17th Annual Conference: Gothenburg, Sweden.*
- Turner, J. R., & Baker, R. (June 2018). Leadership capacities in HRD: An integrative literature review and typology. *Proceedings of the 2018 University Forum for Human Resource Development International Research Conference*, Newcastle-upon-Tyne, United Kingdom.
- Turner, J. R., & Baker, R. (June 2018). Replacing systems theory with complexity theory as one of HRD's foundational theories. *Proceedings of the 2018 University Forum for Human Resource Development International Research Conference*, Newcastle-upon-Tyne, United Kingdom.
- Hirudayaraj, M., & Baker, R. (June 2018). What employers expect from L&D professionals: An analysis of HRD job postings. *Proceedings of the 2018 University Forum for Human Resource Development International Research Conference*, Newcastle-upon-Tyne, United Kingdom.
- Baker, R. M., Ramos, K., & Turner, J. R. (June 2018). Game design for visually-impaired individuals: Creativity and innovation theories and sensory substitution devices influence on virtual and physical navigation skills. *Book of Abstracts, EdTech 2018, Irish Learning Technology Association: Carlow, Ireland.*
- Passmore, D. L., & Baker, R. M. (June 2018). Can you trust your algorithm?. Presented at EdTech 2018, Irish Learning Technology Association: Carlow, Ireland.
- Passmore, D. L., Zigner, M., Padilla, C., Elanwer, R., & Baker, R. (February 2018). Predicting training participation: An exploration of supervised machine learning. *Proceedings of the 2018 Academy of Human Resource Development International Research Conference in the Americas*, Richmond, Virginia.
- Turner, J. R., Baker, R. M., & Wood, J. (February 2018). Leadership theories and supporting theories in HRD literature. *Proceedings of the 2018 Academy of Human Resource Development International Research Conference in the Americas*, Richmond, Virginia.
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Baker, R., & Milosavljevic, B. H. Preparing Freshmen for Undergraduate Research in Experimental Physical Chemistry: One Possible Solution/Example (Writing as a Case Study)

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Economic and Workforce Brief Series

The Economic and Workforce Brief is a product developed for Penn State's Workforce Education and Development Initiative to provide workforce planners, educators, and journalists a quick-response report that describes the macroeconomic effect of a change in industry employment (e.g., plant closing or opening or a natural disaster) on total county jobs, employee compensation, and local property taxes (see <http://PSUBrief.notlong.com/> for additional information about the Economic and Workforce Brief series and for downloadable copies of each Brief report).

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Columns Published in *Pennsylvania Business Central*

Starting in June 2008, David Passmore and Rose Baker became contributing columnists for Pennsylvania Business Central (PBC) for which they write a monthly article about economic and workforce issues that affect a 16-county region in western and central Pennsylvania. The Economic & Workforce Briefing blog at <http://PBCBriefing.notlong.com> is an extension of their PBC column. Each column that appears in PBC is posted to this blog in its original form before any edits for length might have occurred to facilitate PBC publication. At times, data tables or charts, which were too lengthy to appear in PBC, or which support or amplify PBC columns, are posted on this blog. PBC readers and others engage in dialogue about economic and workforce issues in western and central Pennsylvania by responding to postings on this blog. At times, polls of PBC readers are posted on this blog so that columns for PBC about economic and workforce issues can be created that interest readers.

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- Paper still big in western Pa. county. *Product Design & Development*, August 7, 2010, Archived by WebCite® at <http://www.webcitation.org/5rqtCCEz>

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- Paper still big in western Pa. county. Philly.com, Archived by WebCite® at <http://www.webcitation.org/5rqx9kRk>
- Paper still big in western Pa. county. MSG.com (Madison Square Garden Media), August 7, 2010, Archived by WebCite® at <http://www.webcitation.org/5rqvBDSRM>
- Paper still big in western Pa. county. Lebanon Daily News, August 7, 2010, Archived by WebCite® at <http://www.webcitation.org/5rqvl4aVp>
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- Sullivan, B. Interview about offshorability of Pennsylvania jobs (regarding R. M. Baker, K. Jeon, & D. L. Passmore Sullivan, B. Interview about offshorability of Pennsylvania jobs. Fox Business Network (National cable television network), July 23, 2010, 11:45 am Eastern Daylight Time.
- Penn State Live at <http://live.psu.edu/story/47546>.
- Penn St. study says service jobs may be at risk, Centre Daily Times, on July 19, 2010, archived by WebCite® at <http://www.webcitation.org/5rLb1izsq>
- Interview about research on offshorability of Pennsylvania jobs. Broadcast on Radio Pennsylvania Roundtable, a 30-minute radio program featuring in-depth reporting on the top news stories of the week produced by Radio PA and distributed to radio stations around the Commonwealth. Aired between July 22–25, 2010.
- Appeared on web sites: gantdaily.com, <http://live.psu.edu/story/47509>, outside.in, ethiopianreview.com, msnbc.com, and paontheweb.com. Appeared in newspapers: The Republic (Columbus, Indiana), The Mercury (Pottstown, Pennsylvania), York Daily Record (York, Pennsylvania), The Philadelphia Inquirer (Philadelphia, Pennsylvania), Public Opinion (Chambersburg, Pennsylvania), Intelligencer (Doylestown, Pennsylvania), and The New–Times (Danbury, Connecticut). Reported on news programs: WHP Television (Harrisburg, Pennsylvania) and WFMY TV (Youngstown, Ohio).

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DeStafano, J. PhillyDeals: Stimulus' downside: Rising jobless rate (Interview with R. M. Baker & D. L. Passmore about joblessness in Pennsylvania). *Philadelphia Inquirer*, July 12, 2009, p. D3. (see <http://www.philly.com/philly/business/50551362.html>).

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- CantonRep.com (web site of Canton, Ohio, newspaper; <http://www.cantonrep.com/business/x549597407/Where-the-jobs-will-NOT-be-in-the-years-ahead>)
- Argus Leader (Sioux Falls, South Dakota; <http://www.argusleader.com/article/20090408/NEWS/904080302/1001/news>)
- Coshocton Tribune (Coshocton, Ohio; <http://www.coshoctontribune.com/article/20090407/UPDATES01/90407013>)
- WDTN TV (Dayton, Ohio; http://www.wdtn.com/dpp/news/WDTN_Where_jobs_will_NOT_be_in_years Ahead), The Baylor Lariat, April 8, 2009, p. 1 & p. 4 (<http://www.baylor.edu/content/services/document.php/85477.pdf>)

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Pennsylvania Department of Environmental Protection. *Daily update: Report finds spikes in electricity costs may devastate families* (News release about Penn State Workforce Education and Development Initiative research report by R. M. Baker and D. L. Passmore on elimination of electrical rate caps in Pennsylvania) on September 2, 2008. (see http://128.118.35.333/pdfs/DEP_2SEP08.pdf)

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Dagan, D. Experts: Natural gas could boost PA economy (Interview). *Central Pennsylvania Business Journal*. 24 June 2008. (see <http://irted.psu.edu:5000/pdfs/CPBJ23June08.pdf>). Also on 24 June 2008 at *Penn State Live* (see <http://live.psu.edu/story/33336>), *Centre Daily Times* (p. B1 in paper edition and online at <http://www.centredaily.com/news/local/story/674266.html>), *C|NET*, *Platts*, a McGraw-Hill information service, *Media Newswire*, *StateCollege.com*, *Breitbart.com*, *Philadelphia Examiner*, *CNBC*, *The Earth Times*, *Red Orbit*, *Reuters*, *Forbes.com*, *Boston.com*, and others (see Google search at <http://PSU-Gas-Royalty-Google.notlong.com>).

Thomas, J. 'Devastating blow:' The sudden closure of Bolton Metals in February left employees stunned (Use of *Economic and Workforce Brief* in article). *Centre Daily Times*, May 4, 2008, p. A1. (see http://www.personal.psu.edu/dlp/pdfs/Bolton_CDT_4May08.pdf)

Plonko, R. B. Maintaining global competitiveness: Why Pennsylvania needs to develop tomorrow's skilled workforce today (Interview). *Pennsylvania Business Central*, March 28, 2008, p. 8, p. 10, p. 14. (see <http://PBC-Global-28Mar08.notlong.com>)

Plonko, R. B. The Pennsylvania plastics initiative: Meeting technology, training needs of state's plastics manufacturers and entrepreneurs (Interview). *Pennsylvania Business Central*, March 28, 2008, p. 8, p. 14. (<http://PBC-Plastics-28Mar08.notlong.com>)

Fontaine, T. Airport effects [*sic*] this economy more than most (Interview). *Beaver County Times*, January 19, 2008. (see <http://PittAirport-BCT.notlong.com>)

Zimble, H. 2008: A period of great uncertainty (Interview). *Pennsylvania Business Central*, January 18, 2008, p. 6. (see <http://forecast2008.notlong.com>).

Schreiber, M. (Interview). Boom in oil and gas drilling paying big dividends across McKean County. *Bradford Era*, December 3, 2007. (see http://www.ed.psu.edu/educ/news/media-coverage-folder/news/media-coverage-folder/BradfordEra_4Dec07.pdf)

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Baker, R. M. and Passmore, D. L. Plan now to capture opportunities: Communities should prepare now for I-99 opportunities (Op-Ed). *Altoona Mirror*, August 5, 2007, p. A6. (see http://www.personal.psu.edu/dlp/pdfs/Baker_Passmore_altmir_5Aug07.pdf)

Gilbert, S. Economic role of midstate military installations highlighted in new study (Interview). Broadcast on WITF-FM public radio, August 1, 2007. (see <http://tinyurl.com/2de2sb> for summary and audio clip)

Swain, J. 2007 *Symposium interview: Rose Baker and David Passmore on educational uses of social bookmarking* (Interview). June 2007. To launch an iTunes version of this interview, navigate to <http://SocialComplTunes.notlong.com>.

Gilbert, S. New report shows ripple effect of Hershey job cuts in the midstate (Interview). Broadcast on WITF-FM public radio, May 15, 2007. (See <http://tinyurl.com/2pu7hl> for summary and audio clip; see also, Ripple effect of job loss in confectionery industry examined in Penn State report on Penn State Live at <http://train.ed.psu.edu/documents/11May2007Hershey.pdf>)

Piatek, S. Freightcar exit would cost entire region (Interview). *The Tribute–Democrat*, January 24, 2007, p. A1.

Management Development Programs have multi-million dollar impact on state economy (Interview). Penn State Live at <http://train.ed.psu.edu/documents/21Nov2006MDEV.pdf>.

Awards and Honors

Personal Excellence Award, Emotional Intelligence Training and Research Institute. Presented February 2025.

Best Poster Award, with Paula Smith, for 2023 Multidisciplinary Information Research Symposium (MIRS). Presented December 1, 2023.

International Society for Performance Imprvoement - Europe, Middle East, Africa Open Assist - Winning team. Leader of team. Presented October 2022.

Systems, Volume 10, Issue 5 (October 2022) Cover Article - 67 articles in issue. <https://www.mdpi.com/2079-8954/10/5> Turner, J. R., Baker, R., & Thurlow, N. (2022). Creativity and Innovative Process: Assemblages and Lines of Flight. Published October 2022.

Outstanding Peer Reviewer for European Journal of Training and Development, 2022 Emerald Literati Awards. Presented September 2022.

University of North Texas Student Employee Supervisor of the Year Award, Nominee, Spring 2022.

Outstanding Paper published in European Journal of Training and Development, 2019 Emerald Literati Awards. Presented June 2020.

Top Peer Reviewer - Cross-field 2019, Publons Web of Science. Presented September 2019.

Outstanding Reviewer for Journal of Industrial and Commercial Training, 2019 Emerald Literati Awards. Presented June 2019.

Highly Commended Paper published in European Journal of Training and Development, 2019 Emerald Literati Awards. Presented June 2019.

Teaching Excellence Spotlight Award, University of North Texas, Center for Learning, Experimentation, Application, and Research. Presented January 2019.

Top Peer Reviewer - Cross-field 2018, Publons Web of Science. Presented September 2018.

Outstanding Human Performance Communication, International Society for Performance Improvement, Team Emergence Leadership Development and Evaluation (TELDE) Model. Presented April 2018.

Thank a Teacher, University of North Texas, Center for Learning Experimentation, Application, and Research. Presented January 2019, November 2017, January 2016.

Induction into Trinity Area Sports Hall of Fame, with Trinity High School 1982 and 1983 Western Pennsylvania Interscholastic Athletic League Champion teams. Inducted November 2014.

Climate Enhancement Award from Penn State College of Education. Presented April 2013.

Pennsylvania Business Central's 25 Women Making a Difference from the Pennsylvania Business Central in collaboration with St. Francis University. Presented September 2011.

Impact Pennsylvania, Serve the Nation, Reach the World Award with J. Gido and K. Matsueda from Penn State Continuing and Professional Education. Presented August 2009.

Chapter contributed with D. L. Passmore (“Sampling strategies and power analysis”) to *Research in Organizations: Foundations and methods of inquiry*. (R. A. Swanson & E. F. Holton III, editors, San Francisco: Berrett–Koehler, 2005.) which won 2005 Outstanding Book of the Year Award from the Academy of Human Resource Development.

Best Quality Award from Penn State Continuing Education. Presented April 2005.

Dean of the College of Education Research Initiation Grant Award from the Penn State College of Education. Presented September 2002.

Lavanda Mueller Award for Outstanding Academic Achievement from the Penn State College of Education. Presented May 2000.

Andrew V. Kozak Award for Leadership, Research, and Service to Public Education awarded by Phi Delta Kappa. Presented May 2000.

Paul W. Welliver Outstanding Graduate Student of the Year from the Pennsylvania Chapter of the Association for Educational Communications and Technology. Presented October 1999.

Distinguished Alumni Graduate Student Scholarship for Outstanding Performance in School and Community awarded by the Penn State College of Education. Presented September 1999.

Distinguished Research Paper for 1999 presented by the Pennsylvania Educational Research Association at the 1999 meeting in Harrisburg, Pennsylvania. The paper was presented at the 2000 American Educational Research Association meeting in New Orleans, Louisiana.

District VI Student Council Advisor of the Year awarded by the Pennsylvania Association of Student Councils. Presented at the 1996 state conference.

NRA Smallbore Silhouette National Long Run Record, Women, Chickens 53, Pigs 55, Turkeys 18, Rams 36, 1991 (note: scores under the name Rose Trew).

Girl Scout Gold Award, Girl Scouts of America. Presented in May 1983.

Funded Projects and Grant Proposals

Funded Grants and Contracts

2025

Team Member, 2025-2026, Interdisciplinary STEM Learning and Practice Collaborative. Project funded by University of North Texas Office of Faculty Success, \$3,000.00.

2024

Project Director. 2024-2025 Be On Time Student Retention of College of Information undergraduate students. Research funded by University of North Texas Office of the President, \$3,322.50.

Advisor and Mentor. 2025 *Pennsylvania Youth Survey Design, Implementation, Analysis, and Reporting*. Research contract with Pennsylvania Commission on Crime and Delinquency. \$125,000.

Project Director. 2023 *Pennsylvania Youth Survey Design, Implementation, Analysis, and Reporting, contract extension*. Research contract with Pennsylvania Commission on Crime and Delinquency. \$20,000.

2023

Project Director. 2023 *Global Venture Fund*. Research funded by University of North Texas International Affairs, \$3,000.

2022

Project Director. 2023 *Pennsylvania Youth Survey Design, Implementation, Analysis, and Reporting*. Research contract with Pennsylvania Commission on Crime and Delinquency. \$856,349

2021

Project Director. 2021 *Pennsylvania Youth Survey Design, Implementation, Analysis, and Reporting*. Research contract with Pennsylvania Commission on Crime and Delinquency. \$98,500

2020

Project Director. 2021 *Pennsylvania Youth Survey Design, Implementation, Analysis, and Reporting*. Research contract with Pennsylvania Commission on Crime and Delinquency. \$708,229

Project Director. 2019 *Pennsylvania Youth Survey Design, Implementation, Analysis, and Reporting*. Research contract with Pennsylvania Commission on Crime and Delinquency. \$65,923

2018

Project Director. 2019 *Pennsylvania Youth Survey Design, Implementation, Analysis, and Reporting*. Research contract with Pennsylvania Commission on Crime and Delinquency. \$724,927

Project Director. 2017 *Pennsylvania Youth Survey Design, Implementation, Analysis, and Reporting*. Research contract with Pennsylvania Commission on Crime and Delinquency. \$55,340

2017

Conference Support Grant, Office of Faculty Success, University of North Texas, Denton, Texas, \$1,000.

Principle Investigator with Turner, J. R., Leadership Development: An Integrative Review Identifying Leadership Development Techniques in Dealing with Intergroup and Intragroup Conflict, Office of Research and Economic Development, Small Grants, College of Information, and Department of Learning Technologies, University of North Texas, Denton, Texas, \$814.

2016

Principle Investigator, Topic Modeling Micro Mentoring Grant, Office of Faculty Success, University of North Texas, Denton, Texas, \$1,500.

Principle Investigator, Research Initiation Grant, Office of Faculty Success, University of North Texas, Denton, Texas, \$5,000.

Project Director. 2017 *Pennsylvania Youth Survey Design, Implementation, Analysis, and Reporting*. Research contract with Pennsylvania Commission on Crime and Delinquency. \$683,000

External Evaluator with J. Redwing, The Pennsylvania State University, Principal Investigator. MIP: *2DCC: Two Dimension Crystal Collaboration*. Research contract with the National Science Foundation.

2015

External Evaluator with M Feineman, The Pennsylvania State University, and M Kohn, Boise State University, Principal Investigators. *PIRE: ExTerra Field Institute and Research Endeavor (EFIRE)*. Research contract with the National Science Foundation.

2014

External Evaluator with P.K. Murphy, Principal Investigator. *Integrating Quality Talk Professional Development to Enhance Professional Vision and Leadership for STEM Teachers in High-Need Schools*. Research contract with the National Science Foundation, \$1,122,960.

External Evaluator, *Juniata Valley Consortium Rural Health Network Development Planning Program*, Health Resources and Services Administration planning program award to Skills of Central Pennsylvania and Juniata Valley Consortium, \$83,418.

Project Director. 2015 *Pennsylvania Youth Survey Design, Implementation, Analysis, and Reporting*. Research contract with Pennsylvania Commission on Crime and Delinquency. \$678,999.

Researcher with J. Frank, Principal Investigator. Phase III of *Mapping Effective Planning Board Service Delivery*. Research contract with Pennsylvania Commission on Crime and Delinquency. \$172,804.

2013

Project Director. 2013 *Pennsylvania Youth Survey Implementation, Analysis, and Reporting*. Research contract with Pennsylvania Commission on Crime and Delinquency. \$614,488.

2012

External Evaluator. 2012 *NABT Faculty Professional Development Summit Focuses On Vision and Change*. National Science Foundation professional development award with National Association of Biology Teachers, \$17,700.

External Evaluator. *STEPping Up: An Interdisciplinary Mentoring Network to Recruit and Retain STEM Majors*. National Science Foundation Science, Technology, Engineering, and Mathematics Talent Expansion Program (STEP) award to St. Francis University, Loretto, Pennsylvania, \$298,496.

Project Co-Director with E. Fuller. *Factors associated with loan defaults of community college students in developmental education*. Research contract between the Texas Guaranteed Student Loan Corporation and the Penn State College of Education, \$10,000.

Project Manager with D. Mackenzie. *Pennsylvania Youth Survey Design*. Research contract with Pennsylvania Commission on Crime and Delinquency and Penn State College of the Liberal Arts, \$47,968.89.

2011

Project Co-Director with R. L. Clausen. Pennsylvania Title IID Program Evaluation. Research contract between the Pennsylvania Department of Education and the Penn State College of Education, \$67,500.

Project Co-Director with R. L. Clausen. Year 5 of Classrooms for the Future Evaluation. Research contract between the Pennsylvania Department of Education and the Penn State College of Education, \$71,000.

Project Co-Director with D. L. Passmore. *National and regional economic impact of general aviation in the United States*. Research contract between the Aircraft Owners and Pilots Association and the Institute for Research in Training and Development, Penn State College of Education, \$133,000.

Project Co-Director with D. L. Passmore. *Social networks supporting business development of Centre County*. Research contract between the Centre County Industrial Development Corporation and the Institute for Research in Training and Development, Penn State College of Education, \$20,000.

Project Co-Director with D. L. Passmore. *Economic impact of Liberty Bell Motorsports Park and Campground*. Memorandum of Agreement between Liberty Bell Motorsports Park and Campground and the Center for Regional Economic and Workforce Analysis, Office of Public Partnerships and Engagement, Penn State Outreach, \$10,000.

Project Co-Director with D. L. Passmore. *Economic impact of table egg production in Pennsylvania*. Memorandum of Agreement between the College of Agricultural Sciences, Poultry Science Department and the Center for Regional Economic and Workforce Analysis, Office of Public Partnerships and Engagement, Penn State Outreach, \$8,000.

2010

Project Co-Director with D. L. Passmore. *Blair County's competitive economic advantage*. Memorandum of Agreement between the Altoona Blair County Development Corporation and the Center for Regional Economic and Workforce Analysis, Office of Public Partnerships and Engagement, Penn State Outreach, \$1,000.

Project Co-Director with D. L. Passmore. *Labor market analysis in support of litigation defense*. Memorandum of Agreement between Campbell Durrant Beatty Palombo & Miller PC and the Center for Regional Economic and Workforce Analysis, Office of Public Partnerships and Engagement, Penn State Outreach, \$1,500.

Project Co-Director with D. L. Passmore. *Cumberland county demographics, county projections by age, and market segmentation of residents and their families*. Memorandum of Agreement between the Claremont Nursing Home and Rehabilitation Center and the Center for Regional Economic and Workforce Analysis, Office of Public Partnerships and Engagement, Penn State Outreach, \$5,000.

Project Associate. *The GridSTAR Center (Smart Grid Training Application Resource Center)*. Contract between U.S. Department of Energy and the Penn State Center for Sustainability, \$5,000,000, Workforce Education and Development Initiative, \$110,000.

2009

Project Director. *Energy workforce trends and training requirements*. Memorandum of Agreement between Regional Technology Services, Inc. and the Office of Economic and Workforce Development within the contract (\$150,000) with the Appalachian Regional Commission, \$31,000.

Project Co-Director with D. L. Passmore. *Research and assessment of the transition path for health sciences careers*. Memorandum of Agreement between the Life Science Career Alliance and the Center for Regional Economic and Workforce Analysis, Office of Economic and Workforce Development, Penn State Outreach, \$22,000.

Project Co-Director with D. L. Passmore. *Analysis of the powdered metallurgy part manufacturing industry in northcentral Pennsylvania*. Memorandum of Agreement between North Central Pennsylvania Regional Planning and Development Commission and Center for Regional Economic and Workforce Analysis, Office of Economic and Workforce Development, Penn State Outreach, \$100,000.

Project Co-Director with D. L. Passmore. *Development of the Center for Labor Market Research and Recruitment*. Memorandum of Agreement between Worldclass Industrial Networks and the Center for Regional Economic and Workforce Analysis within contracts with Hillman Foundation, Benedum Foundation, and Mellon of New York Foundation, \$350,000.

2008

Project Co-Director with D. L. Passmore. *Estimation of economic impact of Cheswicke Town Centre in East Hempfield, Pennsylvania*. Memorandum of Agreement between Clark Resources and the Center for Regional Economic and Workforce Analysis, Office of Economic and Workforce Development, Penn State Outreach, \$9,000.

Project Co-Director with D. L. Passmore. *Analysis of the Impact of the Construction of a Natural Gas Pipeline in Southern Pennsylvania by Dominion Transmission, Inc.* Memorandum of Agreement between Dominion Gas and the Center for Regional Economic and Workforce Analysis, Office of Economic and Workforce Development, Penn State Outreach, \$5,000.

Project Co-Director with D. L. Passmore. *Estimation of economic impact of the Pennsylvania Association for the Blind*. Memorandum of Agreement between Pennsylvania Association for the Blind and the Center

for Regional Economic and Workforce Analysis, Office of Economic and Workforce Development, Penn State Outreach, \$3,000.

Project Co-Director with D. L. Passmore. *Calculations of regional economic impact of construction of electricity line transmission in eastern Pennsylvania*. Memorandum of Agreement between PPL Corporation and Workforce Assessment Center, Office of Economic and Workforce Development, Penn State Outreach, \$3,000.

Project Co-Director with D. L. Passmore. *Economic, demographic, and workforce analysis and professional development for western Pennsylvania Workforce Investment Boards*. Memorandum of Agreement between Penn State Electro-Optics Center and Workforce Assessment Center, Office of Economic and Workforce Development, Penn State Outreach, \$50,000.

Project Co-Director with D. L. Passmore. *Measuring the economic impact of Pennsylvania youth in transition: An analysis of geocoded longitudinal data about the correlates of secondary school completion in central Pennsylvania*. Memorandum of Agreement between the Central Pennsylvania Workforce Development Corporation and Workforce Assessment Center, Office of Economic and Workforce Development, Penn State Outreach, \$10,000.

Project Co-Director with D. L. Passmore. *Measuring the economic impact of Pennsylvania youth in transition: Development of a protocol for merging information from education, training, and social programs in central Pennsylvania with QCEW and wage record reports from the UI program*. Memorandum of Agreement between the Central Pennsylvania Workforce Development Corporation and Workforce Assessment Center, Office of Economic and Workforce Development, Penn State Outreach, \$10,000.

Project Co-Director with D. L. Passmore. *Regional economic and workforce information about the energy sector in southwestern Pennsylvania and West Virginia*. Memorandum of Agreement between World Class Industrial Networks and Workforce Assessment Center, Office of Economic and Workforce Development, Penn State Outreach, \$9,000.

2007

Project Co-Director with D. L. Passmore. *Analysis of electrical rate cap data for Pennsylvania and United States*. Memorandum of Agreement between Regional Economic Models, Inc. and Workforce Assessment Center, Office of Economic and Workforce Development, Penn State Outreach, \$1,000.

Project Co-Director with R. M. Baker & W. Paletski. *Development of environmental, health, and safety workshops and educational needs assessment for the funeral home sector*. Project through Penn State's Thematic Initiative Fund, \$10,000.

Project Co-Director with D. L. Passmore. *Calculations of regional economic indicators for the Greater Upper Perkiomen Valley, Pennsylvania*. Memorandum of Agreement between Delta Development Group and Workforce Assessment Center, Office of Economic and Workforce Development, Penn State Outreach, \$6,000.

Project Co-Director with D. L. Passmore. *Calculations of regional economic and demographic indicators for Cranberry Township, Pennsylvania*. Memorandum of Agreement between Delta Development Group and Workforce Assessment Center, Office of Economic and Workforce Development, Penn State Outreach, \$9,000.

Project Co-Director with D. L. Passmore. *Forecast of economic, population, and employment consequences of the closing of the Willow Grove Naval Air Station Joint Reserve Base*. Contract from the Montgomery County Workforce Investment Board to the Workforce Assessment Center, Office of Economic and Workforce Development, Penn State Outreach, \$99,698.

Project Director. *Current and anticipated labor market for long-term care workers in Bucks and Montgomery counties*. Contract from the Bucks County Workforce Investment Board to the Workforce Assessment Center, Office of Economic and Workforce Development, Penn State Outreach, \$40,986.

2006

Project Co-Director with D. L. Passmore. *Benchmarking performance and competitiveness of the Pennsylvania plastics industry*, a project within *Pennsylvania plastics initiative: integrating workforce, economic development and education resources for a comprehensive industry response*. Contract from the U.S. Department of Labor, Employment and Training Administration to the Pennsylvania Workforce Investment Board and Penn State University, \$75,000 within a \$4,900,000 contract.

Project Co-Director with D. L. Passmore. *Occupational forecasts for Pennsylvania plastics industries*, a project within *Pennsylvania plastics initiative: integrating workforce, economic development and education resources for a comprehensive industry response*. Contract from the U.S. Department of Labor, Employment and Training Administration to the Pennsylvania Workforce Investment Board and Penn State University, \$50,000 within a \$4,900,000 contract.

Project Co-Director with D. L. Passmore. *Support for research and development of David L. Passmore and Rose M. Baker related to information markets.* Gift from Human Resource Institute to Management Development Programs & Services, Penn State Outreach, \$5,000.

Project Co-Director with D. L. Passmore. *A proposal for professional development presentation at a WEDnet Pennsylvania Training and Development Conference.* Memorandum of Agreement between WEDnet Pennsylvania and Management Development Programs & Services, Penn State Outreach, \$3,000.

Grant Proposals Pending

2023

Co-Principal Investigator. Turner (PI), Baker (Co-PI). *An inclusive team decision-making model for project teams.* Project Management Institute. Submitted April 2023, \$50,000.

Grant Proposals Not Funded

2024

Evaluator and Support personnel, with UNT Engineering faculty and other partners. *NASA-MUREP-UNT Center for the Science and Applications of Layered Semiconducting Sensor Arrays (SALSSA)* \$1,000,000. [not funded]

2023

Principal Investigator, *Connecting classrooms and communities.* Submitted to American Astronomical Society. \$3,120. [not funded]

Principal investigator. *Informing trucking simulation curricular materials.* Submitted to University of North Texas Research Seed Grants. \$9,780. [not funded]

2022

Evaluator. Wang, Y. (Principal), Du, J. (Co-Principal), Cundari, T. (Co-Principal), Valsson, O. (Co-Principal), Xiao, T. (Co-Principal), Nardelli, M. (Supporting), Albert, M. (Supporting), Yan, H. (Supporting), Baker, R. (Other), "NRT-HDR: Interdisciplinary Training in Computational Materials and Materials Informatics," Sponsored by National Science Foundation, Federal, \$2,816,284. Submitted April 2022. [not funded]

Co-Principal Investigator. Turner (PI), Baker (Co-PI). *Team decision making model for project teams.* Project Management Institute. Submitted March 2022. [not funded]

2021

Principal Investigator, *Fall prevention in residential steep slope roof construction* Submitted to U.S. Department of Labor, Occupational Safety and Health Administration, Susan Harwood Training Grant Program. [not funded]

Principal Investigator. *Developing Teachers' ICT Skills by using Scratch Programming.* Submitted to NetDragon Initiative. [not funded]

Principal Investigator. *ChatBot Use and Role in Principal-Agent Relationship and Leadership Development* Submitted to NetDragon Initiative. [not funded]

2020

Project Director/Principal Investigator with Turner, J. R. (co-PI) & Vaidyahathan, V. (co-PI) PAR-19-215: *Incorporating Team Skills in Biomedical Engineering Education: From freshman to senior year (R25).* Submitted to National Institutes of Health. [not funded]

2019

Principal Investigator. *CAREER: Adaptive and Personalized Learning Environments to Enhance Chemistry Education at Secondary and Post-Secondary Levels.* Submitted to National Science Foundation. [not funded]

Principal Investigator with Milosavljevic, B. H. *IUSE: Updating Undergraduate Experimental Physical Chemistry Curriculum to Improve Students' Problem Solving Skills.* Submitted to National Science Foundation. [not funded]

Srivilliputhur, S. G. (Principal), Buckles, B. P. (Senior Personnel), Zhang, Z. P. (Co-Principal), Baker, R. (Senior Personnel), *RET Site: Materials science, energy conservation and experimental design.* Resubmitted to National Science Foundation. [not funded]

Srivilliputhur, S. G. (Principal), Buckles, B. P. (Senior Personnel), Zhang, Z. P. (Co-Principal), Baker, R. (Senior Personnel), *RET Site: Materials science, energy conservation and experimental design.* Submitted to National Science Foundation. [not funded]

2017

Principal Investigator, Micro Mentoring Grant: MOOC Course Design and Learning Tools Research Micro Grant. Submitted to the Office of Faculty Success, University of North Texas, Denton, Texas. [finalist, not funded]

2016

Principle Investigator with Turner, J. R., Johnson, K. J., & Hardin, G. Team Mentoring Grant: A Metatheoretical Reflection of the AHRD Literature: A College of Information Resource for Mentoring Doctoral Student Research. Submitted to the Office of Faculty Success, University of North Texas, Denton, Texas. [not funded]

Presentations

By Invitation

Baker, R. (moderator and presenter) with H. Farrell & K. McCarthy. (October 2025). *Special Session on AI intergration and adoption in education*. Panel presentation, 2025 International Society for Performance Improvement - Europe, Middle East, Africa Conference. Online.

Baker, R. (panel presenter) with K. McCarthy, H. Ferrell, (May 2025). *“Arrival or Apocalypse”: Navigating the AI moment in education*. Panel presentation, 2025 Irish Learning Technology Association Conference, South East Technological University (SETU), Waterford, Ireland.

Baker, R. M. (panel presenter) with Espindola, G., Hammett, R., Lebowsky, F., Polk, J. (February 2025). *Sharing AI experiences from TIE skills-based perspectives*. 22nd Annual Institute for Emotional Intelligence, Emotional Intelligence Training and Research Institute, Corpus Christi, Texas.

Hale, J., Christian, M., & Baker, R. (January 2023). *Using Virtual Reality (VR) to Teach Underserved Audiences*. Presented at Training Magazine Webinar Series. Invited to present preview to Peer-reviewed/Refereed, Accepted.

Baker, R. M., & Johnson, J. L. (February 2020). *Emotionally intelligent game design and positive behavior change; Diseño de juego emocionalmente inteligente y cambio de comportamiento positivo*. 17th Annual Institute for Emotional Intelligence, Emotional Intelligence Training and Research Institute, Corpus Christi, Texas.

Baker, R. M. (October 2019). *The importance of keeping drivers and the effect on insurance and crashes - Worker retention*. Invited presentation at the 2019 Motor Carriers Insurance Education Foundation, Orlando, Florida.

Baker, R. M., & Milosavljevic, B. H. (August 2019). Learning evaluation in P-Chem labs sequence that (a) prepares students for and (b) involves them in authentic research - Sci-Mix invited poster (Chem 79) at the 258th ACS National Meeting, San Diego, California.

Baker, R. M., & Lee, S. (April 2019). *Introduction to HPT: Conference 101*. Presented at International Society for Performance Improvement 2019 Conference: New Orleans, Louisiana.

Alemneh, D. G., Zavalina, O., Phillips, M., Baker, R., & Palmer, A. (April 2019). *Promoting partnership and interdisciplinarity in LIS education*. UNT College of Information Multidisciplinary Research Symposium 2019, Denton, Texas.

Baker, R. M. (June 2018). *UNT workplace trainer certificate program*. ISPI-Tennessee. JoinMe meeting. Retrieve recording from http://performancetechnology.com/ispi-tn/page5/files/UNT_Workplace-Trainer.pdf

Baker, R. M., & Passmore, D. L. (February 2018). *Topic modeling: A text mining technique for HRD researchers*. Invited FOCUS conference workshop at the 2018 Academy of Human Resource Development International Research Conference in the Americas, Richmond, Virginia.

Chae, C., You, J., Passmore, D. L., & Baker, R. M. (March 2017). *Social network analysis for human resource development/ organization development professionals*. Invited pre-conference workshop at the 2017 Academy of Human Resource Development International Research Conference in the Americas, San Antonio, Texas.

Baker, R. M., & Passmore, D. L. (April 2015). *Forecasting financial benefits of education and training investments*. Meeting of Penn State Network of Trainers, University Park, Pennsylvania. Slides available at <http://tinyurl.com/financial-forecasting>

Baker, R. M., & Passmore, D. L. (May 2014). *The business of MOOCs*. Presented at Centre for Online Learning, Institute of Technology Sligo, Sligo, Ireland.

- Baker, R. M., & Passmore, D. L. (May 2014). *Marcellus shale natural gas development in Pennsylvania*. Public lecture presented at Institute of Technology Sligo, Sligo, Ireland.
- Baker, R. M., & Passmore, D. L. (March 2013). *The MOOCs are coming to get you!* Invited keynote speech at the Penn State Shenango Teaching Conference: “Meeting the Challenges of the 21st Century Classroom 2013,” Sharon, Pennsylvania, (see <http://davidpassmore.wix.com/shenango>)
- Baker, R. M., & Passmore, D. L. (September 27, 2012). *Economic impact of egg production*. Invited presentation at the annual meeting of the Pennsylvania Poultry Industry Research Check-Off Program, State College, Pennsylvania.(see <http://goo.gl/TSG6s> and <http://goo.gl/OOjBM>)
- Baker, R. M., & Passmore, D. L. (September 20, 2012). *Dissecting economic impact*. Invited keynote presentation at “Constant Streams of Data....The 2012 Pennsylvania Data User Conference,” the Annual Data User Conference sponsored by the Pennsylvania State Data Center, Grantville, Pennsylvania. (see <http://pasdc2012.tumblr.com>)
- Baker, R. M., & Passmore, D. L. (August 16, 2012). *Cracking the ethane cracker*. Invited presentation at the Annual WIB Symposium, “Innovation through Integration: Re-Inventing the Workforce System,” sponsored by the Pennsylvania Association of Workforce Investment Boards, State College, Pennsylvania. (see <http://pawib2012.tumblr.com>)
- Baker, R. M., & Passmore, D. L. (August 31, 2011). *Dissecting economic impact*. Invited keynote presentation at “Constant streams of data....The 2012 Pennsylvania data user conference,” the Annual Data User Conference sponsored by the Pennsylvania State Data Center, Grantville, Pennsylvania. (see <http://pasdc2012.tumblr.com>)
- Baker, R. M., & Passmore, D. L. (August 16, 2012). *Cracking the ethane cracker*. Invited presentation at the Annual WIB Symposium, “Innovation through Integration: Re-Inventing the Workforce System,” sponsored by the Pennsylvania Association of Workforce Investment Boards, State College, Pennsylvania. (see <http://pawib2012.tumblr.com>)
- Baker, R. M., Fuller, E., & Smith, D. (June 26, 2012). *Factors associated with loan defaults of community college students in developmental education*. Invited presentation at the 2012 TG Student Success Symposium for Community Colleges sponsored by TG Center for Financial Aid Policy in Community Colleges, Round Rock, Texas.
- Baker, R. M., & Passmore, D. L. (November 16, 2011). 2011 *Blair County economic outlook*. Invited presentation to the Blair County Chamber Breakfast Club, a joint initiative of the Altoona-Blair County Development Corporation, the Allegheny Mountains Convention & Visitors Bureau, and the Blair County Chamber of Commerce and sponsored by Sparks Business Institute, Altoona, Pennsylvania.
- Baker, R. M. (September 22, 2011). *Expert Testimony to the Marcellus Shale Citizen’s Commission*. Invited presentation to the Marcellus Shale Citizen’s Commission, Williamsport, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (August 31, 2011). *Taxes on Marcellus Shale natural gas production?* Invited presentation at Town Hall Meeting organized by Mike Folmer, Senator for Pennsylvania’s 48th District, Lebanon, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (May 18, 2011). *Evaluating fiscal impacts: The example of an oil and gas severance tax*. Paper presented at Regional Economic Models Seminar, “Revitalizing the U.S. Economy: Policies for Regional Growth and Development” Harrisburg, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (April 28, 2011). *Impact of natural gas severance tax in Pennsylvania*. Paper presented at REMI Spring Training Conference, “Developing Economic Policy under Tight Fiscal Conditions” sponsored by Regional Economic Modeling, Inc, Amherst, Massachusetts.
- Baker, R. M. (December 4, 2010). *Where the Jobs Are and How to Find Them*. Symposium for Women in Science, State College, Pennsylvania. (see <http://www.slideshare.net/rmb194/where-the-jobs-are-and-how-to-get-them>)
- Baker, R. M., & Passmore, D. L. (November 30, 2010). REMI webinar: *Impact of a natural gas severance tax in Pennsylvania*. An invited webinar sponsored by Regional Economic Models, Inc., Amherst, Massachusetts. (see webinar recording at <https://remi.webex.com/remi/ldr.php?AT=pb&SP=MC&rID=16142262&rKey=2a27c6492e3d7de5>)
- Baker, R. M., & Passmore, D. L. (November 4, 2010). *Economic development tools for planners*. Invited presentation at the County Planning Directors Association of Pennsylvania Training Workshop, State College, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (September 20, 2010). *Industries with competitive advantage in Blair County*. Invited presentation at the 2010 Economic Summit sponsored by the Altoona Blair Development Corporation, Altoona, Pennsylvania. (see <http://BlairCounty.notlong.com>)
- Baker, R. M., & Passmore, D. L. (June 29, 2009). *Competition affecting powdered metallurgy part manufacturing*. Invited presentation at PowderMet2009—The Metal Powder Industry Federation and Advanced Particulate

- Materials Institute International Conference on Powder Metallurgy & Particulate Materials, Las Vegas, Nevada. (see <http://PSU-MetalPowder.notlong.com>)
- Baker, R. M., & Passmore, D. L. (June 5, 2009). *Sex life of the economy: Where do jobs come from?* Invited presentation at Penn State's 59th Alumni Institute, University Park, Pennsylvania.
- Baker, R. M. (June 3, 2009). *Developing a green workforce*. Invited presentation at Penn State Community and Economic Development Summer Institute, University Park, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (May 7, 2009). *Jobs related to solar energy: Benchmarks and prospects*. Paper presented at Solar Energy: Awareness, Challenges, and Opportunities, University Park, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (April 22, 2009). *The future of business and industry in central Pennsylvania*. Invited presentation at Employer Luncheon for Penn State Continuing Education Career Fair, University Park, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (November 4, 2008). *Elimination of electricity rate caps in Pennsylvania, 2011-2015*. Paper presented at Regional Economic Models Seminar, "Modeling the Current Economic Crisis," Harrisburg, Pennsylvania. (see <http://PSU-RateCap-REMI.notlong.com>)
- Baker, R. M., & Passmore, D. L. (May 13, 2008). *Working close apart: Web 2.0 tools for collaboration*. Invited presentation at the Annual Career Services Conference, University Park, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (May 2, 2008). *The future of plastics manufacturing employment in Pennsylvania*. Invited presentation to the Northeastern Pennsylvania Plastics Cluster Workforce Development Team, Hazleton, Pennsylvania. (see <http://live.psu.edu/story/30291>)
- Baker, R. M., & Passmore, D. L. (April 18, 2008). *Data-driven decisions for workforce investment*. Invited presentation to the Tri-County Workforce Investment Board, Kittanning, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (April 9, 2008). *Forecasts of macroeconomic impacts of elimination of electricity rate caps in Pennsylvania by 2011*. Invited presentation at Regional Economic Models Seminar, "Regions as the Building Blocks of the Global Economy," Harrisburg, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (April 3, 2008). *Design of a study of the global competitiveness in powdered metallurgy part manufacturing in north central Pennsylvania*. Invited presentation to the North Central Powdered Metals Industry Consortium, Ridgway, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (March 27, 2008). *Information about local economies in Pennsylvania*. Invited presentation to the Mercer County Township Officials School, Mercer, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (April 9, 2008). *Simulation of the economic, demographic, and workforce effects of elimination of electricity rate caps in the Pennsylvania economy in 2010*. Invited presentation at the REMI Seminar on Economic Modeling and Policy Analysis, Harrisburg, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (March 13, 2008). *Sustainability: A forecast of employment and job openings in plastics manufacturing in Pennsylvania*. Invited presentation at the 2008 Pennsylvania Plastics SourceNet Symposium, "Alliances for a Sustainable Future," University Park, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (February 29, 2008). *Your electrifying utility bill: A forecast of Pennsylvania economic and workforce changes resulting from removal of electricity rate caps*. Symposium presented to the Society for Workforce Education & Development, University Park, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (February 22, 2008). *Workforce analysis standards for the high performance Workforce Investment Board*. Presentation to the Tri-County Workforce Investment Board, Kittanning, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (February 19, 2008). *Structure and competitiveness of powdered metallurgy part manufacturing*. Invited presentation to the North Central Powdered Metals Industry Consortium, Ridgway, Pennsylvania.
- Baker, R. M. (November 23, 2007). *Clearfield County and human performance improvement*. Presented to the Clearfield Vision 20-20 team. Clearfield, Pennsylvania.
- Baker, R. M. (November 9, 2007). *Performance assessment outcomes and recommendations for the DuBois and Jefferson County Consortium*. Presented to the DuBois and Jefferson County Consortium and guests. DuBois, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (September 2007). *Analysis of regional economic and workforce development opportunities*. Presented to the Northeast Region Outreach Council, Wilkes Barre, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (June 2007). *Workforce data: Its meaning and use*. Invited presentation to the Tri-County Workforce Investment Board, Kittanning, Pennsylvania.
- Baker, R. M., Jamrog, J., & Passmore, D. L. (November 2006). *Information futures markets for human resource planning and management*. Invited presentation at the 2006 CEO's Conference on Human Resources Metrics

and Analytics, “Measuring Your Talent and Organization: Beyond the Basics,” sponsored by the Marshall School of Business, University of Southern California, Los Angeles, California.

Baker, R. M., & Passmore, D. L. (November 2006). *Applications of stock markets for information in instruction*. Invited presentation at the Innovators Speakers Series sponsored by Educational Technology Services, Teaching and Learning with Technology, Penn State University, University Park, Pennsylvania.

Baker, R. M., & Passmore, D. L. (October 2006). *Financial forecasting of benefits of training and development*. Invited presentation to the Voluntary Hospital Association of Pennsylvania, State College, Pennsylvania.

Baker, R. M., & Passmore, D. L. (September 2006). *Information markets: Exciting new possibilities for organization strategy through future forecasting*. Invited presentation to the Rocky Mountain Human Resource Planning Society, Denver, Colorado. (see <http://rmhrps.notlong.com> and <http://www.personal.psu.edu/dlp/rmhrps/>)

Baker, R. M., & Passmore, D. L. (June 2006). *Forecasting return on investment for continuing education services and programs*. Invited presentation at the Continuing Education Professional Development Conference, University Park, Pennsylvania.

Baker, R. M., & Passmore, D. L. (June 2006). *Research and analysis of local economies*. Invited presentation at Moving a Demand-Driven Innovation System Forward through Industry Partnerships: A Symposium for Planners in Workforce Development, Education, and Economic Development, University Park, Pennsylvania. (see <http://www.personal.psu.edu/dlp/wib2006/>)

Baker, R. M., & Passmore, D. L. (June 2006). *Potential uses of economic markets for aggregating and diffusing information about patient-focused care*. Invited presentation at the Patient-Focused Care Symposium sponsored by the AMD3 Research and Education Foundation and the University of Pittsburgh Medical Center at Magee Women’s Hospital, Pittsburgh, Pennsylvania.

Baker, R. M., & Passmore, D. L. (May 2006). *Nuts and bolts of your regional economy*. Invited presentation to the Pennsylvania Capital Region Outreach Council, Middletown, Pennsylvania.

Baker, R. M., & Passmore, D. L. (April 2006). *The power of information markets*. Invited presentation at the “Thought Leaders Breakfast” at the 2006 Global Conference of the Human Resource Planning Society, Tucson, Arizona.

Baker, R. M. (April 2006). *Web logs and other technology tools for educators*. Invited presentation at the Huntingdon County Teachers’ In-service Day, Huntingdon, Pennsylvania.

Baker, R. M., & Passmore, D. L. (April 2006). *A tool for identifying training needs*. Invited workshop presented at the WEDnet Pennsylvania Training and Development Conference, Williamsport, Pennsylvania.

Baker, R. M., & Passmore, D. L. (February 2006). *A market for HR ideas: An invitation to put your assets where your thoughts are*. Invited paper presented at the 34th Annual Human Resource Institute Issue Management Conference, St. Pete Beach, Florida. (see <http://www.personal.psu.edu/dlp/hrinstfl/>)

Baker, R. M., & Passmore, D. L. (January 2006). *Data analysis in workforce education and development: An example in design of blended learning*. Invited presentation at Exploring Blended Learning Symposium, University Park, Pennsylvania. (see <http://bli.psu.edu/bli/winterfest.html#passmore>)

Baker, R. M., & Passmore, D. L. (November 2005). *Self-organizing learning opportunities*. Invited presentation at Faculty Development Seminar for Penn State Online, University Park, Pennsylvania.

Baker, R. M., & Passmore, D. L. (November 2005). *Employment in Pennsylvania health care and service occupations conditional on two national health care spending scenarios: A structural economic simulation*. Invited presentation at the REMI Seminar on Economic Modeling and Policy Analysis, Harrisburg, Pennsylvania.

Baker, R. M., & Passmore, D. L. (October 2005). *Playing the market in human resource futures*. Paper presented at HR Futures Symposium sponsored by Nike and HRInstitute at Nike World Headquarters, Beaverton, Oregon. (see <http://www.personal.psu.edu/dlp/hrfutures/>)

Baker, R. M. (April 2005). *When will we use this: Business applications of concepts in education*. Invited presentation at the Huntingdon County School Districts’ In-Service Day, Alexandria, Pennsylvania.

Baker, R. M. (March 2005). *Nine steps to making an ethical decisions*. Invited presentation at Juniata College, Huntingdon, Pennsylvania.

Baker, R. M. (April 2004). *Using web-based space information in science and math*. Invited presentation at the Huntingdon County Teachers’ In-Service Day, Huntingdon, Pennsylvania.

Baker, R. M. (February 2004). *Using style guides to increase customer service*. Invited presentation at the Penn State TLC Outreach Conference, University Park, Pennsylvania.

Baker, R. M. (April 2003). *Using technology in science and applied math*. Invited presentation at the Huntingdon County Teachers' In-Service Day, Three Springs, Pennsylvania.

Baker, R. M. (April 2002). *Using graphing calculators in the classroom*. Invited presentation at the Huntingdon County Teachers' In-Service Day, Huntingdon, Pennsylvania.

Baker, R. M. (April 2001). *Using boolean operators to effectively and efficiently search the Internet*. Invited presentation at the Huntingdon County Teachers' In-Service Day, Alexandria, Pennsylvania.

Baker, R. M. (April 2000). *The Factory Floor Assistant: An EPSS Performance Solution*. Invited presentations at General Motors University to the Web-Based Instruction Design Team and to the General Motors University Leadership Team, Warren, Michigan.

Baker, R. M. (April 1999). *Performance assessment and virtual tour of Interforest, Inc.*. Invited presentation at the Huntingdon County Teachers' In-Service Day, Three Springs, Pennsylvania.

At International and National Meetings

Baker, R., & Patole, S. R. (March-April 2026). *Optimizing performance via AI roles in human-AI teams*. Oral Presentation in person (March 30, 2026) and online (April 20, 2026), 64th Anniversary International Society for Performance Improvement 2026 Annual International Conference: Nashville, Tennessee, United States of America. Peer-reviewed/Refereed, Accepted.

Baker, R., & Chevalier, J., & Buffington-Bates, C. (March-April 2026). *Trust and technostress: Navigating AI's impact on performance*. Oral Presentation in person (March 31, 2026) and online (April 23, 2026), 64th Anniversary International Society for Performance Improvement 2026 Annual International Conference: Nashville, Tennessee, United States of America. Peer-reviewed/Refereed, Accepted.

Baker, R., & Scherer, R. (March-April 2026). *Improving truck driver performance: Best Fleets insights with Gilbert's BEM*. Oral Presentation in person (April 2, 2026) and online (April 23, 2026), 64th Anniversary International Society for Performance Improvement 2026 Annual International Conference: Nashville, Tennessee, United States of America. Peer-reviewed/Refereed, Accepted.

Baker, R. M., & Milosavljevic, B. H. (March 2026). *Learning gains from CUREs that produce new knowledge: Students' perspective*. Oral presentation in Chemical Education division, CUREs across the chemistry disciplines: CURE communities, and Poster presentation within SciMix at the Spring 2026 ACS National Meeting, Atlanta, Georgia.

Milosavljevic, B. H., & Baker, R. M. (March 2026). *Guided inquiry-based pedagogy that stimulates physicochemical problem-solving and creativity through structured reasoning and active engagement*. Oral presentation in Chemical Education division, Engaging students in physical chemistry, and Poster presentation within SciMix at the Spring 2026 ACS National Meeting, Atlanta, Georgia.

Baker, R., Patole, S. R., & Turner, J.R. (February 2026). *How AI teammate autonomy influences trust*. Proceedings of the Academy of Human Resource Development in the Americas, Irving, Texas. Peer-reviewed/Refereed, Accepted.

Baker, R., Patole, S. R., & Turner, J.R. (October 2025). *Role of Agency in Levels of Autonomy: A Systematic Literature Review of Human-AI Team-related Research*. Proceedings of the Asian Academy of Human Resource Development, Bangkok, Thailand. Peer-reviewed/Refereed, Accepted.

Turner, J., Patole, S. R., & Baker, R. (June 2025). *AI as a Team Member: Designing for Collaboration in Human-AI Teams (HAT)*. Oral presentation, 2025 University Forum for Human Resource Development International Research Conference, Belfast, Northern Ireland, United Kingdom. Peer-reviewed/Refereed, Accepted.

Baker, R., Patole, S. R., & Turner, J. (June 2025). *How Autonomy and Timeliness Influence AI Teammates*. Oral presentation, 2025 University Forum for Human Resource Development International Research Conference, Belfast, Northern Ireland, United Kingdom. Peer-reviewed/Refereed, Accepted.

Patole, S. R., Baker, R., & Turner, J. (June 2025). *Developing Cognitions Among Human-AI Teams (HAT)*. Oral presentation, 2025 University Forum for Human Resource Development International Research Conference, Belfast, Northern Ireland, United Kingdom. Peer-reviewed/Refereed, Accepted.

Baker, R. (May 2025). *Enhancing social support and performance with AI-driven anthropomorphic avatars*. Oral presentation, 2025 Irish Learning Technology Association Conference, Waterford, Ireland. Peer-reviewed/Refereed, Accepted.

Buffington-Bates, C., Chevalier, J., & Baker, R. (April 2025). *Enhancing social support with AI chatbots: Interaction and engagement*. Oral Presentation, 63rd Anniversary International Society for Performance Improvement 2025 Annual International Conference: Jacksonville, Florida, United States of America. Peer-reviewed/Refereed, Accepted.

- Hodge, S., Guthrie, S., Taylor, M., & Baker, R. (April 2025). *AI and the Digital Divide: Trends, Barriers, and Access*. Oral Presentation, 63rd Anniversary International Society for Performance Improvement 2025 Annual International Conference: Jacksonville, Florida, United States of America. Peer-reviewed/Refereed, Accepted.
- Patole, S. R., & Baker, R. (February 2025). *Exploring performance in human-AI teams: A systematic literature review of team related research*. Poster presentation, Academy of Human Resource Development Conference in the Americas, Arlington, Virginia, United States of America. 2025.
- Patole, S., Buffington-Bates, C., Chevalier, J., Hodge, S., Guthrie, S., Taylor, M. & Baker, R. (February 2025). *AI integration in teams and team performance*. 22nd Annual Institute for Emotional Intelligence, Emoti5nal Intelligence Training and Research Institute, Corpus Christi, Texas. Peer-reviewed/Refereed, Accepted.
- Al Farah, F., & Baker, R., (October 2024). *AI influence on educators*, Oral Presentation, International Conference on Knowledge Management, Kent State, Ohio. Peer-reviewed/Refereed, Accepted.
- Patole, S., & Baker, R., (September 2024). *2024 ISPI EMEA, Human-AI team performance*, Oral Presentation, International Society for Performance Improvement - Europe, Middle East, Africa, 23rd annual conference 2024. Peer-reviewed/Refereed, Accepted.
- Buffington-Bates, C., Chevalier, J., & Baker, R., (September 2024). *2024 ISPI EMEA, Anthropomorphic connections' influence on performance*, Oral Presentation, International Society for Performance Improvement - Europe, Middle East, Africa, 23rd annual conference 2024. Peer-reviewed/Refereed, Accepted.
- Hodge, S., Guthrie, S., Taylor, M., & Baker, R., (September 2024). *2024 ISPI EMEA, Impact of AI divide on human performance*, Oral Presentation, International Society for Performance Improvement - Europe, Middle East, Africa, 23rd annual conference 2024. Peer-reviewed/Refereed, Accepted.
- Baker, R. (presenter), Buluro, K. (May 2024). *Alex's Restaurant: understanding gamified training programs - play one, build one*. Presented at 62nd Anniversary International Society for Performance Improvement 2024 Annual International Conference: Phoenix, Arizona Peer-reviewed/Refereed, Accepted.
- Baker, R. (presenter), Park, J. (May 2024). *Artificial intelligence tutor and teaching assistant*. Presented at 62nd Anniversary International Society for Performance Improvement 2024 Annual International Conference: Phoenix, Arizona. Peer-reviewed/Refereed, Accepted.
- Baker, R. (presenter), Park, J. (May 2024). *Artificial intelligence in human resource development research*. Presented at 62nd Anniversary International Society for Performance Improvement 2024 Annual International Conference: Phoenix, Arizona. Peer-reviewed/Refereed, Accepted.
- Smith, P., Buffington-Bates, C., Johnson, V., Johnson, M., & Baker, R., (May 2024). *Connectedness, wellness, and performance improvement*. Presented at 62nd Anniversary International Society for Performance Improvement 2024 Annual International Conference: Phoenix, Arizona. Peer-reviewed/Refereed, Accepted.
- Barhate, B., Ruchi, S., Hirudayaraj, M., & Baker, R. (February 2024). *Determination of influential factors of perceived employability during high unemployment*. Oral presentation, Academy of Human Resource Development, Arlington, Virginia, United States of America. 2024. Peer-reviewed/Refereed, Accepted.
- Baker, R. M., Smith, P., & Buffington-Bates, C. (February 2024). *Emotionally intelligent solutions for loneliness and connectedness*. 21st Annual Institute for Emotional Intelligence, Emotional Intelligence Training and Research Institute, Kingsville, Texas.
- Kalamadze, E., Baker, R., Giacumo, L. Mizandari, I., Kaldani, N., & Zedginidze, N. (September 2023). *2023 ISPI EMEA, The Spatial and Urban Development (SUDA) of Georgia: Ministry of Economy and Sustainable Development of Georgia, Open Assist Experience*. Oral Presentation, International Society for Performance Improvement - Europe, Middle East, Africa, Tbilisi, Georgia, 2023. Open Assist team competition.
- Beaver, Z., & Baker, R., (September 2023). *2023 ISPI EMEA, Impact of Culture on Workplace Performance: Global Mixed Methods Study*. Oral Presentation, International Society for Performance Improvement - Europe, Middle East, Africa, Tbilisi, Georgia, 2023. Peer-reviewed/Refereed, Accepted.
- Smith, P., & Baker, R., (September 2023). *2023 ISPI EMEA, Loneliness, Connectedness & Mental Health Impacts on Worker, Work & Workplace Performance*, Oral Presentation, International Society for Performance Improvement - Europe, Middle East, Africa, Tbilisi, Georgia, 2023. Peer-reviewed/Refereed, Accepted.
- Singh, B., & Baker, R., (September 2023). *2023 ISPI EMEA, Effect of online synchronous hybrid learning on new-hire Employee performance*, Oral Presentation, International Society for Performance Improvement - Europe, Middle East, Africa, Tbilisi, Georgia, 2023. Peer-reviewed/Refereed, Accepted.
- Smith, P., & Baker, R., (April 2023). *The dependence of human performance on connectedness*. Presented at 61th Anniversary International Society for Performance Improvement 2023 Annual International Conference: Williamsburg, Virginia. Peer-reviewed/Refereed, Accepted.

- Hale, J., Christian, M., & Baker, R. (March 2023). *The Psychometric Challenges of VRs*. Presented at 2023 Innovations in Testing Conference, Association of Test Publishers: Dallas, Texas. Peer-reviewed/Refereed, Accepted.
- Hirudayaraj, M., Barhate, B., & Baker, R. (February 2023). *Mitigating urban informal sector vulnerability in developing economies: Role of HRD in building better after the pandemic?* Panel discussion with T. Garavan, L. Bierema, M. Alagaraja, G. McLean, and G. Wang, Academy of Human Resource Development, Minneapolis, Minnesota, United States of America. 2023. Peer-reviewed/Refereed, Accepted.
- Baker, R., Hirudayaraj, M., & Baker, F. (February 2023). *Application of Professional Skills in Engineering Organizations for New Hires?* Poster and Oral Presentation, Academy of Human Resource Development, Virtual, United States of America. 2023. Peer-reviewed/Refereed, Accepted.
- Hale, J., Christian, M., & Baker, R. (February 2023). *The Power of VR: Accelerating Retention and Skilling New Audiences*. Presented at 46th Annual Training 2023 Conference and Expo: Orlando, Florida. Peer-reviewed/Refereed, Accepted.
- Baker, R., Roberts, M., & Cordovez, A. (October 2022). Team Lead, , *2022 ISPI EMEA, Benchmarking and Personas of the Georgia National Tourism*, Oral Presentation, International Society for Performance Improvement - Europe, Middle East, Africa, Virtual, United States of America. 2021. Team competition.
- Baker, R., & Christian, M. (April 2022). *High Impact VR Training: Increased Retention, Improved Performance*. Presented at 60th Anniversary International Society for Performance Improvement 2022 Annual International Conference: Nashville, Tennessee. Peer-reviewed/Refereed, Accepted.
- Baker, R., & Beaver, Z., & Wright, E. (April 2022). *Does culture grow on workers like a cultured pearl?* Presented at 60th Anniversary International Society for Performance Improvement 2022 Annual International Conference: Nashville, Tennessee. Peer-reviewed/Refereed, Accepted.
- Bickle, J., & Baker, R. (April 2022). *Utilizing Games/Simulations to Train Goal-Directed Habits: Synthesis of A Systematic Literature Review*. Presented at 60th Anniversary International Society for Performance Improvement 2022 Annual International Conference: Nashville, Tennessee. Peer-reviewed/Refereed, Accepted.
- Bickle, J., & Baker, R. (April 2022). *Training informally and habits: Does email informally train habits in knowledge workers?* Poster and Oral Presentation, Academy of Human Resource Development, Virtual, United States of America. 2022. Peer-reviewed/Refereed, Accepted.
- Christian, M., Baker, R., Hale, J., & Mendler, F. (March 2022). *The pursuit of psychometric fidelity in today's technological world*. Presented at Innovations in Testing 2022 Annual International Conference of the Association of Test Publishers: Orlando, Florida. Peer-reviewed/Refereed, Accepted.
- Mendler, T., Mendler, F., Hale, J., & Baker, R. (March 2022). *Ensuring diversity and equity through the use of assessment*. Presented at Innovations in Testing 2022 Annual International Conference of the Association of Test Publishers: Orlando, Florida. Peer-reviewed/Refereed, Accepted.
- Samaranayake, N., & Baker, R., (October 2021). Peer-reviewed/Refereed, Accepted, *2021 ISPI EMEA, Sustainable Education for All*, Oral Presentation, International Society for Performance Improvement - Europe, Middle East, Africa, Virtual, United States of America. 2021. Peer-reviewed/Refereed, Accepted.
- Baker, R., Turner, J., Karimiha, S., & Hirudayaraj, M., (March 2021). 2021 AHRD International Research Conference in the Americas, *Moving Beyond Learning to Change: A Systematic Literature Review of Adaptive Learning in Human Resource Development*, Oral Presentation, Academy of Human Resource Development, Virtual, United States of America. 2021. Peer-reviewed/Refereed, Accepted.
- Khan, A. Ayega, D., Aguilar, I. , Baker, R., (2020). Innovate Learning Summit 2020, *The Digital Tutor and Student Engagement Techniques: An Intelligent Way to Engage Students in ITS*, Paper, Association for the Advancement of Computing in Education, Virtual, United States of America. 2020. Peer-reviewed/Refereed, Accepted.
- Lebowsky, F., Spradlin, S., Baker, R., Bavereso, P., & Chaudary, Z. (October 2020). *Leading in, leading out, leading together - Leadership intelligence in the digital age*. Presented at the International Society for Performance Improvement-Europe, Middle East, and Africa 19th Annual Conference: Virtual.
- Khan, A., Benjamin, D., Mavers, S. & Baker, R. (June 2020). *The relationship between Self-Determination, Success and English Language Acquisition: A Case Study of Human Determination, Self-Efficacy, & Success*. Presented at The 3rd Pan-Pacific Technology Enhance Language Learning Conference, Denton, Texas: Zoom Virtual meeting.
- Turner, J. R., & Baker, R. M. (May 2020). *Introduction to the Toyota Flow System (TFS)*. Presented at International Society for Performance Improvement 2020 Virtual Conference: GoToWebinar.
- Turner, J. R., Baker, R. M., & Fu, F. (May 2020). *Let's talk research: The editors of PIQ*. Presented at International Society for Performance Improvement 2020 Virtual Conference: GoToMeeting.

- Baker, R. M., Karimiha, S., & Hirudayaraj, M. (February 2020). *A qualitative assessment of the impact of worker perception on turnover intention within the global trucking industry*. (Chem 79). Presented at the 2020 Academy of Human Resource Development International Research Conference in the Americas, Atlanta, Georgia.
- Lu, Y., Baker, R., Xu, X., & Hirudayaraj, M. (February 2020). *Is there a difference between perception and reality of gender based lookism in the Chinese workplace?* Presented at the 2020 Academy of Human Resource Development International Research Conference in the Americas, Atlanta, Georgia.
- Baker, R. M. (October 2019). *Digital educational games for sustainable learning*. Presented at the International Society for Performance Improvement-2019 Fall Conference: Charlotte, North Carolina.
- Baker, R. M. (September 2019). *Using gaming for learner engagement and growth*. Presented at the International Society for Performance Improvement-Europe, Middle East, and Africa 18th Annual Conference: Skopje, North Macedonia.
- Baker, R. M., & Milosavljevic, B. H. (August 2019). *Learning evaluation in P-Chem labs sequence that (a) prepares students for and (b) involves them in authentic research*. (Chem 79). Presented at the 258th ACS National Meeting, San Diego, California.
- Baker, R. & Hirudayaraj, M. (June 2019). *How self-interest behaviors influence agency in organizations*. Presented at the 2019 University Forum for Human Resource Development International Research Conference, Nottingham, United Kingdom.
- Baker, R. & Hirudayaraj, M. (June 2019). *Adaptive and personalized learning environments in global online*. Presented at the 2019 Eastern Academy of Management International Research Conference, Dubrovnik, Croatia.
- Hirudayaraj, M., Baker, R. (June 2019). *What can business faculty teaching Organizational Change learn from peers across the globe?* Presented at the 2019 Eastern Academy of Management International Research Conference, Dubrovnik, Croatia.
- Baker, R. M., Scherer, R., & Tyler-Wood, T. (May 2019). *Promoting thinking, reasoning, and problem solving in simSchool*. Presented at EdTech 2019, Irish Learning Technology Association: Dundalk, Ireland.
- Baker, R. M., Hirudayaraj, M., & Turner, J. R. (May 2019). *The statistics for machine learning: Data are not normal*. Presented at EdTech 2019, Irish Learning Technology Association: Dundalk, Ireland.
- Baker, R. M., Hirudayaraj, M., Turner, J., & Bickle, J. (April 2019). *Teaching black swans: Role for adaptive education*. Presented at International Society for Performance Improvement 2019 Conference: New Orleans, Louisiana.
- Turner, J. R., Baker, R. M., Nel, B., & Shahan, J. (April 2019). *Multiteam systems as a systematic complexity application*. Presented at International Society for Performance Improvement 2019 Conference: New Orleans, Louisiana.
- Turner, J. R., & Baker, R. M. (April 2019). *Creativity and innovative processes as complex adaptive systems*. Presented at International Society for Performance Improvement 2019 Conference: New Orleans, Louisiana.
- Turner, J. R., Baker, R. M., & Fu, F. (April 2019). *Let's talk research evaluation and dissemination..* Presented at International Society for Performance Improvement 2019 Conference: New Orleans, Louisiana.
- Baker, R. M., Hirudayaraj, M., Turner, J., & Bickle, J. (February 2019). *Artificial intelligence in HRD: Adaptive learning research agenda*. Presented at the 2019 Academy of Human Resource Development International Research Conference in the Americas, Louisville, Kentucky.
- Passmore, D. L., Chae, C., & Baker, R. M. (February 2019). *Selectivity and specificity of automated decisions based on p-value calculations: A study design*. Presented at the 2019 Academy of Human Resource Development International Research Conference in the Americas, Louisville, Kentucky.
- Hirudayaraj, M., & Baker, R. (February 2019). *Collaborating with the masters: Challenges, pathways, & lessons from the masters*. Presented at the 2019 Academy of Human Resource Development International Research Conference in the Americas, Louisville, Kentucky.
- Turner, J. R., Thurlow, N., Baker, R. M., Northcutt, D., & Newman, K. (February 2019). *MTS team effectiveness model: A new team effectiveness framework for multiteam systems*. Presented at the 2019 Academy of Human Resource Development International Research Conference in the Americas, Louisville, Kentucky.
- Turner, J. R., Thurlow, N., Baker, R. M., Northcutt, D., & Newman, K. (February 2019). *Multiteam systems: A systematic literature review identifying solutions to multiteam systems for Toyota Connected*. Presented at the 2019 Academy of Human Resource Development International Research Conference in the Americas, Louisville, Kentucky.
- Passmore, D. L., Chae, C., Borkovskaya, V, Baker, R., & Yim, J.-H. (November 2018). *An exploration of text mining of narrative reports of injury incidents to assess risk*. 2018 VI International Scientific Conference; Integration, Partnership and Innovation in Construction Science and Education: Moscow, Russia.

- Baker, R. M., Turner, J. R. & Bickle, J. (October 2018). *Teaching black swans: The role for adaptive education*. Presented at International Society for Performance Improvement-2018 Fall Symposium: Detroit, Michigan.
- Lee, S., & Baker, R. M. (September 2018). *How well do you demonstrate the value of your performance improvement project?* Presented at the International Society for Performance Improvement-Europe, Middle East, and Africa 17th Annual Conference: Gothenburg, Sweden.
- Baker, R. M. (September 2018). *Using case studies to practice program evaluation*. Presented at the International Society for Performance Improvement-Europe, Middle East, and Africa 17th Annual Conference: Gothenburg, Sweden.
- Turner, J. R., & Baker, R. (June 2018). *Leadership capacities in HRD: An integrative literature review and typology*. Presented at the 2018 University Forum for Human Resource Development International Research Conference, Newcastle-upon-Tyne, United Kingdom.
- Turner, J. R., & Baker, R. (June 2018). *Replacing systems theory with complexity theory as one of HRD's foundational theories*. Presented at the 2018 University Forum for Human Resource Development International Research Conference, Newcastle-upon-Tyne, United Kingdom.
- Hirudayaraj, M., & Baker, R. (June 2018). *What employers expect from L&D professionals: An analysis of HRD job postings*. Presented at the 2018 University Forum for Human Resource Development International Research Conference, Newcastle-upon-Tyne, United Kingdom.
- Baker, R. M., Ramos, K., & Turner, J. R. (June 2018). *Game design for visually-impaired individuals: Creativity and innovation theories and sensory substitution devices influence on virtual and physical navigation skills*. Presented at EdTech 2018, Irish Learning Technology Association: Carlow, Ireland.
- Passmore, D. L., & Baker, R. M. (June 2018). *Can you trust your algorithm?*. Presented at EdTech 2018, Irish Learning Technology Association: Carlow, Ireland.
- Turner, J. R., & Baker, R. M. (May 2018). *Complex adaptive team systems*. Presented at The Science of Team Science (SciTS) 2018 Conference, Galveston, Texas.
- Turner, J. R., & Baker, R. M. (May 2018). *Team emergence leadership development and evaluation model using complexity theory*. Presented at The Science of Team Science (SciTS) 2018 Conference, Galveston, Texas.
- Baker, R. M., Chew, E., & Kellner, F. C. (April 2018). *Life Skills Training Impact on Antisocial Behavior*. Presented at International Society for Performance Improvement 2018 Conference: Seattle, Washington.
- Romine, K. D., Turner, J. R., & Baker, R. M. (April 2018). *The Chessboard Model: Organizational Learning and Development*. Presented at International Society for Performance Improvement 2018 Conference: Seattle, Washington.
- Passmore, D. L., Zigner, M., Padilla, C., Elanwer, R., & Baker, R. (February 2018). *Predicting training participation: An exploration of supervised machine learning*. Presented at the 2018 Academy of Human Resource Development International Research Conference in the Americas, Richmond, Virginia.
- Turner, J. R., Baker, R. M., & Wood, J. (February 2018). *Leadership theories and supporting theories in HRD literature*. Presented at the 2018 Academy of Human Resource Development International Research Conference in the Americas, Richmond, Virginia.
- Baker, R. M., & Hirudayaraj, M. (February 2018). *MOOCs for career development of marginalized populations*. Presented at the 2018 Academy of Human Resource Development International Research Conference in the Americas, Richmond, Virginia.
- Turner, J. R., Baker, R. M., & Romine, K. D. (October 2017). *Complex adaptive team systems (CATS)*. Presented at the 13th International Conference on Knowledge Management, Fort Worth, Texas.
- Steiner, R., & Baker, R. M. (October 2017). *Big data project management challenges and specialized skills*. Presented at the 13th International Conference on Knowledge Management, Fort Worth, Texas.
- Baker, R. M., Wright, E., & Chew, E. (October 2017). *Culture, citizenship, and job satisfaction*. Presented at International Society for Performance Improvement-2017 Fall Symposium: Norfolk, Virginia.
- Baker, R. M., Jackson, F., Gonzalez, E., & Singh, B. K. (September 2017). *The four levels in action*. Presented at the International Society for Performance Improvement-Europe, Middle East, and Africa 16th Annual Conference: Bologna, Italy.
- Baker, R. M., Passmore, D. L., & Chew, E. (June 2017). *Artificial intelligence in education and its impact on learning interactions*. Presented at EdTech 2017, Irish Learning Technology Association: Sligo, Ireland.
- Chew, E., Kellner, F. C., & Baker, R. (May 2017). *Leadership exchange and performance*. Presented at International Society for Performance Improvement 2017 Conference: Montreal, Canada.
- Turner, J. R., Baker, R., & Romine, K. (May 2017). *Team emergence leadership development model*. Presented at International Society for Performance Improvement 2017 Conference: Montreal, Canada.

- Baker, R. M., Baker, F. A., Passmore, D., & Chae, C. (March 2017). *Mixed methods models and use in Academy of Human Resource Development publications*. Presented at Academy of Human Resource Development International Research Conference in the Americas, 2017: San Antonio, Texas.
- Kellner, F., Chew, E., & Baker, R. M. (March 2017). *Potential causes of substance abuse among nurses and forms of corrective action*. Presented at Academy of Human Resource Development International Research Conference in the Americas, 2017: San Antonio, Texas.
- Chae, C., Al-Khudhuri, Passmore, D. L., Baker, R. M., & Turner, J. R. (March 2017). *Structural model of topics in Academy of Human Resource Development journals, 1990-2015*. Presented at Academy of Human Resource Development International Research Conference in the Americas, 2017: San Antonio, Texas.
- Turner, J. R., Hix, J., Baker, R. M., Allen, J. (March 2017). *Improving your digital presence*. Presented at Academy of Human Resource Development International Research Conference in the Americas, 2017: San Antonio, Texas.
- Baker, R. M., & Passmore, D. L. (April 2016). *Social networks of performance*. Paper presented at the 2016 Performance Improvement Conference of the International Society for Performance Improvement, Philadelphia, Pennsylvania, April 2016. Slide presentation available at <http://www.slideshare.net/davidpassmore/passmore-baker-12april20162016speakerppt>.
- McLaughlin, J. S., Coyle, M., & Baker, R. M. (December 2014). *Inquiry-based Research Strategies, Student Independence and Time Help Transform an Undergraduate Biology Laboratory Experience into a Research Environment*. Presented in the Symposium, Envisioning Educational Change in the Digital Age, at the 2014 American Society for Cell Biology (ASCB)/International Federation for Cell Biology (IFCB) Meeting, December 2014, Philadelphia, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (May 2014). *Economic and financial features of MOOCs*. Presented at Eurovision 2020: Technology Enhanced Learning for a New Horizon, the 2014 Meeting of the Irish Learning and Technology Association, Dublin, Ireland. Video available at <https://media.heanet.ie/page/db9559d9e5da44a6aba479f9775134a6>
- Baker, R., Coyle, M., & McLaughlin, J. (November 2013). *Transforming an undergraduate biology laboratory experience into a research environment*. 2013 NABT Professional Development Summit: Atlanta, Georgia.
- Baker, R., & McLaughlin, J. (January 2013). *Global environmental science education in the 21st Century: Addressing the challenges and opportunities that face China through online innovation*. 2013 EDUCAUSE Conference: Baltimore, Maryland.
- Kumar, S. A., Baker, R., Coyle, M., & McLaughlin, J. (November 2012). *Using inquiry-based activities to transform undergraduate science education: A model lab for understanding cell growth and viability*. National Association of Biology Teachers Conference: Dallas, Texas.
- Baker, R. M., & Passmore, D. L. (October 2012). *Graph-theoretic links between production, demand, and employment in Pennsylvania*. Presentation at the 27th Annual REMI Users' Conference, Washington, DC.
- Baker, R. M., Mulligan, B., Passmore, D. L., & Peck, K. (September 2012). *Open learning badges and higher education: Threats and opportunities*. Presentation at ALT-C, the 19th international conference of the Association for Learning Technology, Manchester, United Kingdom.
- Baker, R. M., & Passmore, D. L. (October 2011). *A graph theoretic approach to describing regional economic structure*. Presentation at the 26th Annual REMI Users' Conference, Lake Tahoe, Nevada.
- Baker, R. M., & Passmore, D. L. (October 2010). *Impact of a natural gas severance tax in Pennsylvania*. Presentation at the 25th Annual REMI Users' Conference, Austin, Texas. (see <http://PA-SevTax.notlong.com>)
- Baker, R. M., & Murray, O. (June 2011). *Teacher change: Survey results of a five-year school reform effort*. Presentation at the 32nd International Society for Technology in Education Conference, Philadelphia, Pennsylvania.
- Baker, R. M. (May 2010). *Examples of scaffolding and chunking in online and blended learning environments*. Presentation at the 10th Annual Irish Learning Technology Association Conference, EdTech 2010, Athlone, Ireland.
- Baker, R. M., & Passmore, D. L. (May 2010). *Prezi: A non-linear, rich media alternative to PowerPoint*. Paper presented at EdTech 2010 sponsored by the Irish Learning and Technology Association, Athlone, Ireland. (see <http://EdTech2010-Prezi.notlong.com>)
- Baker, R. M., & Passmore, D. L. (June 2009). *Economic and demographic consequences of eliminating price caps on electrical rates in Pennsylvania*. WebEx online seminar presented by Regional Economic Models, Inc., Amherst, Massachusetts.

- Baker, R. M., Loiacono, M., & Passmore, D. L. (October 2008). *Elimination of electricity rate caps in Pennsylvania, 2011-2015*. Presentation at 2008 Annual Regional Economic Modeling Users Conference, "PI+: The Next Generation of Policy Insight," Santa Fe, New Mexico.
- Baker, R. M., Passmore, D. L., & Yoo, J. W. (October 2008). *Benchmarking forecasted impacts against time-series variations in regional employment*. Presentation at 2008 Annual Regional Economic Modeling Users Conference, "PI+: The Next Generation of Policy Insight," Santa Fe, New Mexico.
- Baker, R. M., & Passmore, D. L. (October 2007). *Tossing the cap: Electrical rate changes in Pennsylvania starting in 2010*. Presentation at 2007 Annual Regional Economic Modeling Users Conference, "Regional Economies: the Building Block of the Global Community," La Jolla, California.
- Baker, R. M., & Passmore, D. L. (February 2005). *Self-organizing social learning through the monastery gates*. Paper presented at the 4th International Association of Science and Technology for Development International Conference on Web-Based Education, Grindelwald, Switzerland.
- Baker, R. M. (November 2003). *Integrating instructional design and project management*. Paper presented at the Association for Educational Communications and Technology (AECT) Conference, Anaheim, California.
- Baker, R. M., & Dwyer, F. M. (October 2002). *Relative effectiveness of individual differences in reducing achievement differences between FI/FD learners: A meta-analytic assessment*. Paper presented at the Association for Educational Communications and Technology (AECT) Conference, Dallas, Texas.
- Baker, R. M. (November 2000). *Using EPSS to support decisions for performance choices*. Paper presented at the Association for Educational Communications and Technology (AECT) Conference, Denver, Colorado.
- Baker, R. M., & Dwyer, F. M. (October 2000). *A systemic meta-analytic assessment of the instructional effects of varied visuals on different types of educational objectives*. Paper presented at the International Visual Literacy Conference, Iowa.
- Baker, R. M., & Dwyer, F. M. (April 2000). *The effects of varied types of instructional illustrations in facilitating student achievement of different educational objectives: A meta-analytic assessment*. Paper presented at the American Educational Research Association (AERA), New Orleans, Louisiana as the Pennsylvania Educational Research Association Distinguished Research Paper.
- Baker, R. M., & Dwyer, F. M. (February 2000). *A meta analysis assessment of the effect of visualized instruction*. Paper presented at the Association for Educational Communications and Technology (AECT) Conference, Long Beach, California.

At Regional Meetings

- Baker, R. M. (May 2018). *Conference shareout*. ISPI-Texas Webinar, GoToMeeting. Retrieve recording from <http://ispitx.org>
- Baker, R. M., (September 23, 2017). *Project management on a fishbone*. Workshop presented at the Osher Lifelong Learning Institute at University of North Texas, Frisco, Texas.
- Baker, R. M., & Passmore, D. L. (October 15, 2016). *I got here as soon as I could*. Workshop presented to the Committee on Social Justice, Port Matilda, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (October 14, 2016). *Immigration anguish*. Workshop presented at the Osher Lifelong Learning Institute at Penn State, University Park, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (October 30, 2015). *How are the unemployeed counted?*. Workshop presented at the Osher Lifelong Learning Institute at Penn State, University Park, Pennsylvania.
- Goedhart, C. M., Coyle, M., Baker, R. M., & McLaughlin, J. S., (November 2014). *Bringing an inquiry research experience to general biology laboratory course: A partnership between a 4-year university and 2-year college*. Presented at the 2014 National Association of Biology Teachers Professional Development Conference, Cleveland, Ohio.
- McLaughlin, J. S., Coyle, M., & Baker, R. M. (October 16, 2014). *Transforming and undergraduate laboratory experience into a research environment*. Presented at the 2014 Northeast Region Association for Science Teacher Education (NE-ASTE), October 2014, New York, New York.
- Baker, R. M., & Passmore, D. L. (October 15, 2014). *Birds do it, bee do it: The birth of jobs and income*. Presentation at the 2014 Pennsylvania Workforce Investment Board Symposium, University Park, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (October 8, 2014). *Sex life of the economy: Where jobs and income come from*. Workshop presented at the Osher Lifelong Learning Institute at Penn State, University Park, Pennsylvania.
- Baker, R. M., Chae, C., Donahue, W., Fu, I., & Passmore, D. L. (March 22, 2014). *Hybrid course design*. Presented at 2014 Symposium for Teaching and Learning with Technology, University Park, Pennsylvania.

- Baker, R. M., Passmore, D. L., & Fu, I. (October 24, 2013). *Monetizing MOOCs*. Paper presentation at the 44th Annual Meeting of the Northeastern Educational Research Association, Rocky Hill, Connecticut.
- Baker, R. M., & McLaughlin, J. S. (September 28, 2013). *Using environmental education in China as a learning laboratory*. Presentation at the Penn State 2013 Conference: "Internationalizing the Curriculum," University Park, Pennsylvania.
- Coyle, M., Baker, R. M., & McLaughlin, J. S. (March 16, 2013). *Implementation of Vision and Change to transform undergraduate Science education in the Biology laboratory*. Presentation at the Penn State Shenango Teaching Conference: "Meeting the Challenges of the 21st Century Classroom 2013," Sharon, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (March 15, 2012). *Workforce development and Marcellus Shale: Emerging needs*. Presentation at conference, "Understanding & Preparing for Marcellus Shale Impacts in Your District," sponsored by the Pennsylvania School Study Council, University Park, Pennsylvania. (see <http://Marcellus-EdImpact.notlong.com>)
- Baker, R. M., & Passmore, D. L. (August 18, 2011). *Marcellus Shale: Jobs and the Pennsylvania economy*. Presentation at 2011 Pennsylvania Workforce Investment Board Symposium, University Park, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (June 30, 2010). *Marcellus Shale gas drilling*. Presentation at *Business Before Hours* breakfast meeting sponsored by the Chamber of Business & Industry of Centre County, State College, Pennsylvania.
- Baker, R. M., Jeon, K. S., & Passmore, D. L. (June 17, 2010). *Offshoring Pennsylvania jobs: What Are the risks?* Presentation at 2010 Pennsylvania Workforce Investment Board Symposium, University Park, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (June 9, 2009). *What makes a job green?* Presentation at 2009 Pennsylvania Workforce Investment Board Symposium, University Park, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (June 25, 2008). *Cutting edge economic techniques for assessing regional innovations*. Presentation at 2008 PA WIB Symposium—Building an Innovation System for Pennsylvania: Industry Clusters as a Driver for Planning in Workforce Development, Education, and Economic Development, University Park, Pennsylvania.
- Baker, R. M., Blasdel, J., Conway, D., & Passmore, D. L. (May 6, 2008). *Using data for decision-making*. Continuing Education Professional Development Conference, University Park, Pennsylvania.
- Baker, R. M., Chambers, J., Passmore, D. L., & Wulforth, P. (May 2008). *Bio- and alternative energy: Community considerations*. Presentation to the 86th Annual Conference of the Pennsylvania State Association of Township Supervisors, Hershey, Pennsylvania.
- Baker, R. M., Figurelle, W., Franklin, T., Lawrence, M., Masisak, D., & Passmore, D. L. (March 2008). *Increasing global competitiveness in powdered metallurgy part manufacturing in north central Pennsylvania*. Presentation to Economic Development Administration, Philadelphia, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (November 2007). *Working close apart: Web 2.0 tools for collaboration and cooperation*. Presented at Living the Vision of a Student-Centered University Conference, University Park, Pennsylvania.
- Baker, R. M., Lawrence, M., Loiacono, M., & Passmore, D. L. (November 2007). *Job, income, and tax effects of agri-energy activity in Pennsylvania communities*. Presented at the 2007 Penn State Agri-Energy Extension In-Service, University Park, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (August 2007). *Performance and competitiveness of the Pennsylvania economy*. Presented at Regional Economic Modeling Seminar, Harrisburg, Pennsylvania. (see <http://REMI2007.notlong.com>)
- Baker, R. M., & Passmore, D. L. (July 2007). *Penn State's role in economic, workforce, and community development*. Presented to the National Surface Warfare Center, University Park, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (July 2007). *Labor market for long-term care in Bucks and Montgomery counties*. Presented to Bucks County Long Term Care Consortium, Levittown, Pennsylvania. (see <http://train.ed.psu.edu/LTC/>)
- Baker, R. M., & Passmore, D. L. (June 2007). *Creating a snapshot of your local economy and workforce*. Paper presented at the Annual Meeting of the Pennsylvania Association of Workforce Investment Boards, University Park, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (June 2007). *Methods for analyzing regional workforces*. Paper presented at the Annual Meeting of the Pennsylvania Association of Workforce Investment Boards, University Park, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (May 2007). *Capabilities and opportunities in economic and workforce development*. Paper presented at Delta Development Corporation seminar, Mechanicsburg, Pennsylvania.

- Baker, R. M., & Passmore, D. L. (April 2007). *mmm, del.icio.us: Social bookmarking in instruction and research*. Presented at the Penn State Symposium for Teaching and Learning with Technology: A Symposium of Faculty Excellence, University Park, Pennsylvania. (see related interview on *iTunes* by navigating to <http://SocialCompItunes.notlong.com>)
- Baker, R. M., & Passmore, D. L. (August 2006). *Nuts and bolts of your regional economy*. Presented to Duquesne Power and Light Company, Monaca, Pennsylvania. (Also presented at Penn State University, University Park, Pennsylvania, October 2005)
- Baker, R. M., & Passmore, D. L. (April 2006). *Wikis in instruction*. Presented at the Penn State Symposium for Teaching and Learning with Technology: A Symposium of Faculty Excellence, University Park, Pennsylvania. (see podcast at <http://tinyurl.com/jqfgx>, streaming video at <http://symposium.tlt.psu.edu/?p=98>, and social commentary about this presentation at <http://symposium.tlt.psu.edu/index.php?s=passmore>)
- Baker, R. M., & Passmore, D. L. (January 2006). *Data analysis in workforce education and development: An example in design of blended learning*. Presentation at Exploring Blended Learning Symposium, University Park, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (November 2005). *New labor market information for planning school-to-career programs*. Paper presented at the 14th Annual Conference on Integrated Learning: The School-To-Career Connection, University Park, Pennsylvania.
- Baker, R. M., & Passmore, D. L. (November 2005). *Employment in Pennsylvania health care and service occupations conditional on two national health care spending scenarios: A structural economic simulation*. Invited presentation at the REMI Seminar on Economic Modeling and Policy Analysis, Camp Hill, Pennsylvania.
- Baker, R. M., Jin, S., Kim, Y., Lu, H., & Passmore, D. L. (October 2005). *Use of labor force dynamics for planning and evaluating school-to-work programs*. Paper presented at the Annual Meeting of the Northeastern Educational Research Association, Kerhonkson, New York.
- Baker, R. M., & Passmore, D. L. (June 2005). *Using new information about the dynamics of labor markets for planning local workforce development*. Paper presented at Building a Demand-Driven Innovation System in Pennsylvania: A Symposium for Planners in Workforce Development, Education, and Economic Development sponsored by the Pennsylvania Association of Workforce Investment Boards, State College, Pennsylvania. (see: <http://www.personal.psu.edu/dlp/LED/>)
- Baker, R. M., & Passmore, D. L. (May, 2005). *Integrating media into ANGEL: Use of podcasts*. Presentation at ANGEL III Day: A symposium of faculty excellence, University Park, Pennsylvania. (see: <http://www.personal.psu.edu/dlp/podcast/>)
- Baker, R. M. (October 2003). *Integrating instructional design and project management*. Paper presented at the Pennsylvania Association for Educational Communications and Technology (PAECT) Conference, Hershey, Pennsylvania.
- Baker, R. M., & Dwyer, F. M. (November 2002). *Effect of instructional strategies and individual differences: A meta-analytic assessment*. Paper presented at the Northeastern Educational Research Association Conference, Kerhonkson, New York.
- Baker, R. M., & Dwyer, F. M. (March 2002). *Relative effectiveness of individual differences and varied instructional strategies: A meta-analytic assessment*. Paper presented at the Eastern Educational Research Association Conference, Sarasota, Florida.
- Baker, R. M., & Dwyer, F. M. (October 2001). *The effect of learning style on student achievement*. Paper presented at the Northeastern Educational Research Association Conference, Hudson Valley, New York.
- Baker, R. M. (October 2000). *Using EPSS to support decisions for performance choices*. Paper presented at the Pennsylvania Association for Educational Communications and Technology (PAECT) Conference, Hershey, Pennsylvania.
- Baker, R. M. (November 1999). *Using technology to improve the skill/knowledge level of non-academic students*. Paper presented at the Pennsylvania Association for Educational Communications and Technology (PAECT) Conference, Hershey, Pennsylvania.
- Baker, R. M. (November 1999). *County school districts unite for collaborative in-service*. Paper presented at the Pennsylvania Association for Educational Communications and Technology (PAECT) Conference, Hershey, Pennsylvania.
- Baker, R. M. (November 1999). *Strategic planning in distance education*. Paper presented at the Pennsylvania Association for Educational Communications and Technology (PAECT) Conference, Hershey, Pennsylvania.
- Baker, R. M., & Dwyer, F. M. (November 1999). *The effects of varied types of instructional illustrations in facilitating student achievement of different educational objectives: A meta-analytic assessment*. Paper presented at the Pennsylvania Educational Research Association (PERA), Hershey, Pennsylvania. Chosen as the Pennsylvania Educational Research Association Distinguished Research Paper.

Baker, R. M., & Dwyer, F. M. (October 1999). *A meta-analytic assessment of the effects of visualized instruction*. Paper presented at the Northeastern Educational Research Association (NERA), Ellenville, New York.

Project Director. *Current and anticipated labor market for long-term care workers in Bucks and Montgomery counties*. Contract from the Bucks County Workforce Investment Board to the Workforce Assessment Center, Office of Economic and Workforce Development, Penn State Outreach, \$40,986.

Editorial Work

Associate editor, *Performance Improvement Quarterly*, 2018 through 2026

Editorial Board member, Special Edition Editor, for *Systems*, 2025 through 2026.

Article Reviewer of *New Horizons in Adult Education and Human Resource Development*, 2014 through 2026.

Article Reviewer for *Industrial and Commercial Training*, 2017 through 2026.

Article Reviewer for *Human Resource Development Quarterly*, 2016 through 2026.

Article Reviewer for *Educational Technology Research and Development*, 2017 through 2026.

Article Reviewer for *European Journal of Training and Development*, 2017 through 2026.

Article Reviewer for *Computers*, 2025 through 2025.

Article Reviewer for *Frontiers in Education*, 2022 through 2025.

Article Reviewer for *Frontiers in Psychology*, 2023 through 2025.

Article Reviewer for *Sage Open*, 2019 through 2025.

Article Reviewer for *Human Resource Development Review*, 2017 through 2025.

Article Reviewer for *Frontiers in Sociology*, 2022 through 2023.

Article Reviewer for *Applied Sciences*, 2021 through 2023.

Article Reviewer for *Frontiers in Oncology*, 2023 through 2023.

Article Reviewer for *Evaluation and Program Planning*, 2016 through 2022.

Article Reviewer for *Smart Learning Environments*, 2020 through 2022.

Article Reviewer for *Sustainability*, 2017 through 2022.

Article Reviewer for *ACS Journal of Chemical Education*, 2020 through 2021.

Article Reviewer for *International Journal of Environmental Research and Public Health*, 2019 through 2021.

Article Reviewer for *Human Resource Management*, 2020 through 2021.

Article Reviewer for *Human Resource Development International*, 2017 through 2021.

Article Reviewer for *Journal of Healthcare*, 2021.

Article Reviewer for *Journal of Humanistic Psychology*, 2019 through 2021.

Article Reviewer for *Methodological Innovations*, 2021 through 2021.

Article Reviewer for *Complexity*, 2019 through 2020.

Article Reviewer for *RAM. Revista de Administração Mackenzie*, 2020.

Guest editor, *Advances in Human Resource Development Review*, 2019, Volume 21, Issue 3.

Article Reviewer for *Evidence-based Complementary and Alternative Medicine*, 2019.

Article Reviewer for *Systems*, 2019.

Article Reviewer for *Societies*, 2018 through 2019.

Article Reviewer for *Education Sciences*, 2016 through 2019.

Article Reviewer for *Performance Improvement Quarterly*, 2016 through 2018.

Article Reviewer of *IEEE Transactions on Emerging Topics in Computing*, 2015 through 2017.

Article Reviewer of *Frontiers of Environmental Science and Engineering*, 2013 through 2017.

Co-Editor with D. L. Passmore of *International Journal of Vocational Education and Training*, July 2011 through June 2013.

Article Reviewer of *American Journal of Education*, 2008 through 2017.

Article Reviewer of *International Journal of Training and Development*, 2007 through 2017.
 Manuscript Reviewer for Corwin Press, California, 1997 through 1999.

Service

Paid Consulting

Co-author, Instructional Designer, and Multimedia Developer for revision of Successful Project Management, Seventh Edition, Cengage Learning, Florence, Kentucky, August 2015 to February 2017.

Consulting Editor, Instructional Designer, and Multimedia Developer for revision of Successful Project Management, Sixth Edition, Cengage Learning, Florence, Kentucky, March 2013 to December 2013.

Author of Project Management Educational Programs Design White Paper, Cengage Learning, Florence, Kentucky, December 2011 to January 2012.

Artifact Developer for Assessments, Cengage Learning, Florence, Kentucky, June 2011 to September 2011.

Consulting Editor, Instructional Designer, and Multimedia Developer for revision of Successful Project Management, Fifth Edition, Cengage Learning, Florence, Kentucky, May 2010 to March 2011.

National Institute for Metalworking Skills, Creation of integrated training web site for on-site assessment teams, December 2005 to June 2006.

Web and Print-based Researcher and Instructional Designer, PricewaterhouseCoopers, Florham Park, New Jersey from February 2001 to August 2001 and April 1999 to August 1999.

Instructional Designer and Instructor, Training and Educational Systems Associates, State College, Pennsylvania, June 2000 to June 2005.

Donated Professional Service

Grant reviewer, U.S. National Science Foundation Translation to Practice (NSF TTP), 2026. (assignments pending).

Trainer, Principles and Practices of Performance Improvement Workshop, International Society for Performance Improvement, Sheetz Corporation, Claysburg, Pennsylvania, March 2025.

Grant reviewer, NASA MUREP INCLUDES program, 2024.

Executive Committee, President (2024-2026), president-elect (2023-2024), University Council for Workforce and Human Resource Education, 2023-2028.

Board member, International Society for Performance Improvement, Silver Springs, Maryland, Treasurer 2020-2026.

Board member, Knowledge and Information Professionals Association, Denton, Texas, Treasurer 2016-2026.
 Planning team for the ICKM 2018, 2022, 2023, and 2024 conferences.

Instructor, International Society for Performance Improvement Principles and Practices. 2018 - 2025.

HRD Theory Special Interest Group member, Academy of Human Resource Development, St. Paul, Minnesota, chair 2016-2025.

Quantitative Special Interest Group member, Academy of Human Resource Development, St. Paul, Minnesota, Leadership team, 2016-2024.

Paper and Abstract Proposal Reviewer, Academy of Human Resource Development, St. Paul, Minnesota, Conference in the Americas, 2015-2022; Conference in MENA, 2016-2017.

Paper and Abstract Proposal Reviewer, IEEE International Conference on Advanced Learning Technologies (IEEE ICALT); Technology-enhanced Assessment in Formal and Informal Education (TeASSESS), Estonia, 2019

Presentation Proposal Reviewer, International Society for Performance Improvement, Silver Springs, Maryland, 2014-2022.

Nominations Committee member, International Society for Performance Improvement, Silver Springs, Maryland, 2014 to 2019, chair 2016-2019.

Paper and Abstract Proposal Reviewer, University Forum for Human Resource Development, United Kingdom and Hungary, 2017-2020.

Proposal Reviewer, 2017 and 2018 Violence and Delinquency Prevention Programs, Pennsylvania Commission on Crime and Delinquency, Harrisburg, Pennsylvania.

Proposal Reviewer, AECT - Educational Technology World Conference in Bali, Bloomington, Indiana, 2016.

Proposal Reviewer, 2014 and 2015 Violence Prevention Programs, Pennsylvania Commission on Crime and Delinquency, Harrisburg, Pennsylvania.

Proposal Reviewer, Florida 21st Century Community Learning Centers, Florida Department of Education, Tallahassee, Florida, and The Children's Forum, reviewed proposals for RFP years: 2011–2012, 2012–2013, 2013–2014, 2014–2015, 2015–2016.

Concept paper reviewer, 2013 Programs to Prevent Violence and Delinquency, Pennsylvania Commission on Crime and Delinquency, Harrisburg, Pennsylvania.

Submitted two standards that contributed to the American National Standards Institute and the Joint Committee on Standards for Educational Evaluation, (2003). *The Student Evaluation Standards: How to Improve Evaluations of Students*. Thousand Oakes, California: Corwin Press, Inc.

University Service

Elected, Interim Chair, Graduate Council, Spring 2026.

Elected, UNT Faculty Senate, Group II Senator, 2025-2028.

Appointed, Facilitator, College of Information Strategic Planning, 2025-2026.

Appointed, UNT Faculty Senate Secretary, 2025-2026.

Elected, UNT Faculty Senate University Budget Committee, Group II representative, 2024-2027.

Elected, UNT Graduate Council, Group II representative, Spring 2024, 2024-2027.

Elected Learning Technologies Graduate Curriculum Committee, 2023-2026, Learning Technologies Personnel Affairs Committee, 2023-2026, College of Information Undergraduate Curriculum Committee, 2023-2025, Learning Technologies Election Judge, 2017-2027.

Appointed as a Committee member, UNT Office of Student Success, Ricco Ethics Scholarship competition, 2023–2025

Reporter and member, College of Information Associate Dean for Research Selection Committee, 2024-2025.

Elected Chair, Department of Learning Technologies Workload committee, 2024-2025.

Serve as the University of North Texas representative to the Program Excellence Network with the Academy of Human Resource Development, 2017–2025.

Serve as Director, Learning Technologies- Bachelor of Applied Science program, 2021–2025.

Volunteer as a Faculty Chaperone for HackUNT (2020, 2022, 2023, 2024) and UNT NBSE Hackathon (2023) events

Elected Chair (2017–2018, 2018–2019, 2019–2020, 2020-2021, 2021-2022) and appointed to the Committee on the Evaluation of University Administrators, Group II representative, University of North Texas Faculty Senate, September 2017– September 2023. Special appointment to Evaluation of University Administrators committee by Faculty Senate 2023-2024.

Serve as member of College of Information, Department of Linguistics Personnel Affairs Committee and Reappointment, Promotion, and Tenure Committee, 2021-2023.

Appointed by Learning Technologies Department Chair to Ad hoc University of North Texas College of Information Bylaws committee, 2020-2021 Academic Year, 2022-2023. Elected Chair of committee.

Elected as an At-Large Assistant Professor to the University of North Texas Faculty Senate, September 2018 - September 2021, re-elected September 2021 - September 2024.

Serve as the University of North Texas representative to the University Council for Workforce and Human Resource Education, 2017–2024.

Appointed by the Provost to the Open Access Advisory Board (OAAB), University of North Texas, Fall 2017 – Fall 2020.

Provided Qualtrics survey design support to others within the University of North Texas community, Spring 2016 – Spring 2020.

Elected to the Undergraduate Curriculum Committee (2019-2020; 2020-2023, chair 2019-2020, 2020-2021, 2021-2022), Election Judge (2017-2021, 2021-2024), Executive Committee (2015-2018, 2018-2021), Personnel Affairs Committee (2017-2020); Technology Committee (2015-2017), Department recorder (2015-2018), and College Undergraduate Curriculum Committee (2017-2019) for the Learning Technologies Department, College of Information, University of North Texas.

Participant in the 2016 CLEAR Course Design Institute, University of North Texas.

Presentation about the International Society of Performance Improvement to Workforce Learning and Performance Master of Science and Applied Technology and Performance Improvement Doctorate of Philosophy degree program students monthly seminar for graduate students, College of Information, Department of Learning Technologies.

Program coordinator, Master of Science degree program, Workplace Learning and Performance (Applied Technology and Performance Improvement), Learning Technologies Department, College of Information, University of North Texas, 2015–2016.

Planning committee for COI Multi-Disciplinary Research Exchange Conference, College of Information, University of North Texas, 2015-2016.

Elected to the Penn State Faculty Senate as a College of Education senator; member of the Libraries, Information Science, and Technology committee, Parking Enforcement committee, Research Committee, 2014-2015.

Co-Chair of the Penn State Commission for Women (2012–2013), Co-Chair Elect (2011–2012), Appointed member (2008–2014), co-chair of the Assessment Committee (2009–2011) and the Employment and Family Policies committee (2014–2015), and member of the Executive Committee (2009–2014), Assessment Committee (2008–2009) and Wage Equity Committee (2008–2011).

Member of the Diversity Framework Committee (2009–2010, and 2014–2015), Office of Educational Equity.

Guest lecturer for classes in the Learning and Performance Systems Department (2003–2015)

- Research briefs and how to tailor the message for different audiences, Instructional Systems Program.
- Project management and mathematical skills, Workforce Education and Development Program.
- Labor market, demographic, and industry data, Workforce Education and Development Program.
- Economic and demographic policy analysis and simulation and input-output modeling, Workforce Education and Development Program.
- Project management applied to instructional design and development projects, Instructional Systems Program.
- Human performance improvement, Instructional Systems Program.

Member of Search Committee (2012–2014) for position of Open Rank Professor of Education and CTE Administration Certification, Learning and Performance Systems, Workforce Education and Development.

Interviewer with members of Presidential Equity Commissions and Search Committee (2012–2013) for positions of Executive Vice President and Provost and Vice President for Marketing and Communications. Advised search firms for information related to diversity and the needs of the University for positions of University President, Executive Vice President and Provost, and Vice President for Marketing and Communications.

Served as a member of the Steering Committee for the Administrative Fellows program (2013).

Voluntary Research Services to Penn State Outreach Continuing Education and Cooperative Extension (2006–2013)

- Analyzed National Business Services Alliance online certification program.
- Provided information on skills assessments and types of questions to measure skills.
- Developed performance assessments for frontline workers and for managers.
- Facilitated GroupSystems session with continuing education directors and representatives at annual meeting.
- Analyzed industries in regions to produce 214 economic impact reports.
- Developed questions for assessing managerial skills that were implemented using radio-frequency response system equipment.
- Presented performance assessment theory and how to improve performance to industry consortium members.
- Implemented performance assessments, analyzed and presented results of the performance assessments, made recommendations for performance improvement.
- Analyzed Wall Street West region and provided data to support grant proposals.
- Analyzed regions for Keystone Innovation Zone and Keystone Innovation Grant applications.
- Analyzed regions for training solutions and community and economic development.
- Determined company contacts in regions related to specific industry codes.
- Developed training materials and instructed continuing education directors and representatives on how to use labor market and industry data to make training decisions.
- Mapped regional information and used geographical information systems to analyze regions and provide information for grant applications.
- Performed market segmentation to determine the target audience for training solutions.

Contributed to grant applications (2009–2010) to provide maps, economic impact information, and demographic data through the Office of the Vice President for Research and the Office of the Vice Provost for Information.

Member of Eliminate Duplication and Streamline Processes Committee (2009–2010), Penn State Outreach.

Facilitator of Project Management Skills and Process Development in Microsoft Project (2009), World Campus.

Contributed to the College of Education Associate Dean of Research Directors of Institutes and Centers Committee (2006–2009).

Member of the Project Working Group, Regional Engagement Team, and Community Readiness Dashboard/Metrics/Regional Asset Mapping Committee (2008–2009) of the Pennsylvania Prosperity Partnership project by Penn State Outreach.

Member of Search Committee (2009) for position of Director of Undergraduate Academic Affairs in the Penn State World Campus.

Member of Search Committee (2009) for Staff Assistant in the Office of Economic and Workforce Development in Penn State Outreach.

Affiliate member of the Penn State Commission for Women and member of its Assessment Committee and Wage Equity Committee (2008).

Community Service

Texas 4H, Argyle, Texas, Coach, 2024.

Member, State Epidemiological Outcomes Workgroup, Pennsylvania Drug and Alcohol Programs, member (2013–2026).

Vice-Chair, Pennsylvania Human Relations Commission Centre County Advisory Council, (2014), member (2013–2018).

Board of Directors, Mt. Nittany UMC Preschool, State College, Pennsylvania, (2014–2015).

Staff-Parish Relations Committee, Mt. Nittany UMC, State College, Pennsylvania, (2014–2015).

Mission Possible community housing repair projects, State College, Pennsylvania, (2009–2010).

Training Coordinator for Boy Scouts of America Troop 367, Juniata Council, State College, Pennsylvania, (2006–2010).

Director and Coach of Pennsylvania Junior Shooting Camp sponsored by the National Rifle Association and the Pennsylvania Rifle and Pistol Association, (1984–2005).

Junior Rifle Coach, Huntingdon County 4H, Huntingdon County Cooperative Extension, Huntingdon, Pennsylvania, (1990–2003).

Director of shooting events and planning committee, Pennsylvania Outdoor Heritage Days sponsored by Pennsylvania Game Commission, Westsylvania, Pennsylvania Heritage, Huntingdon, Pennsylvania, (2000–2003).

Girl Scout Leader, Hemlock Girl Scout Council, Orbisonia, Pennsylvania, (2000–2003).

Treasurer of Pennsylvania Sportsmen for Youth, Huntingdon, Pennsylvania, (1995–2003).

Director of Huntingdon County Youth Field Day, Pennsylvania Game Commission, Pennsylvania Fish Commission, National Wild Turkey Federation, Department of Conservation of Natural Resources, Huntingdon, Pennsylvania, (1995–1998).

Instructor of Hunter and Trapper Education courses, Pennsylvania Game Commission, (1994–2010).

Volunteer for Pennsylvania Blind Association, Washington, Pennsylvania, (1982–1987).

Student Work Directed

Doctoral Dissertation Committees Chair

Khan, A. (2025). *Digital leadership: A policy analysis on implementing a comprehensive global educational ecosystem*. Doctor of Philosophy dissertation in educational leadership, teacher education and administration, University of North Texas. (co-chair).

- Scherer, R. (2025). *A mixed methods study of simulation-based training in commercial trucking: Insights from the best fleets to drive for and gilbert's behavior engineering model*. Doctor of Philosophy dissertation in learning technologies, University of North Texas. (chair).
- Al Farah, F. (2025). *The impact of using chatbots on developing American college students' academic motivation*. Doctor of Philosophy dissertation in learning technologies, University of North Texas. (chair).
- Vickers, V. (2025). *Unraveling the Multifaceted Role of Teachers in Education*. Doctor of Philosophy dissertation in learning technologies, University of North Texas. (chair).
- Smith, P. (2024). *The effectiveness of institutions improving data literacy in pedagogical practices and student outcomes of professors in higher education: a multiple case study*. Doctor of Philosophy dissertation in learning technologies, University of North Texas. (chair).
- Bickle, J. (2024). *Exploration of pragmatic heuristic rendering within cognitive apprenticeship for remote teams: An exploratory study*. Doctor of Philosophy dissertation in applied technology and performance improvement, University of North Texas. (chair).
- Romine, K. (2024). *Optimizing organizational structures for enhanced student outcomes: A three-year secondary data analysis of administrative intensity in higher education*. Doctor of Philosophy dissertation in applied technology and performance improvement, University of North Texas. (chair).
- Ndolo, S. (2023). *Learning During the Covid-19 Pandemic and the Impact of Remote Instruction on Kindergarten Students: Teachers and Parents Tell All*. Doctor of Philosophy dissertation in learning technologies, University of North Texas. (chair).
- Beaver, Z. (2023). *The Impact of Culture on Workplace Performance in the Post COVID Era: A Global Mixed Methods Study*. Doctor of Philosophy dissertation in applied technologies and performance improvement, University of North Texas. (chair).
- Singh, B. K. (2023). *Effect of Computer-Assisted Pronunciation Training (CAPT) in an Online Synchronous Hybrid Learning (SHL) Environment on NNES Learner Pronunciation and Performance*. Doctor of Philosophy dissertation in learning technologies, University of North Texas. (chair).
- Chambers, R. (2022). *The Community of Inquiry survey instrument: measurement invariance in the community college population*. Doctor of Philosophy dissertation in learning technologies, University of North Texas. (chair).
- Meng, N. (2021). *Teachers' technology adoption in cross-cultural classroom: A transformative perspective*. Doctor of Philosophy dissertation in learning technologies, University of North Texas. (co-chair).
- Johnson, J. L. (2020). *A dream deferred: Suicide and self-harm in middle America*. Doctor of Philosophy dissertation in applied technologies and performance improvement, University of North Texas. (co-chair).
- Kellner, F. W. (2019). *Examination of how nursing students' coping methods for stress are related to ability and personality as indicated by emotional intelligence (ability) and locus of control (personality)*. Doctor of Philosophy dissertation in applied technologies and performance improvement, University of North Texas. (co-chair).

Doctoral Dissertation Committees

- Ramos, K. (2025). *Perceived Accessibility of Higher Education Institutions by Legally Blind Faculty and Staff: An Exploratory Study*. Doctor of Philosophy dissertation in learning technologies, University of North Texas.
- Grant, J. (2025). *Bridging the Gaps in Workplace Compliance Training*. Doctor of Philosophy dissertation in learning technologies, University of North Texas.
- Parker, D. (2024). *Examining the impact of COVID-19 on protection factors against bullying students with disabilities*. Doctor of Education dissertation in educational leadership, Saint Joseph's University.
- Tran, B. (2024). *The influence of a large-scale virtual IPE event on healthcare students' professional identity development using a simulated clinical scenario*. Doctor of Philosophy dissertation in learning technologies, University of North Texas.
- Phillips Christensen, K. (2023). *Social Presence in the Online Classroom: The Educator's Experience*. Doctor of Philosophy dissertation in learning technologies, University of North Texas. .
- Samaranayake, N. (2023). *Testing the perceived efficacy and value of a solar-powered moodlebox to provide sustainable educational support to underdeveloped areas*. Doctor of Philosophy dissertation in learning technologies, University of North Texas.
- Wright, E. (2021). *The moderating role of national culture on perceptions of psychological contract breach and job satisfaction in multi-national corporations*. Doctor of Philosophy dissertation in applied technologies and performance improvement, University of North Texas.

- Khan, A. (2021). *The digital tutor: An educational technology marvel, a futuristic analysis of a modern intelligent tutoring system using soft system methodology*. Doctor of Philosophy dissertation in applied technologies and performance improvement, University of North Texas.
- Schroeder, J. (2021). *Validation of a survey instrument: Team creativity and innovation (C/I) processes as complex adaptive systems (CAS)*. Doctor of Philosophy dissertation in learning technologies, University of North Texas.
- Bailey, E. (2015). *Comparative study of perceived barriers to faculty participation in distance education at a four-year university*. Doctor of Philosophy dissertation in applied technologies and performance improvement, University of North Texas.
- Danks, S. (2015). *Measuring culture of innovation: A validation study of the innovation quotient instrument*. Doctor of Philosophy dissertation in applied technologies and performance improvement, University of North Texas.
- Laksaniyanon, B. (2015). *Acceptance theories for behavior in conducting research: Instructors in the Rajabhat University System, Thailand*. Doctor of Philosophy dissertation in applied technologies and performance improvement, University of North Texas.
- Ford, R. (2015). *Factors influencing clergy leadership effectiveness*. Doctor of Philosophy dissertation in workforce education and development, The Pennsylvania State University.
- Park, J. Y. (2015). *Examination of impact of family size on investment in children's education and educational achievement In Kenya*. Doctor of Philosophy dissertation in workforce education and development, The Pennsylvania State University.
- Huang, H. (2014). *Assessing civic engagement: A study of collaborative social entrepreneurship using a multiuser virtual environment*. Doctor of Philosophy dissertation in curriculum and instruction, The Pennsylvania State University.
- Corby, M. (2014). *An examination of leadership development of women university administrators through participation in an administrative fellows program*. Doctor of Philosophy dissertation in workforce education and development, The Pennsylvania State University.
- Scamacca, L. (2013). *Exploring intangible and non-financial success metrics for professionals in the meetings and events industry*. Doctor of Philosophy dissertation in workforce education and development, The Pennsylvania State University.
- Nordstrom, P. (2013). *An evaluation of reported changes in teachers' practices in the Classrooms for the Future initiative based on levels of technology implemented*. Doctor of Philosophy dissertation in instructional systems, The Pennsylvania State University.
- Demers, D. (2009). *The relationship between perceptions of learning organization characteristics and firm performance*. Doctor of Philosophy dissertation in workforce education and development, The Pennsylvania State University.
- Pursel, B. K. (2009). *The role of virtual worlds as a collaborative environment for partially distributed teams*. Doctor of Philosophy dissertation in workforce education and development, The Pennsylvania State University.

Master Thesis & Papers Committees

- Joung, G. S. (2011). *The effectiveness of informal learning and formal training on improving job competencies in small business*. Master of Science Research Paper in workforce education and development, The Pennsylvania State University.
- Haynes, C. (2009). *Relationships between promoted supervisors and their former coworkers*. Master of Education Research Paper in workforce education and development, The Pennsylvania State University.