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Updated 01/16

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EDUCATION

1984 B.A., Psychology, The Ohio State University
1986 M.A., Organizational Communication, The Ohio State University
1998 M.A., Labor and Industrial Relations, Michigan State University
2004 Ph.D. Higher, Adult, and Lifelong Education, Michigan State University.
Dissertation Title, *Problem Solving of Machine Operators within the Context of
Everyday Work: Learning through Relationship and Community*

PROFESSIONAL POSITIONS

Associate Professor

School of Human Resources and Labor Relations, Michigan State University, E. Lansing,
Michigan 48824 (2013-present)

Assistant Professor

School of Human Resources and Labor Relations, Michigan State University, E. Lansing,
Michigan 48824 (2004-2013)

Coordinator

Conflict Resolution Program. The Graduate School, Michigan State University, E.
Lansing, Michigan (2004-present)

Adjunct Professor

School of Labor and Industrial Relations, Michigan State University, E. Lansing,
Michigan 48824 (2000-2004)

Consultant and Instructor

Labor Education Program, School of Labor and Industrial Relations, Michigan State
University, E. Lansing, Michigan (1996-2000)

Research Coordinator

Conflict Resolution Program. The Graduate School, Michigan State University, E. Lansing, Michigan (1996- 2004)

Research Assistant

Union/Management Initiatives in Law Enforcement. School of Criminal Justice, Michigan State University, E. Lansing, Michigan (1996-1999)

Assistant Labor Relations Manager

Nestle' Chocolate and Confections, Fulton, NY (1986-1995)

Human Relations Intern

TRW Aircraft Components Group, Euclid, Ohio (1985)

Teaching Assistant

The Ohio State University, Columbus, Ohio (1984-1986)

CONSULTING and OUTREACH EXPERIENCE

Joint Union/Management

- Ingham County 9-1-1 Center, Organizational Assessment (1/15-**present**)
- Accident Fund and UAW, Facilitator, Contract Negotiations (7/14-11/14)
- Laborers-Employers Cooperation Education Trust, Lansing, MI. Construction Performance Research (4/12-**present**)
- International Brotherhood of Electrical Workers and the National Electrical Contractors Association, National Joint Apprenticeship Training Committee, Developer of Advanced Studies Curriculum (4/14)
- Smuckers Company and BCTM, Toledo, OH. Consultant for Joint Labor/Management Committee (10/12-**present**)
- Rochester Fire Department and IAFF, Rochester, MI. Strategic Planning (1/12-7/13)
- Community Services for the Developmentally Disabled, Lansing, MI. Organizational Redesign (5/11-5/12)
- National Electrical Contractors Association and the International Brotherhood of Electrical Workers, Knoxville, TN. Instructor, National Training Institute, (8/08-**present**)

- National Electrical Joint Apprenticeship Training Program, Baltimore, MD. NJATC's Advancing Apprenticeship into the 21st Century Advisory Committee member (2010-2011)
- Department of Natural Resources, Wildlife Division, Lansing, MI. Strategic Planning (7/09-7/2012)
- University of Michigan Hospital and House Officers Association, Ann Arbor, MI. Facilitator, Collective Bargaining (11/08-6/09)
- Coca-Cola and USW, Paw Paw, MI. Facilitator of Labor Management Committee (8/07- 8/10)
- Schoolcraft Memorial Hospital and MNA, Manistique, MI. Interest-Based Bargaining training (9/08-11/09)
- Southfield School District and the MEA. Co-facilitator for joint labor/management committee process (12/07)
- Edscha and UAW, Jackson, MI. Facilitator of strategic planning retreat and follow-up facilitation (10/05-11/06)
- Department of Human Services and UAW, multiple locations in Michigan. Facilitator and instructor for joint labor/management committee process (10/05)
- Kraft Foods (Maxwell House Coffee) and the United Food and Commercial Workers, Jacksonville, FLA. Facilitation/training of joint union/management committee (4/01-4/03)
- Kraft Foods (Post Cereal) and the Retail, Wholesale and Department Store Union, Battle Creek, MI. Facilitation/training of negotiating committee in Interest-based Bargaining, facilitation/training of union/management design teams formed to redesign work (5/98-5/2001)
- National Electrical Contractors Association and the International Brotherhood of Electrical Workers, Knoxville, TN. Instructor, National Training Institute, Discrimination Awareness (7/03)
- SAPPI and the Paper, Allied-Industrial, Chemical and Energy Workers International Union, Muskegon, MI. Strategic Planning (2/03).
- SunChemical and Paper, Allied-Industrial, Chemical and Energy Workers International Union, MI. Strategic Planning (2/02)
- TRW and the Paper, Allied-Industrial, Chemical and Energy Workers International Union, Jackson, MI. Trainer, Interest-Based Bargaining (10/02)

- Delphi Corp. and the United Auto Workers, Saginaw, MI. Facilitator, Work Systems Redesign (6/01-10/01)
- Ralston Foods and the Retail, Wholesale and Department Store Union, Battle Creek, MI. Trainer, Interest-Based Bargaining (11/00)
- Spartan Stores and the International Brotherhood of Teamsters, Plymouth, MI. Facilitator, union/management design team formed to design state-of-the-art warehousing and distribution operation (12/99-6/00)
- Kraft Foods (Beverage products) and the International Brotherhood of Teamsters, Modesto and San Leandro, CA. Trainer, Interest-Based Bargaining (10/99-7/00)
- Southfield School District and the Michigan Education Association. Facilitator, formation of a joint union/management committee. Trainer, Interest-Based Bargaining (9/99)
- Ypsilanti Police Department and the Police Association of Michigan, Ypsilanti, MI. Consultant, readiness assessment for the formation of a joint union/management committee (8/99).
- Law enforcement managers and union leaders, Michigan State University campus. Presenter/trainer, “Union/Management Approaches to Community Policing” (3/98;12/98)
- Western Reserve Care System and the Ohio Nurses Association, Youngstown, OH. Consultant/facilitator of joint union/management committee (6/98-4/99)
- Rowe International and the International Union of Electronic and Electric Workers, Grand Rapids, MI. Consultant/facilitator of joint union/management committee (6/98-2/99)
- Flat Rock School District and the Michigan Education Association, Flat Rock, MI. Trainer, “Interest-Based Approaches to Problem Solving” (4/97).
- Bertrand Products, South Bend, Indiana. Consultant/Facilitator of joint committee formed to reduce late delivery of helicopter part to customers (8/96-4/97)

Labor Education

- MSEA, Labor History (2014)
- Executive Director, Building Trades Academy (5/13-**present**)

- IBEW Local 665, Sexual harassment training for union officers and staff (8/13)
- Community Oriented Policing Forum, Washington, DC. (2/12)
- UAW Region 1-C, Business Solutions Awareness Training (3/08)
- IBEW Local 252, Sexual harassment training for union officers and staff (7/07)
- Clerical Technical Union, Assertiveness Training (3/07)
- Police Union Executive Leadership Program, MSU. Instructor for EEO and Problem Solving Processes (10/05;06;07)
- UAW, Michigan. Instructor for day-long session on the auto industry, globalization, free trade agreements and competition (2004-2006)
- United Association of Plumbers and Pipefitters Union, Instructor for a week long program titled, “Teaching in the Trades” (8/05-8/07)
- Michigan Professional Fire Fighters Union, Michigan. Coordinator of a program titled, “Municipal Financing”, for union bargaining committee members (5/05)
- International Brotherhood of Electrical Workers, Joint Apprenticeship Training Program, Lansing, MI. Development and delivery of diversity and discrimination training session for all 1st through 5th year apprentices (9/03-**present**)
- United Association of Plumbers and Pipefitters Union, Oklahoma City, OKA. “Discrimination Training” (9/02)
- United Association of Plumbers and Pipefitters, Ann Arbor, MI. Trainer, Sexual Harassment Awareness (5/98; 8/99)
- Michigan State University Maintenance Personnel, “Conflict Resolution” (3/97)

ACADEMIC TEACHING/FACILITATION

Joint Union/Management

- Invited Presenter, Criminal Justice’s Staff and Command School (5/08-**present**)
- 1st National Joint Police Union/Management Symposium, MSU. Instructor for IB Approaches to Problem Solving (10/08)
- Instructor, Business Solutions Professional Certification Program (1/07-1/11)

Labor Education

- Police Union Executive Leadership Program, MSU. Instructor for EEO and Problem Solving Processes (10/05;06;07)
- Labor Education Program, various topics such as labor law, contract negotiations, assertiveness training, interpersonal skills, conflict resolution, interpersonal negotiation (1998-**present**)
- Speaker, Lansing Electrical Joint Apprenticeship and Training Program Graduation Dinner (2/04)

University/Academic

- International
 - Presenter, “Conducting Research on Social Dialogue in Vietnam’s Manufacturing Sector”, Ton Duc Thang University, Ho Chi Minh City, Vietnam, 4 faculty and 10 students (1/14)
 - Instructor, Strategic Management, Vietnam National University, University of Economics and Business, Hanoi, Vietnam. (Fall semester, 2013)
 - Presenter, “How to Conduct Research”, Vietnam National University (VNU), University of Economics and Business, 10 faculty, 30 undergraduate students (11/13)
 - Presenter, “Cultural Differences between Vietnam and the U.S.”, VNU University of Economics and Business, BeOne English Club, 25 students (11/13)
 - Presenter, “U.S. Industrial Policy?”, VNU University of Economics and Business, Economics class, 30 students (12/13)
 - Presenter, “Performance Management for Support Staff”, Haiphong Private University, Haiphong, Vietnam, 35 faculty and staff (12/13)
 - Presenter, “Organizational Change”, Haiphong Private University, Haiphong, Vietnam, 18 students (12/13)
 - Presenter, “Interactive Teaching Techniques”, Hue University of Foreign Languages, 25 faculty and students (12/13)

- Delegate, Leadership Fellows Program: Building Capacity for Civil Society and Economic Development, Senegal and Burkina Faso, West Africa (8/12)
- Instructor, Curriculum Development and Active Learning Techniques, CanTho University, CanTho, Vietnam (10/09)
- Instructor, Curriculum Development and Active Learning Techniques, CanTho University, CanTho, Vietnam (6/09)
- Domestic
 - Executive Director, Institute for Construction Economic Research (1/13-**present**)
 - Instructor, EAD 991, “Special Topics: HR/LR for K-12 Education Administrators” (Summer, 2013, 2014)
 - Instructor, EAD 871, “Collegiate Contexts for Teaching and Learning” (Spring semester, 2013).
 - Online Program Developer, “Setting Expectations and Resolving Conflict in Graduate Education” (2011-2013)
 - Instructor, “Industrial Relations in the Construction Industry”, National Labor College (Fall, 2012)
 - Instructor, LIR 826, “Managing Change in Organizations”, School of Human Resources and Labor Relations, Michigan State University (Fall, 2011)
 - Facilitator, Department of Physiology, Strategic Planning (05/11-**present**)
 - Facilitator, College of Agriculture and Natural Resources, Department restructuring (7/10-**present**)
 - Invited Speaker, Great Lakes Leadership Academy (4/10)
 - Instructor, LIR 823, “Organizational Behavior”, School of Human Resources and Labor Relations, Michigan State University (Fall, 2009)
 - On-line Instructor, EAD 861, “Adult Learning”, Educational Administration, Michigan State University (Spring, 2009).
 - Invited Speaker, The Graduate School, Program Evaluation Methods (7/08)

- Co-Facilitator, Strategic Planning Retreat, the MSU Museum (9/08)
- Invited Speaker, Construction Economic Research Network, Washington DC (4/08)
- Facilitator, Strategic Planning Retreat, College of Natural Sciences Study Abroad Programs, Michigan State University (9/07)
- Guest Speaker, “Having Difficult Conversations”, The Great Lakes Leadership Academy (3/07)
- On-line Instructor, EAD 861, Adult Learning, Educational Administration, Michigan State University (Spring semester, 2007)
- Facilitator, Strategic Planning Retreat, the Department of Advertising, Public Relations and Retailing, Michigan State University (8/05; 8/06; 2/07)
- Guest Speaker, “Communicating effectively with faculty”, Office for International Students and Scholars, (9/05).
- Guest Instructor, EAD 861, “Adult Learning”, Educational Administration, Michigan State University (Summer, 04).
- Presenter, “Setting Expectations and Resolving Conflict between Graduate Students and Faculty: A Proactive Interest-Based Approach”, Michigan State University and a multitude of other campuses nationwide (**present**)
- Guest lecturer, CSE 498, “Working in Teams”, Engineering Department, Michigan State University (Spring, '02)
- Presenter, “Group Dynamics”, Summer Institute for the Department of Educational Administration (6/01)
- Instructor, LIR 891: Group Dynamics and Group Leadership, Michigan State University, (Spring/01)
- Teaching Assistant, undergraduate courses in Organizational Communication, Interpersonal Communication, Persuasive Communication, and Decision Making, The Ohio State University (1984-1986)
- Academic Consulting
 - Legume Innovation Lab (11/15-**present**)
 - Michigan Natural Feature Inventory (1/15-**present**)

- College of Human Medicine (1/15-**present**)
- Appalachian State University (7/14-9/14)
- MSU Department of Media and Technology (4/13-**present**)
- Office of International Students and Scholars (4/13-9/13)
- MSU Department of Obstetrics, Reproduction and Gynecology (7/12-8/13)
- MSU Global Food Platform (1/12-4/13)
- MSU Department of Sociology (8/12)
- MSU Department of Fisheries and Wildlife (1/12-8/13)
- MSU Department of Physiology (2/12-4/13)

FUNDED RESEARCH

Principal Investigator- “Evaluation of the effectiveness of Vietnam’s Social Dialogue process as a means to reduce workplace conflict”. Mixed methods design. **\$170,000**
Phases 1-2 of six funded by MSU internal grants. Additional funding search in progress.

Principal Investigator- “Interpersonal Conflict in Construction”. Mixed methods design. A project designed to cost conflict in construction which will lead to the development of a national survey to be distributed across construction industry stakeholders. **\$30,000** funding from the Center for Construction Research and Training, Washington, D.C.

Principal Investigator- “The Impact of Business Solution Professional Certification on Practice and the Economy”. Mixed methods design. Evaluation of a Program which received a **\$3M** grant from the Michigan Department of Labor and Economic Growth.

Co-Principal Investigator- “Assessing Motivation and Work Attitudes of Construction Apprentices Applicants”. Quantitative design. **\$250,000** funding search in progress.

Principal Investigator- “Diversity Training in Electrical Apprenticeship: A Curriculum Assessment”. Mixed methods design. **Funded** in part by the IBEW/NECA Lansing Electrical Apprenticeship Training Committee.

PUBLICATIONS

Khanzadi, M., Shahbazi, M., **Brockman**, J., Zeinali, B. (2016). Motivate them to work loyally: A qualitative study on platinum employees in the construction industry. *Journal of construction Engineering and Management* (manuscript under review).

Brockman, J. (2014). The cost of interpersonal conflict in construction. *Journal of Construction Engineering and Management*, 140 (2).

Dirkx, J. and **Brockman**, J. (2013). Improving Practice Through Action Research. *Michigan Adult Education Research Journal*, 13(1), 17-19.

Polzin, M., Winthrop, D., **Brockman**, J. and Dirkx, J. (2013). The business solutions professional certificate program. *Michigan Adult Education Research Journal*, 13(1), 33-42.

Brockman, J. and Huang, J. (2012). Building on Difference: Using action research to develop, implement and evaluate a five-year diversity curriculum in electrical apprenticeship. *Vocations and Learning* (under review).

Brockman, J., Colbert, J., Hass, M. (2011). The interrelationship between culture, conflict and communication in a newly formed doctoral program. *Organizational Culture, Communication and Conflict*, 15 (1), 81-91.

Polzin, M., **Brockman**, J., Dirkx, J., and Winthrop, D. (2010) Preparing practitioners to adopt a demand-driven, partnership-based, business focused approach to workforce development. *Journal of Workforce Development*, 6(1),1-8.

Brockman, J., Dirkx, J., Li, K., and Polzin, M. (2010). Transfer to practice: Business solutions professional certification training program. *Proceedings of the Midwest Research-to-Practice Conference in Adult, Continuing and Community Education* (29th Annual Conference, Michigan State University, MI).

Brockman, J., Nunez, A. and Basu, A. (2010). An impact assessment of a conflict resolution program for graduate students. *Innovative Higher Education*, 35, 4.

Colbert, J., Hass, M. and **Brockman**, J. (2009). Setting expectations and resolving conflicts between doctoral students and faculty members. *Proceedings of the American Educational Research Association* (San Diego, CA).

Klomprens, K., Beck, J., **Brockman**, J. and Nunez, T. (2008). *Setting Expectations and Resolving Conflict in Graduate Education*. Washington, D.C.: Council of Graduate Schools Publications.

Brockman, J. and Dirkx, J.M. (2006). Learning to become a machine operator: The dialogical relationship between context, self and content. *Human Resource Development Quarterly*, 17(2), pp.199-221.

Brockman, J. and DeJonghe, E. (2006). Resolving conflict between graduate students and faculty: A two phase approach. *Proceedings of the Midwest Research-to-Practice Conference in Adult, Continuing and Community Education* (25th, University of Missouri-St. Louis, MO)

Brockman, J. and Dirkx, J.M. (2006). The machine operator's signature: Formation of worker self-identity in problem solving contexts. *Proceedings of the Academy of Human Resource Development North American Conference* (Columbus, Ohio).

Brockman, J. and Dirkx, J.M. (2005). Learning to become a machine operator: The dialogical relationship between context, self and content. *Proceedings of the Academy of Human Resource Development International Conference* (Estes park, CO).

Brockman, J. and Dirkx, J.M. (2005). Learning through work: What machine operators “come to know” through everyday problem solving. *Proceedings of the Midwest Research-to-Practice Conference in Adult, Continuing and Community Education* (24th, University of Wisconsin-Milwaukee, WI)

Brockman, J. and Dirkx, J.M. (2004). The work, the worker and the machine: Learning through communities of practice in manufacturing. *Proceedings of the Midwest Research-to-Practice Conference in Adult, Continuing and Community Education* (23rd, IUPUI, Indianapolis, Indiana.

Brockman, J. (2004). Problem solving of machine operators within the context of everyday work: Learning through relationship and community. Unpublished doctoral dissertation, Michigan State University.

Klomprens, K., Beck, J., Larson, R.S., and **Brockman, J.** (2004). Setting expectations and resolving conflicts in graduate education, *Journal for Higher Education Strategy*, 2(1), 21-37.

Brockman, J. (2003). The problem with problem solving training in industry. *Proceedings of the Midwest Research-to-Practice Conference in Adult, Continuing and Community Education* (22rd, Columbus, OH).

Polzin, M.J. and **Brockman, J.** (2002). Focus on internal partnerships: A framework for implementing community policing in a unionized department”. In M. Morash and J. K. Ford (Eds.), *The move to community policing: Making change happen*. Thousand Oaks, CA: Sage Publications.

Polzin, M.J and **Brockman, J.** (1999) A labor-management approach to community policing, *The Journal of Community Policing*, 2 (2).

Polzin, M.J and **Brockman, J.** (1999) What do police unions want? Observations about building an infrastructure for involving unions in community policing, *The Journal of Community Policing*, 1, (1).

Brockman, J., Polzin, M.J. and Winthrop, D. (1998) Three-dimensional planning grid: A tool for planning multifaceted projects and change efforts. *Executive Summary Series*, Regional Community Policing Institute of Michigan, Michigan State University.

Brockman, J., Polzin, M.J. and Winthrop, D. (1998) A joint labor-management approach to implementing community policing. *Executive Summary Series*, Regional Community Policing Institute of Michigan, Michigan State University.

Brockman, J. (Green). (1986) Diffusion of innovations: The adoption and non-adoption of an information line system. Unpublished Master's Thesis, The Ohio State University.

Gibbs, J., Clark, P., Joseph, J., Green (**Brockman**), J., Goodrick, T., and Makowski, D. (1986). Relations between moral judgement, moral courage, and field independence, *Child Development*, 57, 185-193.

REVIEWS

Invited Reviewer, *Innovative Higher Education*, "Research supervision across paradigms: Creating conversations when you don't see eye to eye". (6/11)

Invited Reviewer, *Environmental Practice*, Journal of the National Association of Environmental Professionals, "Racial and gender differences in job mobility and wages of employees in environmental organizations". (8/10)

Invited Reviewer, *Vocations and Learning: Studies in Vocational and Professional Development*. (11/08)

Invited Reviewer, ERIC Clearinghouse on Adult, Career and Vocational Education, The Ohio State University "The Future of Work: Some Prospects and Perspectives". (10/03)

ACADEMIC SERVICE

Faculty Performance Review Committee, School of Labor and Industrial Relations, MSU (2011-2013)

Chair, Technology Committee, School of Labor and Industrial Relations, MSU (10/09-**present**)

Chair, School of Labor and Industrial Relations, Website Committee (2007-**present**)

Faculty Performance Review Committee, School of Labor and Industrial Relations, MSU (2006-2009)

Faculty Advisory Committee, School of Labor and Industrial Relations, MSU (2006-2009)

Co-Chair of Technology Committee, School of Labor and Industrial Relations, Michigan State University (5/05-10/09)

HONORS AND AWARDS

Fulbright Scholar, The J. William Fulbright Scholarship Board, Hanoi, Vietnam, (2013-

2014).

Visiting Scholar, NECA/IBEW National Training Institute, Ann Arbor, MI (2009).

Distinguished Leadership Award, Michigan Association of Adult and Continuing Education (2009)

Paper selected by the Academy of Human Resource Development Cutting Edge Committee as one of the **top ten outstanding papers** from the AHRD 2006 Annual Research Conference Proceedings.

The Dissertation Completion Fellowship (Spring semester, 2004), College of Education, Michigan State University, E. Lansing, Michigan.

University Graduate Continuing Fellowship (2/04), College of Education, Michigan State University, E. Lansing, Michigan.

Graduate Student Research Enhancement Award (11/02), The Graduate School, Michigan State University, E. Lansing, Michigan.

The Casmer Heilman Endowed Fellowship (academic year September 2001- May 2002) College of Education, Michigan State University, E. Lansing, Michigan

Psi Chi, The National Honor Society in Psychology (1982-1984).

PROFESSIONAL ASSOCIATIONS

Board Member and Officer, Michigan Association for Adult and Continuing Education (current)

Member, Labor and Employment Relations Association (current)

CONFERENCES

Presenter and Planning Committee, “International Conference on Labor Relations and Dispute Resolution”, Ton Duc Thang University, Ho Chi Minh City, Vietnam (03/15)

Presenter, “Working from the Inside Out: Personal Skills for Empowerment”, International Conference for the Empowerment of Women, Hanoi, Vietnam (10/18/13)

Presenter, “Setting the Stage: An Overview of Cambodia’s Vocational Educational Needs to Support their Economic Vision”, Conference on Promoting Vocational Training as an Economic Driver, Phnom Penh, Cambodia (11/13)

Presenter, “Workforce Development in the Agricultural Sector: Higher Education’s Role”, Food Systems Innovation in the Southeast Asia Region, New Delhi, India (12/13)

Presenter, “Improving Practice Through Action Research”, 35th Annual Conference, Michigan Association for Adult and Continuing Education (2/12, Traverse City, MI)

Presenter, “The Cost of Interpersonal Conflict in Construction, Center for Construction Research and Education” (4/12, Baltimore, MD)

Presenter, 30th Annual Midwest Research to Practice Conference (11/11)

Presenter, 12th Annual National Outreach Scholarship Conference (10/11)

Committee Member, 29th Annual Midwest Research to Practice Conference (10/10)

Facilitator, 29th Annual Midwest Research to Practice Conference (10/10)

Presenter, 29th Annual Midwest Research to Practice Conference (10/10)

Member, Construction Education and Research Network, hosted by the Center for Construction Research and Training, Washington, D.C. (2006-**present**)

Presenter, American Educational Research Association (04/09)

Chair, “Meeting of the Boards” for Michigan Association of Adult and Continuing Education (10/08-10/09)

Chair, Setting Expectations and Resolving Conflicts in Graduate Education Train-the-Trainer Conference (6/08)

Co-Chair, the Michigan Association of Adult and Continuing Education Conference (3/09)

Chair, PIERS Conference, “Costing the Contract” (5/08)

Presenter, Michigan Association of Continuing Education and Training Conference (5/08)

Chair, the Michigan Association of Adult and Continuing Education Conference (11/07)

Chair, “Bargaining without Bloodshed: The Economic Package” (9/06-4/07)

Chair, Construction Conference, “Getting the Most Out of Your Public Sector Construction Dollar” (4/06)

Co-Chair, the Michigan Association of Adult and Continuing Education Conference (11/06)

Chair, Bargaining without Bloodshed Conference Series, School of Labor and Industrial Relations (9/06-07)

Presenter, Heartland Conference for Economic Developers, St. Louis, MO (3/06)

Planning committee member, the 6th Annual International Transformative Learning Conference (10/05)

Presenter, the 24th Annual Midwest Research-to-Practice Conference (9/05)

Presenter, the 11th Annual Conference on Teaching Survival Skills and Ethics (6/05)

Committee Member and Presenter, the Michigan Association of Adult and Continuing Education Conference (3/05)

Presenter, the International Academy of Human Resource Development Conference (2/05)

Pre-conference committee member, the 23rd Annual Midwest Research-to-Practice Conference (11/04)

Planning committee member, the Annual Michigan Adult and Continuing Education Conference (3/04)

Facilitator, the 52nd National Adult and Continuing Education Conference (11/03)

Presenter, the 22nd Annual Midwest Research-to-Practice Conference. "The Problem with Problem Solving Training in Industry" (10/03)

Speaker, the 14th Annual National Training Institute of the National Joint Apprenticeship Training Program, organized by the International Brotherhood of Electrical Workers and the National Electrical Contractors Association. "Discrimination Awareness" (7/03)

Attendee, the 21st Annual Midwest Research-to-Practice Conference (10/02)

Planning Committee Member, the 42nd Annual Adult Education Research. Michigan State University (6/01)

Presenter, Michigan Education Association Conference. "Joint Organizational Change Efforts" (2/99)

Presenter, Annual Conference of the Society for Human Resource Management. "Labor Relations Management" (4/98)