

## EDUCATION

**Ph.D. Human Resource Development**, Texas A&M University, College Station, TX

**M.Ed. Instructional Technology**, Texas Tech University, Lubbock, TX

**B.S. Chemical Engineering**, *Magna Cum Laude*, North Carolina State University, Raleigh, NC

## ACADEMIC APPOINTMENTS

University of Houston | College of Technology | Houston, TX

**Assistant Professor of Human Resource Development** and  
Coordinator of Undergraduate Human Resource Development Program, September 2019 – present

**Associate Instructional Professor of Human Resource Development** and  
Coordinator of Human Resource Development Internships, January 2016-September 2019

**Visiting Assistant Professor of Human Resource Development** and  
Program Manager for Undergraduate Human Resource Development, September 2011-December 2015

**Lecturer of Computer Information Systems**, August 2010-July 2011

## FUNDING AND SPONSORED PROJECTS

- \$20,000** Baylor College of Medicine “Assessing Talent Development Needs of Pediatric Critical Care Faculty”  
Investigators: **T. W. Greer** & H. M. Hutchins, 10/1/2019-8/31/2020
- \$10,000** University of Houston Teaching Innovation Program “Alexa, Can You Enhance Student Engagement and Success?” Investigators: **T. W. Greer**, D. Kinsey, S. L. Miertschin, & E. Rodwell, 2019-2020
- \$1,000** University of Houston Provost’s Undergraduate Research Scholarship “Designing a Professional Development Community for Early Career Women” Investigators: I. Nakamura & **T. W. Greer**, 1/15/2020-5/31/2020
- \$3,372** UiPath: Robotic Process Automation “Project Management Operational Improvement Project”  
Investigators: L.L. Carden & **T. W. Greer**, 7/16/2019-7/15/2020
- \$500** University of Houston Alternative Textbook Incentive Program “Re-development of HRD 4396: Internship in Human Resource Development” Investigator: **T. W. Greer**, 9/1/2018-5/31/2019
- \$1,000** University of Houston Provost’s Undergraduate Research Scholarship “Personality Traits and Training & Development Outcomes” Investigators: A.F. Kelly & **T.W. Greer**, 9/1/2018-12/31/2018
- \$5,908** HCA Gulf Coast Division Hospitals “Predicting Success and Outcomes of StaRN Learning Interventions” Investigators: **T.W. Greer** & C.L. Waight (Co-PI), 2017-2018
- \$1,000** University of Houston Provost’s Undergraduate Research Scholarship “The Career Aspirations and Work/Family Expectations of New Female College Graduates” Investigators: T. Spriggins & **T. W. Greer**, 1/15/2013-5/31/2013
- \$9,500** University of Houston Quality Enhancement Program “Developing HRD Competencies through Service Learning: An Instructional Design Project with the Girl Scouts of San Jacinto Council”  
Investigators: **T.W. Greer** & H. M. Hutchins, 9/1/2012-12/31/2012

## SELECTED AWARDS AND RECOGNITION

- 2018** **International Board of Directors** (elected member), Academy of Human Resource Development, 3-year term
- 2018** **Student Organization of the Year for College of Technology**, Student Society of Human Resource Development (SSHRD) Faculty Advisor
- 2017** **Outstanding Issue Award for *Advances in Developing Human Resources (ADHR)***, Co-Editor of Issue 19(2): Leveraging Research to Advance Undergraduate HRD Education
- 2017** **Teaching Excellence Award for College of Technology**, University of Houston

- 2017**     **Distinguished Service to Women Award**, presented by the Women and Gender Resource Center at the University of Houston
- 2017**     **Outstanding Advisor Award**, presented by the Student Society of Human Resource Development
- 2016**     **Faculty Senate Undergraduate Committee** (appointed member), University of Houston
- 2014**     **Telework research featured in Monthly Labor Review** by the United States Bureau of Labor Statistics, [View here](#).
- 2014**     **Editorial Board Member** (invited), *Human Resource Development Review*
- 2011**     **Dissertation of the Year Award for American Society of Training and Development (ASTD)**,  
Dissertation title: *An Investigation of Role Salience, Working Parent Stereotypes and Linkages to Work-Family Conflict*
- 2007**     **Texas A&M Diversity Fellowship**, 3-year award (\$63,000) to pursue doctoral studies

## RESEARCH FOCUS AREAS

Career Development for Women, Marginalized, and Underrepresented Populations | Human Resource Development Competencies and Curriculum | Student Development and School-to-Work Transitions | Work-Family Integration

## SELECTED JOURNAL ARTICLES (STUDENT CO-AUTHORS UNDERLINED)

- Holcomb, J., & **Greer, T.W.** (in press). Standardization of forms, templates, and processes for implementing an eLearning program with a decentralized instructional design team. *Journal of Applied Instructional Design*.
- Greer, T.W.**, & Shuck, B. (2020). Mounting the New Guard: The Golden Rule as a Basis for Organizational Culture Change in Response to the Challenges in Academia. *Advances in Developing Human Resources*, 22(1), 102-112.
- Davis, T.J., **Greer, T.W.**, Sisco, S., & Collins, J.C. (2020). Reclaiming my time amid organizational change: A dialectical approach to support the thriving and career development for faculty at the margins. *Advances in Developing Human Resources*, 22(1), 23-40.
- Greer, T.W.**, & Collins, J.C. (2017). Leveraging Research to Advance Undergraduate HRD Education: An Introduction. *Advances in Developing Human Resources*, 19(2), 115-123.
- Greer, T.W.**, & Waight, C.L. (2017). The Value of an Undergraduate HRD Degree: An Exploratory Investigation of Perceived Employability and Career Success. *Advances in Developing Human Resources*, 19(2), 190-206.
- Greer, T.W.** (2017). Career Development for Women Veterans: Facilitating Successful Transitions from Military Service to Civilian Employment. *Advances in Developing Human Resources*, 19(1), 54-65.
- Greer, T.W.**, & Stiles, A.C. (2016). Using HRD to support repatriates: A framework for creating an organization development (OD) strategy for repatriation. *Human Resource Development Review*, 15(1), 101-122.
- Greer, T.W.**, & Payne, S.C. (2014). Making telework work: Strategic outcomes of successful telework strategies. *The Psychologist-Manager Journal*, 17(2), 87-111.
- Greer, T.W.** (2013). Facilitating successful re-entries in the United States: Training and development for women returners. *New Horizons in Adult Education and Human Resource Development*, 25(3), 41-61.
- Greer, T.W.**, & Egan, T.M. (2012). Inspecting the hierarchy of life roles: A systematic review of role salience literature. *Human Resource Development Review*, 11, 463-499.

### Journal Articles under Review

- Waight, C.L., & **Greer, T.W.** (revise and resubmit). Adaptive performance and HRD practitioners: Insights from successes and failures. *Journal Title Withheld*.
- Greer, T.W.**, & Carden, L.L. (under review). Cultural dimensions as predictors of salary attainment: A comparative multinational study of project management professionals. *Journal Title Withheld*.
- Greer, T.W.**, & Carden, L.L. (under review). Exploring the gender wage gap among project managers: A multinational analysis of human capital and national policies. *Journal Title Withheld*.

**Greer, T.W.** (under review). Adult learning and development goals for female veterans' career transitions amid cultural adaptation and identity formation. *Journal Title Withheld*.

**SELECTED REFEREED CONFERENCE PROCEEDINGS (STUDENT CO-AUTHORS UNDERLINED)**

**Greer, T.W.**, & Carden, L.L. (2020). Dimensions of national culture as predictors of salary among project management professionals. In Minnis, S.E., & Johnson, K.R., Yeager, K.L. (Eds.). *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, Atlanta, GA.

Kelly, A., & **Greer, T.W.** (2020). A study of the influence of big five personality factors on training and development outcomes. In Minnis, S.E., & Johnson, K.R., Yeager, K.L. (Eds.). *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, Atlanta, GA.

Waight, C.L., & **Greer, T.W.** (2019). Adaptive performance and Human Resource Development practitioners: Insights from successes and failures. In Park, S., Minnis, S.E., & Johnson, K.R. (Eds.). *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, Louisville, KY.

McClure, B.M., & **Greer, T.W.** (2018). The benefits of coaching in HRD: A literature review. In Yawson, R. M., Park, S., & Minnis, S.E. (Eds.). *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, Richmond, VA.

**Greer, T.W.** (2017). From military service to civilian employment: Facilitating successful career transitions for women veterans. In Moats, J. B., Yawson, R. M., & Park, S. (Eds.). *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, San Antonio, TX.

**Greer, T.W.**, & Waight, C. L. (2017). Using perceived employability and career success to explore the value of an undergraduate HRD degree. In Moats, J. B., Yawson, R. M., & Park, S. (Eds.). *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, San Antonio, TX.

Ladge, J.J., **Greer, T.W.**, & Watkins, M.B. (2015). The role of job and maternal self-efficacies on turnover intentions of new mothers. In L. M. Little (Chair), *It's Complicated: Organizational Support of Pregnant Workers and New Mothers. Symposium presented at the 75th annual meeting of the Academy of Management*, Vancouver, British Columbia.

Munn, S.L., Collins, J.C., & **Greer, T.W.** (2014). The "non-traditional" dissertation: An autoethnography of three early scholars. Presented at the Research to Practice Conference in Adult and Higher Education, Ball State University, Muncie, Indiana.

Ladge, J.J., **Greer, T.W.**, Watkins, M.B., & Eddleston, K.A. (2014). The role of self-efficacy on turnover intentions of new mothers. Poster presentation presented at the 29th annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Munn, S.L., & **Greer, T.W.** (2014). The intersection of gender, parental and relationship status on the use work-life benefits and individual work-life conflict. In Gedro, J., Chapman, D.D., & Guerdat, K. (Eds.). *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, Houston, TX.

Stiles, A.C., & **Greer, T.W.** (2014). Towards an organizational development strategy for repatriation. In Gedro, J., Chapman, D.D., & Guerdat, K. (Eds.). *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, Houston, TX.

**Greer, T.W.**, & Spriggins, T.J. (2014). Work-family attitudes and correlates during the university-to-work transitions of female undergraduates. In Gedro, J., Chapman, D.D., & Guerdat, K. (Eds.). *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, Houston, TX.

**Greer, T.W.**, & Payne, S.C. (2013). Making telework work: Strategies for overcoming challenges while teleworking. In R.J. Thompson, & S.C. Payne (Chairs). *Implementing flexible work arrangements: The hidden challenges. Symposium presented at the 28th annual conference of the Society for Industrial and Organizational Psychology*, Houston, TX.

## BOOK CHAPTERS

- Greer, T.W.** (2020). Conferences: Should graduate students attend? In K. Townsend, M. Saunders, R. Loudoun, & E. Morrison (Eds.), *How to Keep Your Doctorate on Track: Insights from Students' and Supervisors' Experiences*. Edward Elgar Publishing.
- Greer, T.W.**, & Egan, T.M. (2019). Knowledge sharing, learning, and diversity. In M. Fedeli & L. Bierema (Eds.), *Connecting Adult Learning and Knowledge Management: Active Strategies for Organizational Learning and Change* (pp. 119-136). Springer Publishing.
- Greer, T. W.** (2017). Leveraging talent development: The African-American perspective. In K.M. Dirani, F. Nafukho, & B. Irby (Eds.), *Global Issues and Talent Development*. Information Age Publications.
- Greer, T.W.**, & Botsford-Morgan, W. (2016). Stereotypes of employed mothers and linkages to work-family conflict and enrichment. In C. Spitzmueller & R. Matthews (Eds.), *Work and the Transition to Motherhood: Research Perspectives*. Springer Publishing.
- Munn, S.L., & **Greer, T.W.** (2015). Beyond the ideal worker: Including men in work-family discussions. In M. J. Mills (Ed.), *Gender and the Work-Family Experience: An Intersection of Two Domains*. Springer Publishing.

## UNIVERSITY OF HOUSTON TEACHING

### Graduate Courses Taught

- HRD 6305: Organizational Learning and Performance (on-line & face-to-face), 2012-present  
HRD 6304: Research in HRD (face-to-face), 2019-present  
HRD 6396: Internship in HRD (online), 2017-present  
HRD 6354: Facilitating Adult Group Processes (face-to-face), 2011-2019  
HRD 6350: Foundations of HRD (on-line & face-to-face), 2012-2018  
HRD 6301: Global Leadership Development in HRD (on-line & face-to-face), 2011-2012

### Undergraduate Courses Taught

- HRD 3310: Career Development and Planning (face-to-face), 2020-present  
HRD 4396: Internship in HRD (on-line & face-to-face), 2012-2019  
HRD 4344: Designing e-Learning (on-line & face-to-face), 2016-2019  
HRD 4346/3346: Needs Assessment (on-line & face-to-face), 2011-2019  
HRD 4352: Facilitation Strategies (face-to-face), 2014-2019  
HRD 4303/3303: Measuring Learning and Performance Outcomes (on-line & face-to-face), 2014-2019  
HRD 4340: Introduction to Training and Development (online), 2011-2012  
ITEC 1301: Introduction to Computer Applications Technology (face-to-face), 2011  
ITEC 2332: Information Technology Hardware and Systems Software (face-to-face), 2010-2011

## SELECTED SERVICE LEADERSHIP POSITIONS

**AHRD International Board of Directors Member**, 2018-2021

**Chair**, Communications & Branding, 2018-present

AHRD Monthly Digest (Newsletter) Editor and Social Media Manager

**UH College of Technology Academic Honesty Hearing Officer**, 2018-present

**Chair**, UH College of Technology Undergraduate Curriculum Committee, 2018-present

**Co-Chair**, Malcolm S. Knowles Dissertation of the Year Award Committee, 2018-present

**Faculty Advisor**, Student Society of Human Resource Development (SSHRD), 2012-present

**Coordinator**, UH HRD Undergraduate Internship Program, 2012-2019

**Co-Coordinator of Scholar-Practitioner Professional Development Workshop**, AHRD International Research Conference in the Americas, 2016, 2017

**Co-Coordinator of Graduate Student Research Colloquium**, AHRD International Research Conference in the Americas, 2015, 2020

**Editorial Board Member**, *Human Resource Development Review*, 2014-present

**Faculty Facilitator**, Emerging Scholars Pre-conference Course, International Research Conference in the Americas, 2012-2014

**Community Advisor and Guest Blogger**, Association of Talent Development (ATD/ASTD), Higher Education Community, 2012-2013

#### **GUEST JOURNAL ISSUE EDITOR**

Rosenbusch, K., Morrison, E., Shuck, B., & **Greer, T.W.** (Eds.). (2020). Changing of the Guard: Exploring the Challenges and Opportunities in Academia [Special Issue]. *Advances in Developing Human Resources*.

**Greer, T.W.**, & Collins, J.C. (Eds.). (2017). Leveraging Research to Advance Undergraduate HRD Education [Special Issue]. *Advances in Developing Human Resources*, 19(2)  
[Recipient of 2017 ADHR Outstanding Issue Award]

#### **INTERNATIONAL CONFERENCE TRACK EDITOR**

##### **Career Development Track**

AHRD International Research Conference in the Americas, 2013

##### **Assessment, Measurement, & Evaluation Track**

AHRD International Research Conference in the Americas, 2012

#### **INTERNATIONAL/NATIONAL AWARD SELECTION COMMITTEES**

**National Science Foundation (NSF) Program**, Grant Reviewer, 2017-2020

**Best Journal Issue of the Year Award** (*Advances in Developing Human Resources*)  
Review Committee Member, 2019

##### **Blackboard Greenhouse Exemplary Course Program**

Course Reviewer, 2008, 2009, 2011, 2012, 2013, 2018

##### **The Rosabeth Moss Kanter Award for Excellence in Work-Family Research**,

Review Committee Member, 2018

##### **Malcolm S. Knowles Dissertation of the Year Award** (Academy of HRD)

Nominations Reviewer, 2015-2017

**Committee Co-Chair**, 2018, 2019

##### **Elwood F. Holton Research Excellence Award** (*Human Resource Development Review*)

Committee Member, 2015-2018

##### **Laura Bierema Excellence in Critical HRD Award** (Academy of HRD)

Committee Member, 2015-2017, *Member of the founding committee for this award*

##### **Dissertation of the Year Award** (Association of Talent Development)

Nominations Reviewer, 2012-2017; 2019-present

**University of Houston College of Technology Scholarship Awards**, Committee Member, 2015

##### **Jon Coné Membership Scholarship Award** (Association of Talent Development)

Selection Committee Member, 2013

#### **JOURNAL ARTICLE REVIEWER**

Human Resource Development Review, 2012-present

Human Resource Development Quarterly, 2012-present

New Horizons in Adult Education and Human Resource Development, 2013-present

Sociology of Race and Ethnicity, 2017-present

British Journal of Educational Technology, 2018

Industrial and Commercial Training, 2017

The Clinical Neuropsychologist, 2017

The Social Science Journal, 2017

Human Relations, 2015-2016