

# **Rebecca J. McPherson, Ph.D., SPHR**

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1001 Leadership Place, Killeen, TX 76549

## **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., & Noelting, D. T. (n.d.). Developing technical competence for the virtual classroom: Managing technology-driven pedagogy, faculty development, and the hidden workload. *Manuscript under review.*

McPherson (n.d.). 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. *Manuscript under review.*

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: An HRM perspective of low-qualified labors' experience in crossing organizations. *Manuscript 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. (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*.

McPherson, R., & Eads, A. (n.d.). Active learning pedagogy: Exploring the impact of student presence on ownership and active engagement in the virtual environment. *Submitted to TAMUCT IRB for review*.

### **Scholarly Peer Reviewed Publications**

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.

### **Book Reviewer**

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

### **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.

### **Presentations**

Job Mobility and Job Plateaus: A Staffing Perspective of Low-Qualified Labors' Experiences Crossing Organizations, *Poster Presentation Proposal Under Review*, 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 Learner Conference, 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 Learner Conference, 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  
SWAM 2017 Conference, Panel Session Co-Presenter, Altman, B., Robin, J., McPherson, R., Salazar, D., and Liou, R.  
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  
Texas A&M University, Student Research Week, 2010.

Bosses Don't Have to be Beasts.  
Central Texas Diversity Conference, Guest Speaker, 2006.

## **RECOGNITION**

Certificate of Recognition  
Notable Scholarly Activity in the Area of Professional Publications,  
University of Maryland, May, 2014.

## **TEACHING EXPERIENCE**

*Courses taught are 100% online unless otherwise noted.*

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

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).

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

3 Internships – Human Resource Development  
Undergraduate Program, Texas A&M University – Central Texas,  
Spring 2017 (Blended).

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

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

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.

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

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

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

## **SERVICE**

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

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

SHRM TAMU-CT Student Chapter  
Faculty Sponsor, June 2016 - Present.

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 Tenure Track,  
Texas A&M University – Central Texas, September 2015 – Present.

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

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

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

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

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

HRM Consultant, Contract,  
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**

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

History and Theory of Urban Planning  
University of Texas at San Antonio Graduate School, Fall 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.

Study Group for Certified Professional in Learning and Performance  
ATD Rocky Mountain, January 2017 – 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 7<sup>th</sup> 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**

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

Toastmaster's Centex Professional Trainers  
Member since January 2017 – Present.

Association for Talent Development  
Member since October 2015 – Present.

Austin 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.

## **TECHNICAL COMPETENCE**

### **Learning Management Systems**

Black Board, Desire2Learn, WebTycho, Canvas

### **Learning Tools**

MS Office 2010; Sparkle Pro Video Scribe; Camtasia Studio 9; SnagIt;

Xara Graphic Designer, Adobe Spark Video, Voice Thread

### **Research Analysis Tools**

Atlas.ti, Quirkos, Qualtrics

### **Communication Tools**

Skype; Zoom, Trello, LinkedIn; Professional Website gotorebecca.com, YouTube Channel

(published and unlisted content), Sound Cloud (unlisted content)