Dr. Holly Hutchins, Associate Professor of Human Resource Development, has received the 2011 Early Career Scholar Award from the Academy of Human Resource Development. This award recognizes significant research contributions, productivity, and innovation and identifies top researchers in the HRD field who publish influential work within seven years of receiving their doctorate. “I am very proud to promote the success of Technology faculty members like Professor Hutchins,” said Dr. William F. Fitzgibbon, Dean of the College of Technology. “This is the first time that a University of Houston HRD faculty member has won the Academy of HRD Early Career Scholar award, highlighting the growing recognition of our program and faculty as scholarly leaders.”

Academic accomplishments for Dr. Hutchins include numerous peer-reviewed articles in HRD, evaluation and assessment, and performance improvement. Her work on training transfer and HRD’s role in crisis management have been ranked among the top ten most cited and most read for the last five years in Human Resource Development Review and Advances in Developing Human Resources (respectively). Collectively, she has received more than $600,000 in sponsored funding for her work on learning design and assessment. She has been recognized for teaching excellence also, earning the College of Technology Fluor Award for Teaching in 2008, and the University of Houston Teaching Excellence Award in 2009.

H.E.B’s Scott McClelland Addresses Students on “The Future of Retailing” at RCS Mover’s and Shaker’s Event

The annual spring “Movers and Shakers” provided RCS students with opportunities to jumpstart their career exploration and interact directly with professionals in the industry. Students participated in various interactive breakout sessions that featured trending retail industry topics including branding, international business, online retailing, and store management. More than 100 students met participating retailers including J.C. Penney, Macy’s, Nordstrom, Academy, H.E.B., Al’s Formal Wear, Target, Wal-Mart, Stage Stores, Safeway, and Kohl’s. The highlight of the program was the keynote speech given by H.E.B. President Scott McClelland titled “The Future of Retailing: Being an Entrepreneur in the Food Industry.” He addressed how H.E.B. is responding to the changing economy and demographics in Texas. “While the total economy is larger, the reality is it’s only larger for some people and that tends to be for people who have money,” McClelland said. “As a result, over time we are seeing a shrinking middle class.” McClelland added that the distinction between the people who have and people who have-not is becoming more pronounced in Texas, which affects the way people shop. MacClelland advised against merchandising toward the perceived “American Consumer,” adding that Houston has grown more diverse; it has vast African American and Latino populations and a rapidly growing Asian population.
Kenya Pena knows what it means to be a leader. As the President of the collegiate DECA organization, she successfully lead the organization to a busy and productive year. Her leadership spirit and dedication were recognized by the faculty and department. The HDCS Leadership Award was established to recognize outstanding student leaders within the HDCS Department. It is designed to reward those students who assume leadership positions that require a significant amount of time, energy, enthusiasm, and effort. Awarded to the graduating student who best exemplifies the HDCS Department ideals of leadership, innovation and care for the greater community by organizing and directing initiatives which serve individuals, families and communities. Kenya Pena has made outstanding contributions to the Department and the DECA organization. Under her leadership a community advocate position was added and DECA participated in many community service opportunities.

HRD & Girl Scouts: A Winning Combination

During summer 2012 and fall 2012, undergraduate Human Resource Development students will participate in service learning projects to benefit the Girl Scouts of San Jacinto Council (GSSJC). Service learning is a form of experiential learning in which students use course-related knowledge and skills to perform community service while enhancing their learning experiences. As part of their course requirements, students in HRD 3305 (Evaluating Performance Outcomes) and HRD 4396 (HRD Internship) classes worked in teams to improve and develop new online training courses for the 17,000 adult volunteers that work with the GSSJC.

HDCS Launches Innovative Master’s Degree in Global Retailing Beginning in Spring 2012

Professionals seeking to expand their careers in the retailing sector with a master’s degree focusing on the global retailing market once had few programs to choose from. The University of Houston is teaming HDCS retailing faculty and retail executives to offer a master’s degree program in Global Retailing to meet this need. According to Dr. Shirley Ezell, “The University of Houston Retailing and Consumer Science faculty cast the net far and wide to design a graduate program that prepares the next creative generation of global retailers. We are in a global marketplace and we are touting a model of collaborative creativity with industry executives to produce the most successful retail innovators for the future. We invite professionals around the world to join our graduate program to experience and become the new generation of global retail thinkers and iconoclasts.” For more information contact Dr. Shirley Ezell at sezell@uh.edu.

Dr. Stewart Celebrates 25 Years of Certification in Family & Consumer Sciences with American Association of Family & Consumer Sciences

Dr. Barbara Stewart, a professor in Retailing & Consumer Sciences, was recognized for being “Certified in Family and Consumer Sciences” for 25 years. Dr. Stewart was part of the first cohort certified with AAFCS. This recognition was given at the American Association of Family & Consumer Sciences annual meeting in Indianapolis June 17th-24th, 2012.

Dallas World Trade Center Welcomes DECA at Fashion Group International Career Day

During spring semester, eighteen Collegiate DECA members from the University of Houston, College of Technology, attended the Fashion Group International of Dallas Career Day at the World Trade Center in Dallas, Texas. Two faculty members, Marcela Norwood and Shirley Ezell, accompanied the student members. Participants attended classes on Retail Buying, Retail Management, Visual Merchandising, Fashion Reporting & Journalism, Private-Label Product Development, Computer Aided Design, Interview Skills & Resumes, Consumer & Business Trends, Fashion Trends, Watch What You Tweet, and other interesting sessions. The day culminated with a Fashion Show in which students from Universities in Texas, Oklahoma, Tennessee, Georgia, and other states presented their designs. One option during the day was a tour of the World Trade Center where students had the opportunity to speak to wholesale line reps and learn how the center of fashion operates markets.

Leadership Comes Naturally to RCS Graduate Kenya Pena

Kenya Pena has what it means to be a leader. As the President of the collegiate DECA organization, she successfully lead the organization to a busy and productive year. Her leadership spirit and dedication were recognized by the faculty and department. The HDCS Leadership Award was established to recognize outstanding student leaders within the HDCS Department. It is designed to reward those students who assume leadership positions that require a significant amount of time, energy, enthusiasm, and effort. Awarded to the graduating student who best exemplifies the HDCS Department ideals of leadership, innovation and care for the greater community by organizing and directing initiatives which serve individuals, families and communities. Kenya Pena has made outstanding contributions to the Department and the DECA organization. Under her leadership a community advocate position was added and DECA participated in many community service opportunities.
Executive Master of Science in Human Resource Development Launches Fall 2012 at UH Sugar Land

The Human Development and Consumer Sciences Department within the College of Technology will launch the Executive Master of Science in Human Resource Development this fall. A unique experiential program that develops participants to lead learning and change from a global perspective, the program design enables graduates to leverage and transfer their experiences to their respective organizations and professional fields.

HDCS Expands Programs at UH Sugar Land & Northwest

The department of Human Development and Consumer Sciences has been a major contributor to the University’s efforts to expand its presence in Sugar Land and Northwest Houston. The department has added course offerings in the Retailing and Consumer Sciences bachelor’s program and graduate courses in Human Resource Development. The UH Northwest Campus is a satellite campus for the University of Houston that allows students to complete selected degrees. The campus is located at the former HP campus on SH249 at Louetta. The Sugar Land campus is located at 14000 University Boulevard in Sugar Land. The Sugar Land campus will also be the site of the Executive M.S. in Human Resource Development program launching in fall 2012.

American Society for Training and Development Recognizes Dr. Tomika Greer for Outstanding Research Dissertation

The American Society for Training & Development (ASTD) has awarded Dr. Tomika Greer the 2011 Dissertation Award for An Investigation of Role Salience and Linkages to Work-Family Conflict. Each year ASTD recognizes one outstanding dissertation that holds major implications for practitioners of workplace learning and development. Dr. Greer is Visiting Assistant Professor and Program Manager for the Human Resource Development Program in the Department of Human Development & Consumer Science. “I am excited about the contribution that my research makes to advancing knowledge of employee well-being and organizational effectiveness”, said Dr. Greer. Dr. Greer earned a Ph.D. in Educational Human Resource Development from Texas A&M University in May 2011. She has previously earned a Bachelor of Science degree in Chemical Engineering from North Carolina State University and a Master of Education degree in Instructional Technology from Texas Tech University. Dr. Greer’s professional background includes experience as a Human Performance Analyst, an Instructional Technology & Distance Learning Specialist, and a Software Trainer. Her research interests include the role of individual differences in predicting work-family conflict, implementation and outcomes of “family-friendly” organizational policies and programs, trends, and challenges associated with maternal employment.

Learning Continues into the Lunch Hour with Brown Bag Series

Sugar Land was the site of the final brown bag lunch hosted Spring 2012 as part of an ongoing brown bag series. The goal of the series is to engage the experience of industry and academic professionals in the strategic integration of change, learning, and performance. The series focused on trends, challenges, and opportunities in talent development as discussed by industry and academic professionals. The well-attended brown bag sessions attracted practitioners from across the Houston area in a variety of industries. If you are interested in learning more about the HRD brown bag series please contact Consuelo Waight at cwaight@central.uh.edu.

Human Resource Development

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The University of Houston’s Futures Studies program—as always—is well-represented at this year's World Future Society General Assembly. The event was held in Toronto from July 27-29 at the Sheraton Centre with over 1,000 participants expected.

Futures Studies’ faculty, alums, and Advisory Board members are leading four one-day pre-conference sessions which include:

- **Introduction to Futures Studies**, Peter Bishop
- **Scenario Planning: How to Build and Use Scenarios**, Alum Adam Gordon
- **Wiser Futures: Using Futures Tools to Better Understand and Create the Future**, Clem Bezold

In addition U of H is leading nine regular conference sessions, joined by current students:

- **The Best of Houston Futures**, Dr. Peter Bishop, moderator
- **Learning Management Systems: Machines That Think**, Jason Swanson, student
- **Locative Media: The Internet Always Knows Where You Are**, Josh Lindenger, student
- **A Systems Model of the Demographic Transition**, Emily Empel, graduate and Heather Schlegel, student
- **Chemical Brain Preservation: How to Live “Forever”**, John Smart, alum
- **The Evolution of Integral Futures**, Terry Collins and Andy Hines, faculty
- **Models of Futures Education for the 21st Century**, Emily Empel & Heather Schlegel, students
- **Scouting the Future with the Implications Wheel**, Advisory Board Member Joel Barket
- **Networked Government: The 21st Century Agency**, John Jackson, alum (with others)

We are pleased to see our community well represented!

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Certificate Training Program Hosts Participants in Houston and Abroad

On May 21st through May 25th, the Certificate in Strategic Foresight Program hosted 32 participants from all over the world at the Union Station in Minute Maid Park. The program next focused efforts abroad, hosting the Certificate in Strategic Foresight Program with 17 participants at the Destree Institute in Brussels, Belgium May 28th through June 1st. HDCS’s new Certificates in E-Learning and Facilitation launched this June as well. The Certificate Training program in collaboration with the Human Development & Consumer Sciences program at the University of Houston, provides professional training for those interested in advancing their certifications in training and development. For more information regarding upcoming sessions please contact the department at 713.743.3676.

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Andy Hines shared insight on the future of Houston with Houston area residents. Guests included Guy Hagstette of the Buffalo Bayou Partnership and Gyle Berens of the Urban Land Institute in Washington. The program was hosted by Ernie Manouse. Dr. Hines mentioned the importance of vision as a guide to long-range planning. Ideas included: co-creation, crowdsourcing and the fact that novel ideas rarely get adopted at first sight, but rather go through an iterative process of morphing over time. The idea of how to build “cities within a city” was a central topic as well as the trend toward smaller-scale design and more livable communities.

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**The Future is Bright for Students Graduating in Futures Studies**

A degree in Futures Studies leads to great opportunities for recent graduates in the department:

- **Sara Robinson**, has accepted a position as the Editor of Alternet, a political website sponsored by Bill Moyers, PBS host and former Press Secretary for President Johnson.
- **Emily Empel**, will join with the team at Disney as a professional futurist.
- **Elizabeth Chapman**, will be a teacher/administrator at the Leadership Academy sponsored by Lamar University and Pam McConathy this August will be a principal at Think Foresight, a futures-oriented public relations agency.
The Retailing and Consumer Science program teamed up with Target for an opportunity to announce the award of a grant in the amount of $4,000. Dr. Ezell’s class (HDCS 3303) and Dr. Tellegan’s class (HDCS 4380) collaborated on the project. The grant was divided among the three winning teams, with the winnings divided among team members. First place team, winning $2,000 included Juan-Carlos Carbajal, Christopher Clem, Samantha Mecicano, and Andrea Johnson. Second place team receiving $1,000 consisted of Amy Tram, Sylvanna Bertowitz, Victoria Gbenoba, and Amanda Nguyen. Third place team split $500 and consisted of Christopher Fernandez, Ashley Dugar, Laura Espinosa and Ervin Hernandez.

Target, emphasizing their support of HDCS programs stated; “Our Talent Acquisition team is proud to support programs and organizations that directly impact diversity, leadership, academics and volunteerism on campus. Target is excited to be a partner in making your program a success. We are proud to support school programs such as yours to help develop and influence future leaders of Target.” -Target

Outstanding HDCS intern Jenna Howe, majoring in Retailing and Consumer Sciences/Hotel and Restaurant Management, enjoyed a busy senior year. With a minor in Marketing and Beverage Management, Jenna completed an internship with “The Chic Sheet”, a fashion and lifestyle blog written by Mrs. Roz Pactor. Diverse responsibilities included: presenting innovative story ideas, gathering story images, updating the editorial calendar and assisting with fashion show fittings. This position has enabled Ms. Howe to attend industry events such as The Greater Houston Women’s Chamber of Commerce Fashion Show, Fashion Houston, The STAR Awards, Alberta Ferretti Fashion Show and The Metropolitan Cooking and Entertaining Show, featuring Paula Deen. The experience has offered a rich experience in the area of blogs, online marketing and affiliate marketing in the Retailing and Consumer Science market. According to Jenna, who has begun implementing affiliate marketing programs for The Chic Sheet, “This program has exposed me to a side of retail I didn’t know existed and taught me how important it is to keep an open mind and take advantage of every opportunity and every connection you make.”

Rashaun Dickens, recent Retailing and Consumer Sciences graduate, was awarded both the 2011 Stage Stores Inc. Store Manager of the Year Award for the South West District and the 2011 People Development Award for his effective staff leadership, coaching and recruitment activities. Rashaun joined the Palais Royal team eleven years ago and this has been his first and only job. According to Rashaun; “I really love this field! I plan on using my degree in many facets of my career. I want to become a District Manager for Stage Stores INC. and I also want to be a famous fashion consultant. The sky is the limit for me, and I want to make sure that I accomplish all the goals that I set for myself!” Rashaun exemplifies the abilities, traits and work ethic the RCS program seeks to instill in students. We congratulate Rashaun for this remarkable achievement!
HRD INTERNSHIP FOCUS: Katy Sherman

Briefly describe your undergraduate experience and how this has prepared you for the graduate program.

My undergraduate degree in Corporate Communication was a great preparation for the HRD graduate program. As I learned through Adult Learning, there are many social and behavioral theories that stem from communication patterns. Being able to communicate with people and understand the dynamics of both group and individual communication, enables me to optimize my skills as an HR professional.

Describe which skills have enhanced your experience with NASA:

I have gained an array of skills in the graduate HRD program that I use daily in my internship with NASA. I utilize adult learning methods all the time in my interactions with supervisors and employees. Organizational development and design has also been critical when dealing with organizational structures in creating alignment and building efficiencies. Basic HR foundations and the capability to conduct research and problem solve are vital to any job and can be applicable in any organization.

What are your future professional goals in HRD?

My future professional goals in HRD include a specialty in organizational development. As I learn more about NASA and the culture of Johnson Space Center, I would love to continue applying the skills I have learned into improving individual, group, and organization effectiveness.

Describe projects you are currently engaged in:

As a graduate co-op at NASA Johnson Space Center, I have been privileged to work on the team that supports the Engineering Directorate. One of our greatest accomplishments was the implementation of a transparent and clear selection process for the Advanced Exploration System Project Managers and Leads. This included a formulated communication plan, application, interview, and final selection process.

Why did you choose to complete an internship with Target?

I wanted to learn from one of the best companies in the retail industry. Learning from a retailer that continuously innovates to stay competitive while maintaining a fun and collaborative workplace is an invaluable experience.

How did you find the RCS degree program?

My past retail experiences at Banana Republic and SAKS Fifth Avenue were one of the best work experiences I have ever had. After conferring with advisors at the College of Technology and reviewing my interests, they suggested pursuing the Retailing & Consumer Science degree program. After taking 8 major core classes, I am very pleased to be part of the program and look forward to completing the program next year.

Describe your job duties as a Target Intern:

There are four main objectives in the internship program: 1) Take the initiative and learn how to be a Target Leader; 2) Actively participate in internships programs and events such as chat sessions, fun events, etc.; 3) Complete all self-paced and classroom training modules outlined in the Internship Program; and 4) Commit to learning Target’s Leadership Expectations and using them to develop professionally. As an Executive Team Leader Intern, I will learn from each Executive Team Leader (Asset Protection, Guest Experience, Food, Hard Lines, Human Resource, Logistics, Soft Lines, & Pharmacy) on how they facilitate teamwork to complete everyday duties. Hand-on experience is heavily emphasized throughout the internship program.

Has a particular course or activity at U of H helped to prepare you for this internship?

Merchandising and Consumer Science, taught by Dr. Shirley Ezell, has helped me understand how a retail store operates from a management perspective. Hand-on experience is heavily emphasized throughout the internship program.

Where do you see yourself following your internship experience?

I will be graduating in May 2013 with a B.S. in Retailing & Consumer Science. My future goals will include pursuing a master’s degree in Business Administration at the University of Houston while concurrently operating as an Executive Team Leader at Target. My aim is to climb Target’s organizational career chart and experience the upper-level positions such as a Business Partner, Store Team Leader, and District Team Leader.
Deisy Fuentes, Recent RCS Graduate Exhibits Her UH Pride

Endowment Opportunities
Contribute to our permanent endowment, which supports student scholarships and program enrichment. To find out how you can help, contact Dr. Shirley Ezell at sezell@uh.edu. Your contribution entitles you to a tax deduction and provides long term support for HDCS and student scholarships.

Outlook is published by the Human Development and Consumer Science Department as a means of informing the HDCS community about departmental and campus news.

Dr. Carole P. Goodson Department Chair HDCS Office 713.743.4110

SPRING 2012
GRADUATES

BACHELOR OF SCIENCE, CONSUMER SCIENCE AND MERCHANDISING

Ansley, Joel
Ball, Eboni
Batiste, Lannya
Bombaywala, Jasmine
Carrier, Tyron
Castro, Toby
Cegielski, Kimberly
Cisneros, Estela
Dally, Delena
Davis, Kimberlee
Dawson, Marqueon
Dimas, Ann
Farthing, Amanda
Gonzalez, Julia
Grande, Mercedes
Guzman, Maureen

Halbrook, Abigail
Hernandez, Belinda
Hoeller, Christopher
Huebner, Lauren
Kabutra, Pooja
Liberato, Gina
Lohiya, Radhika
Loucks, Katy
Macias, Delia
Marin, Julie
Marmol, Andres
Mejia, Calixto
Miller, Kristin
Moreno, Nereida
Nguyen, Tram
Nguyen, Lien Nguye

Nunn, Zachary
Overbey, Lauren
Palmer, Donald
Price, Jordan
Ramos, Stephanie
Ross, Vanessa
Sanabria, Angelina
Simmons, Camille
Smith, Eddie
Spurlock, Dominique-Danielle
Sweeney, Isaiah
Taylor, Michone
Tieniente, Irene
Villavicencio, Alexis

BACHELOR OF SCIENCE, HUMAN RESOURCE DEVELOPMENT

Lee, Suong
Nguyen, Tam
Ramirez, Jessica

MASTER OF SCIENCE, HUMAN RESOURCES DEVELOPMENT

Assis, Karine
Beaugh, Emily
Brown, Wilfred
Cardiel, Sara
Do, Trang
Godarki, Sonali
Glen, chelsey
Interial, Marco

Kehinde, Alice
MacNaughton, Ian
Martin, Emilia
Nair, Radha
Natividad, Lyceull
Perry, Altonette
Pusuluri, Vani
Roman, Deborah

Sherman, Katy
Sowell, Aimee
Tarpley, Shelley
Williams, Kelvin
Uribe, Alexandra
Zaheer, Madedeena
Soma, Kevwe

MASTER OF TECHNOLOGY, FUTURES STUDIES in COMMERCE

Elizabeth Chapman
Emily Empell

Pam McConathy
Sara Robinson

The above list represents students that have applied for graduation.