

UMUC Faculty Profile Template

Dr. Judith B. Kirkhorn, Adjunct Professor

Business & Executive Programs

Position(s) Held

UMUC:

Program Director, MBA Program

Associate Dean, Graduate Outreach and Professional Education Programs

Director, Executive Programs

AT&T:

Project Director, Management and Leadership Development, A&T Corporate Human Resources

Director, Quality Improvement Training and Education, AT&T Network Operations Education and Training

Director, Evaluation and Development Systems, AT&T Network Operations Education and Training

Internal Training and Development Consultant, AT&T Sales and Marketing Education Center

Union for Experimenting Colleges and Universities:

Director, Strengthening Developing Institutions Program

University of Kentucky, College of Allied Health:

Associate Professor and Director, "Self-Instructional Materials Development Project"

University of Wisconsin-Milwaukee, School of Education:

Assistant Professor, Director in the Center for Research of Life-long Learning and in an interdisciplinary teacher education program

City of Milwaukee Public Schools and University of Wisconsin-Milwaukee:

Classroom Teacher and University Lecturer in University teacher education programs

Education/Degrees Held

Ph. D.

University of Wisconsin-Milwaukee

Major: Urban Education

Emphases: Adult Education, Psychology,
and Urban Planning

[Harvard University, Audited courses in Education and Social Policy departments for one

year]

M.S.

University of Wisconsin-Milwaukee

Major: Curriculum and Instruction

B.S.

University of Wisconsin, Madison

Majors: English and History

Courses Instructed

1970-1973	University of Wisconsin-Milwaukee, Undergraduate School of Education -Experiential Teaching Methods (2 classes per year) -Learning Theories (2 classes per year)
1974-1975	University of Wisconsin-Milwaukee, Undergraduate School of Education -Analyzing and Documenting Prior Experience (2 classes per year) -Fields of Inquiry (2 classes per year)
1976-1980	University of Kentucky, Allied Health Graduate School -Communication Skills for Physicians (1 semester long class per year) -Enhancing Motivation (2 semester long classes per year) -Customer Service, Interpersonal Relations, Values Clarification Strategies (each 1 week session offered once a year) -Self-instructional Learning Strategies, Change Management (1/2 to 1 day workshops offered to faculty and students in nine community colleges in Kentucky, Indiana, and Ohio once a year)
1980-1981	Union for Experimenting Colleges and Universities -Performance Management, Job Analysis, Curriculum Design (each 3-day training session was offered twice)
1981-1992	AT&T, 3-5 day training courses offered in numerous organizations and divisions -Implementing Quality Strategies (4 classes per year) -Job Modeling and Analysis (3 classes per year) -Leadership Essentials (2 classes per year) -Developing Evaluation Systems (2 classes per year) -Distance Education Methods (1 classes per year) -Performance Management (2 classes per year) -Course Development, Implementation, and Evaluation (1 class per year)
1992-present	University of Maryland University College, Graduate School -AMBA 635 (3 cr) Techniques of Leadership (7 classes) -Executive Programs, taught 16 sessions dealing with leadership, team building, performance management processes, and evaluation of management projects.

-AMBA 600 (3 cr)
-AMBA 601 (6 cr) The Role of Managers and Organizations in Society
-AMBA 602 (6 cr) The Dynamics of Individuals and Groups at Work
-Executive MBA. 601 and 602

Brief Statement About Instructor

Judith Kirkhorn is an adjunct Professor, Business and Executive Programs, at the University of Maryland University College (UMUC). She was with UMUC full-time for fourteen years and held positions as Curriculum Manager in the MBA program, Associate Dean of Graduate Outreach, and Director of Executive Programs.

Prior to joining UMUC Dr. Kirkhorn worked for eleven years at AT&T and held several positions in various corporate organizations, including the Corporate Human Resources Organization where she directed the design and implementation of management and leadership development systems. She also worked in AT&T training and strategic planning organizations in Ohio and New Jersey. Before this corporate experience, for almost a decade she taught classes and led curriculum development projects at the Union for Experimenting Colleges and Universities, the University of Kentucky College of Allied Health, and University of Wisconsin adult and teacher education programs.

Dr. Kirkhorn received her Ph.D. in Urban Education with an emphasis on Adult Education, Psychology, and Urban Planning from the University of Wisconsin. She has had numerous articles published in professional journals and textbooks, often focusing on leadership, professional development, team building, applications of technology to improve performance, and/or assessment of performance. A member of several professional organizations, Dr. Kirkhorn has been most active in the International Society for Performance Improvement (ISPI) where she served as Vice President, Technology Applications, and held several other leadership positions. She has consulted with a number of Fortune 100 and 500 companies

Publications

Kirkhorn, J.B. (2004). Assessing e-learning in an MBA program. *Proceedings for the Ed-Media Conference*, Portugal 2003.

Kirkhorn, J.B. and Alden, J. (2004). Managing team projects in online courses. *eSociety Conference Proceedings*. Lugano, Switzerland, 2004

Kirkhorn, J.B. (2003) Assessing competencies in an MBA program. *Proceedings for the Ed-Media Conference*, Denver, Colorado, 2002

Kirkhorn, J.B., and Alden, J. (1996). *Case studies. The ASTD training & development handbook: A guide to human resource development*. New York: McGraw Hill, pp. 497-

516.

Kirkhorn, J. & Alden, J. (1995). *Case study design and implementation*. Manual used during seminars presented to Anderson Consulting employees.

Kirkhorn, J.B. (1992). *Evaluation of professional development systems*. Morristown, New Jersey: AT&T Human Resources and Strategic Planning Organization.

Kirkhorn, J.B. (1990). *Linking human resources strategies to corporate directions*. Morristown, New Jersey: AT&T Human Resources and Strategic Planning Organization.

Kirkhorn, J.B. (1989). *AT&T pathways to development: Professional development strategies*. Morristown, New Jersey: AT&T Human Resources and Strategic Planning Organization.

Kirkhorn, J.B. (1988). Enhancing motivation for learning and work. *Performance & Instruction*. 27 (8), pp. 21-25.

Kirkhorn, J.B. (1986). *Performance improvement guidelines*. Bedminster, New Jersey: AT& Network Operations Group.

Honors/Awards

Elected to the Executive Board of the International Society for Performance and Instruction (ISPI) and received the ISPI President's Award for planning and directing two major annual conferences in Los Angeles and Toronto.

Elected Chairperson of the ISPI National Leadership Development Task Force

Nominated to Phi Kappa Phi

Received AT&T *Director's Quality Award* for efforts to improve the professionalism of Corporate Human Resources staff

Elected Director, *International Board of Standards for Training Performance and Instruction*