Paul Bruce Roberts, Ed.D.

Education

Texas A & M University, College Station, Texas, 1994
Department of Educational Human Resource Development
Ed. D.
Specializations: Curriculum Development & Computer Assisted Instruction

Southwestern Oklahoma State University, Weatherford, Oklahoma, 1987
M.Ed.   Major: Industrial Arts Education

Southwestern Oklahoma State University, Weatherford, Oklahoma, 1985
B.S. Major: Industrial Arts Education
Minor: Health, Physical Education & Recreation

Professional Experience

2019-Present	The University of Texas at Tyler Professor of Human Resource Development Soules College of Business
2010-2018	The University of Texas at Tyler Associate Dean, College of Business and Technology
2016-2017	The University of Texas at Tyler Interim Chair, Department of Human Resource Development
2010-2010	The University of Texas at Tyler Director of Masters Programs for the College of Business and Technology
2009-2010	The University of Texas at Tyler Interim Chair, Development Department of Human Resource Development and Technology
1999-2018	The University of Texas at Tyler Associate Professor of Human Resource Development Department of Human Resource Development
1994-1999	The University of Texas at Tyler Assistant Professor of Technology Department of Technology
1992-1994	The University of Texas at Tyler Lecturer of Technology

Department of Technology

1990-1992   Eastern Hills Middle School
                   Industrial Technology Teacher
                   Killeen, Texas

1987-1990   Manor Middle School
                   Industrial Technology Teacher
                   Killeen, Texas

1985-1987   Southwestern Oklahoma State University
                   Graduate Assistant (Teaching), Industrial Arts
                   Weatherford, Oklahoma

Publications
Refereed Journal Articles

1. Delello, J. A., McWhorter, R. R., Roberts, P. B., Dockery, Hunter (in press 2021). The rise of eSports: Insights into the perceived benefits of risks for college students. International Journal of eSports Research, 1(1). 9781799856825

2. Mull, M., Roberts, P., Keiffer, G., Berrios, J., & Nimon, K. (2019). The development of a benchmarking survey for academic member of an international academy. *Planning for Higher Education*, 77(2), 1-11.

3. Nimon, K. & Roberts, P. B. (2017). Research to advance undergraduate HRD education: "Please Sir, I Want Some More". Advances in Developing Human Resources, 19(2) 207-214. doi:10.1177/1523422317695283

4. McWhorter, R. R., Delello, J. A., & Roberts, P. B. (2016). Giving back: Engaging online business students through academic service learning. Journal of Online Interactive Learning, 14(2), 81 – 100.

5. Marzilli, C., Delello, J. A., Marmion, S. L., McWhorter, R. R., & Roberts, P. B. (2015). Exploring the perceptions of college students on the use of technology: What do they really think? International Journal of Sciences: Basic and Applied Research, 24(2), 434–456.

6. Marzilli, C., Delello, J.A., Marmion, S.L., McWhorter, R.R., Roberts, P., & Marzilli, S. (2014). Faculty attitudes towards integrating technology and innovation. International Journal on Integrating Technology in Education. 3 (1), 1-20. doi:10.5121/ijite.2014.3101

7. McWhorter, R.R, Delello, J.A. Raisor, CD. Roberts, P.B. & Fowler, D.A. (2013) A cross-case analysis of the use of web-based ePortfolios in higher education. Journal of Information Technology Education: Innovations in Practice (JITE:IIP). 12, 253-286.

8. Dobbs, R. Sun, J. & Roberts, P.B. (2008). Human capital and screening theories: Implications for human resource development. Advances in Developing Human Resources, 10(6). doi.org/10.1177/1523422308325761

9. Akdere, M. & Roberts, P.B. (2008). Economics of social capital: Implications for organizational performance. Advances in Developing Human Resources, 10(6). doi.org/10.1177/1523422308325007

10. Roberts, P.B., Dobbs, K.S. & Freeze, O.C. (2007) Book review: How Organizations Work: Taking a Holistic Approach to Enterprise Health, by Alan Brache. Human Resource Development Quarterly

11. Roberts, P. B. (2006). Analysis: The Defining Phase of Systematic Training. In W. C. Allen (Ed). ADDIE training System Revisited, Advances in Developing Human Resources, 8(4). doi: 10.1177/1523422306293014

12. Roberts, P. B. (1998). Factors Associated with the Integration of Technology Education and Tech Prep. Association of Texas Technology Education Journal.

13. Roberts, P. B. (1995). The Status of Technology Education in Texas. Association of Texas Technology Education Journal, 38 (4), 24-28.

14. Roberts, P. B. (1994). Integrating Technology Education and Tech Prep. The Technology Teacher, 53(6), 43-44.

Book and Book Chapters

1. Roberts, P. B. (Ed.) (2015). 2015 Human resource development directory of academic programs in the United States. Tyler, TX: The University of Texas at Tyler.

2. Roberts, P. B., Walton, J.S. & Lim, D.H. (2014). University programmes in human resource development. In Poell, R.F., Rocco, T. & Roth, G. (Eds.) *Routledge companion to human resource development.* London: Routledge Publishing.

3. Roberts, P. B. (Ed.) (2014). 2014 Human resource development directory of academic programs in the United States. Tyler, TX: The University of Texas at Tyler.

4. McWhorter, R. R., Roberts, P. B. & Mancuso, D. S., (2013). Exploring Professional Online Conferences for the Adult Learner. In Boden, C.J. & King, K.P.(Eds.) *Adult*

Education Special Topics: Theory, Research and Practice in Lifelong Learning(pp.267-281). Charlotte, NC: Information Age Publishing.

5. Roberts, P. B. (Ed.) (2013). 2013 Human resource development directory of academic programs in the United States. Tyler, TX: The University of Texas at Tyler.

6. Roberts, P. B. (Ed.) (2012). 2012 Human resource development directory of academic programs in the United States. Tyler, TX: The University of Texas at Tyler.

7. Roberts, P. B. (Ed.) (2011). 2011 Human resource development directory of academic programs in the United States. Tyler, TX: The University of Texas at Tyler.

8. Roberts, P. B. (Ed.) (2010). 2010 Human resource development directory of academic programs in the United States. Tyler, TX: The University of Texas at Tyler.

9. Roberts, P. B. (Ed.) (2009). 2009 Human resource development directory of academic programs in the United States. Tyler, TX: The University of Texas at Tyler.

10. Roberts, P. B. (Ed.) (2008). 2008 Human resource development directory of academic programs in the United States. Tyler, TX: The University of Texas at Tyler.

11. Roberts, P. B. (Ed.) (2005). Handbook for new teachers in technology education. Austin, TX: Texas Education Agency.

Grants and External Funding Awarded

$1,053,515 - Total grants and funded projects

1. Roberts, P. B. (P.I.) (2014). Professional Development Utilizing Distance Learning: Principles of Technology. Texas Education Agency. $50,000.

2. Roberts, P. B. (P.I.) (2013). Professional Development Utilizing Distance Learning: Principles of Technology. Texas Education Agency. $45,635.

3. Roberts, P. B. (P.I.) (2012). Professional Development Utilizing Distance Learning: Principles of Technology. Texas Education Agency. $50,000.

4. Roberts, P. B. (P.I.) (2011). Professional Development Utilizing Distance Learning: Principles of Technology. Texas Education Agency. $50,000.

5. Roberts, P. B. (P.I.) (2010). Professional Development Utilizing Distance Learning: Principles of Technology. Texas Education Agency. $50,000.

6. Roberts, P. B. (P.I.) (2009). Professional Development Utilizing Distance Learning: Principles of Technology. Texas Education Agency. $50,000.

7. Roberts, P. B. (P.I.) (2008). Professional Development Utilizing Distance Learning: Principles of Technology. Texas Education Agency. $50,000.

8. Roberts, P. B. (P.I.) (2007). Technology Student Association Conference Development Texas Technology Student Association. $200.

9. Roberts, P. B. (P.I.) (2007). Professional Development Utilizing Distance Learning: Principles of Technology Teacher Training. Texas Education Agency. $100,000

10. Roberts, P. B. (P.I.) (2006). Technology Student Association Conference Development Texas Technology Student Association. $200.

11. Roberts, P. B. (P.I.) (2006). Technology Education Professional Development. Texas Education Agency. $65,000

12. Roberts, P. B. (P.I.) (2005). Professional Development Grant. Texas Education Agency. $65,000

13. Roberts, P. B. (P.I.) (2004). Technology Education Professional Development Grant. Texas Education Agency. $55,000

14. Roberts, P. B. (P.I.) (2003). Professional Development Grant. Texas Education Agency. $55,000

15. Roberts, P. B. (P.I.) (2002). Principles of Technology Video Development Grant – T-Star. Texas Education Agency. $15,000

16. Roberts, P. B. (P.I.) (2002). Professional Development Grant. Texas Education Agency. $55,000

17. Roberts, P. B. (P.I.) (2001). Technology Education Professional Improvement Grant. Texas Education Agency. $55,000

18. Roberts, P. B. (P.I.) (2000). Technology Education Improvement Grant. Texas Education Agency. $50,000

19. Roberts, P. B. (P.I.) (1999). Technology Education Improvement Grant. Texas Education Agency. $50,000

20. Roberts, P. B. (P.I.) (1998). Implementing Principles of Technology Grant - East Texas Tech Prep. $12,500.

21. Roberts, P. B. (P.I.) (1998). Implementing Principles of Technology Grant – Energy Concepts Inc. $5,000.

22. Roberts, P. B. (P.I.) (1998). Applied Physics Implementing Grant - East Texas School-to-Career. $24,500.

23. Roberts, P. B. (P.I.) (1998). Technology Education Improvement Grant. Texas Education Agency. $50,000

24. Roberts, P. B. (P.I.) (1998). Technology Education Instructional Resources Project – University of Houston. $3,500

25. Roberts, P. B. (P.I.) (1997). Implementing Principles of Technology Grant - $12,500.

26. Roberts, P. B. (P.I.) (1997). Principles of Technology Implementing Grant – Energy Concepts Inc. $13,950.

27. Roberts, P. B. (P.I.) (1997). Implementing Principles of Technology Grant - East Texas Tech Prep. $12,500.

28. Roberts, P. B. (P.I.) (1996). Applied Physics Implementing Grant - East Texas Tech Prep. $2,500.

Internal Funding Awarded

Delello, J.A. (P.I), McWhorter, R.R. (Co-P.I.), Roberts, P.B. (Co-P.I.), & Alger, D. (Co-P.I.), (2020-2021) Embracing eSports for Increasing Student Engagement and Achievement.   UT Tyler Presidential Interdisciplinary Grant, $15,000.

Roberts, P. B. (1998). Co-curricular Travel Requests for Technology Education Collegiate Association. $977

Roberts, P. B. (1997). Co-curricular Travel Requests for Technology Education Collegiate Association. $2,053

Grant Funding Not Awarded

2009 - $2,590 AHRD - Directory of Human Resource Development Programs in the United States

2006 - $5,000 UT – Tyler Faculty Research Grants - Directory of Human Resource Development Programs in the United States

2006 - $2,500 AHRD - Directory of Human Resource Development Programs in the United States

1995-96 - TEA Educational Technology Demonstration Programs grant with Hawkins & Carthage ISD

1996-97 - TEA Educational Technology Demonstration Programs grant with Hawkins ISD

Presentations
Referred Presentations

1. Bennett, E. E., Short, D., McWhorter, R. R., & Roberts, P. (2016). Technology Development and HRD: Three Cases for Analysis and Discussion. In Academy of Human Resource Development. Clearwater, Florida: Academy of Human Resource Development.

2. Huang, W.D., McWhorter, R.R., Chapman, D., Bennett, E., & Roberts, P.B. (2015, Feb.). *Virtual Technologies for Managing the Scholarly Image: An Interactive Discussion about Performance Metrics and Academic Networking*. presented at the Academy of Human Resource Development Conference. St. Louis, MO.

3. Roberts, P. B., McWhorter, R. R, & Mancuso, D. S. (2014, Nov.). *Faculty Perceptions of Utilizing Academic Coaches for Large Online Classes* American Association for Adult and Continuing Education Annual Conference, Charleston, SC.

4. Roberts, P.B (2014, Feb.). *What's in name: The evolving nature of bachelor degree programs in human resource development.* Proceedings of the 2014 AHRD International Conference in the Americas. Houston, TX.

5. McWhorter, R.R., Roberts, P., Johnson, G.D., Delello, J.A., & Hall, A.(2014, Feb.). *Exploring LinkedIn as a Career Management Strategy*. Proceedings of the 2014 AHRD International Conference in the Americas. Houston, TX.

6. McWhorter, R. R, Roberts, P. B., & Mancuso, D. S. (2013, Nov.). *Increasing student engagement in online courses through virtual workgroups*. American Association for Adult and Continuing Education Annual Conference, Lexington, KY.

7. McWhorter, R. R., & Roberts, P. B. (2013, Feb). *Exploring professional virtual conferences*. Academy of Human Resource Development International Conference, Arlington, VA.

8. Huang, W.D., Bennett, E., Chapman, D., McWhorter, R.R., Roberts, P.B. & Stanigar, J. (2013, Feb.). *The changing landscape of HRD enabled by technologies*. presented at the Academy of Human Resource Development Conference. Arlington, VA.

9. McWhorter, R. R, Roberts, P. B, & Mancuso, D. S. (2013). Exploring Professional Online Conferences for the Adult Learner. American Association for Adult and Continuing Education (AAACE), Lexington, KY, November 5-8, 2013.

10. Roberts, P. B. & Miller, M. (2012, Nov.). *How to manage multiple accreditations efficiently and effectively*. Presented at the ATMAE Annual Conference, Nashville, TN.

11. McWhorter, R. R., Mancuso, D. S., & Roberts, P. B. (2012). *Exploring Online Conferences as Virtual Human Resource Development*. American Association of Adult and Continuing Education, Las Vegas, NV. November 4-9, 2012.

12. Huang, W., Stanigar, J., Roberts, P.B. , McWhorter, R., Hann, H., Chapman, D. & Bennett, E. (2012). *"Face"ing the Music: Metaphors and Symbols about the Meaning of Social Media and Technology in the 21st Century.* Proceedings of the Academy of Human Resource Development Conference. Denver, CO. Feb. 29 – Mar. 3, 2012.

13. McDonald, K.S., Bartlett, K.R., Roberts, P.B., & Watkins, K.E. (2012, Feb.). *Going to the dark side: Moving to academic administration.* Proceedings of the Academy of Human Resource Development Conference. Denver, CO.

14. Roberts, P.B (2011, Feb.). *The Current Status of HRD Master's Programs in the United States.* Proceedings of the Academy of Human Resource Development Conference. Chicago, IL.

15. Roberts, P.B (2010, Feb.). *The status of human resource development academic programs in the United States.* Proceedings of the Academy of Human Resource Development Conference. Knoxville, TN.

16. Roberts, P.B (2009, Feb.). *The demographics of human resource development academic programs in the United States.* Proceedings of the Academy of Human Resource Development Conference. Arlington, VA.

17. Wang, G.G., Sun, J,Y., Dobbs, R.L., & Roberts, P.B. (2009, Feb.). *Economic Foundation of HRD: A Theory Development Methodology Perspective.* Proceedings of the Academy of Human Resource Development Conference. Arlington, VA.

18. Wang, G.G., Nijhof, W.J., Swanson, R.A., Allen, W.C., Dobbs, R.L., Roberts, P.B. & Sun, J.Y. (2009, Feb.). *How Comparative HRD Theory Can Contribute to HRD Theory Development?* Proceedings of the Academy of Human Resource Development Conference. Arlington, VA.

19. Akdere, M. & Roberts, P.B. (2008, Nov). Social Capital: Implications for Organizational Performance. Proceedings of the Academy of Human Resource Development Asian Conference. Bangkok, Thailand.

20. Roberts, P.B (2008, Feb.). *The demographics of human resource development academic programs in the United States.* Proceedings of the Academy of Human Resource Development Conference. Panama City, FL.

21. Roberts, P.B., Allen, W.C, Annulis, H.M., Dobbs, R.L., Gaudet, C.H., Morris, M.L., &. Pierce, R.H. (2008, Feb.). *Are colleges of business the future home of HRD program?* Proceedings of the Academy of Human Resource Development Conference. Panama City, FL.

22. Allen, W.C, Dobbs, R.L., Hansen, J.W., Roberts, P.B. &. Swanson, R.A. (2007, Feb). *The Future of Systemic and Systematic Training.* Proceedings of the Academy of Human Resource Development Conference. Indianapolis, IN.

23. Roberts, P.B. & Grimsley, T.R. (2002, March). *New technology education teacher mentoring program*. Paper presented at the International Technology Education Association Conference, Columbus, OH.

24. Roberts, P. B. (1995, June). Integrating Technology Education and Tech Prep. (Report No. CE 068 117). East Lansing, MI: National Center for Research on Teacher learning. (ERIC Document Reproduction Service Number ED 378416)

25. Roberts, P.B. (1994, December). Integrating Technology Education with Tech Prep. Paper presented at the American Vocational Association Conference, Dallas, TX.

Video or Television Program

Roberts, P. (Director). (2002). *Overview of Principles of Technology* [Documentary]. U.S.A. : T-Star Texas Education Agency. 30 Minutes in length

Nonrefereed Publications

1. Roberts, P. B. (2004). The 2004 Texas Technology Education New Teacher /Mentor Program. Association of Texas Technology Education Journal, 47 (3), 11.

2. Roberts, P. B. (2004). Technology Education New Teacher Program at the ATTE Conference. Association of Texas Technology Education Journal, 47 (2), 14.

3. Roberts, P. B. (2003). Principles of Technology 2003. Association of Texas Technology Education Journal, 46 (3), 10.

4. Roberts, P. B. (2001). Past President's Report. Association of Texas Technology Education Journal, 44 (2), 6.

5. Roberts, P. B. (2001) UT-Tyler Hosts Technology Student Association Leadership Conference. Association of Texas Technology Education Journal, 44 (2), 12.

6. Roberts, P. B. (2001). The University of Texas at Tyler Principles of Technology Certification Workshops. Association of Texas Technology Education Journal, 44 (2),19.

7. Roberts, P. B. (2001). Summer 2001 Principles of Technology Certification Workshops. Association of Texas Technology Education Journal, 44 (2), 20.

8. Roberts, P. B. (2001). Principles of Technology 2001. Association of Texas Technology Education Journal, 44 (3), 5.

9. Roberts, P. B. (2000). East Texas Technology Education Association Report. Association of Texas Technology Education Journal, 44 (1), 10.

10. Roberts, P. B. (2000). President Report. Association of Texas Technology Education Journal, 43 (3), 4.

11. Roberts, P. B. (2000). The University of Texas at Tyler Principles of Technology Certification Workshops. Association of Texas Technology Education Journal, 42 (3), 15.

12. Roberts, P. B. (2000). 2000 ATTE State Conference. Association of Texas Technology Education Journal, 42 (3), 20.

13. Roberts, P. B. (1999). President Report. Association of Texas Technology Education Journal, 43 (1), 4.

14. Roberts, P. B. (1999). News and Notes from East Texas Technology Education Association. Association of Texas Technology Education Journal, 43 (1), 10.

15. Roberts, P. B. (1999) UT-Tyler Hosts Technology Student Association Leadership Conference. Association of Texas Technology Education Journal, 43 (1), 14.

16. Roberts, P. B. (1999). President Report. Association of Texas Technology Education Journal, 42 (2), 4.

17. Roberts, P. B. (1998). Principles of Technology Workshop. Association of Texas Technology Education Journal, 41 (2), 6.

18. Roberts, P. B. (1997). Principles of Technology Certification. Association of Texas Technology Education Journal, 40 (4), 15.

19. Roberts, P. B. (1997). www.uttyl.edu/~tech/jobs.htm. Association of Texas Technology Education Journal, 40 (4), 15.

20. Roberts, P. B. (1996). 1996 ATTE Conference Schedule. Association of Texas Technology Education Journal, 39 (4), 9-12.

21. Roberts, P. B. (1996). 1996 ATTE Conference Highlights. Association of Texas Technology Education Journal, 39 (4), 14-15.

22. Roberts, P. B. (1996). Principles of Technology Certification. Association of Texas Technology Education Journal, 39 (4), 23.

23. Roberts, P. B. (1996). Meet Your Vendors and The Vendor's Corner. Association of Texas Technology Education Journal, 39 (4), 24-25.

24. Roberts, P. B. (1996). Principles of Technology I & II Certification. Association of Texas Technology Education Journal, 40 (1), 17.

25. Roberts, P. B. (1996). UT – Tyler Principles of Technology Workshop is a Success. Association of Texas Technology Education Journal, 40 (2), 22.

26. Roberts, P. B. (1995). 1996 ATTE State Conference. Association of Texas Technology Education Journal, 39 (1), 20-22.

27. Roberts, P. B. (1995). 46th Annual ATTE Conference Update. Association of Texas Technology Education Journal, 39 (2), 27.

28. Roberts, P. B. (1995). Industrial Technology Teaching Positions Available. Association of Texas Technology Education Journal, 39 (3), 17.

29. Roberts, P. B. (1995). John Monroe to Speak at ATTE Conference. Association of Texas Technology Education Journal, 39 (3), 10.

30. Roberts, P. B. (1995). 46th Annual Conference Update. Association of Texas Technology Education Journal, 39 (3), 15.

31. Roberts, P. B. (1995). Grant Writing Workshop Available at ATTE Conference. Association of Texas Technology Education Journal, 39 (3), 16.

32. Roberts, P. B. (1994). Industrial Technology Openings Available. Association of Texas Technology Education Journal, 38 (3), 15.

33. Roberts, P. B. (1994). The University of Texas at Tyler Sets Summer Workshop Dates. Association of Texas Technology Education Journal, 38 (4), 6.

34. Roberts, P. B. (1993). University of Texas at Tyler announces summer workshop. Association of Texas Technology Education Journal, 36 (4), 16.

35. Roberts, P. B. (1993). University of Texas at Tyler Summer Industrial Technology Teacher Program Scheduled. Association of Texas Technology Education Journal, 37 (1), 11.

Nonreferred Presentations

1. Chambers, S., Mull, M., Roberts, P., & Nimon (2019, Feb.). *PEN Survey Results 2018 Edition*. AHRD International Research Conference in the Americas. Louisville, KY: Academy of Human Resource Development (AHRD)

2. Mull, M. Roberts, P., Keiffer, G., Berrios, J., & Nimon, K., (2018, March). *PEN Survey Results 2017 Edition*. AHRD International Research Conference in the Americas. San Antonio: Academy of Human Resource Development (AHRD)

3. Bennett, E. E., McWhorter, R. R., Roberts, P., Huang, W. (David), & Short, D. (2017, March). *Personalized Learning Pathways: A Panel Discussion*. AHRD International Research Conference in the Americas. San Antonio: Academy of Human Resource Development.

4. Roberts, P.B (2008). *The demographics of human resource development academic programs in the United States.* Proceedings of the Academy of Human Resource Development Conference. Panama City, FL. Feb. 20 – 24, 2008.

5. Roberts, P.B. (2007). *What Constitutes an HRD Academic Program?* presented at the Program Excellence Network (PEN) meeting held in conjunction with the Academy of Human Resource Development Conference. Indianapolis, IN. Feb. 28 – Mar. 4, 2007.

6. Roberts, P.B. (2007, July). Hold Them Hostage: Using Camtasia for video development in distance programs. presented at the NETnet Distance Learning Boot Camp, Tyler, TX.

7. Roberts, P.B. (2007, July). New Teacher Boot Camp. workshop presented at the Texas Technology Education Summer Professional Development Conference, Arlington, TX.

8. Roberts, P. & Allen, W.C. (2006). *From High School to Grad School and Beyond.* Texas Technology Education Professional Development Conference. San Antonio, Texas. July 24-27, 2006.

9. Roberts, P.B. & Montgomery S.D. (2006, July). New Teacher Boot Camp. workshop presented at the Texas Technology Education Summer Professional Development Conference, San Antonio, TX.

10. Montgomery, S.D. & Roberts, P.B. (2006, July). New Teacher Boot Camp – Part II. Texas Technology Education Summer Professional Development Conference, Corpus Christi, TX.

11. Roberts, P.B. & Montgomery S.D. (2005, July). New Teacher Boot Camp. Half-day workshop presented at the Texas Technology Education Summer Professional Development Conference, Corpus Christi, TX.

12. Montgomery, S.D. & Roberts, P.B. (2005, July). Building Student Relationships. Texas Technology Education Summer Professional Development Conference, Corpus Christi, TX.

13. Ellis, J. & Roberts, P.B. (2005, July). Principles of Technology: What's In It For Me?. Texas Technology Education Summer Professional Development Conference, Corpus Christi, TX.

14. Roberts, P.B. (2005, July). TExES Test Review and Test Preparation. Texas Technology Education Summer Professional Development Conference, Corpus Christi, TX.

15. Roberts, P.B. (2005, Feb). New Teacher Tips and Orientation. presented at the Association of Texas Technology Education Conference, College Station, TX.

16. Allen, D. & Roberts, P.B. (2005, Jan). Principles of Technology-Physics the Way Students Learn Best. Texas Career Education Conference, Austin, TX.

17. Roberts, P.B. (2005, Jan). Introduction to Principles of Technology. presented at the Region 7 Educational Service Center, Kilgore TX.

18. Roberts, P.B. (2004, Feb). Principles of Technology. presented at the Association of Texas Technology Education Conference, College Station, TX.

19. Roberts, P.B. (2004, July). TExES Test Review and Test Preparation. Texas Technology Education Summer Professional Development Conference, Corpus Christi, TX.

20. Roberts, P.B. & Montgomery S.D. (2004, Feb). Technology Education New Teacher/ Mentoring Project. presented at the Association of Texas Technology Education Conference, College Station, TX.

21. Roberts, P.B. & Montgomery S.D. (2004, July). New Teacher Boot Camp. Half-day workshop presented at the Texas Technology Education Summer Professional Development Conference, Corpus Christi, TX.

22. Roberts, P.B. (2004, July). Building Student Relationships. Texas Technology Education Summer Professional Development Conference, Corpus Christi, TX.

23. Ellis, J. & Roberts, P.B. (2004, July). Principles of Technology: What's In It For Me?. Texas Technology Education Summer Professional Development Conference, Corpus Christi, TX.

24. Roberts, P.B. (2004, July). TExES Test Review and Test Preparation. Texas Technology Education Summer Professional Development Conference, Corpus Christi, TX.

25. Roberts, P.B. (2003, March). Principles of Technology. presented at the Texas Tech Prep Conference, Houston, TX.

26. Roberts, P.B. & Montgomery S.D. (2003, July). New Teacher Boot Camp. Half-day workshop presented at the Texas Technology Education Summer Professional Development Conference, Houston, TX.

27. Roberts, P.B. (2003, July). Building Student Relationships. Texas Technology Education Summer Professional Development Conference, Houston, TX.

28. Roberts, P.B. (2002, Feb). Principles of Technology. presented at the Association of Texas Technology Education Conference, College Station, TX.

29. Roberts, P.B. (2002, Feb). New Teacher/ Mentoring Project. presented at the Association of Texas Technology Education Conference, College Station, TX.

30. Roberts, P.B. (2002, March). New Technology Education Teacher Mentoring Program. Paper presented at the International Technology Education Association Conference, Columbus, OH.

31. Roberts, P.B. & Montgomery S.D. (2002, July). New Teacher Boot Camp. Half-day workshop presented at the Texas Technology Education Summer Professional Development Conference, Houston, TX.

32. Roberts, P.B. (2002, July). Principles of Technology: Teaching Techniques and Strategies to Maximize Learning. Coordinated Half-day workshop presented at the Texas Technology Education Summer Professional Development Conference, Houston, TX.

33. Roberts, P.B. (2002, July). Technology Education Standards. Presented at the Texas Technology Education Summer Professional Development Conference, Houston, TX.

34. Roberts, P.B. (2002, July). ExCET Test Taking Skills. Presented at the Texas Technology Education Summer Professional Development Conference, Houston, TX.

35. Roberts, P.B.   (2001, March). What is Principles of Technology?. presented at the Texas Tech Prep Conference, Austin, TX.

36. Roberts, P.B.   (2001, Feb). Principles of Technology. presented at the Association of Texas Technology Education Conference, College Station, TX.

37. Roberts, P.B.   (2001, Feb). New Teacher/ Mentoring Project. presented at the Association of Texas Technology Education Conference, College Station, TX.

38. Roberts, P.B. (2001, July). Technology Team Challenge. Paper presented at the Texas Technology Education Summer Professional Improvement Conference, San Antonio, TX.

39. Roberts, P.B. (2001, July). ExCET Prep Workshop. Paper presented at the Texas Technology Education Summer Professional Improvement Conference, San Antonio, TX.

40. Roberts, P.B. (2000, July). New Teacher/ Mentoring Project. Paper presented at the Texas Technology Education Summer Professional Improvement Conference, San Antonio, TX.

41. Roberts, P.B. (2000, July). Technology Team Challenge. Paper presented at the Texas Technology Education Summer Professional Improvement Conference, San Antonio, TX.

42. Roberts, P.B. (2000, July). ExCET Prep Workshop. Paper presented at the Texas Technology Education Summer Professional Improvement Conference, San Antonio, TX.

43. Roberts, P.B. (1999, July). Student Project Instruction Sheets. Paper presented at the Texas Technology Education Summer Professional Improvement Conference, Corpus Christi, TX.

44. Roberts, P.B. (1999, July). Technology Team Challenge. Paper presented at the Texas Technology Education Summer Professional Improvement Conference, Corpus Christi, TX.

45. Roberts, P.B. (1999, July). ExCET Prep Workshop. Paper presented at the Texas Technology Education Summer Professional Improvement Conference, Corpus Christi, TX.

46. Roberts, P.B. (1998, July). ExCET Prep Workshop. Paper presented at the Texas Technology Education Summer Professional Improvement Conference, Corpus Christi, TX.

47. Roberts, P.B. (1997, July). ExCET Prep Workshop. Paper presented at the Texas Technology Education Summer Professional Improvement Conference (TEA). Houston, TX.

48. Roberts, P.B. (1997, July). Designing your First Homepage. Paper presented at the Texas Technology Education Summer Professional Improvement Conference, Houston, TX.

49. Roberts, P.B. (1996, February). Low Cost Computer Aided Drafting for Windows. Paper presented at the East Texas Technology Education Association Meeting, Tyler, TX.

50. Roberts, P.B. (1996, March). I Don't Know Where I'm Going, But I Know How to Get There. Breakout session speaker for the State Board of Education Governor's Excellence Awards, Tyler, TX.

51. Roberts, P.B. (1996, July). Low Cost Computer Aided Design. Paper presented at the Industrial Technology Education Summer Professional Inservice, Houston, TX.

52. Roberts, P.B.(1996, July). Technology Education: Catch the Vision. Paper presented at the Industrial Technology Education Summer Professional Inservice, Houston, TX.

53. Roberts, P.B. (1996, September). Recruitment Techniques for Non-Traditional Students. Paper presented at the Technology Education Teacher Educator Meeting, San Antonio, TX.

54. Roberts, P.B. (1996, November). Grant Writing for Technology Education. Paper presented at the East Texas Technology Education Association (ETTEA)Tyler, TX.

55. Roberts, P.B. (1995, February). Low Cost Computer Aided Drafting for Windows. Paper presented at the East Texas Technology Education Association, Tyler.

56. Roberts, P.B. (1995, March). Case Study: CNG Marketing. Paper presented at the 22nd Annual Meeting of Southwestern Federation of Administrative Disciplines, Houston, TX.

57. Roberts, P.B. (1995, October). I Don't Know Where I'm Going, But I Know How to Get There. Breakout session speaker for Fall Leadership Conference of the Texas Technology Student Association, Tyler, TX.

58. Roberts, P.B. (1993, November). Technology Education for Today and Tomorrow. Keynote speaker for Fall Leadership Conference of the Texas Technology Student Association, Tyler, TX.

59. Roberts, P.B. (1992, August). Entry Level Computer Aided Drafting for Apple II. Paper presented at the Texas Industrial Technology Education Professional Improvement Conference, San Antonio, TX.

Awards and Honors

2017 Academy of Human Resource Development Service Award (7th recipient in the history of the organization)
2012-13 Research Award for CBT – UT Tyler Office of Sponsored Research
2011-12 Research Award for CBT – UT Tyler Office of Sponsored Research
2011 Office of Sponsored Research – Research Incentive Award $5500
2010 Office of Sponsored Research – Research Incentive Award $2400
2009-2010 Provost's Excellence in Teaching Award

2009 Nominated for Regent's Outstanding Teaching Award
2009 Nominated for Jack and Dorothy Fay White Fellowship for Teaching Excellence
2008-2009 Chancellor's Council Outstanding Teaching Award
2008 NETnet's Outstanding Distance Education All Star
2006 ATTE Distinguished Leadership Award
2006 Academic Excellence Award (UT Tyler Athletics) Recognition by Patrick McClure
Student-Athlete of the Year Finalist
2006 North Texas Technology Education Association Distinguished Leadership Award
2005 ATTE Distinguished Leadership Award
2005 East Texas Technology Students Association Meritorious Service Award
2004 NETnet's Outstanding Distance Education Instructor Showcase
2000-2001 White Teaching Fellowship Award
1999-2000 Piper Teaching Award Nominee for UT-Tyler
1997 Outstanding Service Award, East Texas Technology Education Association,
1997, 1998 Nominated for the Silvius-Wolansky Outstanding Young Industrial Education
Faculty Member Award
1997 Outstanding Contribution Award, East Texas Technology Education Association
1996 President's Award, Association of Texas Technology Education
1996 Technology Educator of the Year, Texas Council of Technology Educators

Editorial Review Boards

o   Ad hoc reviewer - New Horizons in Adult Education and Human Resource Development, Fall 2020.
o   Academy of Human Resource Development Research Conference, Virtual, 2021
o   Advances in Developing Human Resources 2017-present
o   Ad hoc reviewer – Digital Learning Management Systems Case Study for the book, Disruptive and Emerging Technology Trends Across Education and the Workplace, 2019
o   Academy of Human Resource Development Research Conference, Louisville KY, 2018
o   Ad hoc reviewer – the Journal Industrial and Commercial Training, 2018.
o   Academy of Human Resource Development Research Conference, Jacksonville FL, 2016
o   Academy of Human Resource Development Research Conference, St. Louis MO, 2015
o   Ad hoc reviewer - Human Resource Development International Journal, 2012, 2013, 2014, 2018.
o   Academy of Human Resource Development Research Conference, Houston, TX, 2014
o   Academy of Human Resource Development Research Conference, Denver, CO, 2012
o   Academy of Human Resource Development Research Conference, Chicago, IL, 2011
o   Academy of Human Resource Development Research Conference, Knoxville, TN, 2010.
o   Academy of Human Resource Development Research Conference, Washington, DC, 2009.
o   Academy of Human Resource Development Research Conference, Panama City Beach, FL, 2008.
o   Content Reviewer, Journal of Computing in Higher Education, 2005
o   Editorial Board "The Technology Teacher" (ITEA) 2001-2003
o   Editorial Review Board "The ATTE Journal" (ATTE) 1996-2002
o   Content Reviewer , Delmar Publishers, (1993). Experiencing Technology: Discover * Design * Create. Albany, NY: Author

Other Scholarly Activities
o External Program Reviewer – Valley City State University, ND (2005, Feb. 5)
o Valley City State University, ND / TExES Alignment Project, (2004, May 28)

Doctoral Dissertation Committee Membership

o John Haymore, UT – Tyler (~2021), Dissertation:
o Liz Nesuda, UT – Tyler (~2021), Dissertation:
o Zandra Bosie, Co-Chair, , UT – Tyler (~2021), Dissertation:
o Rola Hamade, Co-Chair, , UT – Tyler (~2021), Dissertation:
o Mandi Laurie, PhD in HRD, UT – Tyler (~2021), Dissertation: Service learning
o Sonya George, PhD in HRD, UT – Tyler (~2021), Dissertation:
o Regin Justin, PhD in HRD, Co-Chair, UT – Tyler (~2021), Dissertation:
o Myrian (Mini) Garrett PhD in HRD, UT – Tyler (~2020), Dissertation: financial services organization that is undergoing transformational change??
o Thomas Kramer PhD in HRD, UT – Tyler (~2020), Dissertation: The Effects of Perceived Justice of High-Potential Selection Practices on Talent Retention
o David Gano, PhD in HRD, UT - Tyler (~2015)

Completed:
1. Dave Silberman, PhD in HRD, UT – Tyler (2020), Dissertation: Antecedents to Strategic Project Success: A qualitative phenomenological analysis of project leaders' perspectives.
2. Andrew Kraus, PhD in HRD, UT – Tyler (2020), Dissertation: The Impact of Work Alienation on The Relationship Between Person Organization Fit and Organizational Citizenship Behavior In Higher Education.
3. Tresa Gamblin PhD in HRD, Co-Chair, UT – Tyler (2020), Dissertation: Psychological Well-Being During Retirement Transition and Adjustment for Southern Baptist Pastors: A Phenomenological Multi-Case Study.
4. Ashley Kutach PhD in HRD, UT – Tyler (~2019), Dissertation: Exploring Grief and Mourning In Work Teams: A Phenomenological Multi-Case Study.
5. Susan Grove, PhD in HRD, UT – Tyler (2018), Dissertation: Examining the Relationships Between Employee Engagement, Job Satisfaction, Job Burnout, and Turnover Intention of Student Services Employees in Higher Education
6. Mandolin Mull PhD in HRD, UT - Tyler (2018) Dissertation: Testing an Adapted and Integrated Model of Motivation to Lead and Intention to Apply
7. Julia Berrios PhD in HRD, UT - Tyler (2018) Dissertation: Testing the Structural Invariance of Affective Commitment on Unethical Pro-Organizational Behavior Across Clan and Hierarchy Organizational Culture Types
8. Elva A. Resendez PhD in HRD, UT - Tyler (2018) Dissertation: Spirituality in Organizations
9. Stephanie Dunn- PhD in HRD, UT - Tyler (2018)   Dissertation: work-life balance with women in the role of Dean or Chair in higher education as a qualitative method study

10. David Fowler PhD in HRD, UT - Tyler (2018) Dissertation: The Search for an Effective Leader in a Protestant Church Organization: A Case Study of Congregational and Pastoral Search Committee Desired Leadership Qualities in a Senior Pastor
11. Greggory Keiffer, PhD in HRD, UT - Tyler (2017)   Dissertation: Testing The Measurement Invariance Of Data From The Utrecht Work Engagement Scale By Generational Cohort For Employees In The Leisure And Hospitality Industry
12. Ben LaVan, PhD in HRD, UT - Tyler (2017) Dissertation: Examining the Relationships between Performance Appraisal Reactions and Employee Engagement – 2017 Esworthy Malcolm S. Knowles Dissertation of the Year Award Winner.
13. Darius "Bo" Chapman PhD in HRD, UT - Tyler (2017) Dissertation: Succession Planning In The Religious Non-Profit Sector: Understanding Associate Pastors' Experiences Of Serving As Internal Interims.
14. Debbie Herd - PhD in HRD, UT - Tyler Dissertation: An Examination of LMX and Procedural Justice on Performance Appraisal Satisfaction (Fall, 2016)
15. Abbie Lambert – PhD in HRD, UT – Tyler (Fall, 2016) Dissertation: The Service-Profit Chain: Examining the Relationships Among Employee Engagement, Service Performance, Customer Perceptions, and Financial Performance in a Quick Service Restaurant Organization
16. Brooke Kincade- PhD in HRD, UT - Tyler (2016) Dissertation: Within the Context of a Distributed Workforce Arrangement
17. Romell Thomas- PhD in HRD, UT – Tyler, (Spring, 2016) Dissertation: Supervisor's Engagement And Organization Outcomes: The Mediating Role Of Employee Engagement On Task Performance And Organizational Citizenship Behavior
18. Ashley Hall– PhD in HRD, UT - Tyler (Spring 2016) Dissertation: The Moderating Effect Of Individual Employee Attributes On The Relationship Between Managerial Communication and Employee Job Satisfaction In Times Of Change
19. Richard Afedzie, PhD – in HRD, UT - Tyler (2015) Dissertation: Examining the Influence of Organizational Culture on Employees' Ethical Behavior in Public Sector Organizations
20. Rosemary Cooper, PhD – in HRD, UT – Tyler (Fall, 2015) Dissertation: The Shared Services Organizational Model in Higher Education Enrollment Management: The Application of the Transactional Components of the Burke-Litwin Model of Organizational Performance and Change and the Moderating Effect of Employee Engagement on Individual Motivation
21. Ashley A. Liegman, Ph.D. in business administration – Trident University International (External member) (2015) Dissertation: An Interconnected Perspective of Organizational Change Cynicism (OCC) During Planned Change
22. Jimmy Rumsey, PhD – in HRD, UT - Tyler (Fall, 2014) Dissertation: The Difference in the Social Styles of Career and Volunteer Fire Chiefs
23. Tammy Burnette, PhD – in HRD, UT - Tyler (Spring, 2015) Dissertation: Testing the Relationship Between Professional Development, Self-Efficacy, and Job Satisfaction in Higher Education
24. Barbara S. McAlister, PhD Nursing, UT - Tyler (2012) Dissertation: Early Term Birth: The Impact of Practice Patterns on Rates and Outcomes.

Courses Taught

UNIV 1000	Freshman Year Experience
TECH 2330	Information Technology and Communications
TECH 3311	Manufacturing Technology
TECH 3313	Construction Technology
TECH 3314	Transportation Technology
TECH 3316	Energy & Power Technology
TECH 4301	Supervision
TECH 4302	Multiple Technology Systems
TECH 4306	Principles of Technology
TECH 4320	Job Analysis Techniques
TECH 4320	Job Analysis Techniques - Online
TECH 4362	Principles of Technology II
HRD 3301	Introduction to Human Resource Development
HRD 3333	Human Relations
HRD 4320	Job Analysis and Design
HRD 4324	Computer Multimedia and Animation Technology
HRD 4331	Workforce Development
HRD 4360	Introduction to Training & Development
TECH 5300	Inservice Workshop: Integrating Essential Elements in Curriculum
TECH 5305	Seminar: Curriculum Development for Results Based Education
TECH 5305	Seminar: Computer Assisted Instruction
TECH 5305	Seminar: Construction Technology
TECH 5311	Visual Communication Technology
TECH 5313	Energy, Power & Transportation Systems
TECH 5318	Computer Applications in Industrial Technology
TECH 5328	Topics: Bio-Related Technology
TECH 5331	Project Management – UTTelecampus
TECH 5345	Professional Development
TECH 5346	Controlling the Industrial Environment
TECH 5361	Principles of Technology I
TECH 5362	Principles of Technology II
HRD 5324	Computer Multimedia and Animation Technology
HRD 5327	Instructional Delivery – UTTelecampus
HRD 5352	Organizational Development
HRD 5343	Foundations of HRD
HRD 6314	Application and Management of Technology in HRD
HRD 6391	Advanced Critical Thinking in HRD Research
HRD 6314	Organizational Intervention Approaches

Other Assignments in Lieu of Teaching
- Faculty Athletic Representative UT Tyler 2018-present
- Associate Dean of the College of Business and Technology, 2010-2018
- Interim Chair, Department of Human Resource Development and Technology, 2016-2017
- Director of Masters Programs, College of Business and Technology, 2010; 2011-2015
- Interim Chair, Department of Human Resource Development and Technology, 2009-2010
- Co-Coordinator, NAIT Accreditation Self Study Report, 2006
- Coordinator, NAIT Accreditation Progress Report, 2004
- Coordinator, NAIT Accreditation Self Study Report, 2002
- Coordinator, Technology Department Computer Lab 1994-2003
- Coordinator, Principles of Technology Lab 1994-2008
- Director, Technology Education Professional Development Grant, 1999-2015

Student Organizations
- I serve as the faculty advisor to the Baptist Student Ministries student organization, 2001-present
- I served as the Co-Advisor of the student chapter of the Society of Human Resource Management (SHRM) 2009-2015.
- I served as the faculty advisor for the Technology Education Collegiate Association 1992-2001
- I served as a freshman mentor as a part of the UTT FYE, 1998-2000

Service to the University

Faculty Senate Activities
- Member, University Environmental Safety Committee (2011-2012)
- Chair, University Environmental Safety Committee (2010-2011)
- Member, Faculty Development Endowment (2008-09)
- Senior Senator College of Business and Technology, Faculty Senate (2006)
- Chair, Academic Governance Committee (2006)
- Member, Business Affairs (2002)
- Member, University Affairs (1995-1996)
- Member, Faculty Senate Subcommittee (faculty lounge)

Committees

University
a) Standing committees
- Member - Athletics Compliance Committee, 2018-present
- Member - Intercollegiate Athletics Committee, 2018-present
- Student Fee Advisory Committee, 2014-2018

- Faculty 180 resource group, 2013-2018
- Information Technology Committee, Chair 2013-14
- Center for Ethics, 2011-2016
- Emeritus Committee Chair 2011
- Member, Sponsored Research Advisory (2010-2016)
- Information Technology Committee (2011-2014)
- University Environmental Safety Committee (2009-2012)
- University Awards committee (2008-09)
- Business Affairs Advisory Committee (2000-2007)
- Undergraduate Curriculum Committee (2003-04, 05-06)
- Commencement Committee (2002-2004)
- Student Fees Committee (2000-2001)
- Member, Council for Educator Preparation Programs (1992-2004)
- Ex officio, Information Technology Advisory Committee (1994-2004)
- Chair, Information Technology Advisory Committee (1999-2000)
- Member, Information Technology Advisory Committee (1994-2005)
- Member, Continuing Education Committee (1993-1994).

b) Ad hoc committees
- Member, Faculty 180 Workgroup (electronic evaluations implementation)
- Member , Faculty Workload Committee (2018-19)
- Member, Intellectual Property Task Force, 2013-14
- Member , Provost Search Committee (2011-12)
- Member, CBT Dean Search committee (2009)

Soules College of Business

a) Standing committees
- Member, Assurance of Learning, (2013-14)
- Chair, CBT Commencement Committee (2010-2018)
- Member, CBT Graduate Committee (2012-2018)
- Chair, CBT Graduate Committee (2010-2011)
- College Leadership Team (2009-2018)
- Member, University Curriculum committee (2004, 2006)
- Member, Institutional Resources CIT

b) Ad hoc committees
- Member, Dean for CBT search committee- Spring 2009
- Member, Associate Dean for SBA search committee- Spring 2009
- Member Endowment for Academy of Scholars (Spring 2008-Fall 2009)
- Member, Ad Hoc Technology Advisory Committee
- Information Technology Peer Review Committee
- Department of Technology Tenure and Promotion Committee
- Coordinated NAIT Accreditation Self Study report (2002, 2004, 2006)

School of Education and Psychology (1992-2000)

a) Standing committees
- Member, Graduate Studies Advisory Committee (1996-1998)
- Member, School Curriculum Committee (1995-1996)
- Chair, Graduate Studies Advisory Committee (1994-1995)
- Member, School Faculty Welfare Committee (1994-1995)
- Member, Teacher Education Advisory Committee (1992-1997)
- Member, Student Teacher Hearing Committee (1993-1995)
- Member, School Social Committee (1993-1994)

b) Ad hoc committees
- Member, Center for Professional Development of Teachers Technology Task Group Committee (1998-99)
- Member, Ad Hoc Master of Arts in Teaching Advisory Committee (1997-1998)
- Member, Ad Hoc Technology Advisory Committee (1997-1998)
- Member, Ad Hoc School Assessment Techniques (1994-1995)
- Member, Ad Hoc Teacher Education Internship Committee (1992-1993)
- Member, Ad Hoc Committee on Teacher Education Assessment Techniques (1992-1993)

Administration
- Associate Dean of the College of Business and Technology, 2010-present
- Interim Chair, Dept. of Human Resource Development & Technology, 2016-2017
- CBT Director of Masters Programs, 2011-201
- Interim Chair, Dept. of Human Resource Development & Technology, 2009-2010
- Director, Technology Education Professional Development Grant, 1999-2015
- Undergraduate Program Coordinator, 1992-2009
- Technology Computer Lab Director, 1994-2009
- Principles of Technology Lab Director, 1999-2009

Academic Program Coordination
- Director of Masters Programs, College of Business and Technology, 2010; 2011-present
- Human Resource Development Undergraduate Program Coordinator
- BS & MS in Technology (Technology Education Teachers option)
- Vocational Supervisor Certification
- Principles of Technology Teacher Certification

Other
- Undergraduate Marshal, School of Education and Psychology (Commencement 1998, 2002-2004)

Advising Student Organizations
- Society of Human Resource Management 2009-2015
- Technology Education Collegiate Association 1994-2004
- Baptist Student Ministries 2001- present

Organization and Administration of Professional Programs (e.g., workshops, symposia)

- Coordinated the Online Principle of Technology Teacher Training Program, 2008-present
- Planned and coordinated the development and implementation of the Online Principle of Technology Teacher Training Program - 2007
- Co-Program Director, Texas Technology Student Association Fall Leadership Conference, UT – Tyler, November 6, 2007
- Program Director, Texas Technology Student Association Fall Leadership Conference, UT – Tyler, November 7, 2006
- Technology Education New Teacher Boot Camp, Texas Technology Education Professional Development Conference, San Antonio, July, 2006
- Planned and coordinated the Principles of Technology I Certification Workshop, UT-Tyler campus, July 10-14, 2006
- Planned and coordinated the Principles of Technology I Certification Workshop, Corpus Christi, June 23-30, 2006
- Technology Education New Teacher Boot Camp, Texas Technology Education Professional Development Conference, Corpus Christi, July, 2005
- Planned and coordinated the Principles of Technology I Certification Workshop, UT-Tyler campus, July 11-15, 2005
- Program Director, Texas Technology Student Association Fall Leadership Conference, UT – Tyler, November 9, 2005
- Planned and presented, TExES - Technology Education Test Prep, Houston TX, Nov. 12, 2005
- Planned and presented, Regional Technology Education New Teacher Conference, Houston TX, Oct. 29, 2005
- Planned and presented, Regional Technology Education New Teacher Conference, San Antonio TX, Oct. 15, 2005
- Planned and presented, Regional Technology Education New Teacher Conference, Mansfield TX, Sept. 17, 2005
- Planned and presented, TExES - Technology Education Test Prep, Garland TX, Sept. 10, 2005
- Planned and coordinated the Principles of Technology I & II Certification Workshop, Tomball HS, June 6-10, 2005
- Planned and coordinated the Principles of Technology I Certification Workshop, Corpus Christi, June 27-July 1, 2005
- Planned and presented, TExES - Technology Education Test Prep, Pearland TX, Jan 22, 2005
- Program Director, Texas Technology Student Association Fall Leadership Conference, UT – Tyler, November 10, 2004
- Planned and coordinated the Principles of Technology I & II Certification Workshop, Tomball HS, June 7-11, 2004.

- Planned and coordinated the Principles of Technology I Certification Workshop, Corpus Christi, June 28-July 2, 2004
- Technology Education New Teacher Boot Camp, Texas Technology Education Professional Development Conference, Houston, July, 2004
- Planned and coordinated the Principles of Technology I Certification Workshop, UT-Tyler campus, July 12-16, 2004
- Technology Education New Teacher Boot Camp, Texas Education Agency Technology Education Summer Improvement Conference, Houston, July, 2003
- Planned and coordinated the 2003 Fall Technology Student Association Leadership Conference October 23, 2003 at UT-Tyler (163 Students Present)
- Principles of Technology: Teaching Techniques and Strategies, Texas Tech Prep Conference, half day pre-conference workshop Houston, March, 2003
- Planned and coordinated the Principles of Technology I & II Certification Workshop, Roosevelt HS, San Antonio, June 9-18, 2003.
- Planned and coordinated the Principles of Technology I Certification Workshop, Corpus Christi, June 23-27, 2003.
- Conference Director, 2002 Technology Education New Teacher/Mentoring Conference, Dallas.
- Planned and coordinated the 2002 Fall Technology Student Association Leadership Conference October 2, 2002 at UT-Tyler (160 Students Present)
- Planned and coordinated the Principles of Technology I & II Certification Workshop, Arlington, June 10-19, 2002.
- Planned and coordinated the Principles of Technology I Certification Workshop, Corpus Christi, June 24-28, 2002.
- Technology Education New Teacher Boot Camp, Texas Education Agency Technology Education Summer Improvement Conference, Houston, July, 2002
- Principles of Technology: Teaching Techniques and Strategies to Maximize Learning, Texas Education Agency Technology Education Summer Improvement Conference, Houston, July, 2002
- Planned and coordinated the Principles of Technology I & II Certification Workshop, San Antonio, June 4-13, 2001.
- Planned and coordinated the Principles of Technology I Certification Workshop, Corpus Christi, June 25-28, 2001.
- Planned and coordinated the 2001 Fall Technology Student Association Leadership Conference (151 Students Present)
- Conference Director, 2001 Technology Education New Teacher/Mentoring Conference, Dallas.
- Planned and Hosted 2000 Association of Texas Technology Education Summer Board Meeting, June 4-6, 2000
- Conference Director, 2000 Technology Education New Teacher/Mentoring Conference, Austin.
- Planned and coordinated the 2000 Fall Technology Student Association Leadership Conference (138 Students Present)
- Program Director, Texas Technology Student Association Fall Leadership Conference, UT – Tyler, November 2, 1999

- Technology Team Challenge Coordinator, Texas Education Agency Technology Education Summer Improvement Conference, Corpus Christi, July, 1999
- Program Director, Texas Technology Student Association Fall Leadership Conference, UT – Tyler, November 2, 1998
- Technology Team Challenge Coordinator, Texas Education Agency Technology Education Summer Improvement Conference, Corpus Christi, July 24-29, 1998
- Program Coordinator, International Technology Education Association Annual Conference, Ft. Worth, March 8-11, 1998
- Conference Director, Association of Texas Technology Education Annual Conference, College Station, February 27-28, 1996
- Planning Committee, Texas Education Agency Technology Education Summer Improvement Conference, Lewisville, TX. July 24-29, 1991

Professional (Self-) Development Activities
- NAIT Accreditation Visiting Team Member certification workshop
- Adobe Photoshop
- Certified to Teach Principles of Technology I and II
- Certified Industrial Technologist – NAIT 2005-present

Leadership and Service

Professional leadership: national, state, local

Membership

Academy of Human Resource Development, 2004-present
American Vocational Association, 1985-2001
American Society of Training and Development, 2004-present
Association of Technology, Management, and Applied Engineering, 2008-present, formerly NAIT
Association of Texas Technology Education, 1987-present
Council on Technology Teacher Education, 1989-present
East Texas Technology Education Association, 1992-present
Epsilon Pi Tau, 1993-present
Heart of Texas Technology Education Association, 1987-1992
International Technology Education Association, 1983-present
National Association of Industrial Technology, 1992-2008
National Association of Industrial and Technical
   Teacher Educators, 1985-2003
Oklahoma Technology Education Association, 1983-1987
Oklahoma Vocational Association, 1983-1987
Phi Delta Kappa, 1993-present
Society for Human Resource Management, 2006-present
Tech-Prep Association of Texas, Inc. 1997-2004
Texas Council of Technology Education, 1992-present

Texas Vocational Teacher Educators Association, 1992-2005

Officer

Steering Committee, AHRD Program Excellence Network (PEN), 2007-11
President, Texas Council of Technology Education, 2003-05
President-Elect, Texas Council of Technology Education, 2001-03
Past-President, Association of Texas Technology, 2000-01
President, Association of Texas Technology Education
Education, 1999-00
President-Elect, Association of Texas Technology Education, 1998-99
Treasurer, Heart of Texas Technology Education Association, 1987-91

Board Membership for Non-Officers

2003-2005 Board Member, Association of Texas Technology Education
1997-00 Board Member, Texas Council of Technology Educators

Organizational and committee work

Steering Committee, AHRD Virtual HRD SIG 2011-present
Judge - East Texas Technology Student Association Competition TJC April 15, 2011
Steering Committee, AHRD Program Excellence Network (PEN) 2007-2012
Program Director, ITEA Annual Conference - 2006
Content Reviewer, Journal of Computing in Higher Education, 2005
Member- Marketing Committee, Council of Technology Teacher Education 2005
Host -East Texas Technology Education Association Meeting, April 11, 2005
Host -East Texas Technology Education Association Meeting, January 10, 2005
Host -East Texas Technology Education Association Meeting, January 12, 2004
Judge - East Texas Technology Student Association Competition TJC April 22-23, 2004
Judge - Brazos Valley Technology Student Association Competition Huntsville, TX
        April 16-17, 2004
Editorial Board "The Technology Teacher" (ITEA) 2001-2003
Judge - Texas Technology Student Association Competition-Waco- May 8-10, 2004
Host -East Texas Technology Education Association Meeting, September 15, 2003
Judge - East Texas Technology Student Association Competition TJC April 24-25, 2003
Judge - Texas Technology Student Association Competition-Waco- May 8-10, 2003
Host -East Texas Technology Education Association Meeting, September 15, 2003
Judge - East Texas Technology Student Association Competition TJC April 19, 2002
Judge - Texas Technology Student Association Competition-Waco- May 10, 2002
Host -East Texas Technology Education Association Meeting, November. 11, 2002
Host -East Texas Technology Education Association Meeting March 11, 2002
Elections Committee- International Technology Education Association 2001
Judge - East Texas Technology Student Association Competition TJC April 20, 2001
Judge - Texas Technology Student Association Competition-Waco- May 4-5, 2001
Host -East Texas Technology Education Association - Sept. 11, 2000

Host -East Texas Technology Education Association - April 9, 2001
Online Committee, Association of Texas Technology Education - 1998-99,2001
Ad Hoc Elementary Technology Sub Committee ATTE -1996-99, 2001-2003
ITEA Annual Conference Program Coordinator - 1998
ATTE Annual Conference Program Director - 1996

Professional experience outside the academic field

Lectures to nonprofessional groups or agencies
- Keynote Speaker President's Executive Luncheon - April 29, 2010
- Speaker Chapel Hill Middle School Career Connections Classes -April 13, 2005
- Inspirational speaker Starters Basketball - Tyler -2000, 2002,2003
- Inspirational speaker Upward Basketball - Tyler -1997, 1998
- Breakout session speaker for the State Board of Education Governor's Excellence Awards, Tyler, TX. -1995, 1996

Non-paid consulting or advising
- Northeast Texas Fellowship of Christian Athletes Committee member -2013-present
- Committee Member - Bethesda Health Center Golf Tournament -2003
- Committee Member - Faith Based Health Center Golf Tournament -2000-2002
- Principles of Technology Consultant Yantis ISD -1998-2000
- Technology Education Advisory Committee - Whitehouse ISD -1998-99
- Technology Consultant Brook Hill School, Tyler -1997-1998
- Technology Education consultant with Stewart MS – Tyler -1997)
- Technology Consultant Azelway Boys Ranch -1995
- Career and Technology Consultant with Lindale ISD -1995
- Technology Education consultant with Chapel Hill ISD -1995
- Technology Consultant *Project L.O.V.E.* (Learning Opportunities through Vocational Education) Griffin Elementary, Tyler, Texas. -1994
- Technology Education consultant – Eustace ISD -1994

Service on government commissions, task forces etc.
- Board Member, Northeast Texas Fellowship of Christian Athletes, 2012-present
- Faculty Advisor, Baptist Student Ministries, 1997-present
- Technology 4 Tyler, Tyler Chamber of commerce Fall 2013 - 2017
- Chairman of Deacons, First Baptist Church, 2014
- Tyler Junior College Business Management Advisory Committee -2009- present
- TEA Technology Education Textbook evaluation committee
- Texas Technology Student Association Strategic Planning Summit – Moderator, Mesquite, TX -2008
- Valley City State University(North Dakota) / TExES Alignment Project - 2004
- Texas State Board for Educator Certification TExES Content Validation Team -2003-2004
- University of Houston/TEA Technology Education Curriculum Development -1998-2001

- TEA Technology Education Curriculum Writing Team -1995-1998
- Conduct Boy Scout Computer Merit Badge Workshop-1996
- National Evaluation Systems, Inc. ExCET Standards Setting Panel -1996
- TEA ExCET Content Validity Team -1992, 2001

Professional (Self-) Development Activities
- Technology Education Certification Test consultant Garland ISD -2006
- Technology Education consultant Pearland ISD -2005
- Technology Education consultant Arlington ISD -1996
- Technology Education consultant Plano ISD -1997
- Member CATE Advisory Committee – Whitehouse ISD -1998-2000
- Member CATE Advisory Committee – Wilmer Hutchins ISD -1992-1994
- Computer Consultant East Texas Tech Prep Consortium -1996-98
- Web Design Crown Machine – Tyler -1997
- Web Design East Texas Tech Prep Consortium -1997-98
- Animated Presentation – CNG Marketing, Inc. – Tyler -1995
- Computer-Assisted-Design Training – Mayfield, Inc. Laurel, MS -1994