

# *Dr. Rebecca McPherson, SPHR, APTD*

*ASSOCIATE PROFESSOR OF HUMAN RESOURCE MANAGEMENT*

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## **Professional Profile**

Dr. Rebecca McPherson is an Associate Professor of Human Resource Management at Texas A&M University-Central Texas. She has eight years of industry experience in the human resource (HR) profession, is certified as an SPHR as well as an APTD, has eight peer-reviewed publications in the areas of job mobility, employability, and developing a qualified workforce, and one publication under review. She is currently the HR Student Advisor and Academic Alignment Program Administrator for the BBA HRM and MBA HRM *emphasis* programs as well as the BBA HRM program coordinator.

## **ACADEMIC BACKGROUND**

*EDUCATION AND INDUSTRY CERTIFICATION*

### **Formal Education**

Doctor of Philosophy in Educational Administration and Human Resource Development

Texas A&M University, awarded 2012

Master of Arts in Organizational Management

University of Phoenix Online, awarded 2005

Bachelor of Science in Management of Human Resources

Regents College, awarded 2000

### **Professional Certifications**

APTD-Associate Professional in Talent Development

Association for Talent Development, since 2018

SPHR-Senior Professional in Human Resources

Human Resource Certification Institute, since 2005

## **PROFESSIONAL EXPERIENCE**

*HUMAN RESOURCE MANAGEMENT*

### **Academic Experience**

*Associate Professor of Human Resource Management-Tenured*, Texas A&M University-Central Texas, since September 2021

*Assistant Professor of Human Resource Management-Tenure Track*, Texas A&M University-Central Texas, since August 2015

- Online Adjunct Instructor, Texas A&M University-Central Texas
- Online Adjunct Instructor, The University of Maryland University College–Europe
- Online Adjunct Instructor, Texas A&M University
- Visiting Adjunct Professor, Texas A&M University

### **Industry Experience**

- HRM Consultant, Texell Federal Credit Union
- HRM Consultant, Human Resource Compliance Management, Inc.
- Human Resource Manager, Professional Data Solutions, Inc.
- Human Resource Manager, Win-Con Enterprises, Inc.
- Human Resource Coordinator, Materials Transportation Company
- Human Resource Intern, USAA Real Estate Company

### **Texas Veteran**

- Military Intelligence Analyst, U.S. Army
- Top Secret Security Clearance

### **Professional Associations**

- Academy of Management
- Association for Talent Development
- Society for Human Resource Management
- National Association of Employment Counseling
- Williamson County Human Resources Management Association, Past President
- Central Texas Human Resource Management Association, Past President

## **TEACHING EXPERIENCE**

### *INNOVATIVE COURSE DESIGNS AND TEACHING*

#### **A&M-Central Texas MBA HRM *emphasis***

##### **Graduate Courses, since 2014**

- Workplace Planning and Employment *service-learning design, project-based, course lead (2020-Present)*
- Workplace Planning and Employment *active-learning design, case study, course lead (2019-2019)*
- Managing Human Resource Development *active-learning design, project-based, course lead (2015-Present)*
- Managing Human Resource Development *service-learning design, project-based, course lead (2016)*
- Human Resource Development Internships *active learning, project-based, faculty sponsor (2016)*
- Human Resource Management *(2014)*

#### **A&M-Central Texas BBA HRM**

##### **Undergraduate Courses, since 2014**

- Human Resource Certification Preparation *micro-learning design, course lead (2019)*
- Recruitment, Selection, and Placement *research-informed active-learning design, project-based, course lead (2016-Present)*
- Personnel/Human Resource Management *course lead (2015-2019)*

- Human Resource Development Internships *active-learning design, project-based, faculty sponsor (2016-2017)*
- Business Communications and Research (2015)

### **Previous Teaching Experience**

UMUC–Europe Undergraduate Courses (2012-2015)

- Foundations of Human Resource Management
- The Total Rewards Approach to Compensation Management
- Organizational Communication
- HRM Issues and Problems

TAMU Graduate Course (2015)

- Program Development in Adult Education

## **SCHOLARSHIP**

*EMPLOYABILITY, DISABILITY, AND DEVELOPING A QUALIFIED WORKFORCE*

Web of Science, Researcher ID # O-3307-2019

### **Peer-Reviewed Publications**

McPherson, R. (2021). Understanding low-skilled labours' protean-boundaryless mental maps and employability traps. *The International Journal of Business and Systems Research*, 15(3). doi: 10.1504/IJBSR.2021.10030921

McPherson, R. (2018). A life course study of student success: Unaccompanied youth homelessness impacts on the pursuit of post-compulsory education and job mobility. *The International Journal of Learning: Annual Review*, 25(1), 13-28. doi:10.18848/1447-9494/CGP/v25i01/13-28.

McPherson, R. (2018). Low-qualified labors' job mobility, boundary crossing, and career success: A cross-industry HRM perspective. *Journal of Organizational Psychology*, 18(1), 116-129. doi: <https://doi.org/10.33423/jop.v18i1>

McPherson, R. (2018). 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*, 10(4), 11–24. doi: <https://doi.org/10.18848/1835-9795/CGP/v10i04/11-24>

McPherson, R., & Noelting, D. T. (2018). Developing technical competence for the virtual classroom: Managing technology-driven pedagogy, faculty development, and the hidden workload. *The International Journal of Technologies in Learning*, 24(3), 13–27. doi: 10.18848/2327-0144/CGP/v24i03/13-27

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. doi: 10.18848/2328-6318/CGP/v23i04/1-13

McPherson, R., & Alfred, M. (2014). Single welfare-reliant mothers' student identity development. *The International Journal of Learner Diversity and Identity*, 20(3), 57–66. doi: 10.18848/2327-0128/CGP/v20i03/48575

McPherson, R., & Wang, J. (2014). Low-income low-qualified employees' access to workplace learning. *Journal of Workplace Learning*, 26(6/7), 462–473. doi:10.1108/JWL-10-2013-0084

### **Peer-reviewed Conference Proceedings**

McPherson, R. (March, 2019). Staffing professionals' perspectives of the secondary labor market protean and boundaryless career phenomenon. *SWAM 2019 Conference Proceedings*. 187–193. Located at [http://www.swamfbd.org/uploads/SWAM\\_2019\\_Proceedings.pdf](http://www.swamfbd.org/uploads/SWAM_2019_Proceedings.pdf)

### **Dissertation**

McPherson, R. (May, 2012). *The life course of single welfare-reliant mothers: Experiences in seeking access to and persisting in post-secondary education*. (Doctoral dissertation), Texas A&M University. Available from <http://oaktrust.library.tamu.edu/handle/1969.1/ETD-TAMU-2012-05-10926>

### **Scholarly Works-under review**

McPherson, R. & Loafman, L., & Salazar, D. (n.d.). Service dogs in the workplace through the eyes of HR professionals. *Manuscript under review*.

### **Scholarly Works-in-process**

McPherson, R., & Patrick, A. (n.d.). Attribute-based employability: A comparison of perceptions between disabled and non-disabled applicants. *Manuscript in process*.

McPherson, R., & Patrick, A. (n.d.). The malleability of employability: Delineating employers' attribute-based, multiple-hurdle, selection criteria. *Manuscript in process*.

McPherson, R., Yawson, R., & Osafo, E. (n.d.). Becoming an employer of choice: Stretching toward employer brand management and sustainable talent pipelines. *Data analysis in process*.

McPherson, R., & Loafman, L. (n.d.). HR professionals' experience with assistance animal requests and integration. *IRB request for additional data*.

McPherson, R., Loafman, L., & Yawson, R. (n.d.). *The employer brand management framework and strategic talent pipeline management*. Textbook outline in process.

### **Recognition**

COBA Education Innovation/ Improvement Award, *online course design HRM 5303*, 2020.

Best Reviewer Award, Careers Division, Academy of Management Conference, 2019.

COBA Outstanding Service Award, *professional service*, 2019.

Nominated for Editorial Board, International Journal of Business and Systems Research. Dr. Robert Yawson, Associate Editor, 2019.

Volunteer of the Year, Co-VP Workforce Readiness and College Relations. Williamson County Human Resource Management Association, 2018.

Ignite Award Faculty, Distinguished Student Leadership & Service Award. Texas A&M University-Central Texas, 2018.

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

## Presentations

- McPherson, R. & Loafman, L. (April, 2021). ADA and Fido at work: Risk management strategies. *Texas Association of Counties Management and Risk Conference*. Texas, USA.
- Loafman, L., & McPherson, R. (August, 2020). Access and classification confusion: You can't ban my service kangaroo! *95<sup>th</sup> Academy of Legal Studies in Business*. Online Annual Conference.
- Loafman, L., & McPherson, R. (March, 2020). Fido might not fly: Examining the implications of the proposed regulations for animals on flights. *Academy of Business Research Spring 2020 Conference*. Online Annual Conference.
- McPherson, R., & Patrick, A. (February, 2020). The malleability of employability: Delineating employers' attribute-based, multiple-hurdle, selection criteria. *CarCon 2020 Conference*. Vienna, Austria: Wirtschafts Universitat.
- McPherson, R. (December, 2019). Competing in the war for talent: Applying employer brand management as a framework for talent management. *Williamson County Human Resource Management Association*. Texas, USA.
- McPherson, R. & Loafman, L. (October, 2019). ADA and Fido at work: Risk management strategies. *HR Southwest Conference*. Texas, USA.
- McPherson, R. (June, 2019). Create an engagement strategy to drive your bottom line. *Williamson County Human Resource Management Association*. Texas, USA.
- McPherson, R. (March, 2019). Staffing professionals' perspectives of the secondary labor market protean and boundaryless career phenomenon. *SWAM 2019 Conference*. Texas, USA.
- McPherson, R., & Salazar, D. (February, 2019). Enabling equivalent virtual student success: Undergraduate human resource management students' outcomes from early career mapping experiences. *2019 AHRD International Research Conference in the Americas*. Kentucky, USA.
- Loafman, L., & McPherson, R. (January, 2019). ADA and Fido at work: Risk management strategies. *Texas Council on Risk Management, HR Consortia Conference*. Texas, USA.
- McPherson, R. (October, 2018). The job mobility puzzle: Career success, student to HR professional. *HR Southwest Conference*. Texas, USA.
- Loafman, L., & McPherson, R. (March, 2018). ADAAA compliance and handler-service dog teams. *The Williamson County Human Resource Management Association*. Texas, USA.
- Loafman, L., & McPherson, R. (February, 2018). ADAAA compliance and handler-service dog teams. *The Central Texas Human Resource Management Association*. Texas, USA.
- McPherson, R. (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*. Virginia, USA.
- Salazar, D., & McPherson, R. (July, 2017). Exploring a college-wide initiative: Driving service-learning pedagogy across the business curriculum. *The Twenty-Fourth International Conference on Learning*. Honolulu, Hawaii: University of Hawaii.
- McPherson, R. (July, 2017). Two mothers' journeys: Exploring narratives from youth homeless and job mobility to post-compulsory education. *The Twenty-Fourth International Conference on Learning*. Honolulu, Hawaii: University of Hawaii.
- McPherson, R. (May, 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*. Toronto, Canada: University of Toronto.

- Altman, B., Robin, J., McPherson, R., Salazar, D., and Liou, R. (March, 2017). Integrating service learning across the curriculum to achieve impactful student learning experiences. *SWAM 2017 Conference*. Arkansas, USA.
- McPherson, R. (March, 2017). Elucidating low-qualified labor markets' career paths in navigating career mobility plateaus across organizations. *2017 AHRD International Research Conference in the Americas*. Texas, USA.
- McPherson, R. (July, 2016). The impact of low-income single mothers' identities and role salience on post-compulsory education persistence decisions. *The Twenty-Third International Conference on Learning*. British Columbia, Canada: University of British Columbia.
- DeArmond, D., Creasy, T., Kupczynski, L., McPherson, R., & Ross, W. (June, 2016). Panel: Faculty insights on online instruction and incorporating technology. Invited Panelist. *Chancellor's Summit on Academic Technology*, Texas, USA: Texas A&M University.
- McPherson, R. (July, 2014). Low-income single mothers' persistence in post-compulsory education. *Inaugural International Research Conference*. Oxford, United Kingdom: Oxford University.
- McPherson, R. (July, 2013). The impact of single welfare-reliant mothers' identity development on post-secondary education. *The Twentieth International Conference on Learning*. Argosy, Greece: University of Argosy.
- McPherson, R. (June, 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*. Stirling, Scotland: University of Stirling.
- McPherson, R. (2010). The effect of social class worldviews on access to adult learning opportunities in the workplace. *Student Research Week*, Texas, USA: Texas A&M University.

## **SERVICE**

### *CONTRIBUTIONS TO THE UNIVERSITY, COMMUNITY, AND PROFESSION*

#### **A&M University–Central Texas Service**

##### **Service to the University**

- Faculty Member, Council for Academic Technology Committee, May 2018–Present
- At-Large Faculty Member, Accessibility Committee, January 2018–September 2018
- At-Large Faculty Member, Student Success Task Force, April 2017–Present
- At-Large Faculty Member, University Honors Program Task Force, January 2019–May 2019
- Faculty Member, Service-Learning Advisory Board, April 2016–Present
- Service-Learning Faculty Fellow, September 2019–December 2020

##### **Service to the College of Business Administration**

- Faculty Member, AACSB Accreditation Committee, August 2020–Present
- Task Force Committee Member, COBA Internship Ad-Hoc Task Force, March 2018–August 2020
- COBA Online Faculty Fellow, August 2018–February 2020

- Task Force Committee Member, COBA Quality Matters Ad-Hoc Task Force, June 2018–Present

### **Service to the Department of Management and Marketing**

- Faculty Lead, BBA HRM Program Assessment Committee, December 2016–Present
- Program Coordinator, BBA HRM Program, June 2018–Present
- Faculty Advisor, BBA HRM, December 2016–Present
- Faculty Sponsor, SHRM Alignment of BBA HRM degree program February 2018–December 2021
- SHRM-CP Undergraduate Student Eligibility Coordinator, SHRM aligned–BBA HRM Program, February 2018–Present
- Course Lead, MGMT 3302 Personnel/Human Resource Management Spring 2016–Fall 2018
- Course Lead, MGMT 4388 PB-HR Certification Fall 2019
- Faculty Advisor, MBA HRM *emphasis*, March 2018–Present
- Faculty Sponsor, SHRM Alignment of the MBA HRM *emphasis* degree program June 2019–June 2023
- SHRM-CP Graduate Student Eligibility Coordinator, SHRM aligned–MBA HRM *emphasis* Program, June 2019–Present
- Course Lead, HRM 5303 Managing Human Resource Development Programs Fall 2015–Present
- Course Lead, HRM 5314 Workforce Planning and Employment Spring 2016–Present
- Academic Alignment Program Administrator, SHRM-aligned BBA HRM and SHRM-aligned MBA HRM *emphasis*, February 2018–Present
- Faculty Co-sponsor, SHRM A&M-CENTRAL TEXAS Student Chapter #5395, June 2016–Present
- Search Committee Chair, Assistant Professor of Human Resource Management, College of Business Administration, Texas A&M University-Central Texas, Spring 2017 (1 tenure-track faculty hired) Spring 2017

### **Community Service**

- Faculty Sponsor, Service-Learning Course-AlloSource, indirect service providing consulting services, Centennial, Colorado, January 2021–May 2021.
- Faculty Sponsor, Learning Agreement/Internship between two A&M-Central Texas HR students and Vienna Lewis 360 HR Consultants, \$25.00 per hour, July 2020–Present
- Faculty Sponsor, Service-Learning Course-Children at Heart Ministries, indirect service providing consulting services, Georgetown, Texas, January 2020–May 2020.
- Faculty Sponsor, Learning Agreement/Internship between one A&M-Central Texas BS CIS major and the Williamson Country Human Resource Management Association, \$100.00 stipend, applied html coding and website maintenance, June 2019–December 2019
- Faculty Sponsor, Learning Agreement/Internship between one alumnus and one current A&M-Central Texas BBA HRM major and the Williamson Country Human Resource Management Association, \$100.00 stipend, created, implemented, and assessed a recruitment plan for boomerang and new volunteer members, June 2019–December 2019

- Faculty Sponsor, Learning Agreement/Internship between one A&M-Central Texas BBA HRM and the Williamson Country Human Resource Management Association, \$100.00 stipend, created, implemented, and assessed a social media plan for member engagement and to support recruiting, June 2019–December 2019
- Faculty Sponsor, Learning Agreement between one A&M-Central Texas BBA HRM alumni and The Greater Killeen Free Clinic, created an OSHA training program for volunteers – PPT with voice over and text, 20 volunteer hours, January 2019–May 2019
- Workforce Advocate, Austin Dog Alliance’s Hounds for Heroes Program educating attendees about invisible disabilities and handler-service dog teams as well as donation designated from research participants 2018
- Workforce Readiness Volunteer, pro bono resume writing as well as interview and career coaching for veterans and referred community members 2015–Present
- Faculty Sponsor, Service-Learning Internships–Texas Humane Heroes, provided project-based active learning to apply ADDIE to a non-profit organization, January 2017–May 2017
- Faculty Sponsor, Alumni Internship–Human Resource Development, A&M-CENTRAL TEXAS SHRM Chapter #3959, Texas A&M University–Central Texas, provided project-based active learning to apply ADDIE to a non-profit organization, January 2017–May 2017 (144 volunteer hours)
- Faculty Sponsor, Service-Learning Course–Texas Humane Heroes, students volunteered and designed an onboarding program for 500 revolving volunteers at the Killeen location, August 2016–December 2016 (300+ volunteer hours)
- CTHRMA Volunteer, UMHB Career Services, Student Interview Workshop 2016

### **Profession and Professional Service**

- Peer-reviewer, Organization Management Journal, August 2021
- Peer-reviewer, Journal of Career Development, February 2021
- Peer-reviewer, International Journal of Business and Systems Research, September 2020
- Peer-reviewer, *AOM 2020 Conference*, February 2020
- Elected WilcoHR President, Board Member, January 2020–December 2020
- Invited Participant (1 of 15 selected nationally), SHRM Volunteer Leaders Discussion Project, October 2019
- Invited Editorial Board Member, International Journal of Business and Systems Research [IJBSR], ISSN 1751-2018
- Elected WilcoHR President-elect, Board Member, January 2019–December 2019
- Elected WilcoHR VP of College Relations, Board Member, January 2019–December 2019
- Conference Program Coordinator, Texas Student Leadership Summit, January 2018–December 2019
- Peer-reviewer, Journal of Career Development, April 2019
- Volunteer, HR Games and Student Conference, April 2019
- Peer-reviewer, Academy of Management 2019 Conference, January 2019
- Peer-reviewer, Organization Management Journal, January 2019
- Associate Track Chair, Leadership and Career Development, *Academy of Human Resource Development*, June 2018–April 2019



- Pro Bono Presenter, HR Southwest conference, educating students about HR profession and transitions from higher education to career success 2018
- Pro Bono Co-Presenter, HRCI and SHRM certification credits, educating HR professionals about ADA compliance, handler-service dog team integration, and highlighting potential disparate impact related to invisible health disabilities 2018
- Elected WilcoHR Co-VP of Workforce Readiness, Board Member, January 2018–December 2018
- Appointed WilcoHR College Relations Chair, Committee Chair, January 2018–December 2018
- Appointed WilcoHR Scholarship Committee Chair, January 2018–December 2018
- Peer-reviewer, Common Ground Network, September 2017
- Peer-reviewer, Common Ground Network, June 2017
- Peer-reviewer, Journal of Career Development, March 2017
- Associate editor, *The International Journal of Learning: Annual Review*, December 2016
- 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

### **CONTINUING EDUCATION**

#### *COMMITMENT TO LIFE-LONG LEARNING*

- AOM, AOM 2021 Bringing the manager back in management, July 29-August 4 2021
- WilcoHR, The yellow cake principle, July 2021 (557714) (1 General HR Credit)
- WilcoHR, The power of questions. May 2021 (556226) (1 General HR Credit)
- WilcoHR, Our business is people: Building careers, companies, and communities one person at a time! (554020) (1 General HR Credit)
- WilcoHR, Crisis management & how we get there, March 2021 (551822) (1 General HR Credit)
- WilcoHR, Keeping employees engaged in a virtual world!, February 2021 (no HRCI #) (1 General HR Credit)
- WilcoHR, Employment law: Hot topics of the new year, January 2021 (no HRCI #) (1 General HR Credit)
- WilcoHR, Managing one's self: Making the most of your own strengths, December 2020 (531384) (1 General HR Credit)
- Texas SHRM, Volunteer Leaders Business Meeting, November 2020 (505956) (1.5 Business Credits)
- WilcoHR, What you should be telling your managers about the ADA, but may not be, November 2020 (538817) (1 General HR Credit)
- HR Southwest, Texas, USA, October 2020
- AACSB, AACSB Global Accreditation Conference, September 23–25, 2020 (9 Credits)

- WilcoHR, Disco with Disc, September 2020 (531309) (1 General HR Credit)
- WilcoHR, Building for the future: Your employees don't care for your current company culture, September 2020 (530846) (1 General HR Credit)
- AOM 2020 Virtual Annual Meeting, Virtual, August 2020
- WilcoHR, The 4 C's to a Strategic Benefits Approach, August 2020 (528369) (1 General HR Credit)
- WilcoHR, Employment Hot Topics for 2020 and Beyond, Virtual, July 2020 (517268 & 517273) (2 General HR Credits)
- ACBSP 2020 Annual Conference, Virtual, June 2020 (11 Credits)
- Texas A&M University, HyFlex Strategy and Implementation, Virtual, June 2020 (1.5 Credits)
- Texas A&M University, HyFlex Introduction, Virtual, June 2020 (1.5 Credits)
- SHRM Webinar Series, COVID-19 – How it's Impacted the War For Talent, June 2020 (1 General HR Credit)
- WilcoHR, Inclusive Behavior Through Courageous Conversations, June 2020 (517280) (1 General HR Credit)
- WilcoHR, Using Zoom, Virtual, May 2020 (1 Credit)
- Premiere HR Solutions, Are You Ready for April 2<sup>nd</sup>, Family First Coronavirus Response Act, March 2020 (.5 Credits)
- Texas SHRM, Volunteer Leaders Business Meeting, Austin, Texas, USA, January 2020 (505956) (1.5 Business Credits)
- WilcoHR, Leadership Strategies to Elevate your Impact on the Business, Texas, USA, January 2020 (504252) (1 Business Credit)
- Society for Human Resource Management, Annual Leaders Business Conference, Washington, USA
- WilcoHR, The Business Case for Becoming a Second Chance Employer, Texas, USA, November 2019 (396498) (1 Business Credit)
- COBA Brown Bag. Lunch and Learn on Assessment, November 2019
- HR Southwest, Texas, USA, October 2019
- WilcoHR, Building a Veteran Recruitment Program with Limited Resources, Texas, USA, October 2019 (396499) (1 General HR Credit)
- WilcoHR, Evaluating HR's Readiness for Artificial Intelligence, Texas, USA, September 2019 (396432) (1.5 Business Credits)
- WilcoHR, Employment Law Updates for 2019, Texas, USA, August 2019 (394176) (1 General HR Credit)
- WilcoHR, Becoming an Effective HR Partner and Leader, Texas, USA, July 2019 (389507) (1 Business Credit)
- WilcoHR, Create an Engagement Strategy to Drive Your Bottom Line, Texas, USA, June 2019 (381141) (1 Business Credit)
- 2019 Transformational Teaching and Learning Conference, Texas, USA, May 2019
- WilcoHR, Crisis Leadership: How to Prepare for and Respond to the Risk of Active Shooters, Texas, USA, May 2019 (378810) (1 Business Credit)
- CTHRMA Annual Conference, Temple, Texas, USA, April 2019
- WilcoHR, HR as a Leadership Ally for Diversity and Inclusion, Texas, USA, April 2019 (381125) (1 General HR Credit)

- 2019 Southwest Academy of Management Texas, USA, March 2019
- WilcoHR, The Impact of Healthcare Reform – 9 Years Later, Texas, USA, March 2019 (378015) (1 General HR Credit)
- 2019 AHRD International Research Conference in the Americas Kentucky, USA, February 2019 (1 General HR Credit)
- WilcoHR, Giving and Receiving Feedback, Texas, USA, February 2019 (377899) (1 General HR Credit)
- WilcoHR, Wellness on a Shoestring Budget, Texas, USA, January 2019 (378014)
- HR Southwest, Texas, USA, October 2018
- Academy of Management, Illinois, USA, August 2018
- Austin Human Resource Management Association Annual Conference, Texas, USA July 2018
- QM Rubric Update Sixth Edition (RU), Online June 2018
- Leader Cast 2018, Texas, USA, May 2018
- CTHRMA annual conference, Texas, USA, April 2018
- 2018 AHRD International Research Conference in the Americas Virginia, USA, February 2018
- Association for Talent Development, Core 4 Conference, Texas, USA, September 2017
- The Twenty-Fourth International Conference on Learning University of Hawaii, 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, Texas, USA, 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, Texas, USA, November 2016
- HR Southwest Dallas SHRM, Texas, USA, 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
- Virtual Global Faculty Institute CTL, University of Maryland University College–Europe, August 2012
  - 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
- 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