

Dr. Rebecca McPherson, SPHR, APTD

ASSISTANT PROFESSOR OF HUMAN RESOURCE MANAGEMENT

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Professional Profile

Dr. Rebecca McPherson is an Assistant Professor of Human Resource Management at Texas A&M University-Central Texas. She has eight years of industry experience in HR, is certified as an SPHR as well as an APTD, and has seven peer-reviewed publications in the areas of job mobility, employability, and developing a qualified workforce. She is currently the BBA HRM program coordinator and faculty advisor—a SHRM aligned program.

ACADEMIC BACKGROUND

EDUCATION AND INDUSTRY CERTIFICATION

Formal Education

Doctorate of Philosophy in Educational 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

Assistant Professor of Human Resource Management-Tenure Track, Texas A&M University-Central Texas, since 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
- 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, US Army

Professional Associations

- Academy of Management
- Academy of Human Resource Development
- Association for Talent Development
- Society for Human Resource Management
- Williamson County Human Resources Management Association, Past Co-VP Workforce Readiness & College Relations
- Central Texas Human Resource Management Association, Past President

TEACHING EXPERIENCE

INNOVATIVE COURSE DESIGNS AND TEACHING

A&M-CT MBA HRM *emphasis*

Graduate Courses, since 2014

- Workplace Planning and Employment *active-learning design, case study*
- Managing Human Resource Development *active-learning design, project-based*
- Managing Human Resource Development *service-learning design, project-based*
- Human Resource Development Internships *active learning, project-based*
- Human Resource Management

A&M-CT BBA HRM

Undergraduate Courses, since 2014

- Recruitment, Selection, and Placement *research-informed active-learning design, project-based*
- Personnel/Human Resource Management *course lead*
- Human Resource Development Internships *active-learning design, project-based*
- Business Communications and Research

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

JOB MOBILITY AND DEVELOPING A QUALIFIED WORKFORCE

Peer-Reviewed Publications

- 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. ISSN 2158-3609
- 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 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. doi:10.1108/JWL-10-2013-0084

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-in-Process

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

- McPherson, R., Salazar, D., & Loafman, L.** (n.d.). Exploring HRM signals: ADAAA compliance and handler-service dog teams' job mobility. *Data collection in process*
- McPherson, R., & Salazar, D.** (n.d.). Enabling equivalent virtual and face-to-face student success: BBA HRM students' outcomes from early career mapping experiences. *Data collection 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 suspended- Resubmitting to the IRB fall 2018*

Recognition

- 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.** (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). ADAAA compliance and handler-service dog teams. *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

Texas A&M University–Central Texas Service

Service to the University

- At-Large Faculty Member, University Honors Program Task Force, January 2019–Present
- 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
- Faculty Member, Service-Learning Advisory Board, April 2016–Present
- Faculty Sponsor, SHRM Alignment of BBA HRM degree program February 2018–December 2021

Service to the College of Business Administration

- COBA Online Faculty Fellow, August 2018–Present
- Attendee, Exploring Innovation Frontiers Initiative: A Primer for the EIFI Southwestern Regional Dialogue, November 2016

- Faculty Presenter, Faculty Training: Multimedia Creation and Use. Presentation to COBA faculty on free and low-cost resources for creating multimedia in online classroom. January 2016
- Completed Quality Matters training QM Rubric Update 6th Edition
- Completed Quality Matters training 2015 Applying the QM Rubric, and 2016 Peer Reviewer
- Peer Reviewer, Quality Matters Initiative for COBA online courses, (fall 2018 course reviews)
- Task Force Committee Member, COBA Internship Guidelines Ad-Hoc Task Force, March 2018–Present
- Co-Investigator, IRB approved research project-COBA service-learning initiative, fall 2017–Present

Service to the Department of Management and Marketing

- Program Lead, BBA HRM Program, June 2018–Present
- Faculty Advisor, MBA (HRM *emphasis*), March 2018–Present
- Faculty Advisor, BBA HRM, December 2016–Present
- Course Lead, MGMT 4304 Recruitment, Selection, and Placement Fall 2016–Present
- Course Lead, HRM 5314 Workforce Planning and Employment Spring 2016–Present
- Course Lead, MGMT 3302 Personnel/Human Resource Management Spring 2016–Fall 2018
- Course Lead, HRM 5303 Managing Human Resource Development Programs Fall 2015–Present
- Faculty Lead, BBA HRM Program Assessment, December 2016–Present
- Faculty Co-sponsor, SHRM A&M-CT Student Chapter #5395, June 2016–Present
- Pro Bono resume writing as well as interview and career coaching MBA HRM *emphasis* and BBA HRM students 2015–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)

Community Service

- 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-CT 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

- Conference Program Coordinator, Texas Student Leadership Summit, January 2018–December 2019
- Elected WilcoHR VP of College Relations, Board Member, January 2019–December 2019
- Associate Track Chair, Leadership and Career Development, *Academy of Human Resource Development*, June 2018–June 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/AA 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
- 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

- 2019 AHRD International Research Conference in the Americas Kentucky, USA, February 2019
- HR Southwest, Fort Worth, Texas October 2018
- Academy of Management, Chicago, Illinois August 2018
- Austin Human Resource Management Association Annual Conference, Austin, Texas July 2018
- QM Rubric Update Sixth Edition (RU), Online June 2018
- Leader Cast 2018, Killeen, Texas May 2018
- CTHRMA annual conference, Killeen, Texas April 2018
- 2018 AHRD International Research Conference in the Americas Virginia, USA, February 2018

- 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
- 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