Emerging Research Grad Students Represent HRD in Arlington, Virginia

In February, 17 UH graduate students and four faculty members attended the 20th Annual Academy of Human Resource Development (AHRD) Conference in Arlington, VA. Dr. Consuelo Waight, Associate Professor with HDCS, led the graduate students as they participated in the Emerging Research class during the annual conference. The Emerging Research class is a component of the HRD 6397 course in which UH students gather with graduate students from other universities to discuss research in Human Resource Development (HRD) and learn from established scholars in the HRD field.

Designing Futures Summer Course

The Futures Studies program at the University of Houston (UH) is offering a special course during summer 2013. The course is titled Design Futures. Its overall purpose is to blend two themes for influencing the future – design thinking and futures studies. The UH Futures Studies program is collaborating with the Strategic Forecasting and Innovation program at the Ontario College of Art and Design (OCAD). Each program will offer the same course simultaneously so that futures and design students have the chance to work with each other remotely throughout the duration of the course.

Home Depot Regional VP Keynote at Movers and Shakers Event

On Wednesday, April 10th, the Retailing and Consumer Science (RCS) program hosted the Movers and Shakers event on the University of Houston campus. This year’s event focused again on “The Future of Retail” and welcomed retail executives who shared their expertise about the retail industry on a series of presentations and workshops. The keynote speaker was Timothy Wilkerson, Home Depot’s Regional VP.
Global Retailing Program

Set to Inspire Creative Thinkers and Leaders

The Master of Science (MS) in Global Retailing program is set to welcome its first graduate students this fall 2013 semester. The program hopes to uniquely expand opportunities for students to successfully operate and lead retail businesses throughout the global marketplace. This multi-media program offers options for the retail workforce to build relevant, marketable skills with excellent placement opportunities and it will be taught with faculty and industry experts, explains Dr. Shirley Ezell, associate professor in the Department of Human Development and Consumer Sciences.

During the course of their studies, students will examine the worldwide dynamics that impact multi-cultural consumer behavior, retail analytics, and profitability. In addition to theory and best practices, executives in residence will provide a stimulating learning environment that offers cross-cultural perspectives in retail management such as international product sourcing and distribution, applied retail market research and evaluation, international regulations and trade restrictions, and global trends. Applications for the fall 2013 semester are currently being accepted. For additional guidance about the program, contact Dr. Ezell, Associate Professor, Department of Human Development and Consumer Sciences or Tiffany Roosa, Graduate Advisor for the College of Technology.

Target team members prepare to listen to Dr. Shirley Ezell's presentation on creative thinking.

HDCS Student Receives Provost's Urgenderate Research Scholarship

HDCS undergraduate student, Tori Spriggins, has been awarded the Provost's Undergraduate Research Scholarship for the spring 2013 semester. She is currently a senior in the Retailing and Consumer Science degree program, minoring in HRD. Following her graduation, she plans to pursue a Master of Science degree in HRD.

As part of this scholarship program, Spriggins is conducting HRD-related research under the supervision of Dr. Tomika Greer. Together, Tori and Dr. Greer are investigating the concept of panels and interviewed RCS students for permanent positions and internships. Interviews with companies such as Target, The Home Depot, Academy, Wal-mart and Macy's took place during the morning session. After a short lunch break, guests were invited to listen to the keynote address by Timothy Wilkerson, Regional Vice President of The Home Depot, on customer service. Wilkerson shared insights on how his company overcame the problem of bad service by using a customer-centered strategy, which leads to a meaningful gain in market shares.

The Retailing and Consumer Science (RCS) program held its first brown bag event of the semester April 11, 2013 at Macy's in the First Colony Mall in Sugar Land. Macy's store associates were invited to attend the in-house event facilitated by Dr. Shirley Ezell. The hosted event was an opportunity for company employees to learn more about creative thinking and participate in group exercises facilitating new ideas in a retail environment. Attendees shared their innovative retail concepts with the group after the short exercise. The event also focused on highlighting the upcoming Master of Science in Global Retailing program with a short, animated video and information about the program's structure and benefits. A question and answer session concluded the event. Target hosted a similar brown bag event the following week for their store associates.

Macy's Associates Collaborating on an Exercise.

Colombi Joins Retailing Program in Spring

Dr. Chiara Colombi has joined the RCS program as a lecturer. She earned a BS and MS in Industrial Design, PhD in Industrial Design and Multimedia Communication. Assistant Professor in Fashion Design at Politecnico di Milano – Design department.

Colombi's research interests concern research methods and tools in trends research and management processes for product/service development for a fashion collection. Colombi received the Twentieth ADI Compasso d'Oro Award - Young Design (2004), has been a Visiting Researcher at FIT - New York (2007) and Visiting Professor at ISS Melbourne Institute (2008). Tende de panels and interviewed RCS students for permanent positions and internships. Interviews with companies such as Target, The Home Depot, Academy, Wal-mart and Macy's took place during the morning session. After a short lunch break, guests were invited to listen to the keynote address by Timothy Wilkerson, Regional Vice President of The Home Depot, on customer service. Wilkerson shared insights on how his company overcame the problem of bad service by using a customer-centered strategy, which leads to a meaningful gain in market shares.

Colombi's research interests concern research methods and tools in trends research and management processes for product/service development for a fashion collection. Colombi received the Twentieth ADI Compasso d’Oro Award - Young Design (2004), has been a Visiting Researcher at FIT - New York (2007) and Visiting Professor at ISS Melbourne Institute (2008).

Colombi received the Twentieth ADI Compasso d'Oro Award - Young Design (2004), has been a Visiting Researcher at FIT - New York (2007) and Visiting Professor at ISS Melbourne Institute (2008).

Team members from The Home Depot with Wilkerson.
Dr. Johana Lopez is a lecturer in the HRD program at the University of Houston. She received her doctoral degree in Organizational Leadership and Supervision from Purdue University, and holds a B.A. in Psychology from Javeriana University in Colombia, and a M.A. in Administrative Dynamics and graduate certification in Leadership Studies and Organizational Communication from Western Kentucky University. Lopez’s research focuses on organizational and workforce development practices. She is also interested in the intersection of psychology, women’s studies, and management to examine the work experiences of Hispanic women and the factors that affect their job satisfaction and success in the American workplace. Dr. Lopez plans to continue focusing on Human Resource Development and in women’s work experiences in order to encourage organizations to become more inclusive, diverse and accessible to women and minorities. She can be reached at jlopez7@central.uh.edu.

The Executive Master’s in Human Resource Development Program at the University of Houston hosted the Distinguished Speaker event featuring Daniel O’Leary, Chairman, President and CEO of Edgen Group. He spoke April 11, 2013 about “Leading Learning and Change at Edgen Group” at the UH Sugar Land Campus. Over the course of the last 12 years, O’Leary guided Edgen through significant structural reorganizations. After a major acquisition in 2005, which expanded its reach into Europe, the Middle East and Asia, the company became known as Edgen Murray. Another acquisition in 2010 again doubled the size of the company. Edgen Group was formed as a parent company in 2012. O’Leary’s broad range of experience and complex knowledge of energy supply chains give him the ability to lead and develop relationships with all levels of employees, shareholders, customers, and organization stakeholders. Aside from his responsibilities at Edgen Group, O’Leary has also served in leadership positions for the Committee on Pipe and Tube Imports and the National Association of Steel Pipe Distributors. Held annually, the Distinguished Speaker Event features a guest speaker in a key position from a national or international company. The Executive Master of Science in Human Resource Development is designed for anyone responsible for organizational learning and change regardless of academic or professional backgrounds. The program also applies to those who are expert consultants and offers opportunities for collaborating with employers to customize programs for advanced training of executive change leaders. Classes are held at the University of Houston Sugar Land campus.

Dr. Johana Lopez Welcomes Dr. Lopez

HRD Program Welcomes Dr. Lopez

HRD Student Enjoys On Campus HR Internship Experience

Submitted by Rosie Guajardo

“I had the opportunity to intern with the Human Resources Department at the University of Houston during the fall 2012 semester. This internship was truly a wonderful opportunity for me because Sandy Coltharp, HR Director, made it very clear to me from the very start that this was my learning experience and she was really interested in what I wanted to gain from it.

Once I knew what direction my internship was taking, I developed goals and an action plan to reach those goals with guidance from Ms. Fairbanks.

Each of these goals led to my ultimate goal of developing my very own online training. I learned a tremendous amount from Ms. Fairbanks by shadowing her and having conversations with her about her experiences as a training coordinator. I gained a better understanding of everything from techniques to use when using e-learning software to how to properly work with subject matter experts when developing a training program for a client. My advice to students that are currently interning or looking for an internship is to remember that this is your learning experience, so don’t be shy about expressing what knowledge you would like to gain from your internship. More often than not, your internship supervisor will be willing to listen to you and they may just work with you on what you want from the overall internship experience. Both parties will definitely benefit if there is clear and open communication. Another piece of advice is to ask questions. An internship is your opportunity to learn from someone who has a wealth of knowledge in the career field you are pursuing so take advantage of this opportunity.

My overall experience as an intern for the University of Houston’s HR Department was wonderful.”

“...to the HRD course, Dr. Greer presented her research on strategic outcomes of telework practices during one of the conference symposia.

Dr. Holly Hutchins, Associate Professor with HDCS and current Senior Vice-President of Membership Communications and Practice for AHRD, presented a half-day workshop during the conference for early and mid-career faculty members seeking advice on navigating the promotion and tenure process. Additionally, Dr. Torrence Sparkman, Visiting Assistant Professor with HDCS, also attended the conference to present his research on executive leadership development. For more information on the Human Resource Development program at UH, please visit http://www.tech.uh.edu/programs/undergraduate/human-resource-development/.

Dr. Torrence Sparkman, Visiting Assistant Professor with HDCS, also attended the conference to present his research on executive leadership development. For more information on the Human Resource Development program at UH, please visit http://www.tech.uh.edu/programs/undergraduate/human-resource-development/.
In the spring 2013 semester, Ross Shott joined the Futures Studies program as a faculty member. Shott graduated from the program in 2009 and has been a business turnaround specialist in Houston for some time now. However, he wanted to use his new skills in more futuristic work. This happened almost right away when he was accepted into the first summer cohort (GSP-09) at Singularity University (SU), Ray Kurzweil and Peter Diamandis’ venture into high tech futures and global impact. Shott distinguished himself in the class so much that they hired him to manage the entrepreneurial projects his class spun off and helped design the upcoming executive programs.

More recently, Shott was brought back to Houston last year to be CEO of the Conrad Foundation set up in honor of Pete Conrad, one of the 12 astronauts to walk on the Moon. The Foundation runs the Spirit of Innovation Challenge in which high school students create technologies to solve the world’s problems. He also recently founded Psyphers Group where he continues to do strategic consulting, executive coaching, and leading-edge research into human potential. Shott is scarily strategic – he knows how to innovate, plan, and implement change so it should be an outstanding class. Shott can be reached at rosshott@gmail.com.

Dr. Andy Hines recently completed his dissertation on “The Role of an Organizational Futurist in Integrating Foresight into Organizations” from Leeds Metropolitan University. He was able to take the route of PhD by Published Works, which meant that he synthesized, critiqued, and built off his previous published works around organizational foresight, and used them as a jumping off point to explore what’s new and what needs to be researched in the future. It has provided him, and the Houston Futures Studies program, with a rich agenda for future research. The topic was “…certainly one of great interest to me,” Hines noted. “My ten years ‘inside’ taught me a tremendous amount and I think has made me a much better consultant since then.” He feels that this firsthand experience helps in teaching on what it’s like trying to integrate foresight. Hines feels that, “The new research enabled me to broaden my perspective and approach, and come up with a few handy frameworks that I think will prove useful going forward.” Dr. Hines is a Lecturer with the Human Development and Consumer Science Department and can be reached at ahines@uh.edu.

Students Stay Connected and Brainstorm via Online Game

Students in the FUTR 6371 World Futures class participated in an online game during the spring 2013 semester. The game was conducted by the Institute for the Future called Connected Citizens with an objective to brainstorm ways that governments could improve their service to citizens in a ubiquitous, networked world. Points were awarded for the number of ideas submitted and the number of responses those ideas generated. Mackenzie Dickson, a new UH student from Vancouver BC, ended the game ranked third out of more than 500 participants and Roberto Vera Bonilla, a new student from Ecuador, came in eighth overall. Finally Karen Kauder, an elective student in the Futures Studies program, received the Bucky Fuller award for her suggestion, “Stop campaign funding to individual candidates. Share central funds to qualified candidates so more than the rich can run; also, prove budget skills.” Congratulations to all three for their outstanding performance!

The Future City Film Series

City-Making in the 21st Century: Designing Urban Futures

The Futures Studies Program hosted its annual gathering here in Houston April 12-13, 2013. Students, faculty, alums, and potential futurists were invited to attend the event. This year a featured alum and Adjunct Faculty Cindy Frewen-Wellner. Frewen-Wellner lead the Saturday meeting on City-Making in the 21st Century: Designing Urban Futures. A series of brief presentations were held during the morning at the UH campus, followed by discussions with various speakers. The speakers and topics included:

- Oliver Markley - Role of Images in Cities of the Future
- Lee Shupp - A Street View of Cities of the Future (city as community)
- Todd Gentzel - Scene-
Collegiate DECA Gives Back to Houston Area

On Saturday, February 23rd, several members of Collegiate DECA volunteered at the Houston Food Bank: Keegan Kitchen. The Keegan Kitchen facility, located just north of downtown Houston, serves the needs of food programs such as Meals on Wheels, US Vets, and Kids Café. The DECA members volunteered during the morning hours to prepare both hot and frozen food. In total, 7062 pounds of food was prepared, which resulted in 5882 prepared meals.

Through the help of volunteers the Houston Food Bank Keegan Kitchen was able to save an estimated $3420.00 in meal preparation expenses. “In an act of service, Collegiate DECA members enjoy giving back to the community by volunteering. It was a rewarding experience bonding with the members and helping out our local community,” DECA secretary Jasmine Berry said. For more information on DECA initiatives, please visit http://www.tech.uh.edu/DECA.

“Volunteering for the food bank was a fun and memorable experience. We prepared carrots to be added to dinners for the food bank. The staff members were welcoming, helpful and appreciative of our assistance.”

Crystal Wade

Sonigrah Awarded Scholarship from ASTD

Reena Sonigrah, graduate HRD student, has been selected to receive a free year of membership to the American Society of Training and Development (ASTD). She and six other students across the nation were selected from more than 70 scholarship applicants. Ms. Sonigrah was selected based on her dedication to the training and development (HRD) field, which was evident through her application.

Regarding the opportunities available to her through this scholarship, Reena writes, “I will be able to stay adept with the evolving research and groundbreaking trends in learning and career development through my ASTD membership scholarship. I will gain an exposure to the conference proceedings and industry vision, which will excellently streamline my career goal of launching a student-centered career decision-making virtual infrastructure.”

HDCS International Student Double Majors

Have you ever wondered how a College of Technology degree could take one into the world of fashion retail and human resources? Alejandro Navarette Castillo, a graduate student in the HDCS department, answers questions and gives great advice to students considering a similar path.

Alejandro is originally from Bogota, Colombia. He received his 5 years bachelor in Service Institutions Administration from the Universidad de la Sabana. While working at Nestle Purina Petcare in Colombia, Alejandro realized that most of the problems facing today’s companies are a clear lack of human training and development that allows them to not just be highly productive to enhance the company’s performance, but to be happy by achieving all their personal goals in life.

His experience working with the Yamaha company also ignited a passion for the retail industry, especially in a global sphere. Alejandro decided to enroll in the MS in HRD program and the MS Global Retailing program at the University of Houston (UH). Alejandro finally found a way to combine the two things he loves the most: training and developing people and the retail industry.

What did your previous education and experiences help you become successful? I have a degree from the Universidad de la Sabana and immediately started to work at Yamaha, and later at Nestle managing the Maintenance Contractors of the Purina Petcare Factory within the Human Resources Department. There I discovered my taste for HRD and the retail industry (from a production point of view). I’m currently a double master student pursuing an M.S. in Human Resource Development and will start the M.S. in Global Retailing this fall.

What would you like to be doing in the next 10 years? I would like to be a training specialist within the retail industry. I definitely would love to work with huge retailing companies helping them to develop their employees in determinant competitive aspects such as: Leadership, Customer Service, Teamwork, Influencing, and Commercial Awareness among others.

What is your advice to students interested in a retailing and consumer sciences career? If you define yourself as a creative leader with passion for serving people and interacting with other cultures, this is the place for you. Globalization is demanding global thinkers; however, this is a skill that requires training and hard work. Our generation’s first goal is to build an international economy that will require not only the international movement of goods and services but the global creation of ideas and intellectual capital.
Bonnie Rogers Inducted into Phi Beta Delta Honor Society

Bonnie Rogers was inducted into the University of Houston Delta Iota Chapter of Phi Beta Delta on April 25, 2013. Phi Beta Delta is the Honor Society for International Scholars and recognizes achievement of international students and scholars and serves as a vehicle for the development of academic-based international programming. A program honoring faculty, staff, and student inductees was held in the Rockwell Pavilion. Ms. Sonja Garza-Monarchi, President of Garza Protocol Associates, LLC, gave the keynote address. Following the program a reception took place to introduce new members to returning members. Ms. Rogers is with the College of Technology and serves as the Program Facilitator for the Executive Master’s in Human Resource Development Program.

HRD Students and Faculty Publish in New Horizons

Submitted by Dr. Holly Hutchins

I am happy to announce the publication of a special issue of New Horizons in Adult Education and Human Resource Development on the role of adult learning and critical media analysis. This special issue includes an introductory and summary article by me (and co-author Laura Biereima) and three articles from prior HRD graduate students (Sonja Sharma, Ailiki Morntoun-tak, Allison Koenig, and Amber Kubiceck-Smith). This issue grew out of their course papers from my HRD 6533 Adult Learning class a few years back. The goal of that assignment was for students to explore a non-traditional text (from popular culture) to identify adult learning concepts and develop a more critical perspective of media representations, which prompted the students to reflect on their own experiences with stereotypes, marginalization, and hegemonic control. Supporting and developing graduate student work from class submissions to publications is a challenging process, but very rewarding experience. I capture these reflections in the introductory article and offer suggestions when working with students on publishing their work. The final article is a content analysis of their articles using a framework of critical media analysis. I also include their own reflections (per semi-structured interviews) on their reactions to and reflections on exploring adult learning through popular culture. I think you’ll find their comments moving.

The learning objectives are twofold. First, the course aims to offer the opportunity for UH future students to learn about and use design thinking and visualization in their work. Secondly, the course will provide an opportunity for OCAD design students to learn about and use more conscious foresight methodologies in their work.

The course will be taught as two simultaneous, complementary and integrated summer courses—one at UH and one at OCAD. Dr. Cindy Frewen-Wellner, an architect and UH faculty member, will be the instructor for the UH course. Dr. Greg Van Alstyne will be the instructor for the OCAD course. Dr. Peter Bishop, Associate Professor of Strategic Foresight and Director of the graduate program in Futures Studies, and other futures graduates and design professionals will assist Dr. Frewen-Wellner at UH. Additional members of the OCAD faculty will assist Dr. Van Alstyne at OCAD. Students interested in the course can get more information from Dr. Peter Bishop at pbishop@uh.edu.

Learning to Be Leaders

Graduate HRD students listen in on a series of workshops at the annual Academy of HRD Conference in February.

Houston Area Futurists in the World Future Conference

The World Future annual conference will feature quite a few Houston Futurists this year. Included in the conference lineup are Josh Lindenger and Jason Swanson presenting From E-Learning to Everywhere Learning; graduate Emily Empel on The Future of Celebrations; Terry Collins and Jim Breaux explaining Starting Integral: Visioning and a New STEEP; and Dr. Peter Bishop and fellow futurists hosting the Best of Houston Futures with works by:

- Amy Glynn, Madison, WI- A Model of Health Insurance in the Era of Genetic Testing
- Heather Schlegel, Los Angeles, CA- The Human Problem: A Reflection on the Current Era
- Jim Breaux, Houston, TX- The Future of Weather-related Disaster Recovery
- Sean Daken, Boulder, CO- The Future of Cause Marketing

Congratulations to all presenters!

Shakers continued from page 3

Success as a way to ensure successful end product. A “Hearing from the Pros” panel was also a part of the afternoon's agenda. The panel consisted of Joy Sewing, Fashion and Beauty Editor at the Houston Chronicle, along with Shelly Ludwig, Director of Marketing at Tootsies, Cali Saitowitz, Owner of BB! Classic, and Roz Pashor, Fashion and Marketing Consultant and Lifestyle Blogger at the Chic Sheet. Each of the four panelists shared their personal experiences with students on being successful in the retail industry. This year’s Movers and Shakers event was preceded by a series of workshops that helped students prepare for the day’s events.
SPRING 2013 GRADUATES

BACHELOR OF SCIENCE, RETAILING AND CONSUMER SCIENCE

Akaweih, Lena
Allahverdian, Aramik
Baker, Lauren
Bamfo, George
Brien, Corley
Burum, Caroline
Cloud, Tyler
Clough, Jo
Cotter, Ryan
Gooding, Jade
Gray, Ravyn
Grizzoffi, Eric
Hernandez, Enrique
Hess, Erin
Kettles, Verna
Lejong, Nicole
Lekovic, Dajana
Liang, Lu
Listyasari, Daniar
Marek, Rebecca
Mason, David
Mexicano, Samantha
Nguyen, Viet-Tu
Olbrych, Kaitlin
Porcayo, Elizabeth
Rasco, Gail
Redlon, Joyce
Sallack, Piri
Siegel, Gregory
Steward, Daryl
Swanson, Krista
Theiss, Wesley
Tsai, Amy
Al-Kalla, Khalid T
Meza, Marilyn

BACHELOR OF SCIENCE, HUMAN RESOURCE DEVELOPMENT

Alliniece, Michael
Banafe, Haniya
Castanon, Paul
Gonzalez, Melissa
Johnson, De'neshia
Jones, Jessica
Le, Linda
Mburu, Caroline
McNairy, Erica
Morales, Michelle
Ordonez, Maria
Pineda, Danica
Tahir, Fizza
Vu, Peter
Warfield, Jimmy

MASTER OF SCIENCE, HUMAN RESOURCES DEVELOPMENT

Adimiche, Tochi
Bar, Amir
Dudley, Jason
Gramajo, Ligia
Hulin, Shaun
James, Lauren
Lowry, Bridget
McClung, Roy
Nicholson, Matt
Rougeau, Rose
Shepard, Toya
Sosa, Sandra
Stricker, Jillian
Webb, La Shaunda
Xiang, Mingyue

The above lists represents students who have applied for graduation.

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

College of Technology
University of Houston
110 Cameron Building
Houston, TX 77204 - 6020

Dr. Carole Goodson
Department Co-Chair

Dr. Barbara Stewart
Department Co-Chair

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