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ACADEMIC EXPERIENCE

Colorado State University, College of Applied Human Sciences, Ft. Collins, CO
Professor and Chair, Organizational Performance and Change and Human Resource Studies Program,
01-Present

Iowa State University, College of Business and College of Education, Ames, IA
Professor and Associate Professor and Chair, Human Resource Development Program

Associate Fellow, Industrial Relations Masters Program
Offering graduate degrees in Human Resource Management and Labor Relations, 1998-2001

Western Michigan University, College of Business and College of Education, Kalamazoo, MI
Associate Professor and Chair, Human Resource Studies Program (Interdisciplinary Program), 1995-98.

University of Nebraska-Lincoln, Department of Adult and Vocational Education, Lincoln, NE
Assistant Professor and Chair, Marketing Education and Human Resource Development Program, 1986-89

University of Central Arkansas, College of Business, Conway, AR
Assistant Professor, Marketing, Department of Marketing, Management and Business Education, 1985-86

Oklahoma State University, Department of Occupational and Adult Education, Stillwater, OK
Graduate Teaching Assistant, Marketing Education, 1983-85

Academic Program Management

Extensive experience recruiting, selecting, and coaching faculty members; strategic planning, budgeting and financial management; improving university, community, and business relations; marketing undergraduate and graduate programs; recruiting and selecting undergraduate and graduate students; designing and developing curriculum; and scheduling classes.

Curriculum Development Activities

Redesigned and redeveloped the master degree programs at Colorado State University, Iowa State University, Western Michigan University, and the University of Nebraska-Lincoln

Undergraduate Courses Taught

Marketing Research
Retail Management

Marketing Education
Consumer Behavior
Principles of Marketing

Organizational Behavior
Human Resource Management

Graduate Courses Taught

Organizational Development
Organizational Analysis
Change Management
Performance Management

Human Resource Development
Human Resource Management
Marketing Management

Strategic Planning, Consulting
and Analysis
Marketing HRD within
Organizations

CORPORATE EXPERIENCE

Mercer Human Resource Consulting (formerly William M. Mercer, Inc.), New York, NY
Vice President (Principal) and Director of Organizational Development and Professional Development (ODPD) Department, 1989-95

Managed and supervised the ODPD department; marketed the ODPD program within the organization; designed and conducted assessments of organizational development and professional interventions; provided services that met the training needs of the organization; conducted organization-wide assessments activities; conducted strategic planning interventions with business units, divisions, and departments; and designed performance management systems.

External Consulting (Human Resources and Organizational Development Practice, HROD)

Provided organizational development and performance consulting; marketed consulting services to client base; designed, developed, and implemented performance management systems for organizations; and audited and assessed the HROD consulting practice.

Dayton - Hudson Corporation (subsidiary of Team Electronics), Iowa City, IA Decatur & Galesburg, IL
Regional Manager and Training Director, 1972-79

Managed regional retail store operations; developed marketing plan and implemented marketing strategy; managed inventory and budgets; recruited, selected, and supervised human resources; designed and implemented marketing plans; implemented performance appraisal systems; and developed and implemented merchandise plans.

SCHOOL ADMINISTRATION

Baptist Christian Academy, Shreveport, LA
Superintendent, 1981-83

Grace Christian Academy, Marion, IA
Principal, 1979-81

Managed school operations; developed marketing plan and implemented marketing strategy; provided staff development; recruited, selected, and supervised faculty and staff members; developed curriculum; managed budgets; implemented performance appraisal systems; and improved community relations.

SPECIALIZED EXPERIENCE

Patrick A. Combs for United States House of Representatives, 1st District of Nebraska
Campaign Manager, 1994 and 1996

Designed, developed, and implemented a marketing plan for the campaign that included developing a promotional strategy, selecting media, implementing media selection strategy and placed media buys; designed and developed political strategy; managed campaign staff; conducted opinion and tracking polling; supervised "get out the vote" program; organized and managed volunteers; developed and managed operational budgets; and supervised fund raising activities.

ACADEMIC BACKGROUND

Doctor of Education, Human Resource Development, 1985, Oklahoma State University

Master, Human Relations and Supervision, 1983, Louisiana Tech University*

* This degree includes 15 credit hours in an MBA program for Louisiana State University, Shreveport

Bachelor, Marketing (Open Studies Program), 1974, Mankato State University

Associate, Marketing, 1971, Vincennes University

BOOKS

- 1.1 Gilley, J. W. & Gilley, A. (in press). *Manager as coach*. Hartford, CT: Prager Publishing.
- 1.2 Gilley, J. W. (2006). *Manager as politician*. Hartford, CT: Praegar Publishing.
- 1.3 Gilley, J. W., & Maycunich Gilley, A. (2005). *Organizational learning, performance, and change: An introduction to strategic HRD*. New York: China Machine Press (Chinese Edition).
- 1.4 Gilley, J. W., & Boughton, N. W. (2004) *Stop managing, start coaching: How performance coaching can enhance commitment and improve performance*. New York: China Machine Press (Chinese Edition).
- 1.5 Gilley, J. W., Egglund, S. A., & Maycunich Gilley, A. (2003). *Principles of HRD* (2nd Ed.). Seoul, South Korea: Hakjisa Company (Korean Edition).
- 1.6 Gilley, J. W., & Maycunich Gilley, A. (2003). *Strategically integrated HRD: Six transformational roles in creating results driven programs*. Cambridge, MA: Perseus Publishing.
- 1.7 Gilley, J. W., Egglund, S. A., & Maycunich Gilley, A. (2002). *Principles of HRD* (2nd Ed.). Cambridge, MA: Perseus Publishing.
- 1.8 Gilley, J. W., Dean, P. & Bierema, L. (2001). *Philosophy and practice of organizational learning, performance, and change*. Cambridge, MA: Perseus Publishing.
- 1.9 Gilley, J. W., Quatro, S., Hoekstra, E., Whittle, D. D., & Maycunich, A. (2001). *The manager as change agent: A practical guide for high performance individuals and organizations*. Cambridge, MA: Perseus Publishing.
- 1.10 Gilley, J. W., & Maycunich, A. (2000). *Organizational learning, performance, and change: An introduction to strategic HRD*. Cambridge, MA: Perseus Publishing.
- 1.11 Gilley, J. W., & Maycunich, A. (2000). *Beyond the learning organization: Creating a culture for growth and development through state of-the-art HR practices*. Cambridge, MA: Perseus Publishing.
- 1.12 Gilley, J. W., Boughton, N. W., & Maycunich, A. (1999). *The performance challenge: Developing management systems to make employees your greatest asset*. Cambridge, MA: Perseus Publishing.
- 1.13 Gilley, J. W., & Maycunich, A. (1998). *Strategically integrated HRD: Partnering to maximize organizational performance*. Cambridge, MA: Perseus Publishing.
- 1.14 Gilley, J. W. (1998). *Improving HRD practice*. Malabar, FL: Krieger Publishing Co.
- 1.15 Gilley, J. W., & Boughton, N. W. (1996). *Stop managing, Start coaching: How performance coaching can enhance commitment and improve performance*. New York: McGraw-Hill Professional Publishing.
- 1.16 Gilley, J. W., & Coffern, A. J. (1994). *Internal consulting for HRD professionals: Tools, techniques, and strategies for improving organizational performance*. New York: McGraw-Hill Professional Publishing.
- 1.17 Gilley, J. W., & Egglund, S. A. (1992). *Marketing HRD within organizations: Improving, the visibility, credibility, and image of programs*. San Francisco: Jossey-Bass Inc.
- 1.18 Gilley, J. W., & Egglund, S. A. (1989). *Principles of human resource development*. Reading, MA: Addison-Wesley.

MONOGRAPHS

- 2.1 Gilley, J. W. (1996). *Promoting your consulting business: Techniques for success*. Alexandria, VA: American Society for Training and Development Press.

- 2.2 Gilley, J. W. (1992). *Strategic planning for human resource development*. Alexandria, VA: American Society for Training and Development Press.
- 2.3 Gilley, J. W. (1990). *How to collect data*. Alexandria, VA: American Society for Training and Development Press.
- 2.4 Galbraith, M. W., & Gilley, J. W. (1986). *Professional certification: Issues and implications for adult education and HRD*. Columbus, OH: Center for Research in Vocational Education, Ohio State University.

CHAPTERS IN BOOKS

- 3.1 Gilley, J. W., & Maycunich, A. (In press). Organizational learning and performance. *Business: The ultimate resource*. 2nd ed. Cambridge, MA: Bloombury Press and Perseus Publishing .
- 3.2 Gilley, A & Gilley, J. W. (In Press). Organizational development and change. In R. R. Sims and S. Quatro (Eds.), *Human Resource Management: Contemporary issues, challenges, and opportunities*. Armonk, NY: M E. Sharpe, Inc.
- 3.3 Gilley, J. W., & Maycunich Gilley, A. (2006) The History of Human Resource Management and Development. In F. English (ed), *Encyclopedia of Educational Leadership*. Newbury Park, CA: Sage Publications, Inc.
- 3.4 Gilley, J. W., & Maycunich Gilley, A. (2005) Human resource management professionals as developmental-servant leaders. In R. Sims, & S. A. Quarto (Eds.), *Leadership: Succeeding in private, public, and not-for-profit sectors*. (pp. 260 -279). Armonk, NY: M. E. Sharpe, Inc.
- 3.5 Gilley, J. W. (2004). Demonstrations and simulations. In M. W. Galbraith (Ed.), *Methods in adult education: A guide for effective instruction*, 3rd ed. (pp. 361-382). Malabar, FL: Krieger.
- 3.6 Gilley, J. W., & Hoekstra, E., (2003). Creating a climate for learning transfer. In E. Holton III, & T. Baldwin. *Learning transfer*. For the Society of Industrial Psychology. San Francisco: Jossey Bass.
- 3.7 Gilley, J. W., & Maycunich Gilley, A (2003). Philosophical foundations of HRD: implications for practice. In M. Marquardt (ed.), *UNESCO encyclopedia of business issues*. New York: UNESCO Press.
- 3.8 Gilley, J. W., Boughton, N. W., & Hoekstra, E. (2003). Performance coaching. In A. Maycunich Gilley, J. Callahan, & L. Bierema (Eds.) *Critical issues in HRD*. Cambridge, MA: Perseus Publishing.
- 3.9 Gilley, J. W., Quatro, S. A., & Lynham, S. (2003). Strategic HRD and the transformations. In A. Maycunich Gilley, J Callahan, & L Bierema (Eds.), *Critical issues in HRD*. Cambridge, MA: Perseus Publishing.
- 3.10 Gilley, J. W., & Maycunich, A. (2002) Organizational learning and performance. In N. Philipson (Ed.), *Business: The ultimate resource*. (pp. 301-302). Bloombury Press and Perseus Publishing.
- 3.11 Quatro, S. A., Hoekstra, E., & Gilley, J. W. (2002). Holistic model for change agent excellence: Core roles and competencies for successful change agency. In R. Sims (Ed.), *Changing the way we manage change*. (pp.55-84). Westport, CT: Quorum Books.
- 3.12 Gilley, J. W. (2001). An overview of the professional practice domains of HRD: Organizational learning, performance, and change. In J. W. Gilley, P.J. Dean, & L. Bierema (Eds), *Philosophy and practice of organizational learning, performance, and change* (pp. 1-12). Cambridge, MA: Perseus Publishing.
- 3.13 Gilley, J. W. (2001). Philosophy of organizational performance. In J. W. Gilley, P. J. Dean, & L. Bierema (Eds.), *Philosophy and practice of organizational learning, performance, and change*. (pp.67-92). Cambridge, MA: Perseus Publishing.
- 3.14 Gilley, J. W. (2001). Practice of organizational performance. In J. W. Gilley, P.J. Dean, & L.

- Bierema (Eds.), *Philosophy and practice of organizational learning, performance, and change* (pp. 93-124). Cambridge, MA: Perseus Publishing.
- 3.15 Gilley, J. W. (2001). Emerging practices and roles in organizational performance. In J. W. Gilley, P.J. Dean, & L. Bierema (Eds.), *Philosophy and practice of organizational learning, performance, and change* (pp. 125-140). Cambridge, MA: Perseus Publishing.
- 3.16 Gilley, J. W., & Bierema, L. (2001). Strengths and weaknesses of organizational learning, performance, and change. In J. W. Gilley, P.J. Dean, & L. Bierema (Eds.), *Philosophy and practice of organizational learning, performance, and change* (pp. 191-216). Cambridge, MA: Perseus Publishing.
- 3.17 Gilley, J. W. (1998). Demonstrations and simulations. In M. W. Galbraith (Ed.), *Methods in adult education, 2nd Ed.* Malabar, FL: Krieger Publishing Co.
- 3.18 Gilley, J. W. (1997). HRD practitioners should resist professional licensing. In R. Rowden (Ed.), *Debating the future of educating adults in the workplace*. San Francisco: Jossey-Bass.
- 3.19 Gilley, J. W. (1993). Demonstrations and simulations. In M. W. Galbraith (Ed.), *Methods in adult education, 1st Ed.* Malabar, FL: Krieger Publishing Co.
- 3.20 Gilley, J. W. (1991). HRD bibliography. In N. M. Dixon, & J. Henkelman (Eds.), *Model for HRD practice: The academic guide*. Alexandria, VA: American Society for Training and Development Press.
- 3.21 Gilley, J. W. (1988). How to attract radio, television, newspaper, and magazine publicity. In R. Simerly (Ed.), *Handbook for marketing in continuing education*. San Francisco: Jossey-Bass.

REFEREED ARTICLES

- 4.1 Gilley, A., & Gilley, J. W. (In press). FERPA: What do faculty know? What do universities do? *College and University Journal*.
- 4.2 Gilley, J. W. (2006). Research: The bridge between human resource development practitioners and scholars. *Human Resource Development Quarterly* 17(3), 235-243.
- 4.3 McConnell, C. W., Gloeckner, G., & Gilley, J. W. (2006). Predictors of work injuries: A quantitative exploration of level of English proficiency as a predictor of work injuries in the construction industry. *International Journal of Construction Education and Research*, 2, 1-26.
- 4.4 Dirks, J. M., Gilley, J. W., & Maycunich Gilley, A. (2004). Change theory in CPE and HRD: Towards a holistic view of learning and change. *Advances in Developing Human Resources*. 6(1), 35-51.
- 4.5 Gilley, J. W., & Maycunich Gilley, A. (2003.) The Birkman method of career planning. *Career Planning and Adult Development Journal*, 19(2), 137-149.
- 4.6 Gilley, J. W., & Maycunich Gilley, A. (In press). Aligning HRD to business strategy. *Executive Excellence*.
- 4.7 Gilley, J. W., Maycunich Gilley, A., & Quatro, S. A. (2002). Comparing the roles, responsibilities, and activities of transactional vs. transformational roles in HRD. *Performance Improvement Quarterly*. 15(4), 23-44.
- 4.8 Gilley, J. W. (2001). Fixing employee weaknesses: Addressing the myth. *Performance Improvement*, 40, (6), 22-27.
- 4.9 Gilley, J. W. (2001) Taming the organization: Lessons in organizational subordination. *Human Resource Development International*, 3(4), 1-17.
- 4.10 Gilley, J.W., & Callahan, J. (2000) Transforming supervisory practice: A performance-based approach for faculty and staff development. *International Journal of Educational Reform*, 9(3), 298-310.
- 4.11 Gilley, J. W. (2000) Performance management applied to the performer level. *Performance*

- Improvement Quarterly*, 14(4), 87-105.
- 4.12 Gilley, J. W. (2000). Managers as learning champions. *Performance Improvement Quarterly*, 14(4), 106-121.
 - 4.13 Gilley, J. W. (2000). Overcoming managerial malpractice. *Performance Improvement*, 39(8), 35-41.
 - 4.14 Gilley, J. W. (2000). Understanding and building capacity for change: A key to school transformation. *International Journal of Educational Reform*, 9(2), 109-119.
 - 4.15 Gilley, J. W. (1999). Trainer, no, strategic partner, SI. *American Management Association HR/OD Newsletter*. 2(2), 1-2, 4.
 - 4.16 Gilley, J. W., & Maycunich, A. (1998). The role of the integrated human resources department in strategic planning. *The Quality Observer*, 7(4), 22-25, 44-45.
 - 4.17 Gilley, J. W. (1992). Marketing your human resources department to your company. *Employment Relations*, 19(2), 115-122.
 - 4.18 Gilley, J. W., & England, S. A. (1990). Hook, line, and sinker: How to market an HRD program so that everyone will get hooked. *American Society for Training and Development Trainers Toolkit: Mission Statements for HRD*, 137-153. Alexandria, VA: ASTD Press.
 - 4.19 Gilley, J. W., & Galbraith, M. W. (1990). Commonalties and characteristics of professional certification: Implications for adult education. *Continuing Education Report*, (6), 4-5. University of Arkansas, Fayetteville, AR.
 - 4.20 Gilley, J. W. (1989). Professionalization of the field of adult education. *The Communicator*, 21(3), 6.
 - 4.21 Gilley, J. W. (1989). Career development: The linkage between training and organizational development. *Performance Improvement Quarterly*, 2(1), 43-54.
 - 4.22 Gilley, J. W., & Galbraith, M. W. (1989). Factors affecting career selection: Implications for human resource development. *Performance and Instruction*, 8(2), 1-5.
 - 4.23 Gilley, J. W., & Galbraith, M. W. (1988). Characteristics and commonalties of professional certification: Implications for adult education. *Lifelong Learning: An Omnibus of Practice and Research*, 11(7), 10-13.
 - 4.24 Galbraith, M. W., & Gilley, J. W. (1988). An examination of professional certification. Issues in Adult Education. Bloomington, IN: *Phi Delta Kappa*, 291-294.
 - 4.25 Gilley, J. W. (1988). Marketing your professional certification programs. *Association Management*, 40(10), 100-103.
 - 4.26 Gilley J. W. (1988). The career development partnership: Employee training and organizational development go hand in hand for company growth. *Personnel Administrator: The Magazine of Human Resource Management*, 33(4), 62-68.
 - 4.27 Gilley, J. W., & Egglan, S. A. (1987). Hook, line and sinker: How to market an HRD program so that everyone will get hooked. *Training and Development Journal*, 41(9), 22-28.
 - 4.28 Gilley, J. W. (1987). Practical tools for developing a comprehensive training strategy. *Lifelong Learning: An Omnibus of Practice and Research*, 10(6), 10-13.
 - 4.29 Galbraith, M. W., & Gilley, J. W. (1987). Certification for adult educators. *On Line with Adult and Continuing Education*, 5(3), 6-7.
 - 4.30 Gilley, J. W., & Moore, H. L. (1987). Managers as career enhancers. *Management and Career Development*, 3-9. Washington D.C.: ASPA Press.
 - 4.31 Gilley, J. W. (1987). Adult learners and the classroom. *Data Training*, 6(4), 58-60.
 - 4.32 Gilley, J. W., Geis, G., & Seyfer, C. (1987). Speaking of certification: Questions and answers for the profession about the profession. *The Criterion*, 2-5.
 - 4.33 Gilley, J. W., Geis, G., & Seyfer, C. (1987). Let's talk professional certification: Questions & answers for the profession about the profession. *Performance and Instruction* (1), 7-16.

- 4.34 Gilley, J. W. (1986). A perspective-training and development: Marketing teacher education's role. *Marketing Educator's Journal*, 11(1), 65-72.
- 4.35 Gilley, J. W., & Galbraith, M. W. (1986). Examining professional certification. *Training and Development Journal*, 40(6), 60-61.
- 4.36 Dean, R., & Gilley, J. W. (1986). A production model for experiential learning. *Performance and Instruction Journal*, 25(3), 26-29, 31.
- 4.37 Gilley, J. W., & Galbraith, M. W. (1986). The educational partnership. *Association Management*, 38(9), a1-a6.
- 4.38 Gilley, J. W., & Moore, H. L. (1986). Managers as career enhancers: An overlooked counseling resource. *Personnel Administrator: The Magazine for Human Resource Management*, 31(3), 51-59.
- 4.39 Gilley, J. W. (1986). Defining a profession: Does HRD measure up? *Personnel Administrator: The Magazine for Human Resource Management*, 31(1), 13-16.
- 4.40 Gilley, J. W., & Dean, R. (1986). Instructional design utilizing content and experience: A model. *Performance and Instruction Journal*, 24(10), 15-21, 24.
- 4.41 Galbraith, M. W., Gognat, L., & Gilley, J. W. (1986). A problem-solving guide for quality circle participants. *Quality Circles Trends*, 3(1), 11-13.
- 4.42 Gilley, J. W. (1985). Guides, lists, and directories: Stocking the career resource center. *Training News*, 7(3), 15-20.
- 4.43 Gilley, J. W. (1985). Regulating the profession: Accreditation, certification, and licensure. *Training News*, 7(2), 6-7.
- 4.44 Gilley, J. W. (1985). Tapping the talents of former VSO officers. *Vocational Education Journal*, 60(5), 21-22.
- 4.45 Galbraith, M. W., & Gilley, J. W. (1985). An examination of professional certification. *Lifelong Learning: An Omnibus of Practice and Research*, 9(2), 11-15.
- 4.46 Gilley, J. W. (1985). Two myths and managerial theories (part two). *Quality Circles Digest*, 5(8), 57-60.
- 4.47 Gilley, J. W. (1985). Two myths and managerial theories (part one). *Quality Circles Digest*, 5(7), 42-48.
- 4.48 Gilley, J. W. (1985). Seeking the common pattern. *Association Management*, 37(8), 115-120.
- 4.49 Gilley, J. W. (1985). Ten techniques for drawing out trainers. *Training and Development*
- 4.50 Galbraith, M. W. & Gilley, J. W. (1984). Using self-directed learning contracts to improve performance and instruction. *Performance and Instruction Journal*, 23(7), 9-10.
- 4.51 Gilley, J. W., & Galbraith, M. W. (1984). Fifteen essential steps in implementing quality circles. *Journal of Staff, Program and Organizational Development*, 2(3), 78-82.
- 4.52 Gilley, J. W., & Galbraith, M. W. (1984). A model relationship. *Quality Circles Digest*, 4(8), 46-51.

ANALYSIS OF REFEREED JOURNALS

Advances in Developing Human Resources (1) (Refereed, Research Journal published by Sage Publications)**

- Circulation: 1,500
- Acceptance Rate: 20 - 25%

Association Management (3) (Refereed and Editorial Review, Professional Journal for the American Society of Association Executives)*

- Circulation: 25,000
- Acceptance Rate: 21 - 30%

Career Planning and Adult Development Journal (1) Refereed, Research Journal **

- Circulation: 3,500
- Acceptance Rate: 15 - 20%

Employment Relations (1) (Refereed, Research and Professional Journal published by Executive Enterprises Publications, an independent publisher for human resource management)**

- Circulation: 15,000
- Acceptance Rate: 15- 25%

Human Resource Development International (1) (Refereed, Research Journal published by Taylor & Francis)**

- Circulation: 2,500
- Acceptance Rate: 15 - 20%

Human Resource Development Quarterly (1) (Refereed, Research Journal published by Jossey-Bass)**

- Circulation: 2,500
- Acceptance Rate: 15 - 20%

International Journal of Educational Reform (2) (Refereed, Research Journal published by Scarecrow Press, an independent publisher of journals for educational administration, curriculum and instruction, and higher education)**

- Circulation: 1,500
- Acceptance Rate: 10 - 15%

Journal of Staff, Program and Organizational Development (1) (Refereed, Research Journal owned by New Forum Press, an independent publisher for the field of higher education)**

- Circulation: 3,500
- Acceptance Rate: 10 - 15%

Lifelong Learning: An Omnibus of Practice and Research (3) (Refereed, Professional Journal for the American Association for Adult and Continuing Education, presently known as the Adult Learning and has not been a refereed journal since 1991)***

- Circulation: 5,000
- Acceptance Rate: 11 - 20%

Marketing Educator's Journal (1) (Refereed, Research Journal for the Marketing Education Association)**

- Circulation: 1,500
- Acceptance Rate: 10 - 15%

Performance Improvement (1) (Refereed, Professional Journal for the International Society for Performance Improvement, formerly known as *Performance and Instruction Journal*)**

- Circulation: 6,000
- Acceptance Rate: 25 - 35%

Performance Improvement Quarterly (3) (Refereed, Research Journal for the International Society for Performance Improvement)**

- Circulation: 1,800
- Acceptance Rate: 10 - 20%

Performance and Instruction Journal (5) (Refereed, Professional Journal for the International Society for Performance Improvement, presently known as *Performance Improvement*)*

- Circulation: 6,000
- Acceptance Rate: 25 - 35%

Personnel Administrator: The Magazine of Human Resource Management (3) (Refereed, Professional Journal for the Society for Human Resource Management, presently known as *HR Magazine* and has not been a refereed journal since 1991)*

- Circulation: 30,000
- Acceptance Rate: 15 - 25%

Phi Delta Kappan (1) (Refereed)

- Circulation: Unknown
- Acceptance Rate: Unknown

Quality Circles Digest (3) (Refereed, Professional Journal for the Quality Improvement Institute)**

- Circulation: 5,000
- Acceptance Rate: 20 - 30%

The Quality Observer (1) (Refereed, Professional Journal for the International Customer Satisfaction Society)**

- Circulation: 27,000
- Acceptance Rate: 15 - 25%

Training and Development Journal (3) (Refereed, Professional Journal of the American Society for Training and Development, presently known as *Training and Development* and has not been a refereed journal since 1990)*

- Circulation: 25,000
- Acceptance Rate: 21 - 30%

* Cabell's Directory in Management and Marketing, Seventh Edition, 1997-98.

** Direct Report from the Journals Editor or Publisher.

*** Cabell's Directory in Education, Fifth Edition, 1998-99.

EDITORIAL RESPONSIBILITIES

Editor: *Manager As...Book Series* (new in 2004).
Praeger Publishing, Business Books Division, Westport, CT.

Manuscripts Published or Accepted for Publication: (September 2006)

1. Michael Marquardt (2005). *Manager as Mentor*.
2. Ann Gilley (2005). *Manager as Change Leader*.
3. Jerry W. Gilley (2006). *Manager as Politician*.
4. Michael Kroth (2006). *Manager as Motivator*.
5. Judy Whichard and Nathalie L. Kees (2006). *Manager as Facilitator*
6. B. Keith Simerson and Michael L. Venn (2006). *Manager as Leader*

Editor: *New Perspectives in Organizational Learning Performance and Change Book Series*
Perseus Books, Business Books Division, Cambridge, MA.

Manuscripts Published or Accepted for Publication: (April 2001 to July 2005)

1. Ann Maycunich Gilley, Jamie Callahan, & Laura Bierema (2003). *Critical Issues in HRD*.
2. Jerry W Gilley & Ann Maycunich Gilley (2003). *Strategically Integrated HRD: Six Step Approach to Creating Results Drive Programs*.
3. Timothy G. Hatcher (2002). *Ethics in HRD: A new approach to leading responsible organizations*.
4. Robert O. Brinkerhoff & Anne Apking (2001). *High Impact Learning*.
5. Patricia Boverie & Michael Kroth (2001). *Transforming Work: Developing and maintaining motivation and passion on the job*.
6. Richard A. Swanson (2001). *Forecasting financial benefits of HRD*.
7. Jerry W. Gilley, Peter Dean, & Laura Bierema, (2001). *Philosophy and practice of organizational learning, performance, and change..*
8. Jerry W. Gilley, Scott Quatro, Erik Hoekstra, Doug Whittle, and Ann Maycunich (2001). *The manager as change agent: A practical guide for high performance individuals and organizations*.
9. Ed Holton (2003). *Approaches to training and development* (Revision of Dugan Laird's book).

10. Michael Marquardt (2004). *Global HRD*.
11. Willie Hopkins (2005). *High tech subculture and its affects on organizational effectiveness*.

Guest Consulting Editor: *Adult Education Quarterly*, July, 1996.

Reviewer: *Journal of Business Ethics*, *HRD Quarterly*, *Performance Improvement Quarterly*, and *Human Resource Development Review*

CONFERENCE PROCEEDINGS

- 5.1 Gilley, J. W., Conbere, J. Gibson, S. Gardner, B. Shock, S. & Gilley, A. (2005) HRD cohorts: Creating learning communities. In proceedings of *Academy of HRD*, Estes Park, CO, 11, 124-126.
- 5.2 Gilley, J. W. (1999). Improving human resource credibility, organizational performance, and effectiveness through internal consulting. In proceedings of *The Global Human Resource Institute*, Boston, MA, 2, 45-55.
- 5.3 Gilley, J. W. (1997). Keys to enhancing your performance coaching skills. In proceedings of the *HR Consulting Skills and Tools Conference*, Orlando, FL, 3, 153-161.
- 5.4 Gilley, J. W. (1996). Practical methods for overcoming organizational barriers. In proceedings of the *HR Consulting Skills and Tools Conference: Driving Performance and Transformation*, Orlando, FL, 2, 165-194.
- 5.5 Gilley, J. W. (1995). Practical methods for overcoming organizational barriers. In proceedings of the *HR Consulting Skills and Tools Conference: Consulting and Partnership Skills to Drive Performance and Change*, Orlando, FL, 1, 337-346.
- 5.6 Gilley, J. W., & Galbraith, M. W. (1987). Professionalization and professional certification: A relationship. In proceedings of the *Adult Education Research Conference*, University of Wyoming, Laramie, WY, 28, 96-101.
- 5.7 Galbraith, M. W., & Gilley, J. W. (1986). Professional certification: A critical research issue. In the proceedings of the *Midwest Research-to-Practice Conference in Adult, Community, and Continuing Education*, Muncie, IN, 39-44.
- 5.8 Gilley, J. W., & Arn, J. V. (1986). Advancement of professionalism through professional certification: The procedures established, the issues addressed, and the qualification criteria adopted by professional associations and societies. In the proceedings of the *Southwest Administrative Services Association*, Dallas, TX, 49-55.

KEYNOTE PRESENTATIONS

1. Transformation roles: The key to strategic HRD. Asian Academy of HRD Conference, Taipei, Taiwan, December 2005.
2. Theory vs. practice: What informs the field of HRD? Academy of HRD Town Forum, Academy of HRD, Austin, TX, March, 2003.
3. Improving human resource credibility, organizational performance, and effectiveness through internal consulting. The Global Human Resource Institute, Boston, MA, April, 1999.
4. Performance coaching and organizational effectiveness. PDI International Coaching Conference. San Francisco, CA, 1998.

5. HRD applied to colleges and universities in Canada. Canadian Staff Development Association Conference, Arn Prior, Canada, 1990.
6. What is professional certification? Ontario Library Association, Toronto, Canada, 1986

REFEREED PRESENTATIONS

- 6.1 Gilley, J. W. (2004) Theory vs. Practice: What Informs the Field of HRD? Academy of HRD Town Forum, Academy of HRD, Austin, TX.
- 6.2 Gilley, J. W. (2002) Getting Published in HRD Journals. Academy of HRD. Honolulu, HA.
- 6.3 Gilley, J. W. (2000). Beyond the Cult[ure] of Gurus, Prophets, Pundits, and Wizards: Disambiguating the Presence of Pop Management in Educational Administration (Beyond the Learning Organization and Impersonal Authoritarian Voice of Empowerment). University Council of Educational Administration National Conference, Albuquerque, NM.
- 6.4 Gilley, J. W. (1999). Improving human resource credibility, organizational performance, and effectiveness through internal consulting: Keynote address. The Global Human Resource Institute, Boston, MA.
- 6.5 Gilley, J. W. (1998). Performance coaching and organizational effectiveness. PDI International Coaching Conference. San Francisco, CA.
- 6.6 Gilley, J. W. (1998). Stop managing, start coaching. The Mentoring and Coaching Conference, Washington, D.C.
- 6.7 Gilley, J. W. (1997). Keys to enhancing your performance coaching skills. The HRD Consulting Skills and Tools Conference, Orlando, FL.
- 6.8 Gilley, J. W. (1996). Practical methods for overcoming organizational barriers. The HR Consulting Skills and Tools Conference: Consulting & Partnering Skills to Drive Performance and Change, Orlando, FL.
- 6.9 Gilley, J. W. (1995). Practical methods for overcoming organizational barriers. The HR Consulting Skills and Tools Conference: Driving Performance, Change and Transformation, Orlando, FL.
- 6.10 Gilley, J. W. (1995). What is internal consulting in HRD? Milwaukee ASTD Chapter, Milwaukee, WI.
- 6.11 Gilley, J. W. (1994). Marketing HRD within organizations. ASTD National Conference, Anaheim, CA.
- 6.12 Gilley, J. W. & Brinkerhoff, R. O. (1993). Research 101. ASTD National Conference, Atlanta, GA
- 6.13 Gilley, J. W. & Brinkerhoff, R. O. (1992). Research 101. ASTD National Conference, New Orleans, LA.
- 6.14 Gilley, J. W. (1992). A comparison of American and Japanese students at the graduate school of business, university of Chicago. University of Chicago Graduate School of Business, Chicago, IL.
- 6.15 Gilley, J. W. & Brinkerhoff, R. O. (1991). Research 101. ASTD National Conference, San Francisco, CA.
- 6.16 Gilley, J. W. (1991). Professional certification for the professions. American Society of Civil Engineers Board of Directors Annual Meeting, Annapolis, MD.
- 6.17 Gilley, J. W. (1990). Research 101. ASTD National Conference, Orlando, FL.
- 6.18 Gilley, J. W. & Hale, J. (1990). HRD in the year 2001. AT&T HRD Seminar, Morristown, NJ.

- 6.19 Gilley, J. W. (1990). HRD applied to colleges and universities in Canada. Canadian Staff Development Association Conference, Arn Prior, Canada.
- 6.20 Gilley, J. W. (1990). CMT: Certified master trainer. Zenger-Miller Professional Development Conference, Park City, UT.
- 6.21 Gilley, J. W. (1989). Marketing professional certification programs: A strategic approach. National Organization for Competency Assurance, Washington, D.C.
- 6.22 Gilley, J. W. & Martelli, J. T. (1989). Research 101. ASTD National Conference, Boston, MA
- 6.23 Gilley, J. W. (1988). Everything you wanted to know but were afraid to ask about developing a new certification program. Competency Assurance and Consumer Awareness Conference, National Organization for Competency Assurance, Washington, D.C.
- 6.24 Gilley, J. W. (1988). Professional certification programs in HRD related societies. National Adult Education Conference, Tulsa, OK.
- 6.25 Gilley, J. W. & Beaudin, B. (1988). Training styles orientations of HRD managers, instructors, and instructional designers: Commonalties and differences. ASTD National Conference, Dallas, TX.
- 6.26 Gilley, J. W. (1988). Suppose they gave a program and nobody came. National Adult Education Conference, Tulsa, OK.
- 6.27 Gilley, J. W. (1988). Career development issues for unified adult education. National Adult Education Conference, Tulsa, OK.
- 6.28 Gilley, J. W. (1988). Specialty certification for the field of engineering: Issues and implications. National Society for Professional Engineering Specialty Certification Conference, Atlanta, GA.
- 7.29 Gilley, J. W. (1988). The great debate: Should HRD preparatory programs consist of a common body of knowledge, skills and attitudes? HRD Professors Conference, Dallas, TX.
- 6.30 Gilley, J. W. (1987). Practical tools for developing a comprehensive marketing strategy for HRD and adult education programs. National Adult Education Conference, Washington, D.C.
- 6.31 Gilley, J. W. (1987). Marketing HRD programs in order to survive turbulent times. ASTD Region V Conference, Merrillville, IN.
- 6.32 Gilley, J. W. (1987). Professionalization of HRD practitioners. ASTD's HRD Professors' Conference, Atlanta, GA.
- 6.33 Gilley, J. W. (1987). Marketing and positioning HRD programs within the organization. ASTD'S HRD Professors' Conference, Atlanta, GA.
- 6.34 Gilley, J. W. (1987). Factors affecting career selection and development: Implications for HRM. Western Region Conference of the Association for Human Resource Management and Organizational Behavior, San Antonio, TX.
- 6.35 Gilley, J. W. (1987). A relationship between human resource development, the organization, and the employee. ASTD Region V Conference, Minneapolis, MN.
- 6.36 Gilley, J. W. (1987). An optimal introductory class in HRD. Commission of Professors in Adult Education, Washington, D.C.
- 6.37 Gilley, J. W. & Galbraith, M. W. (1986). Characteristics model of professional certification. National Adult Education Conference, Hollywood, FL.
- 6.38 Gilley, J. W. (1986). Developing a comprehensive training strategy which saves dollars and human resources. ASTD Region V Conference, Milwaukee, WI.
- 6.39 Gilley, J. W. (1986). Marketing the non-profit organization. National Adult Education Conference, Hollywood, FL.

- 6.49 Gilley, J. W. (1986). What is professional certification? Ontario Library Association, Toronto, Canada.
- 6.41 Gilley, J. W. (1986). Professional certification revisited: Its past, present and future for water quality professions. Water Quality Association Leadership Conference, Palm Springs, CA.
- 6.42 Gilley, J. W. (1986). Advancement of professionalism through professional certification. Southwest Administrative Service Association Conference, Dallas.
- 6.43 Gilley, J. W. (1985). Professional certification for training: Pros, cons and alternatives for adult educators. National Adult Education Conference, Milwaukee, WI.
- 6.44 Gilley, J. W. & Venable, W. (1985). The personnel and establishment attainment of career harmony (P. E. A. C. H.) model of career enhancement. ASTD Region VII Conference, Albuquerque, NM.
- 6.45 Gilley, J. W. (1985). Seeking the common pattern. ASTD National Conference, Anaheim, CA.
- 6.46 Gilley, J. W. & Galbraith, M. W. (1985). Counseling the older learner: Ten essential techniques. Mid-America Congress on Aging Conference, Kansas City, MO.
- 6.47 Gilley, J. W. (1984). Moving from trainer to facilitator: Ten essential techniques. National Education Conference, Louisville, KY
- 6.48 Gilley, J. W. (1984). Procedures, issues, and criteria followed by professional associations and societies when implementing a professional certification program. National Society of Performance and Instruction Professional Standards Committee Annual Meeting, St. Charles, IL.
- 6.49 Gilley, J. W. (1984). Professional certification issues in ASTD and other related societies. HRD Professors Network, National ASTD Conference, Dallas, TX.

ORGANIZATIONAL MANUALS AND MATERIALS

Developed for the Private Sector (Mercer Human Resource Consulting, 1989-1995)

- 7.1 Performance Through People. (1994).
- 7.2 Project Management: Tools for Quality and Performance. (1992).
- 7.3 Quality Leadership. (1992)
- 7.4 Developing Interpersonal Relationships. (1992).
- 7.5 Sales Training for Consultants. (1992).
- 7.6 Listening Skills. (1991).
- 7.7 Personal Productivity. (1992, 1989).

TEACHING AND ACADEMIC SERVICE

Academic Service (Invited Lecturer)

- 1. University of Illinois, Champaign-Urbana (October 2004) Strategic HRD, HRE 424, Strategic HRD.
- 2. Iowa State University (September 2000) Managerial Malpractice: The Number One Problem in Organizations, MGMT 371, Organizational Behavior, Ann Maycunich, Instructor.
- 3. Iowa State University (September 2000) Change Theory and Today's Manager, MGMT 377, Strategy in Organizations, Ann Maycunich, Instructor.
- 4. Virginia Tech University (June 2000) Examining Strategic HRD: Implications for Practice, Ph. D. Seminar, Dr. Lyda Combs, Coordinator.
- 5. Iowa State University (February 2000) What is HRD? OLHRD 540, Dr. Ellen Mullen, Instructor.
- 6. Iowa State University (October 1999) The Birkman. Leadership Development Program. Ann

- Maycunich, Coordinator.
7. Iowa State University (October 1999) What is Strategic HRD? OLHRD 540, Dr. Ellen Mullen Instructor.
 8. Northern Illinois University (May 1999) HRD Today. Masters Seminar, Drs. John Neimi and Gene Roth, Coordinators.
 9. Virginia Tech University (June 1999) Examining Strategic HRD: Implications for Practice. Masters Seminar, Dr. Lyda Combs, Coordinator.
 10. Northern Illinois University (May 1998) Principles of HRD: An Examination. Masters Seminar, Drs. John Neimi and Gene Roth, Coordinators.
 11. Northern Illinois University (November 1998) Principles of HRD: An Examination. Masters Seminar, Drs. John Neimi and Gene Roth, Coordinators.
 12. Northern Illinois University (May 1997) Principles of HRD: An Examination. Masters Seminar, Drs. John Neimi and Gene Roth, Coordinators.
 13. George Washington University (June 1996) What is Performance Management? Masters Seminar, Dr. Lisa Horvack, Coordinator
 14. Northern Illinois University (May 1996) Principles of HRD: An Examination. Masters Seminar, Drs. John Neimi and Gene Roth, Coordinators.
 15. Northern Illinois University (May 1995) Principles of HRD: An Examination. Masters Seminar, Drs. John Neimi and Gene Roth, Coordinators.
 16. Northern Illinois University (May 1994) Principles of HRD: An Examination. Masters Seminar, Drs. John Neimi and Gene Roth, Coordinators.
 17. Northern Illinois University (May 1993) Principles of HRD: An Examination. Masters Seminar, Drs. John Neimi and Gene Roth, Coordinators.
 18. Northeastern Illinois University (November 1993) Principles of HRD: An Examination. Masters Seminar, Drs. John Neimi and Gene Roth, Coordinators.
 19. Northern Illinois University (May 1992) Principles of HRD: An Examination. Masters Seminar, Drs. John Neimi and Gene Roth, Coordinators.
 20. University of Texas-Austin (April 1991) What is Strategic HRD? Masters Seminar, Dr. Karen Watkins, Coordinators.
 21. Northern Illinois University (May 1991) Principles of HRD: An Examination. Masters Seminar, Drs. John Neimi and Gene Roth, Coordinators.
 22. Virginia Tech University, (October 1990) Consulting in HRD. Masters Seminar, Dr. Bert Wiswell, Coordinator.
 23. Northern Illinois University (May 1990) Principles of HRD: An Examination. Masters Seminar, Drs. John Neimi and Gene Roth, Coordinators. Kansas State University (October 1989) HRD as a Field of Practice. Master Seminar, Dr. Charles Oaklief, Coordinator.
 24. Northern Illinois University (November 1989). Principles of HRD: An Examination. Masters Seminar, Drs. John Neimi and Gene Roth, Coordinators.
 25. Kansas State University, (May 1988) Consulting in HRD. Masters Seminar, Dr. Charles Oaklief, Coordinator.

ACADEMIC REVIEW

1. Promotion review for Dr. Reid Bates, Louisiana State University (2006)
2. Promotion review for Dr. Larry Dooley, Texas A&M University (2006)
3. Promotion review for Dr. Kimberly McDonalds, Indian University, Purdue University, Ft. Wayne (2006)
4. Tenure and promotion review for Dr. Claudia Scott, Oakland University (2005)

5. Tenure and promotion review for Dr. Sharon Gibson, St. Thomas University (2005)
6. Tenure and promotion review for Dr. Susan Lyhman, Texas A&M university (2005)
7. Tenure and promotion review for Dr. Darlene Russ-Eft, Oregon State University (2004)
8. Tenure and promotion review for Dr. Fredrick Muyia Nafukho, University of Arkansas (2004)
9. Tenure and promotion review for Dr. Kathryn S. Hoff, Bowling Green State University (2003)
10. Tenure and promotion review for Dr. Laurel Jeris, Northern Illinois University (2003)
11. Tenure review for Dr. Tim Hatcher, University of Louisville (2002)
12. Tenure review for Dr. James Burrows, North Carolina State University (2000)
13. Promotion review for Dr. Douglas Smith, Florida Atlantic University (2000)
14. Academic instructional review for Dr. Jamie Callahan, Virginia Tech University (1999)

GRANTS AND PROPOSALS

1. Proposal to Install the Linkage System in Selected Regions in the World Bank, Robert O. Brinkerhoff, Director and Jerry W. Gilley, Co-director, \$49,995.00, 1996.
2. New Framework for Public Education in Michigan. (unfunded proposal), Department of Education, Jerry W. Gilley, Director, \$ 245,636.00, October 1, 1995 - September 30, 1997.

UNIVERSITY SERVICE

Colorado State University

University

- Dean's Executive Committee, College of Applied Human Sciences, 2002-2005.

Departmental

- Graduate Programs Committee, 2001-present.
- Promotion and Tenure Committee, 2003-present.
- Executive Committee, School of Education, 2002-present.
- Personal Committee, 2001-2005.

Iowa State University

University

- Faculty Senate, 1999-2001.
- Governance Committee, 1999-2001.
- Committee on Committees, 1999-2001.

College

- Professional Development, 1999-2001.

Department (Educational Leadership and Policies Studies)

- Curriculum Committee, 1998-2001.
- Research Committee, 1998-1999.
- Promotion & Tenure, 1998-2001.

Western Michigan University

University

- Institute of Human Resources Studies design committee, 1997.

College

- Reorganization Screening Committee, 1996-1997.
- Structure Task Force, 1996-1997.

Department (Department of Educational and Professional Development)

- Evaluation Committee, 1995-96.
- Graduate Studies Committee, 1995-97, 1997-98.
- Promotion and Tenure Committee, 1995-98.

- Nominations Committee, 1995-96.
- Continuing Education Committee, 1995-96.

University of Nebraska-Lincoln

Department (Vocational and Adult Education)

- Recruiting and Selection Committee, 1986-87.
- Personnel Committee, 1987-88.
- Interactive Video Research Committee, 1987-88.
- Human Capital Task Force Committee, 1988.

University of Central Arkansas

Department (Management and Marketing Education).

- Library and Research Committee, 1985-86.
- Promotions Committee, 1985-86.

CONSULTING ACTIVITIES

1. Developed a Strategic Marketing Plan for the School of Education at *Colorado State University*, (2005).
2. Developed a plan for moving from Transactional to Transformational HRD at *Miller Brewing*, Milwaukee, WI, (2004).
3. Developed a Strategic Marketing Plan for the Human Resources Department at *Wyeth Pharmaceutical*, New Jersey, (2003).
4. Identified Strategies Used in the Transformation of Jackson County, Michigan funded by the *Kellogg Foundation in partnership with Jackson Community College*, Jackson, MI, (1996-99).
5. Provided Performance Coaching Training for *RESA Head Start* (Wayne County, MI), Detroit, MI (1998).
6. Integrated and Linked Training to the Strategic Business Goals at the *World Bank* - Washington DC, 1997-98.
7. Developed a Performance Improvement System for the *W. K. Kellogg Foundation*, Battle Creek, MI (1997).
8. Examined the Roles, Responsibilities, and Relationships between the Colleges of Business, Human Services, and Education in the Development of an Interdisciplinary HRD Program at the *University of Dayton*, Dayton Ohio, (1997).
9. Identified an Organizational Effectiveness Strategy for *Warner Communications*, Lincoln, NE, (1997).
10. Identified a Learning Acquisition and Transfer Strategy for Managers and Supervisors with *Human Resource Innovators, Inc.*, Lincoln, NE, (1997).
11. Developed a Performance Management System for *William M. Mercer, Inc.*, New York (1995).
12. Developed a Performance Management System for *William M. Mercer Limited*, Toronto (1995).
13. Created a Performance Consulting Enterprise within *SeaFirst Bank*, Seattle (1995).
14. Created a Leadership Development Strategy for the *Sony Corporation*, Pittsburgh (1995).
15. Created a Marketing and Promotion Strategy for *Birkman International*, Houston (1995).
16. Developed Team Building and Leadership Development Culture at *Mercer Management Consulting*, Boston, San Francisco, Toronto (1995).
17. Identified the Performance Consulting Competencies for Training Practitioners at *Kohl's Department Stores*-Milwaukee, (1995).
18. Identified the Cost/Benefit Relationship of a Personal Productivity and Time Management Seminar for Consultants at *William M. Mercer, Inc* (1995).
19. Created a Research Series for Training and Development Practitioners for *ASTD (Research 101)*, (1991).

20. Identified the Competencies of Pharmacists, which was used in designing as professional certification program for the *American Pharmacy Association* - Chicago, (1991).
21. Identified the Competencies of Electrical Engineers, which was used in designing as professional certification program for the *National Society of Professional Engineers*-Washington, DC, (1991).
22. Developed a Professional Certification Program for the *American Society of Civil Engineers*, (1990).
23. Identified the Competencies for Instructional Designers, Instructors, and Managers as a Board of Directors Member for the *International Board of Standards for Training, Performance, and Instruction (IBSTPI)*, (1986-90).
24. Identified and Validated the Excellent Criteria for HRD Professionals as a member of the *ASTD Competency and Professional Standards Task Force*, (1987-89).
25. Identified the Competencies of Loan Officers which was used in designing as professional certification program for the *American Bankers Association* (1988).
26. Developed a Strategic Marketing Plan for the *Alcoa's Technical Center. Department of Education and Training*, Pittsburgh, PA, (1988).
27. Identified the Competencies of Wage and Compensation administrators, which was used in designing as professional certification program for the *American Compensation Association*-Scottsdale, AZ, (1988).
28. Developed the Criteria Used in Evaluating the Competence of Business Interior Designers, which was used in designing as professional certification program for the *Institute of Business Designers*-Chicago, (1988).
29. Created a Strategic Marketing Plan for the *Interior Business Design Association*, Chicago (1987).
30. Developed the Testing and Evaluation Strategies of Water Treatment Technicians and Installers for the *Water Quality Association-Chicago*, (1985-87).
31. Identified the Competencies of Water Quality Specialists, which was used in designing as professional certification program for the *Water Quality Association-Chicago*, (1985-87).
32. Developed Strategic Marketing Plan for the *Water Quality Association-Chicago*, (1985-87).
33. Examined the Criteria and Professional Requirements Used by Professional Societies and Associations in Determining Competence of Practitioners for *ASTD's Professional Standards Task Force*, (1984-86).
34. Identified the Attitude and Perceptions of Housewares Buyers toward Club Aluminum Products for *Club Products, Inc.*-Jacksonville, AR, (1986).
35. Compared and Contrasted Professional Certification Programs for the *Ontario Library Association*-Toronto, Ontario, (1986).
36. Identified the Professional Education Requirements for Intervention Specialists for the *Nebraska Council on Alcoholism*-Nebraska, (1986).
37. Identified the Food Service Employees' Perceptions of Their Supervisors. Food Services Department, *Oklahoma State University*, Stillwater, OK, (1985).
38. Identified Presentation Criteria for Graduate Students in the *American Association for Adult and Continuing Education* (AAACE), (1984).

CONSULTING ADVISORY PRESENTATIONS

1. Gilley, J. W. (2000). Identifying Partnership Relationships for Human Resource Management Professionals, Iowa Hospital Human Resource Administrators Conference, Ames, IA.
2. Gilley, J. W. (2000). Partnership in Organizations: The Roles and Responsibilities of Human Resource Management Professionals, Society of Human Resource Management – Des Moines, IA
3. Gilley, J. W. (2000). Learning Transfer and Managerial Malpractice. Business 2000 Conference. Dordt College, Sioux Center, IA.
4. Gilley, J. W. (2000). Motivation: Looking Inside. Grinnell Mutual Insurance. Des Moines, IA.

5. Gilley, J. W. & Maycunich, A. (2000). Building Relationships. Iowa Association of School Business Officials. Des Moines, IA
6. Gilley, J.W. (1999). What is analysis? American Society of Training and Development – Des Monies Chapter. Des Monies, IA
7. Gilley, J. W. (1997). What is performance coaching? Social Security Administration of Michigan, Kalamazoo, MI.
8. Gilley, J. W. (1996). Strategic human resources: A search for meaning. George Washington University Graduate School Seminar, Washington, D.C.
9. Gilley, J. W. (1990). Professional certification: Issues facing the Arbor Culture industry. Toronto, Canada.
10. Gilley, J. W. (1990). Professional certification: Today's concepts. Eye Institutes National Conference, Los Angeles, CA.
11. Gilley, J. W. (1990). Developed a Professional Certification Program for the American Society of Civil Engineers-Reno, NV & Annapolis, MD (professional education).
12. Gilley, J. W. (1989). Developing an HRD program in today's organization. Kansas State University Doctoral Seminar, Manhattan, KS.
13. Gilley, J. W. (1989). The state of HRD. Kansas State University HRD Seminar, Kansas City and Wichita, KS.
14. Gilley, J. W. (1988). Developing learning programs: A nine stage process of development. Alcoholism Council of Nebraska Regional Meeting, Grand Island and Norfolk, NE.
15. Gilley, J. W. (1987). Developing a marketing strategy. Lincoln Chapter of American Society of Training and Development, Lincoln, NE.
16. Gilley, J. W. (1987). Developing a service strategy. Lincoln General Hospital, Lincoln, NE.
17. Gilley, J. W. (1987). Fifteen essential steps in implementing quality circles. Nebraska Department of Education's Seventh Annual Conference on Staff Development, Lincoln, NE.
18. Gilley, J. W. (1986). Human relations: The keys to success. Gamma Beta Phi, University of Central Arkansas, Conway, AR.
19. Gilley, J. W. (1986). Professionalization of HRD: A dilemma. Lincoln Chapter of the American Society of Training and Development, Lincoln, NE.

SERVICE FOR PROFESSIONAL ASSOCIATIONS, SOCIETIES AND BOARDS

Academy of Human Resource Development (AHRD)

- President, 2006-08
- President-Elect, 2004-06
- International Conference CEO, Estes Park CO, 2/24-27/2005
- Board of Directors Member, 2001-03
- Accreditation Committee, Chair (2001- present)

Jackson CommUnity Transformation Project (funded by the Kellogg Foundation)

- Program Evaluator, 1996-99.

American Society for Training and Development (ASTD)

- National Conference Design Committee, San Francisco, 1991.
- Research Committee 1988-91.
- Director, HRD Professors Network, 1987-88.
- Competency and Professional Standards Task Force, 1987-89.
- ASTD Dissertation Award Review Committee, 1987-88.
- Professional Standards Task Force, 1984-86.
- Chair, Professional Issues Committee, Professor/Academic Special Network, 1984-86.

International Board of Standards for Training, Performance, and Instruction (IBSTPI)

- Board of Directors Member, 1986-90.
- Executive Marketing Director, 1986-90.

American Association for Adult and Continuing Education (AAACE)

- Chair, HRD Unit, 1987-88.
- Chair, HRD Task Force, Commission of Professors of Adult and Continuing Education, (CPAC), 1986-88.
- Research Program Chair, Student in Adult Education, 1984-85.

Linkage Inc.

- Advisory committee for the Mentoring and Coaching Conference, Washington, D.C., May 1998.

Northeastern Illinois University

- HRD Program Advisory Committee, 1989-92.

PROFESSIONAL RECOGNITION**Awards and Honors**

- *Academy of HRD Book of the Year (2000)* for *Organizational Learning, Performance, and Change: An Introduction to Strategic HRD*. Cambridge, MA: Perseus Publishing.
- Administrative Merit Award for Professional Recognition at Western Michigan University, 1996 & 1997 and 1997 & 1998.
- Nominated for the Distinguished Faculty Scholar Award, Western Michigan University, 1997-98.
- Soundview Executive Book Summaries Thirty Best Business Books (1996) *Stop Managing, Start Coaching*
- American Society for Training and Development (1989) Outstanding Professional Network Award, Professors' Network

Book Reviews and Newspaper Articles

- Book Review (Winter 1999) Performance Challenge, *Personnel Psychology* 54(4).
- Book Review (April 1999) Performance Challenge, *Training and Development Journal* 53(4).
- Book Review (January 1999) Strategically Integrated HRD, *Training and Development Journal*, 53(1).
- Book Review (April 1999) Performance Challenge, *International Management Library*
- Newspaper article about keynote presentation at the Global Human Resource Institute in Boston. October 8, 1999, Ames Journal.
- Book Review (Fall 1997) *Stop Managing, Start Coaching*, *HRD Quarterly*, 7(3).
- Newspaper article about *Stop Managing, Start Coaching*, Kalamazoo Gazette, "WMU Professor: Managers Should Coach." May 8, 1997, p. A12.
- Book Review (August 1996). *Stop Managing, Start Coaching*, *Training and Development Journal*, 50(8), 58.
- Book Review (Spring 1993). Marketing HRD within Organizations, *Personnel Psychology*, 46(1), 225.
- Book Review (March, 1990). Principles of HRD. *Training Magazine*, 27(3), 103.