

Rebecca J. McPherson, Ph.D., SPHR

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ACADEMIC BACKGROUND

Doctorate of Philosophy in Educational Human Resource Development
Texas A&M University, May 2007–May 2012.

Master of Arts in Organizational Management
University of Phoenix Online, April 2003–April 2005.

Bachelor of Science in Management of Human Resources
Regents College, January 1994–July 2000.

PROFESSIONAL CERTIFICATIONS

Senior Professional in Human Resources
Human Resource Certification Institute, 2005–Present.

ACADEMIC SCHOLARSHIP

Scholarly Works in Process

McPherson, R. (n.d.). Life stories: Cascading impacts of youth homeless on job mobility to post-compulsory education. *Manuscript in under review.*

McPherson, R. (n.d.). Job mobility and job plateaus: A staffing perspective of low-qualified labors' experience in crossing organizations and industries. *Data collection and analysis in process.*

Salazar, D., & McPherson, R. (n.d.). Examining COBA's initiative: Driving service learning pedagogy across the business curriculum. *Data collection and analysis in process.*

McPherson, R., Salazar, D., & Loafman, L. (n.d.) Exploring HRM signals: ADA AA compliance and handler-service dog teams' job mobility. *Data collection in process.*

Scholarly Peer-Reviewed Publications

McPherson, R. (In press). Low-qualified talent pipeline's job mobility, boundary crossing, and career success: A cross-industry HRM perspective. *Journal of Organizational Psychology.*

McPherson, R. (In press). A cross case study: Comparing the impact of technology-nested strategies and instructor presence on active learning experiences between virtual and face-to-face modalities. *Ubiquitous Learning: An International Journal*.

McPherson, R., & Noelting, D. T. (In press). Developing technical competence for the virtual classroom: Managing technology-driven pedagogy, faculty development, and the hidden workload. *The International Journal of Technologies in Learning*.

McPherson, R. (2016). The impact and salience of low-income single mothers' identities and roles on post-compulsory education persistence decisions. *The International Journal of Adult, Community, and Professional Learning*, 23(4), 1–13.

McPherson, R., & Alfred, M. (2014). Single welfare-reliant student mothers' identity development. *The International Journal of Learner Diversity and Identity*, 20(3), 57–66.

McPherson, R., & Wang, J. (2014). Low-income low-qualified employees' access to workplace learning. *Journal of Workplace Learning*, 26(6/7), 462–473.

Dissertation Research

The life course of single welfare-reliant mothers: Experiences in seeking access to and persisting in post-secondary education.
Texas A&M University, May 2012.

Scholarly Journal Peer Reviewer

Associate editor.

The International Journal of Adult, Community and Professional Learning, August 2016.

Associate editor.

The Learner Collection, April 2016.

Associate editor.

The International Journal of Learner Identities and Diversity, January 2015.

Associate editor.

The International Journal of Educational Organization and Leadership, April 2014.

Book reviewer.

Investing in the disadvantaged: Assessing the benefits and costs of social policy.
Journal of Economic Issues, September 2010.

Presentations

ADA AA compliance and handler-service dog teams.
Co-Presenters Loafman, L. & McPherson, R.,

The Williamson County Human Resource Management Association,
Round Rock, Texas, March 2018.

ADA AA compliance and handler-service dog teams.
Co-Presenters Loafman, L. & McPherson, R.,
The Central Texas Human Resource Management Association,
Belton, Texas, February 2018.

Job mobility and job plateaus: A staffing perspective of low-qualified labors' experiences
crossing organizations.

2018 AHRD International Research Conference in the Americas, Poster Session Presenter,
Richmond, Virginia, February 2018.

Exploring a college-wide initiative: Driving service learning pedagogy across the business
curriculum.

Co-Presenter, Salazar, D. and McPherson, R.
The Twenty-Fourth International Conference on Learning, Paper Presenter,
University of Hawaii, Honolulu, Hawaii, USA, July 2017.

Two mothers' journeys: Exploring narratives from youth homeless and job mobility to post-
compulsory education.

The Twenty-Fourth International Conference on Learning, Paper Presenter,
University of Hawaii, Honolulu, Hawaii, USA, July 2017.

Creating equivalent active learning experiences: A comparison of virtual and face-to-face
delivery modes.

The Tenth International Conference on e-Learning and Innovative Pedagogies, Paper Presenter,
University of Toronto, Toronto, Canada, May 2017.

Integrating service learning across the curriculum to achieve
impactful student learning experiences.

Co-Presenters, Altman, B., Robin, J., McPherson, R., Salazar, D., and Liou, R.
SWAM 2017 Conference,
Arkansas, USA, March 2017.

Elucidating low-qualified labor markets' career paths in navigating career mobility plateaus
across organizations.

2017 AHRD International Research Conference in the Americas, Poster Session Presenter,
Texas, USA, March 2017.

The impact of low-income single mothers' identities and role salience on post-compulsory
education persistence decisions.

The Twenty-Third International Conference on Learning, Paper Presenter,
University of British Columbia, Canada, July 2016.

What you didn't know we were thinking about academic technology.

Chancellor's Summit on Academic Technology, Invited Guest Faculty Panelist,
Texas A&M University, Texas, June 2016.

Low-income single mothers' persistence in post-compulsory education.
Inaugural International Research Conference, Paper Presenter,
Oxford University, United Kingdom, July 2014.

The impact of single welfare-reliant mothers' identity development
on post-secondary education.
The Twentieth International Conference on Learning, Paper Presenter,
University of Argosy, Greece, July 2013.

The impact of in-congruent social class values in supervisor-subordinate relationships
on access to adult learning opportunities in the workplace.
8th International Conference on Researching Work and Learning, Round Table Presenter,
University of Sterling, Scotland, June 2013.

The effect of social class worldviews on access to adult learning opportunities in the workplace.
Student Research Week,
Texas A&M University, 2010.

Bosses don't have to be beasts.
Central Texas Diversity Conference, Guest Speaker,
Waco, Texas, 2006.

RECOGNITION

Notable scholarly activity in the area of professional publications.
Certificate of Recognition,
University of Maryland, May, 2014.

TEACHING EXPERIENCE

Courses taught are 100% online unless otherwise noted.

Workplace Planning and Employment
Graduate Program, Texas A&M University–Central Texas,
Spring 2016 (face-to-face), Spring 2017, Spring 2018.

Recruitment, Selection, and Placement
Undergraduate Program, Texas A&M University–Central Texas,
Fall 2016 (face-to-face & online), Spring 2017, Fall 2017 (face-to-face & online), Spring 2018.

Personnel/Human Resource Management
Undergraduate Program, Texas A&M University–Central Texas,

Fall 2014, Spring 2015, Summer 2015, Fall 2015 (face-to-face & online), Spring 2016 (face-to-face & online), Spring 2017, Spring 2018.

Undergraduate Internship–Human Resource Development
Undergraduate Program, Texas A&M University–Central Texas,
(3 Students) Spring 2017 (Blended), (1 Student) Spring 2018 (Blended).

Managing Human Resource Development
Graduate Program, Texas A&M University–Central Texas,
Fall 2014, Fall 2015, Fall 2016, Fall 2017.

Alumni Internship–Human Resource Development
TAMU-CT SHRM Chapter #3959, Alumni Member, Texas A&M University–Central Texas,
(1 Student) Spring 2017 (Blended).

Graduate Internship–Human Resource Development
Graduate Program, Texas A&M University–Central Texas,
(2 Students) Spring 2017 (Blended).

Human Resource Management
Graduate Program, Texas A&M University–Central Texas,
Spring 2017.

Foundations of Human Resource Management
HRMN Online Undergraduate Program, University of Maryland University College–Europe,
Summer 2012; Fall 1 & 2, 2012; Spring 1, 2013; Summer 2014; Spring 2015 (Hybrid).

Business Communications and Research
Undergraduate Program, Texas A&M University–Central Texas,
Spring 2015.

Program Development in Adult Education
Department of Educational Administration and Human Resource Development
Graduate Program, Texas A&M University,
Spring 2015.

The Total Rewards Approach to Compensation Management
HRMN Online Undergraduate Program, University of Maryland University College–Europe,
Spring 2, 2013; Summer, 2013; Spring 1, 2014, Fall 2, 2014.

Organizational Communication
HRMN Online Undergraduate Program, University of Maryland University College–Europe,
Fall 1 & 2, 2013; Fall 2014.

HRM Issues and Problems
HRMN Online Undergraduate Program, University of Maryland University College–Europe,

Spring 2, 2014.

Foundations of Human Resource Development
ISNC Undergraduate Program, Texas A&M University EHRD, Spring 2008.

Workforce Education
Human Resource Management HRCI Certification Course
Temple College, September 2005.

Labor Relations
Human Resource Management HRCI Certification Course
Temple College, September 2005.

SERVICE

Student Success Task Force
At-Large Faculty Member, April 2017–Present.

Service–Learning Advisory Board
Faculty Member, April 2016–Present.

SHRM TAMUCT Student Chapter #5395
Faculty Sponsor, June 2016–Present.

COBA BBA HRM Program Assessment
Faculty Lead, December 2016–Present.

COBA BBA HRM Program Advisor
Faculty Advisor, December 2016–Present.

WilcoHR–College Relations Chair
Board Member, January 2018–December 2018.

Service Learning Internships–Texas Humane Heroes
Faculty Sponsor, January 2017–May 2017.

Service Learning Course–Texas Humane Heroes
Instructor of Record, August 2016–December 2016.

PROFESSIONAL EXPERIENCE

Assistant Professor of Human Resource Management–Tenure Track
Texas A&M University–Central Texas, September 2015–Present.

Online Adjunct Instructor
Texas A&M University–Central Texas, May 2014–August 2015.

Online Adjunct Instructor
The University of Maryland University College–Europe, May 2012–August 2015.

Online Adjunct Instructor
Texas A&M University, January 2015–May 2015.

Human Resource Manager
Professional Data Solutions, January 2009–September 2009.

Visiting Adjunct Professor
Texas A&M University, January 2008–May 2008.

HRM Consultant
Texell Federal Credit Union, April 2007–December 2007.

Human Resource Coordinator
Materials Transportation Company, July 2003–February 2007.

HRM Consultant
Human Resource Compliance Management, Inc. April 2002–January 2003.

Human Resource Manager
Win-Con Enterprises, Inc., December 2001–April 2002.

Human Resource Intern
USAA Real Estate Company, November 2001–December 2001.

Military Intelligence Analyst
National Security Agency, US Army, August 1990–May 1994.

PROFESSIONAL CONTINUING EDUCATION

2018 AHRD International Research Conference in the Americas
Virginia, USA, February 2017.

Association for Talent Development, Core 4 Conference
San Antonio, Texas September 2017.

The Twenty-Fourth International Conference on Learning
University of Hawaii, Honolulu, Hawaii, USA, July 2017.

Introduction to Data Analysis Using Excel, MOOC

Rice University, June–July 2017.

The Tenth International Conference on e-Learning and Innovative Pedagogies
University of Toronto, Toronto, Canada, May 2017.

Professional Development Workshop: No Power, No Point
ATD Austin, May 2017.

2017 AHRD International Research Conference in the Americas
Texas, USA, March 2017.

Exploring Innovation Frontiers Initiative: A Primer for the EIFI Southern Regional Dialogue
Council on Competitiveness, Houston, November 2016.

HR Southwest
Dallas SHRM, October 2016.

Professional Development Day: Award Winning Instructor-Led Training
ATD Austin, June 2016.

Quality Matters Peer Reviewer Course
Quality Matters, May 2016.

AACSB Assessment Seminar
AACSB, March 2016.

Quality Matters Rubric,
Quality Matters, December 2015.

Quality Matters 7th Annual Conference on Quality Assurance in Online Learning
Quality Matters, November 2015.

Lunch and Learn Webinar Series:
A Guide to Teaching Hybrid Courses Stateside, Webinar
CTL, University of Maryland University College–Europe, May 2015.

Fundamentals: ADA and Web Accessibility, Workshop
The Sloan Consortium, March 2015.

Exploring Digital Storytelling, Workshop
The Sloan Consortium, March 2015.

Designing a Flipped Classroom, Workshop
The Sloan Consortium, November 2014.

ePortfolio for Learning, Workshop

The Sloan Consortium, October 2014.

Teaching Excellence Webinar Series:
Effective Use of Multimedia in Online Classrooms, Webinar
CTL, University of Maryland University College–Europe, October 2014.

Introduction to Collaboration Tools, Workshop
The Sloan Consortium, August 2014.

Developing Effective Presentations, Workshop
The Sloan Consortium, August 2014.

Teaching Excellence Webinar Series:
Active Teaching in the Online Classroom, Webinar
CTL, University of Maryland University College–Europe, June 2014.

Infographics for Education, Workshop
The Sloan Consortium, June 2014.

Introduction to Photography, MOOC
University of Australia, March 2014.

Teaching Excellence Webinar Series:
Free Technology Tools for University Teachers: Best of 2014
CTL, University of Maryland University College–Europe, March 2014.

Desire2Learn LMS Training
CTL, University of Maryland University College–Europe, December 2013.

Rubrics, Grading, & Effective Feedback, Workshop
CTL, University of Maryland University College–Europe, October 2012.

The Art of Feedback, Workshop
CTL, University of Maryland University College–Europe, September 2012.

WebTycho Migration, Seminar
Building Social and Teaching Presence with Instructor-Created Videos, Seminar
Designing Effective Online Discussions, Seminar
Insights on Teaching Hybrid Courses, Seminar
Aligning Faculty and Instructor Goals, Seminar
Virtual Global Faculty Institute
CTL, University of Maryland University College–Europe, August 2012.

Teaching Hybrid Courses, Workshop
CTL, University of Maryland University College–Europe, August 2012.

Working with Military Learners, Workshop
CTL, University of Maryland University College–Europe, July 2012.

Time Management in the Online Classroom, Workshop
CTL, University of Maryland University College–Europe, June 2012.

Virtual Instructor Certification Program
The College of Education and Human Development, Texas A&M University, Spring 2011.

PROFESSIONAL ASSOCIATIONS/MEMBERSHIPS

Academy of Human Resource Development
Member since January 2018–Present.

Williamson County Human Resources Management Association
Member since April 2017–Present.

Association for Talent Development
Member since October 2015–Present.

Central Texas Human Resource Management Association
Member since January 2003–2011, September 2015–Present.

Society for Human Resource Management
Professional member since February 2001–Present.