

Ryan Watkins CV

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Education

Degrees

Post-Doctorate Studies and Research, Engineering Management, Old Dominion University, Norfolk, Virginia.

Doctor of Philosophy, Instructional Systems Design, October of 1997: Florida State University, Tallahassee, Florida. Major Professor: Roger Kaufman, Ph.D. Complete dissertation available in PDF format upon request.

Master of Science, Instructional Systems Design, August of 1995: Florida State University, Tallahassee, Fl.

Bachelor of Science, Secondary Mathematics Education, May of 1994: Florida State University, Tallahassee, Florida.

Additional Training

- Facilitating Entering Mentoring facilitator training, Center for the Improvement of Mentored Experiences in Research (CIMER), Washington DC (2026)

- Fundamentals of AI Agents (HuggingFace)
- Open Science + Research Software Engineering (URSSI)
- AI Policy Certificate, Center for Artificial Intelligence and Digital Policy (CAIDP)
- Python Bootcamp, George Washington University
- Visual Display of Quantitative Information, Edward Tufte: Washington DC.
- MS Groove Trainer, Groove Networks: Boston, Ma.
- Fundamentals of Web Design, Cisco Networking Academy: Washington DC.
- Managing Organizational Change, ODR, Incorporated: Atlanta, Ga.
- Improving Program Performance, Southeast Evaluation Association: Tallahassee, FL.
- Evaluating for Results, Southeast Evaluation Association: Tallahassee, FL.

Professional Experience

Positions

George Washington University

Professor in Educational Technology Leadership (MA), Human-Technology Collaboration (PhD, program director, 2017/current), GW Trustworthy AI (Director of Education, 2024/2025, Associate Director 2025/current). Responsibilities include the design, development, and delivery of graduate and undergraduate courses delivered both at a distance as well as on-campus; scholarly research; student advising; service on university, college, and departmental committees; as well as other general academic duties. (Assistant Professor 2001/2007, Associate Professor 2007/2016, Full Professor 2016/current, ETL Program Director 2022/2026, Interim Associate Dean of Research 2024)

National Science Foundation

Visiting Scholar (IPA): Responsibilities include the development and facilitation of distance learning and instructional design projects for the NSF Academy, coordinating the implementation of a learning management system, supporting knowledge management and communities of practice, delivery of training, and providing consultation to research directorates on issues related to distance learning. (2005/2006)

Nova Southeastern University

Program (Assistant) Professor of Instructional Technology and Distance Education: Responsibilities include the design and development of distance education courses and materials for doctoral and masters degree seeking students; facilitation of distance education courses; recruitment and training of adjunct faculty; student advising on applied dissertations; demonstration of educational technologies for university faculty; facilitation of workshops on teaching through technology; service on college and department committees; as well as other general academic duties. (1999/2001)

Florida State University

Research Associate with the Learning Systems Institute's Office for Needs Assessment and Planning: Duties include coordination of cooperative projects, project management, research and development of conceptual and application models in the areas of needs assessment, strategic planning, evaluation, development of data collection and analysis instruments, grant/contract writing, and the facilitation of needs assessment and strategic planning projects. Responsibilities included Technical director and project manager for three grants with the Chief of Naval Education and Training (CNET) of the US Navy; Project director for the design, development, and implementation of a needs assessment for Workforce Development OCSEA/AFSCME; and development of a needs assessment comparison framework and instructional model for the US Veteran's Benefits Administration. (1994/1999)

Teaching Experience

George Washington University (2001/present)

- Designing Digital Learning (3 credit hours): a course focused on the design, development, integration, and use of digital design, AI, and multimedia resources in education and training settings.
- Needs Assessment and Analysis (3 credit hours): a course designed to provide practitioners with the knowledge, tools, and experience to define, prioritize, and accomplish useful results through system-focused needs assessments.
- Advanced Instructional Design (3 credit hours): an innovative course focusing on the rapid design and development of instruction.
- ICT Applications in International Education (3 credit hours): a seminar course on the application of ICTs and related technologies in international contexts.
- Instructional Design (3 credit hours): a course focused on the systematic design and development of academic and/or training courses with integrated technologies.
- Learning, Technologies, and Organizations (3 credit hours): an introduction to the role of learning, professional development, and human capital in creating successful organizations – including perspectives on knowledge management, e-learning, learning organizations, and social responsibility.
- Research Methods (3 credit hours): an introductory course to educational research with emphasis on both quantitative and qualitative methods.
- Computer Literacy (3 credit hours): an introductory course on the use of computers for undergraduate students (including how computers function; use of word processing, spreadsheet, and presentation software; the design and development of instructional Web sites; and the use of digital media).
- Managing Multimedia Production (3 credit hours): a course that examines the historical, conceptual, and practical issues associated with the management of multimedia production.
- Masters Project (1 credit hours): a short course on media and electronic portfolio development for Masters students.

Nova Southeastern University (1999/2001)

- Instructional Design and Development (5 credit hours): Two courses, taught together, with specific consideration to the design and development of academic courses and/or training with integrated technology.
- Technology Management (3 credit hours): Developed for managers of instructional technology projects and programs, this course focuses on managing educational processes that utilize technology.
- Technology for Teachers (2 credit hours): A course designed for K-12 educators who want to integrate technology into their lesson design and classroom activities.
- System Planning and Design (7 credit hours): Two courses, taught together, with emphasis on the analysis and design of educational systems for distance education.

Florida State University (1995/1998)

- Performance System Design (3 credit hours): Teaching assistant to Roger Kaufman.

Fairview Middle School (1994)

- Seventh grade mathematics

Doctoral Students

George Washington University

- Faruqe, Farhana (2023). How intelligent machines can sense and respond to human trust.
- Willford, John (2021). The Effect Of Algorithm Transparency On Algorithm Utilization. * Kaminsky, Samuel (2019). Video-Recorded Vs. Synchronous Interviews: Equivalence and Applicant Reactions.
- Sedgwick, Randy (2014). How New Employees Learn Their Professional Role: A Case Study of a Blended Learning Program
- Barnes, Karen (2009). Distance Learning Policy Implementation.
- Bronson, Rowan (2008). Teaching Critical Thinking Skills in Distance Education.

Nova Southeastern University

- Moody, Kevin (2000, chair). Collaborative Learning for Pharmacists at a Distance: Improved quality and access of continuing professional development programs.

- Parker, Jonnie (2000, chair). Using Web-Enhanced Instruction to Enable Teachers at a Science and Technology Magnet School to Implement Technology.
- Sodano-Richards, Verna (2000, chair). Teacher Technology Competencies and Professional Development.
- McDonough, Ellen (2000, chair). Technology Integration: A Tool to Enhance Learning.
- McVay, Marguerita (1998, chair). Developing a Web-Based Environment to Enhance Inter and Intra-Agency Communications in a Rural Multi-Office Social Service Agency.

Scholarly Works (Publications, Web Platforms, Code Packages, Podcast Episodes, etc.)

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Books

Barba, L., Barker, L., Blank, D., Brown, J., Downey, A., George, T., Heagy, L., Mandli, K., Moore, J., Lippert, D., Niemeyer, K., Watkins, R., West, R., Wickes, E., Willing, C. and Zingale, M. (2018). Teaching and Learning with Jupyter. Open Source on GitHub.

Kumar, S., Leonard, A., Watkins, R., Vovides, Y., Kerby, B. (2018). The Art of Knowledge Exchange: A Results-Focused Planning Guide for Development Practitioners in the Social, Urban, Land, and Resilience Sectors. Washington, DC: World Bank. Available in print, or free online.

Kumar, S., Watkins, R. (2017). The Art of Designing and Implementing Study Tours. Washington, DC: World Bank. Available in print, or free online.

Kumar, S., Leonard, A., Watkins, R. and Vovides, Y. (2014). Art of Knowledge Exchange, 2nd Ed.. Washington, DC: World Bank. Available in print, or free online.

Watkins, R. and Corry, M. (2013). E-learning Companion: A student's guide to online success (4th Ed.). New York: Wadsworth/Cengage.

Watkins, R., West Meiers, M. and Visser, Y. (2012). A Guide to Assessing Needs: Tools for collecting information, making decisions, and achieving development results. Washington, DC: World Bank. Available in print, or free online.

Kumar, S., Leonard, A., Watkins, R. and Vovides, Y. (2012). Art of Knowledge Exchange. Washington, DC: World Bank. Available in print, or free online.

Watkins, R. and Corry, M. (2010). E-learning Companion: A student's guide to online success (3rd Ed.). New York: Wadsworth/Cengage.

Watkins, R. and Leigh, D. (Eds.) (2009). The Handbook of Improving Performance in the Workplace - Volume 2: Selecting and Implementing Performance Interventions. San Francisco: Wiley-Jossey/Bass. Honored with a 2011 ISPI Award of Excellence in the field of performance improvement.

Kaufman, R., Guerra-Lopez, I., Watkins, R., and Leigh, D. (2008). The Assessment Book: Applied Strategic Thinking and Performance Improvement Through Self-Assessments. Amherst, Ma: HRD Press.

Watkins, R. and Corry, M. (2007). E-learning Companion: A student's guide to online success (2nd Ed.). New York: Houghton Mifflin.

Watkins, R. (2007). Performance By Design: The systematic selection, design, and development of performance technologies that produce useful results. Amherst, Ma: HRD Press and Silver Spring, Md:International Society for Performance Improvement.

Watkins, R. (2005). 75 E-learning Activities: Making online courses more interactive. San Francisco, CA: Jossey-Bass/Pfeiffer. (Review from ASTD's T&D Magazine; Review from ISPI's Performance Improvement Journal). Now available in English and Korean.

Watkins, R. and Corry, M. (2004). E-learning Companion: A student's guide to online success. New York: Houghton Mifflin.

Kaufman, R., Oakley-Brown, H., Watkins, R., and Leigh, D. (2003). Strategic Planning for Success: Aligning people, performance, and payoffs. San Francisco: Jossey-Bass.

Kaufman, R., Watkins, R., and Leigh, D. (2001). Useful Educational Results: Defining, prioritizing and achieving. Lancaster, PA: Proactive Publishing.

Technology, Websites, & Multimedia Projects

[Projects done in: Python, PHP, Javascript; many coding projects available on GitHub]

Watkins, R. (2025). Synthetic Prediction Markets Platform. (a platform for agent-based prediction market research)

Watkins, R. (2024). PreprintScout. (an open source Python package)

Watkins, R. (2023). LLM in Science. (a clearinghouse for resources on LLM use in scientific workflows)

Watkins, R. (2023). We Share Research. (a LLM-based recommender system for research articles)

Watkins, R., Banson, J., Kumar Parekh, P. (2022). Code2Learn Tutorials. (coding project tutorials)

Watkins, R. (2020). SciencePods. (create a podcast about your research – deprecated)

Watkins, R. (2019). Science Podcast Playlist. (a curated playlist of podcasts for researchers – deprecated)

Watkins, R. (2017). Understanding Needs. (micro e-learning course)

Watkins, R. (2014). Collaborative Science Network: Helping GWU affiliated researchers collaborate. (database/website)

Watkins, R. (2014). Needs Assessment Docs: Online repository for needs assessment documents. (online database)

Watkins, R. (2013). We Share Science (A place to search, share, and discuss today’s research)

Watkins, R. (2006). NeedsAssessment.Org: All things needs assessment. (curated website – deprecated)

Watkins, R. (2003). High Impact Results: Implementer’s companion for Strategic Planning for Success (CD-ROM). San Francisco: Jossey-Bass. (multimedia DVD)

Parsing Science Podcast

Listen to episodes

Leigh, D., Watkins, R., & Kelly, R.. (2021, June 11). Parsing Science - Science Writing as Storytelling (rebroadcast). figshare. DOI

Watkins, R., Leigh, D., & Christ, A.. (2021). Parsing Science - Cold War Ice Core Reveals Historic Glacial Melt. doi: DOI

Leigh, D., Watkins, R., & Teixeira, J.. (2021). Parsing Science – DNA Evidence of Denisovan Interbreeding. doi: DOI

Watkins, R., Leigh, D., Puzrin, A. M. (2021): Parsing Science – The Dyatlov Pass incident. doi: DOI

Watkins, R., Leigh, D., & Leca, J.B.. (2021). Parsing Science – Monkey Business. doi: DOI

Leigh, D., Watkins, R., & Melumad, S.. (2021). Parsing Science – Positively Negative. doi: DOI

Watkins, R., Leigh, D., Zhao, Z., & McBride, L.. (2021). Parsing Science - How Mosquitoes Target Us. doi: DOI

Leigh, D., Watkins, R., & Cuddy, L.. (2021). Parsing Science – Epistemic Puzzles in ‘The Witness’. DOI

Watkins, R., Leigh, D., & Medina, A. Z.. (2021). Parsing Science - Unintended Consequences of Legal Reforms. doi: DOI

Leigh, D., Watkins, R., & Ferrara, E.. (2021). Parsing Science – Bots’ Meddling in the 2020 Presidential Election. doi: DOI

Watkins, R., Leigh, D., & Tourigny, E.. (2020). Parsing Science – Pet Project. doi: DOI

Leigh, D., Watkins, R., & Casana, J.. (2020). Parsing Science - Drones Revealing the Past (Version 1). doi: DOI

Leigh, D., Watkins, R., & Long, A.. (2020). Parsing Science – Early Galaxies’ Formation. doi: DOI

Watkins, R., Leigh, D., & Miller, T.. (2020). Parsing Science – Silencing an ALS Gene. doi: DOI

Leigh, D., Watkins, R., & Guevarra, D.. (2020). Parsing Science – Fool Me Once Again. figshare. doi: DOI

Watkins, R., Leigh, D., & Jennings, K.. (2020). Parsing Science – Hot Girl Summer. doi: DOI

Leigh, D., Watkins, R., Howes, T., & Kausel, E.. (2020). Parsing Science – Why Narcissists Are “Never Wrong”. doi: 0.6084/m9.figshare.13030964

Watkins, R., Leigh, D., Singh, M.. (2020). Parsing Science – Adhering to Prohibitive Taboos. doi: DOI

Leigh, D., Watkins, R., & Barbaro, N.. (2020). Parsing Science – Moderating Spanking’s Lasting Impacts. doi: DOI

Watkins, R., Leigh, D., & R. Tangherlini, T.. (2020). Parsing Science – Picking Apart Conspiracy Theories. doi: DOI

Leigh, D., Watkins, R., & Theriault, J.. (2020). Parsing Science – The Metaethics of Moral Claims. doi: DOI

Leigh, D., Watkins, R., & Garg, N.. (2020). Parsing Science - A Marijuana Breathalyzer. doi: DOI

Watkins, R., Leigh, D., & Bomphrey, R.. (2020). Parsing Science – Mosquito-inspired Biotechnology. doi: DOI

Leigh, D., Watkins, R., & Logan, T. D.. (2020). Parsing Science - How Black Politicians Matter. doi: DOI

Watkins, R., Leigh, D., & Ho, E.. (2020). Parsing Science – When Ignorance is Bliss. doi: DOI

Leigh, D., Watkins, R., & J. Field, D.. (2020). Parsing Science – Birds’ Evolution Across Mass Extinctions. doi: DOI

Leigh, D., Watkins, R., & Bastos, A.. (2020). Parsing Science – Parroting Probabilities. doi: DOI

Leigh, D., Watkins, R., & Rasphone, A.. (2020, April 16). Parsing Science - The Plight of the Tiger. figshare. DOI

Watkins, R., Leigh, D., Coughenour, C., & Pharr, J.. (2020). Parsing Science - Anything but Pedestrian. figshare. DOI

Watkins, R., Leigh, D., & Sevillano, V.. (2020). Parsing Science - Why We Love & Exploit Animals. figshare. DOI

Leigh, D., Watkins, R., & Gunawardena, J.. (2020). Parsing Science – The minds of single-celled organisms. figshare. DOI

Watkins, R., Leigh, D., & Wardill, T.. (2020). Parsing Science - Cuttlefish in 3D Glasses. figshare. DOI

Leigh, D., Watkins, R., & Johnson, R.. (2020). Parsing Science – Undergraduates Formerly in Foster Care. figshare. DOI

Watkins, R., Leigh, D., & Grandin, T.. (2020). Parsing Science – Ivory Towers and Abattoirs. figshare. DOI

Leigh, D., Watkins, R., & Wood, K.. (2020, January 21). Parsing Science – Hiding in Plain Site. figshare. DOI

Watkins, R., Leigh, D., & Chang, L.. (2020, January 7). Parsing Science - Transmitting Placebo Effects. figshare. DOI

Leigh, D., Watkins, R., & Santos, M. R.. (2019, December 10). Parsing Science – Global decline of homicide. figshare. DOI

Watkins, R., Leigh, D., & Gelman, S. A.. (2019, November 26). Parsing Science – Extraordinary Claims, Ordinary Evidence. figshare. DOI

Leigh, D., Watkins, R., & Xygalatas, D.. (2019, November 12). Parsing Episode – Ritual Pain for Social Gain. figshare. DOI

Watkins, R., Leigh, D., & Das, S.. (2019, Oct. 29). Parsing Science – Hearing better than a barn owl. figshare. DOI

Leigh, D., Watkins, R., & Hampson, M.. (2019, October 18). Parsing Science - Enduring effects of Nneurofeedback. figshare. DOI

Watkins, R., Leigh, D., & Macnamara, B. (2019, October 1). Parsing Science - Does practice make perfect?. figshare. DOI

Leigh, D., Watkins, R., & Hamid, N.. (2019, September 17). Parsing Science – The Neuroscience of Terrorism. figshare. DOI

Watkins, R., Leigh, D., & Macours, K.. (2019, September 3). Parsing Science - Not-So Big Personality Traits? figshare. DOI

Leigh, D., Watkins, R., & Butler-Craig, N.. (2019, August 20). Parsing Science - Taking Heat in Space. figshare. DOI

Watkins, R., Leigh, D., & Musilová, Z.. (2019, August 9). Parsing Science - Fishing for Color. figshare. DOI

Leigh, D., Watkins, R., Momennejad, I., & Duker, A.. (2019, July 23). Parsing Science - Collective Memories. figshare. DOI

Watkins, R., Leigh, D., & Kim, B.. (2019, July 9). Parsing Science - Peeking Behind the Curtain of Algorithms. figshare. DOI

Leigh, D., Watkins, R., & Schilling, A.. (2019, June 25). Parsing Science - Bending the Laws of Physics. figshare. DOI

Watkins, R., Leigh, D., & M. Bik, E.. (2019, June 11). Parsing Science - Double Trouble. figshare. DOI

Leigh, D., Watkins, R., & Toyokawa, W.. (2019, May 28). Parsing Science - Wisdom & Madness of Crowds. figshare. DOI

Watkins, R., Leigh, D., & Graham, C.. (2019, May 14). Parsing Science - Men Without Work. figshare. DOI

Leigh, D., Watkins, R., & Youngblood, M.. (2019, April 30). Parsing Science - Sampling Music Networks. figshare. DOI

Watkins, R., Leigh, D., & Orben, A.. (2019, April 16). Parsing Science - Forking Paths of Kids’ Screen Time. figshare. DOI

Watkins, R., Leigh, D., & Jain, N.. (2019, April 3). Parsing Science – Trusting Our Machines. figshare. DOI

Leigh, D., Watkins, R., & MacDonald, E.. (2019, March 20). Parsing Science – The Wonder of STEVE. figshare. DOI

Watkins, R., Leigh, D., & Mauldin, L.. (2019, March 6). Parsing Science – Becoming Deaf. figshare. DOI

Leigh, D., Watkins, R., & Berman, R.. (2019, February 20). Parsing Science - p-Hacking Business. figshare. DOI

Watkins, R., Leigh, D., & Soma, M.. (2019, February 20). Parsing Science - Voyeuristic Birds. figshare. DOI

Leigh, D., Watkins, R., & Williams, J.. (2019, January 23). Parsing Science - A Sniff Test of Stress. figshare. DOI

Watkins, R., Leigh, D., Feingold, J., & Carter, E.. (2019, January 9). Parsing Science - Cognitive Biases on the Supreme Court. figshare. DOI

Leigh, D., Watkins, R., & Capelotti, P.. (2018, December 25). Parsing Science - Archaeology of the Recent Past (Part 2 of 2). figshare. DOI

Leigh, D., Watkins, R., & Capelotti, P.. (2018, December 11). Parsing Science – Archaeology of the Recent Past (Part 1 of 2). figshare. DOI

Watkins, R., Leigh, D., & Balas, B.. (2018, Novemeber 27). Parsing Science: Illusions in the Periphery. figshare. DOI

Watkins, R., Leigh, D., & Behrmann, M.. (2018, November 14). Parsing Science: Plasticity & Face Recognition. figshare. DOI

Leigh, D., Watkins, R., & Gauvin, J.-F.. (2018, October 30). Parsing Science - Playing with Science History. figshare. DOI

Watkins, R., Leigh, D., & E. Feigin, M.. (2018, October 16). Parsing Science - Decoding Cancers' Expression. figshare. DOI

Leigh, D., Watkins, R., & Lewis, J. D.. (2018, October 2). Parsing Science - Halting Cancer's Spread. figshare. DOI

Watkins, R., Leigh, D., & S. Vitevitch, M.. (2018, September 19). Parsing Science - Speech-to-Song Illusion. figshare. DOI

Leigh, D., Watkins, R., & Dyer, A.. (2018, September 4). Parsing Science - Nothing to a Bee. figshare. DOI

Watkins, R., Leigh, D., & Lee, Y. S.. (2018, August 22). Parsing Science - Hearing Loss and Cognition. figshare. DOI

Leigh, D., & Jr., N. L.. (2018, August 7). Parsing Science - Differing Interpretations of Difficulty. figshare. DOI

Leigh, D., Watkins, R., & Manafzadeh, A.. (2018, July 24). Parsing Science – Debunking Pterosaurs Flight. figshare. DOI

Watkins, R., Leigh, D., & Bhullar, B.-A.. (2018, July 10). Parsing Science – Prehistoric origins of birds. figshare. DOI

Leigh, D., Watkins, R., & Hughes, B. (2018, July 5). Parsing Science – Retaining LGBT Undergraduates in STEM. figshare. DOI

Watkins, R., Leigh, D., Caza, B., Moss, S., & Vough, H.. (2018, June 12). Parsing Science - Multiple Work Identities. figshare. DOI

Leigh, D., Watkins, R., & Knopov, A.. (2018, May 30). Parsing Science - Structural Racism & Police Shootings. figshare. DOI

Watkins, R., Leigh, D., & Kernot, D.. (2018, May 15). Parsing Science – Uncovering Uncertain Identities. figshare. DOI

Leigh, D., Watkins, R., & Creanza, N.. (2018, May 2). Parsing Science - Linguistic Artifacts in Creole. figshare. DOI

Watkins, R., Leigh, D., & Zimbardo, P.. (2018, April 17). Parsing Science - Defying Unjust Authorities. figshare. DOI

Leigh, D., Watkins, R., & Vosoughi, S..(2018, April 2). Parsing Science - How Misinformation Spreads Online. figshare. DOI

Watkins, R., Leigh, D., & Wahl, A.-S.. (2018, March 21). Parsing Science - Stroke Recovery with Light. figshare. DOI

Leigh, D., Watkins, R., & Kraus, M.. (2018, March 6). Parsing Science - Empathic Accuracy. figshare. DOI

Leigh, D., & Watkins, R.. (2018, February 20). Parsing Science - Universals in Songs with Sam Mehr and Manvir Singh. figshare. DOI

Watkins, R., & Leigh, D.. (2018, February 6). Parsing Science - Creating Deceptive Performance with Niki den Nieuwenboer. figshare. DOI

Leigh, D., & Watkins, R.. (2018, January 23). Parsing Science - Decisions to Move with Bill Clark. figshare. DOI

Watkins, R., & Leigh, D.. (2018, January 9). Parsing Science - Capacity for Number with Rafael Núñez. figshare. DOI

Leigh, D., & Watkins, R.. (2017, December 12). Parsing Science - Fault Reactivation and Earthquakes with Folarin Kolawole. figshare. DOI

Watkins, R., & Leigh, D.. (2017, November 28). Parsing Science - Retaliatory Punishment with Adam Morris. figshare. DOI

Leigh, D., & Watkins, R.. (2017, November 14). Parsing Science - Electoral Systems and Female Candidates with Laura Stephenson. figshare. DOI

Watkins, R., & Leigh, D.. (2017, October 31). Parsing Science - Emotions and Rubber Hand Illusion with Beatrice de Gelder. figshare. DOI

Leigh, D., & Watkins, R.. (2017, October 24). Parsing Science - Open Science and Replications (Part 2 of 2) with Tim Errington & Brian Nosek. figshare. DOI

Watkins, R., & Leigh, D.. (2017, October 17). Parsing Science - Open Science and Replications (Part 1 of 2) with Brian Nosek & Tim Errington. figshare. DOI

Leigh, D., & Watkins, R.. (2017, October 3). Parsing Science - Archaeology of Space Culture with Alice Gorman. figshare. DOI

Watkins, R., & Leigh, D.. (2017, September 19). Parsing Science - Induced Auditory Hallucinations with Al Powers & Phil Corlett. figshare. DOI

Leigh, D., & Watkins, R.. (2017, September 5). Parsing Science - Semantic Meaning in Images with Devi Parikh. figshare. DOI

Watkins, R., & Leigh, D.. (2017, August 22). Parsing Science - Christians and Science with Kim Rios. figshare. DOI

Leigh, D., & Watkins, R.. (2017, August 9). Parsing Science - Accuracy of Health Outcome Predictions with Scott Halpern. figshare. DOI

Watkins, R., & Leigh, D.. (2017, July 25). Parsing Science - Science Writing as Storytelling with Ryan Kelly. figshare. DOI

Pre-Prints

Watkins, R., & Barak-Medina, E. (2024). AI's Influence on Human Creative Agency. osf.io/md5ef.

Faruque, F., Watkins, R., Medsker, L. (2021). Competency Model Approach to AI Literacy: Research-based Path from Initial Framework to Model. [paper Presented as part of AI4EDU at IJCAI2021]

Faruque, F., Watkins, R., Medsker, L. (2020). Monitoring Trust in Human-Machine Interactions for Public Sector Applications. arXiv. [paper presented at AAAI 2020 Fall Symposium]

Blind Peer-Reviewed Publications

Szajnfarder, Z., Starr, S., Huffman, B., Singh, A., & Watkins, R. (submitted). *The MESH environment: Multi-level evaluation of sociotechnical HAI-workflows. Systems Engineering*.

Liu, S., Chu, C., Grey, B., Grim, P., Hall, A., Watkins, R. (submitted). Exploring the Impact of Generative AI on Student Problem-Solving in Computer Programming Labs. *ACM Transactions on Computing Education (TOCE)*

Homma, K., Shittu, E., & Watkins, R. (2025). Research ethics in STEM education at universities: a scoping review. *Journal of Academic Ethics*. 23, 1457–1487 DOI

Shioji, E., Meliksetyan, A., Simko, L, Watkins, R., Aviv, A. & Cohny, S. (2025, May) “It’s been lovely watching you”: Institutional Decision-Making on Online Proctoring Software. *IEEE Symposium on Security and Privacy 2025*. 2790-2808

Watkins, R., & Barak-Medina, E. (2024). AI's Influence on Human Creative Agency. *Creativity Research Journal*, 38 (1), 137-149. DOI preprint

Watkins, R. (2023). Guidance for researchers and peer-reviewers on the ethical use of Large Language Models (LLMs) in scientific research workflows. *AI and Ethics*. 4 (4), 969-974. DOI preprint

Human, S. and Watkins, R. (2022). Needs and Artificial Intelligence. *AI and Ethics*. 3 (3), 811-826. DOI [preprint arXiv or [epub.wu.ac.at](https://pub.wu.ac.at)] preprint

Watkins, R., Human, S. (2022). Needs -aware artificial intelligence: AI that ‘serves [human] needs’. *AI and Ethics*. 3 (1), 49-52. DOI [preprint]

Wallen, M.M., Guerra-Lopez, I., Meroueh, L., Mohamed, R., Sankar, A., Sopory, P., Watkins, R., and Kashian, D.R. (2022). Designing and Implementing a Novel Graduate Program to Develop Transdisciplinary Leaders in Urban Sustainability. *Ecosphere* 13(1) 1-14. doi: DOI

Watkins, R., Corry, M., Dardick, W., and Stella, J. (2015). Note-taking Habits of Online Students: Value, Quality, and Support. *Quarterly Review of Distance Education*. 16 (3), 1-12.

Lim, J., Dannels, S. and Watkins, R. (2009). Qualitative Investigation of Doctoral Students’ Learning Experiences in Online Research Method Courses. *Quarterly Review of Distance Education*. DOI

Leigh, D. and Watkins, R. (2005). E-learner Success: Validating a Self-Assessment of Learner Readiness for Online Training. Referred proceedings from the international conference of the American Society for Training and Development: Orlando, FL.

Ronsisvalle, T. and Watkins, R. (2005). Student Success in Online K-12 Education. *Quarterly Review of Distance Education*. 6(2).

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- Watkins, R. and Leigh, D. (February, 1998). Needs Assessment versus Evaluation: If evaluation is the answer what is the problem?. Tallahassee, FL: Southeast Evaluation Association.
- Kaufman, R. and Watkins, R. (April, 1997). Needs Assessment: Defining and Achieving Useful Results (2-day Workshop). Anaheim, CA: Annual conference of the International Society for Performance Improvement.

Invited Presentations and Workshops

- Watkins, R. (2026). LLMs in Scientific Workflows. DTAIS Hands-On Workshop: Washington DC.
- Watkins, R. (2025). Rethinking Research Support: Navigating the Future of LLM-Augmented Research. National Council of University Research Administrators (NCURA): Washington DC.
- Watkins, R. (2025). Rewriting the Research Playbook: LLMs, Team Science, and the Future of Collaboration. Science of Team Science (keynote): Online.
- Watkins, R. (2025). The Impact of AI on Education Policy. Institute for Educational Leadership. Arlington, VA.
- Watkins, R. (2025). The Ethics of Artificial Intelligence in Public Health, Law & Society. Bioethics Interest Group (BIG). Washington DC.

Watkins, R. (2025). Supporting Good AI Governance Practices Within Organizations. Trustworthy AI in Law & Society (TRAILS) 2025 Conference. Washington DC.

*Watkins, R. (2025). Rethinking Research Support: Navigating the Future of LLM-Augmented Research. National Council of University Research Administrators (NCURA): Washington DC.

Watkins, R. (2025). Rewriting the Research Playbook: LLMs, Team Science, and the Future of Collaboration. Science of Team Science (keynote): Online.

Watkins, R. (2025). The Impact of AI on Education Policy. Institute for Educational Leadership. Arlington, VA.

Watkins, R. (2025). The Ethics of Artificial Intelligence in Public Health, Law & Society. Bioethics Interest Group (BIG). Washington DC.

Watkins, R. (2025). Supporting Good AI Governance Practices Within Organizations. Trustworthy AI in Law & Society (TRAILS) 2025 Conference. Washington DC.

Watkins, R. (2024). Capital AI: Innovating for a Smarter DC. Washington DC: Washington DC Chamber of Commerce.

Watkins, R. (2024). AI and Ethics. Washington DC: Association of American Universities (AAU) Public Affairs Network conference.

Watkins, R. (2023). From Blank Pages to AI-Infused Brilliance: Crafting Future-Ready Writers. Bedford's WPA/Writing Director Workshop. NYC.

Watkins, R. (2023). Let's ChatGPT: AI in Educations. Southwestern College.

Watkins, R. (2023). AI in the Classroom: Let's ChatGPT About It. San Diego Miramar College and San Diego County Community Colleges

Watkins, R. (2023). AI in Education. University of Santo Tomas (Philippines).

Watkins, R. (2021). Learning Analytics, Equity, and Social Change Panel. Learning Analytics Learning Network, DC.

Watkins, R. (Aug. 2019). Are We Ready For A Life Interdisciplinary. Work in the Age of Intelligent Machines conference. NY, NY.

Watkins, R. (Jan. 2019). Tools for Sharing Your Science. Southern California Clinical and Translational Science Institute (@ USC).

Watkins, R. (Jan., July 2013; July 2014; July 2015; Feb., July, 2016; March, July, Sept. 2017; Jan. 2018 in Bosnia; Feb., July, 2018; March, 2019). Needs Assessments: Getting the Results You Really Want. The Evaluator's Institute.

Watkins, R. (Feb. 2019). Growing Interdisciplinary. Roadmapping Engaged Science Education (NSF funded workshop hosted at GWU)

Rist, R, and Morra, L., & Watkins, R. (July 2018). Monitoring and Evaluation: Core Course. International Program for Development Evaluation Training (IPDET). Bern, Switzerland

Watkins, R. (Nov. 2018). Creating Tools for Interdisciplinary. NAFSA: Association of International Educators.

Watkins, R. (April 2016). What are Needs? A Master's Series Session. International Society for Performance Improvement, Philadelphia, PA. Watkins, R. (March 2016). Needs Assessment, Learning Design, and Evaluation of Learning. Ministry of Finance, Beijing, China.

Watkins, R. (Nov. 2015, Oct. 2016). Monitoring and Evaluation: Core Course. Shanghai International Program for Development Evaluation Training (SHIPDET). Shanghai, China.

Watkins, R. (June 2015). Need Now: Basic Human Needs in the 21st Century. Edinburgh, UK: Just World Institute at the University of Edinburgh.

Watkins, R. (March 2015). Panel: Networked Education Meets Intellectual Property: Friends or Friction? Washington DC: GSEHD and GWU Law School.

Watkins, R. (March 2015). Linking Projects to the Twin Goals of the Institution. Washington DC: World Bank Group.

Watkins, R. and Okada, S. (May 2014). Monitoring Capacity Building in International Development. Washington DC: USAID.

Watkins, R. (multiple times per year 2012 - 2016). The Art of Knowledge Exchange. Washington DC: World Bank Group.

Watkins, R. (April 2014). Connecting with People: Publishing Cross-Disciplinary Research. Washington DC: GWU Research Days.

Watkins, R. (May 2013). Managing Your Needs Assessment. Washington DC: GoodWill Industries.

Watkins, R. (May 2013). Connecting People. Washington DC: Wiley Publishing Association Conference. Watkins, R. (May 2013). Managing Your Needs Assessment. Washington DC: Goodwill Industries Conference.

Watkins, R. (May 2013). Connecting People. Washington DC: Wiley Publications Association CEO Conference. Watkins, R. (Sept. 2012). The Very Latest Research to Improve HPT Practice. Detroit, MI: Michigan Chapter of ISPI.

Watkins, R. (Sept. 2012). E-learning Study Skills Webinar. George Washington University.

Watkins, R. (March, 2011). Applying Research To Improve Results: Research You May Have Missed. Washington DC: World Bank Group (Africa Region)

Watkins, R. (June 2010). E-learning Study Skills: Capital-izing on Technology to Improve College Survival. Washington DC: Cengage Student Success Conference.

Watkins, R. (June 2010). Student Success = Our Success. Monroe, LA: Career Technical College.

Watkins, R. (May 2010). Capacity Assessment Tools and Techniques. Vientiane, Laos: Lao Ministry of Education and the World Bank.

Watkins, R. (Oct. 2009). E-learning Study Skills: Caffeine for a tired student success course. Chicago: Cengage Student Success Conference.

Watkins, R. (Sept. 2009). Best of 2008: Research findings you may have missed. Williamsburg, VA: U.S. Coast Guard's Human Performance Technology Conference.

Watkins, R. (June, 2009). Needs Assessment and Training Evaluation. Shanghai and Chongqing, China: Chinese Ministry of Finance and the World Bank.

Watkins, R. (April 2009). E-learning Study Skills: Keeping yourself and your students ahead of the curve. Cengage Webinar.

Watkins, R. (Sept. 2007). Performance By Design. Tampa, FL: Tampa Bay Chapter of the International Society for Performance Improvement.

Watkins, R. (Aug. 2007). Success Strategies for Online Instructors. Washington DC: George Washington University's Summer Intensive Workshop Institute.

Watkins, R. (Jan. 2007). Learning to e-Learn: Preparing e-learners for success. E-learning Guild 's Online Forums on Strategies and Techniques for Engaging and Retaining the e-Learner.

Watkins, R. (Aug. 2006). Success Strategies for Students. Washington, DC: George Washington University's Tourism Administration Orientation.

Watkins, R. (Aug. 2006). Success Strategies for Online Instructors. Washington DC: George Washington University's Summer Intensive Workshop Institute.

Watkins, R. (May 2006). Success Strategies for Students. Washington, DC: George Washington University's Tourism Administration Orientation.

Watkins, R. (Oct. 2005). Workshop on Instructional Design for Blended e-Learning. Washington DC: George Washington University's School of Business.

Watkins, R. (Aug. 2005). Faculty Essentials: Teaching essentials. Washington DC: George Washington University's Summer Intensive Workshop Institute.

Watkins, R. and Corry, M. (April 2005). Tips for Online Survival. Washington DC: George Washington University Undergraduate Seminars.

Watkins, R. and Corry, M. (Feb. 2005). Tips for Online Survival. Washington DC: George Washington University Undergraduate Seminars.

Watkins, R. (Nov. 2004). Online Survival: Strategies for students and instructors. Washington DC: Distance Learning Coalition.

Watkins, R. (Sept. 2004). Success Strategies for Online Instructors. Washington DC: George Washington University's Summer Distance Learning Initiative.

Watkins, R. (June 2004). Online Survival: Strategies for students and instructors. Orlando, FL: Annual of Student Success Conference sponsored by Houghton Mifflin Company.

Watkins, R. (March 2004). Success Strategies for Students. Washington, DC: George Washington University's Tourism Administration Orientation.

Watkins, R. (March 2004). Teaching with technology: Opportunities, options, obstacles, and outlooks. Ft. Lauderdale, FL: Monster.com and Nova Southeastern University's Career Expo.

Watkins, R. (March, 2004). Online Student Success. Washington DC: George Washington University's Educational Symposium for Research and Innovations.

Watkins, R. (February, 2004). Online Survival: Strategies for instructors. Dallas, TX:University of Texas workshop.

Watkins, R. (October, 2003). Online Survival: Strategies for students and instructors. San Antonio, TX: Annual of Student Success Conference sponsored by Houghton Mifflin Company.

Watkins, R. (September, 2003). Online Student Success. Washington DC: George Washington University's Teaching with Technology Series.

Watkins, R. and Corry, M. (July, 2003). Student Success in Online Activities and Assignments. Chicago, IL: Annual of Student Success Conference sponsored by Houghton Mifflin Company.

Watkins, R. (May, 2003). Preparing Students for Online Success. Washington DC: George Washington University School of Medicine and Health Sciences professional development workshop.

Watkins, R. (February, 2003). Moving Past Time as the Criteria in the Accreditation of Distance Education. Salt Lake City, Utah: The Oquirrh Institute 's Center for Competency-Measured Education.

Watkins, R. (May, 2002). Distance Education in Higher Education (invited symposium panelist). Washington, DC: Consortium of Universities of the Washington Metropolitan Area.

Watkins, R. (July, 2000). Workforce Development and Distance Education. Pierre, South Dakota: Invited by Governor Janklow to present at 2000 Digital Dakota Network conclave.

Watkins, R. (December, 1997). Cost-Consequences Analysis. Tallahassee, Fl: Return-On-Investment Conference hosted by Florida State University and Florida TaxWatch.

Watkins, R. (October, 1996). Needs Assessment. Dayton Beach, FL: Florida Department of Corrections: Human Resources Development Conference.

Funded Research Grants

A Sociotechnical Sandbox for evaluating alternative workflows, governance strategies and trust metrics. Co-PI with Zoe Szajnfarber. Funded by the National Science Foundation and National Institute of Standards and Technology for 2026 - 2027 (competitive sub-award of #2229885)

The Design Decisions that Make LLM Development Projects Open, Secure, and Trustworthy. Co-PI with Amir Jafari, Zoe Szajnfarber, David Lippert. Funded by the National Science Foundation and National Institute of Standards and Technology for 2024 - 2025 (competitive sub-award of #2229885)

Co-Design of Trustworthy AI and Future Work Systems. Co-Investigator, Internal Evaluator. Funded by the National Science Foundation for 2021 - 2026 (Award #2125677)

Security and Privacy Implications of Remote Proctoring for School Policies and Practices. Co-PI with Adam Aviv and Micah Sherr. Funded by the National Science Foundation for 2022 - 2024 (Award #2138654)

A Digital Nudge: Assessing the Impact of an Immutable Records Data Management Platform on Student Researcher Ethics. Co-PI with Ekundayo Shittu, Chung Hyuk Park, Payman Dehghanian, and Hiromi Sanders. Funded by the National Science Foundation for 2022 - 2024 (Award #2124866)

GW Coders. Co-PI with John Helveston. Funded by the New America and Ford Foundations through the Public Interest Technology University Consortium for 2021-2022.

The Code Maker: Computational Thinking for Engineers with Interactive, Contextual Learning. Co-PI with Lorena Barba and Adam Wickenheiser. Funded by the National Science Foundation for 2017 - 2021. (Award #1730170)

Transformative Research in Urban Sustainability Training. Co-Investigator external evaluator. Funded by the National Science Foundation 2017 - 2022 with Donna Kashian at Wayne State University as PI. (Award #1735038)

Event Based Surveillance: Curriculum Development and Training. Co-PI with Dr. Katz as PI. Funded by the Skoll Foundation for 2015 - 2016.

Performance Monitoring and Evaluation of the Health Information Technology (HITech) University Training Grant. Co-PI with Dr. Burke as PI. Funded by the American Recovery and Reinvestment Act (ARRA) for 2010 - 2013.

Leading Innovation through Technology E-Assessment (LITE): The GSEHD Pilot Assessment of Technology and Information Literacy Integration Research Project. Co-PI with Drs. Milman, Molasso, and Corry. Funded by the Department of Educational Research, GSEHD for 2010.

Visiting Scholar (IPA) grant with the National Science Foundation. 2005 - 2006.

E-learning Orientation: Preparing distance learning students at GSEHD for success. PI. Funded by the Graduate School of Education and Human Services for 2004.

Validation of an Instrument to Measure the Preparedness of Students for Online Courses. PI. Funded by the International Society for Performance Improvement for 2002-2003.

Honors, Awards, and Media Appearances

AI and Education (2024): EdFix Podcast

AI and Education (2023): Good Morning America, WTOP Radio, WUSA News, Fox5 Distinguished Service Award, International Society for Performance Improvement (2014).

2011 Award of Excellence for the Handbook of Improving Performance in the Workplace, International Society for Performance Improvement (2011).

Leadership Award, International Society for Performance Improvement (2007).

Service Award, International Society for Performance Improvement (2004).

Ruby Diamond Professor of Instructional Development and Technology Award for Excellent Performance in the Instructional Systems Design Doctorate Program from the Department of Educational Research at Florida State University.

E-learning Readiness (2004): NPR's Kojo Nnamdi Show; WUSA News; interviewed on ABC and CNN Financial.

Professional Affiliations

Partnerships (past and present)

The Evaluator's Institute (TEI)

The Center for Needs Assessment and Planning (CNAP)

Advisory Boards/Councils (present to past)

Cyber Security and Privacy Research Institute: Board of Directors (2025 - present)

Horowitz Foundation for Social Policy: Board of Trustees (2024 - present)

iOpening Enterprises: Advisory Board (2021 - present)

Sage Publishing and E-learning: Data Science for Social Scientists

International Society for Performance Improvement: Board of Directors (2017 - 2019)

Institute for Needs Assessment and Evaluation

Center for the Advancement of Research in Distance

Northwestern University's Forum for People Performance, Management, and Measurement - Human Performance Think Tank

Excelsior College's Business Faculty Advisory Committee for the School of Business and Technology

Digital Dakota Network

American Association for Higher

Grant Reviewer (past and present)

Social Sciences and Humanities Research Council of Canada

Memberships (present to past)

International Society for Performance Improvement (ISPI) - Member for life

Association for the Advancement of Artificial Intelligence

American Evaluation Association

Association for the Advancement of Computing in

United States Distance Learning Association

The Inter-American Distance Education Consortium (CREAD)

Phi Delta Kappa

American Society for Training and Development (ASTD)

Southeast Evaluation Association

Phi Sigma Kappa Fraternity

Consulting Clients (past and present)

Cherie Blair Foundation for Women

The World Bank Group

Including workshops and projects for the World Bank Institute Capacity for Results (WBICR, formerly the WBIEG), Independent Evaluation Group (IEG), World Bank Institute Knowledge Exchange (WBIKE), the Africa Region Learning (AFRLN), the Latin-American Countries Development Effectiveness (LCSDE), Learning, Leadership, Innovation (LLI), Poverty Reduction and Economic Management (LCSPE, LCSPP), the Human Resource Services Leadership Board (HRSLB), Human Resource Analytics, WBG e-Institute, Finance and Private Sector Development (FPD), World Bank Institute Growth and Competitiveness Practice (WBIGC), Agriculture and Rural Development Sector (ARD), and the World Bank Institute Global Multimedia (WBIGM). Missions include China, Laos, Tunisia, Mexico, and Kenya.

Inter-American Development Bank

C2 Technologies

United Nations

Pro-bono work for the UNDP Evaluation Office.

GWU School of Business

CACI, Inc. Electronic Classroom of Tomorrow (ECOT)

Workforce Development OCSEA/AFSCME

McGraw-Hill Lifetime Learning, London

U.S. Veteran's Benefits Administration

Professional Service

Service to the University

George Washington University's Ad Hoc Interdisciplinary Review Committee (AY 2026/2027)

George Washington University's SPH Research Showcase, judge (2022)

George Washington University's AI@GW Mapping Committee (2025 – 2026)

George Washington University's Provost Search Advisory Committee (2025 – 2026)

George Washington University's Alternative Credentials Task Force (2023 - 2024)

George Washington University's GW Coders, co-founder (2020 - present)

George Washington University's Research Showcase, judge (2022)

George Washington University's Python Peer-Instructors program (2019)

George Washington University's Big Data, High Performance Computing, and IT Support Committee (2019 - 2020)

George Washington University's Dispute Resolution Committee (2018 - 2020)

George Washington University's Faculty Senator (2016 - 2018)

George Washington University's Board of Trustees Working Group on School Rules and Procedures as Per the Faculty Code (2014 - 2015)

George Washington University's Collaborative Science Network (2013 - present)

George Washington University's Professional Ethics and Academic Freedom (2006 - 2013)

George Washington University's Center for Innovative Teaching and Learning Faculty Advisory Group (2007 - 2010)

Service to the Graduate School

George Washington University's Graduate School of Education and Human Development's Executive Committee (2026)

George Washington University's Graduate School of Education and Human Development's AI Training for Faculty and Staff (2026)

George Washington University's Graduate School of Education and Human Development's Re-Imagining the Masters Task Force (2023 - present)

George Washington University's Graduate School of Education and Human Development's PhD Oversight Committee (2017 - present, Chair 2024 - present)

George Washington University's Graduate School of Education and Human Development's School-wide Personnel Committee (2017 - present, Chair 2020 -present)

George Washington University's Graduate School of Education and Human Development's Vision 2020 Finance Committee (2013 - 2014)

George Washington University's Graduate School of Education and Human Development's Ph.D. Advisory Committee (2012 - 2014)

George Washington University's Graduate School of Education and Human Development's Restructuring Committee (2008 - 2009)

George Washington University's Graduate School of Education and Human Development's Action Planning Task Force (2007 - 2008)

George Washington University's Graduate School of Education and Human Development's Technology Advisory Committee (2006)

George Washington University's Graduate School of Education and Human Development's Doctoral Studies Committee (2004 - 2007)

George Washington University's Graduate School of Education and Human Development's Constitution and Bylaws Committee (2004 - 2008)

George Washington University's Graduate School of Education and Human Development's Advisory Committee on Admissions and Student Services (2002 - 2004; Committee Chair)

Service to the Department

George Washington University's Department of Educational Leadership's Personnel Committee (2014 - present)

George Washington University's Department of Educational Leadership's Academic Program Review Committee (2013)

George Washington University's Program in Higher Education Administration New Faculty Search Committee (2007) George Washington University's Department of Educational Leadership's Ad Hoc Committee on Promotion for Non-Tenure Accruing Faculty (2006 - 2007)

George Washington University's Department of Educational Leadership's Ad Hoc Committee on Professional Development (2004 - 2008; Committee Chair)

George Washington University's Department of Educational Leadership's Constitution and Bylaws Committee (2004 - 2008; Committee Chair)

George Washington University's Department of Educational Leadership's Ad Hoc Committee on Peer Teaching Evaluations (2003 - 2004; Committee Chair)

George Washington University's Department of Educational Leadership's Executive Committee (2002 - 2006)

Service to previous institutions

Nova Southeastern University's Online Learning Task Force (2000)

Nova Southeastern University's Fischler Graduate School of Education and Human Services' Faculty Peer Evaluation Committee (2000)

Nova Southeastern University's Fischler Graduate School of Education and Human Services' Research Center Steering Committee (1999)

Florida State University's Learning Systems Institute's Research Group (Chair - 1998)

Florida State University's Learning Systems Institute's Technology Committee (1998)

Florida State University's Department of Educational Research's Faculty Search Committee (1997)

Florida State University's College of Education's Strategic Visioning Committee (1997)

Service to Associations

America Evaluation Association: Needs Assessment Topical Interest Group Deputy Chair (2013 - 2016)

America Evaluation Association: Needs Assessment Topical Interest Group Webpage Developer (2012 - 2019)

American Evaluation Association: Reviewer for Annual Conference Presentations in the Needs Assessment Topic Interest Group (2001; 2002)

International Society for Performance Improvement: Board of Directors (2017 - 2019)

International Society for Performance Improvement: Roger Kaufman Societal Contributions Award Committee (2013 - present; Chair 2013)

International Society for Performance Improvement: Thomas Gilbert Lifetime Achieve Award Committee (2012 - present; Chair 2013)

International Society for Performance Improvement: Honorary Life Member Award Committee (2011 - 2012)

International Society for Performance Improvement: Development Aid Effectiveness Committee (2010 - 2011)

International Society for Performance Improvement: Research Committee (2003 - 2011; 2014 - present)

International Society for Performance Improvement: Science and Research Professional Community (2005 - 2008, Chair 2007)

International Society for Performance Improvement: Reviewer for Annual Conference Presentations (1999; 2003; 2006)

International Society for Performance Improvement: Member for Life Committee (2001)

American Association for Higher Education: Alternatives to Student Credit Hours Task Force (2004)

The Oquirrh Institute 's Center for Competency-Measured Education: Advisory Board Member (2003 - Present)

U.S. Department of Education Office of Educational Research and Improvement - Small Business Innovation Research (SBIR) Program: Research Grant Review Board

Digital Dakota Network's: Advisory Board (2000)

The Inter-American Distance Education Consortium (CREAD), Vice Present for the United States (2000)

Prevention Policy Board for the Leon County Juvenile Justice Council, Chair (1998)

Citizen's Study Group on Human Services volunteer member (1997)

Editorial Contributions

Journal of Engineering Education (2024/2025, Special Issue editor)

LLMs in Engineering Education Research: Guest editor for the Journal of Engineering Education with Ale Magana and Camilo Vieira Mejia; in progress)

AI & Ethics: Editorial Board (2022 - Present)

Ethics and Information Technology: Editorial Board (2024 - Present)

Quarterly Review of Distance Education: Editorial Board (1999 - Present)

Telematics and Informatics: Editorial Board (2023)

Distance Learning Magazine: Guest Editor of a Special Issue with N. Milman (2015)

New Directions in Evaluation: Guest Editor of a Special Issue on Needs Assessment with J.W. Altschuld (2014; PDF available here)

Performance Improvement Quarterly: Editorial Board (2006 - 2020)

Human Resources and Development Quarterly: Editorial Board (1999 - 2020)

Distance Learning Magazine: Column Editor (2004 - 2007)

Guest Editor for a Special Issue of the Quarterly Review of Distance Education (2003) on Instructional Design in Distance

Manuscripts Reviewed

Reviewer for Altschuld, J. (2009). Needs Assessment Toolkit: Phase Three. San Francisco: Sage.

Reviewer for Carliner, S. (2006). e-Learning: Lessons Learned, Challenges Ahead. San Francisco: Jossey-Bass/Pfeiffer. Reviewer for Katherine, C., & Debby, K. (2004). Real World Instructional Design. New York: Wadsworth.

Reviewer for Gupta, K. (1998). *A Practical Guide to Needs Assessment*. San Diego, CA: Jossey-Bass/Pfeiffer.