

**Consuelo Luisa Waight**  
**Assistant Professor of Human Resource Development**  
**College of Technology, University of Houston**  
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## **Education**

**Doctor of Philosophy** (July, 2002) in Human Resource Development (Concentration – Training and Development, Organization Development) Department of Human Resource Education, College of Education, University of Illinois at Urbana-Champaign, (UIUC).

**Master of Education** (May, 1997) in Human Resource Development (Concentration – Training and Development, Organization Development) Department of Human Resource Education, College of Education, University of Illinois at Urbana-Champaign, IL.

**Bachelor of Arts** (May, 1994) University College of Belize. Concentration--English Education

**Trained Teacher Certification** (October, 1992) Belize Teachers College

## **Academic Experience:**

Assistant Professor, University of Houston, August 2002 – present

Research Associate, E-Learning, Knowledge and Learning Systems Group, National Center for Supercomputing Applications, University of Illinois at Urbana-Champaign, August, 2000 - July 2002

Research Assistant, Human Resource Education Department, University of Illinois at Urbana-Champaign, Sept 1997 – Aug 2000

Language and Cross Cultural Coordinator, Peace Corps/Belize, May 1993 – June 1995

Teaching Assistant, Belize Teachers College, May 1992 – April 1993

## **Research Interests**

National Human Resource Development

- Exploring national human resource development policies and strategies in developing countries

E-Learning

- Exploring how the adult learner is valued in the e-Learning environment

Workforce/Human Resource Development within Engineering Context

- Exploring the underpinnings of creativity in workforce and workplace development

Human Resource Development & Mergers and Acquisitions

- Exploring the role of human resource development professionals during a M & A.
- Exploring the supportive, partner, strategic and leader roles of HRD professionals in M & As

## Grants

Sponsor: National Science Foundation

Purpose: STEP - AHEAD: Access to Higher Education through Academic Retention and Development at the University of Houston

Investigators: Stuart Long, Frank Claydon, Deborah Roberts, Reagan Herman, Consuelo Waight.

Status: Ongoing

Sponsor: Fortune 500 Company

Purpose: Analyze surveys regarding job competencies

Investigators: Consuelo Waight, Holly Hutchins, Miguel Ramos

Status: Ongoing

Sponsor: Distance Education, University of Houston

Purpose: To design an Online Masters HRD Program.

Investigators: Consuelo Waight, Holly Hutchins, Katy Greenwood, Carole Goodson

Status: Ongoing

Sponsor: Engineering Information Foundation

Purpose: Developing Programmatic and Pedagogical Support Mechanisms for Diverse Women in Engineering at an Urban University: An In-depth Look at Antecedents and Moderators

Investigators: Julie Trenor, Kathy Zerda, Consuelo Waight, Frank Claydon

Status: Ongoing

Sponsor: University of Houston

Purpose: To conduct a literature review on the opportunity identification process among women in engineering.

Funded Amount: \$6000.00

Principal Investigator: Consuelo Waight

Status: Completed

## Teaching

Presently teaching an **Introduction to Organization Development**. This course covers topics such as definitions of organization development, process of organization development, interventions – including appreciative inquiry, and special applications of organization development.

Presently teaching **Instructional Design for Training and Development Environments**. This course covers topics such as performance improvement, needs assessment, learner analysis, work and work setting analysis, design of instruction, design and development of materials, assessment, evaluation and project management.

Presently teaching **Design and Management of e-Learning**. This course is being taught using the learning organization concept. This means that students are acting as internal consultants of e-Learning to a Fortune 500 company. Students learn the basics about e-Learning, how to design and develop instruction for online environments, how to be an effective and efficient team, how to manage a project, and how to achieve results that impact performance.

Presently teaching **Instructional Strategies for Training and Development Professionals**. This course focuses on the adult learning and transfer theories as roots of instructional strategies. Students are engaged in exploring theories and making them real by conceptualizing them in everyday learning experiences. Students are challenged to transfer the fundamentals of adult learning and transfer theories into their design of training. Students also get the opportunity to train – allowing them to bring learning and transfer theories to life.

**Co-teach ‘Emerging Research’ Course** at the AHRD Conference. The course is a collaborative effort among eight universities. The course focuses on the role of research in HRD, emerging themes in HRD research, criteria for evaluating research in HRD, critique of past and future conference presentations, the role of professionalism and professional organizations in HRD.

**Co-taught Design and Delivery of e-Learning** (2001) Department of Human Resource Education /National Center for Supercomputing Applications, UIUC. This online course covered topics such as: e-Learning in academic and corporate settings, introduction to e-Learning settings and technologies, instructional design and e-Learning contexts, knowledge management and e-Learning among others.

**Co-taught Strategic Planning for Human Resources Development** (2000) Department of Human Resource Education, College of Education, UIUC. This online course looked at the process of developing and aligning strategic business plans and strategic human resource development plans.

**Co-taught Training Programs in Business and Industry** (2000), Department of Human Resource Education, College of Education, UIUC. This course covered the analysis design/development, implementation, and evaluation processes that underline training and development programs.

**Co-taught Evaluation of Education and Training Programs** (1999) Department of Human Resource Education, College of Education, UIUC. This online course focused on all different approaches to evaluation. Students produced an evaluation plan for a real situation.

**Lecturer** (Belize, 1993) Teachers' College. Belize  
Taught a classroom management course to more than 40 student teachers. Highlights of the course were the impact of teacher-centered vs. student-centered learning environment, motivation, student & teacher readiness, use of natural resources, being a good listener, self-efficacy, and communication of expectations.

**Internship Supervisor** (Belize, 1993) Teachers' College.  
Supervised and provided feedback to student teachers during their teaching internship. Supervision capitalized on quality of lesson plans, implementation of lesson plans, integration of subject areas, use of visual aids, student involvement and understanding, use of teachable moments, conducive learning environment, classroom management, creativity and innovation.

**Teacher** (Belize, 1989 - 1992)  
Sacred Heart Primary School. Taught all subjects to students in grades six. Designed and implemented a six-week parent involvement program. Parents visited classroom twice per week for an hour to work with children on fractions. Lessons were designed to have parent and child

involvement. Problem solving, group discussions, games, and micro-teaching (both parents and students did this) were some forms of involvement.

## **Consultancies**

**Training and Development Consultant** (Angola, 2006). Conducted training for employees of an oil and gas company

**Human Resource Development Policy Consultant** (Belize, 2005) Presently assisting in the research and writing of the national human resource development policy for Belize. Conducted a needs assessment of the private, public, unions and non-governmental sectors

**Project Management Consultant** (Belize, 2005) Conducting front-end analyses on project management needs and designed and implemented project management training for the Forest Department in the Ministry of Natural Resources

**Human Resource Development Consultant** (Belize, 2004) Conducted a national needs assessment on the human resource capacity in Belize. Funded by Inter-American Development Bank.

**E-Learning Consultant** (Houston, 2004) Conducted e-learning workshop for a Fortune 500 oil and gas company. The workshop focused on instructional design for e-Learning.

**Performance Consultant** (Mozambique, 1999) Facilitated a needs assessment of the complete Peace Corps training program. Co-devised a training strategy and plan. Designed and facilitated a training of trainers' workshop that focused on: engagement, integration, team building, gender issues, facilitation, culture, feedback, evaluation, strategic planning and adult learning.

**Performance Consultant** (Mozambique, 1998) Designed and implemented a Training of Trainers' workshop for Peace Corps that encompassed system's thinking, team building, principles of adult education, evaluation gender and culture.

**Evaluation Consultant** (Oakbrook, Illinois 1998) Assisted in the design and implementation of a management and consumer based evaluation plan for the Academy of Human Resource Development Conference.

**Performance Consultant** (Thailand, 1997) Assisted in the design and implementation of a workshop for Peace Corps trainers from the Asia/ Pacific countries. Main themes were: introducing self-directed learning - giving trainees tools (awareness, skills, and resources) to facilitate self-directed learning in a new culture to promote sustainability and the continuous learning process.

**Project Director** (Belize, 1997) Directed the design and delivery of a 12-week Peace Corps training program that encompassed four major units. (technical, culture, language, and medical) Strategic planning, staffing, facilitating training of trainers' workshop, program evaluation and research were some major activities.

**Instructional Design Consultant** (St. Lucia, 1997) Conducted needs assessments of the Peace Corps training program and developed a competency-based training curriculum.

**Cross-Cultural Coordinator** (Belize, 1996) Coordinated the efforts of five major training units. Strategic planning, conducting training of trainers' workshop, evaluation and research were some major activities.

**Organization Development Consultant** (Jamaica, 1995) The intervention encompassed integrating the five major training units for effective communication, effectiveness and efficiency. The intervention also included establishing a training strategy that was emergent and aligned to the human resource, business and organizational plans.

**Language/Cross Cultural Coordinator** (Belize, 1994,1995) Designed and conducted training of trainers workshop, designed language/cultural training, guided the development of lesson plans, trainee evaluations, supervised and evaluated trainers, and conducted feedback and development sessions for trainers.

**Performance Consultant** (Nicaragua, 1994) Interviewed and hired fifteen trainers. Designed and implemented training of trainers' workshop. Topics included: the adult learner, learning styles, giving effective feedback, designing a competency-based curriculum, designing lesson plans, micro-teaching, language teaching approaches, and conducting trainee evaluations.

### **Other work experience**

**Research Associate on e-Learning** (2000 – 2002) Knowledge and Learning Systems Group (KLSG) at the National Center for Supercomputing Applications, University of Illinois.

<http://learning.ncsa.uiuc.edu>

1. Worked with Fortune 500 companies on their e-learning initiatives. In specific, was the project leader on an e-Learning project that focused on corporate and functional leaders' vision on e-Learning, on employees' use and perception of the existing e-Learning system, identification of potential enhancements for the system, literature reviews on the potential enhancements, mini experiments of the e-Learning system using the potential enhancements and alignment of the e-Learning system with business units.
2. Made several conference presentations on e-Learning
3. Published in the area of e-Learning <http://learning.ncsa.uiuc.edu>

**Graduate Research Assistant (1998 - 2000)** Human Resource Education Department, College Of Education, UIUC

1. Conducted interviews with school-to-work directors to get their perceptions on what helps and what hinders the successful transition of minority youth. (Worked with advisor)
2. Co-authored three journal articles and a book on the successful transition of minority youths to the workplace.
3. Reviewed articles for Human Resource Development Quarterly
4. Designed and facilitated the implementation of recruitment strategies for the online masters' degree program

**Interim Director of Leadership Development Program** (1997) Department of Human Resource Education, UIUC, College of Education. Worked with a cohort of 27 educators who serve special needs students in Illinois schools. Attended seminars, published newsletters, reviewed mid-term and final reports on projects that were implemented in all schools where educators worked.

## **Publications**

### **Refereed Journal Articles**

Stewart, B., Norwood, M., & Ezell, S., **Waight, C. L.**(in press) Collaborative Creation of an On-Line Degree Program. *Innovations in Education and Teaching International*.

**Waight, C.** & Stewart, B. (2005) Valuing the adult learner in e-Learning: Part Two -Insights from four companies. *Journal of Workplace Learning* 17(5/6), 398-414.

**Waight, C.L.** & Stewart, B. (2005) Valuing the adult learner in e-Learning: Part One - A conceptual model for corporate settings. *Journal of Workplace Learning* 17(5/6), 337-345.

Gibbs, S., & **Waight, C.L.**(2005) Connecting HRD and Creativity. *Advances in Developing Human Resources Journal*, (7)2, 271-287.

**Waight, C.L.** (2005). Exploring connections between HRD and Creativity. *Advances in Developing Human Resources Journal*, (7)2, 151-159.

**Waight, C.L.,** Downey, S., & Wentling, T. (2004) Innovation and renewal of an e-Learning solution within a multi-national organization. *Performance Improvement Quarterly*, 17(4), 50-65.

**Waight, C.L.** (2004) HRD Involvement in the investigative phase of a merger & acquisition. *International Journal of Training and Development*. 8(2), 157-169.

**Waight, C.L.,** Willging, P., Wentling, T.L. (2004) Recurrent themes in e-Learning: A Narrative Analysis of major e-Learning reports. *Quarterly Review of Distance Education*. (5)3, 195-203.

Stewart, B., **Waight, C.L.**, Norwood, M., & Ezell, S. (2004) Formative and Summative Evaluation of On-Line Courses. *Quarterly Review of Distance Education*. 5(2), 101-109

Wentling, R.M., & **Waight C.L.** (2001). From school to work: Facilitating the success of minority youths. *Journal of Education and Work*. 14(1), 71-89.

Wentling, R.M., & **Waight C.L.** (2000). School and workplace related initiatives that assist in the successful school to work transition of minority youth. *Journal of Industrial Teacher Education*. 37(2), 5-30.

Wentling, R.M., & **Waight, C.L.** (1999) Barriers that hinder the successful transition of minority youth into the workplace. *Journal of Vocational Educational Research*. 24(4),

165-183. **Award Winning Paper at the Career and Technical Education Conference held in San Diego (December, 2000)**

**Refereed Conference Proceedings**

- Rifai, R., & **Waight, C.L.** (2006). Training and development professionals and mergers and acquisitions: What is the story on their involvement? In Nafukho, F, M., & Chen, Hsin-Chih. (Eds.). *Proceedings of the Academy of Human Resource Development Conference, Columbus, Ohio* 411- 417.
- Waight C.L.**, & Stewart, B. (2005). Valuing the Adult Learner in E-Learning: A Conceptual Model for Corporate Settings. In Morris, M.L., Nafukho, F, M., &Graham, C.M. (Eds.). *Proceedings of the Academy of Human Resource Development Conference, Estes Park, Colorado*, 1118-1123.
- Waight C. L.**, Ezell, S., & Greenwood, K. (2004). Developing the Creative Class: A Role of Human Resource Development Programs. In Egan, T. M., Morris, L. & Inbakumar, V. (Eds.). *Proceedings from the Academy of Human Resource Development Conference, Austin, Texas*.
- Waight C. L.** (2004). Involvement in the investigative phase of a merger and acquisition: Perceptions of HRD professionals and business managers. In Egan, T. M., Morris, L. & Inbakumar, V. (Eds.). *Proceedings from the Academy of Human Resource Development (AHRD) Conference, Austin, Texas*.
- Waight C.L.** (2003). Human Resource Development Professionals' Involvement in the Merger and Acquisition Process in Fortune 500 Companies. In Egan, T. M. & Lynham, S.A. (Eds.). *Proceedings from the Academy of Human Resource Development Conference, Minneapolis, Minnesota*.767-774.
- Waight C.L.**, Willging, P., & Wentling, T. (2002). Recurrent themes in elearning: A meta-analysis of major e-Learning reports. In Egan, T. M. & Lynham, S.A. (Eds.). *Proceedings from the Academy of Human Resource Development Conference Honolulu, Hawaii*, 491-499.
- Waight C.L.**, & Wentling, T. (2001). The future of e-Learning: A corporate and academic perspective. In Aliaga, O. (Ed.), *Proceedings from the Academy of Human Resource Development Conference Tulsa, Oklahoma*.
- Wentling T., & **Waight C.L.** (2001) The Future of e-Learning: A Corporate and Academic Perspective. E-Learning Conference & Expo. Washington, DC.
- Wentling, R.M., & **Waight C.L.** (1999) The role of human resource development in the successful transition of minority youth into the workplace. In K.P. Kuchinke (Ed.), Proceedings from the Academy of Human Resource Development Conference Arlington, Virginia. (113 -117).

## Books

**Waight, C. L.** & Egan, T, M. (Eds) (2005) *Underpinnings of Creativity in Human Resource Development*. Advances in Developing Human Resources Journal. Thousand Oaks, CA:Sage.

Wentling, R.M., & **Waight C.L.** (2000). *Initiatives that assist and barriers that hinder the successful transition of minority youth into the workplace*. Berkeley, California: National Center for Research in Vocational Education.

## Book Chapter

Wentling, T.L., **Waight, C.L.**, King, R. ( 2002). Foundations of HRD in a networked world. In Sleezer, C., Wentling, T.L., Cude, R. (Eds.) *Human Resource Development and Information Technology: Making the Global Connection*. Boston: Kluwer Academic Publishers.

## Book Chapter Introductions

Ezell, S., Norwood, M., Stewart, B.L., Greenwood, K., **Waight, C. L.**, & Arcy, T. (2005). *Human Ecosystems and Technological Change*. Boston: McGraw Hill Custom Publishing. (Literary rights and monies from this effort go to the HDCS department discretionary fund).

Ezell, S., Norwood, M., Stewart, B.L., Greenwood, K., **Waight, C. L.**, & Arcy, T. (2004). *Human Ecosystems and Technological Change*. Boston: McGraw Hill Custom Publishing. (Literary rights and monies from this effort go to the HDCS department discretionary fund).

Ezell, S., Norwood, M., Stewart, B.L., Greenwood, K., **Waight, C. L.**, & Arcy, T. (2003). *Human Ecosystems and Technological Change*. Boston: McGraw Hill Custom Publishing. (Literary rights and monies from this effort go to the HDCS department discretionary fund).

## Technical Reports

**Waight, C. L.** (2004) *Strengthening the Human Resource Capacity of Belize. Diagnostic Report*. Funded by the Inter-American Development Bank

Wentling, T., **Waight, C.L.**, Gallagher, J., Fleur, J., Wang, C., & Kanfer, A. (2000) *E-Learning: A review of literature*. Knowledge & Learning Systems Group, National Center for Supercomputing Applications, University of Illinois at Urbana-Champaign (<http://learning.ncsa.uiuc.edu/papers/elearnlit.pdf>)

Wentling, T., **Waight, C.L.**, Strazzo, D., File, J., Fleur, J.L., Kanfer, A. (2000). *The future of e-Learning: A Corporate and an Academic Perspective*. Knowledge & Learning Systems Group, National Center for Supercomputing Applications, University of Illinois at Urbana-Champaign <http://learning.ncsa.uiuc.edu/papers/elearnfut.pdf>



Gallaher, J., **Waight, C.L.** Walumbwa, F., & Wang, L. (1998). *Evaluation of the 1998 AHRD Conference*, Academy of Human Resource Development.

**Waight, C.L.** (1996, Fall). Tips for planning and implementing workshops. *Networking...Leadership Development in Progress*, 9 (2).

### **Invited Papers**

**Waight, C.L.** (2005, October/November) Valorando los estudiantes adultos en e-Learning. *Learning Review* 9, 26-27.

**Waight, C.L.** (July 27-Aug 3, 2006). Workforce Development: Employee engagement makes or breaks the bottom line. *Houston Business Journal* 37 (12) 28-29.

### **Presentations**

Academy of Human Resource Development (Columbus, Ohio, 2006). Training and Development Professionals and Mergers and Acquisitions: What is the story on their involvement.

Academy of Human Resource Development (Estes Park, 2005). Valuing the Adult Learner in E-Learning: A Conceptual Model for Corporate Settings.

College of Technology, University of Houston (2005). E-learning Workshop: Personalization of e-Learning.

Human Resource Education, University of Illinois at Urbana-Champaign (2005). Getting a Faculty Position.

Human Resource Development Council, Government of Belize (2005). Defining a National Human Resource Development Policy.

Ministry of Public Service, Government of Belize (2004). Why Strategic Planning?

American Society for Training and Development (Houston, 2004). Instructional Strategies for E-Learning.

Academy of Human Resource Development (Austin, 2004). Developing the Creative Class: A Role of Human Resource Development Programs.

University of Belize International Conference (Belize, 2004). Human Resource Development: The Competitive Edge in Central America & Caribbean.

Chevron Philips Chemical Company LP (Houston, 2004). Introduction to e-Learning.

Chevron Philips Chemical Company LP (Houston, 2004). Needs Assessment for e-Learning.

College of Engineering, University of Houston (Houston,, 2004). Collaborative Learning for Engineers.

Academy of Human Resource Development (Minnesota, March, 2003). Human Resource Development Professionals' Involvement in the Merger and Acquisition Process in Fortune 500 Companies.

College of Technology, University of Houston (Houston, 2003). Training and Development

Chair of the symposium 'Learners and e-Learning' Academy of Human Resource Development Conference (Minnesota, March, 2003).

Academy of Human Resource Development (Hawaii, March, 2002) Recurrent Themes in E-Learning: A Narrative Analysis of Major E-Learning Reports.

E-Learning Conference & Expo (Washington, DC, April 18, 2001) The Future of e-Learning: A Corporate and Academic Perspective.

Academy of Human Resource Development (Oklahoma, March 2001) The Future of e-Learning: A Corporate and Academic Perspective.

Department of Human Resource Education (2000) Presenting in HRE:457: International Human Resource Development – Training in International Settings: A Peace Corps Perspective.

Emerging Issues in Business and Technology Conference (Myrtle Beach, SC -October 1999) Youths in the Workplace: The Role of Human Resource Development Professionals. (with Rose Mary Wentling)

Career Conference 2000 (Madison, Wisconsin) School initiatives that assist the successful transition of minority youth into the workplace. (with Rose Mary Wentling)

American Educational Research Association (New Orleans – April 2000) School and Workplace Initiatives and Other Factors that Assist and Support the Successful School-to-Work Transition of Minority Youth. (with Rose Mary Wentling)

Association for Career and Technical Education (Orlando, Florida – 1999) Initiatives that Assist and Barriers that Hinder the Successful Transition of Minority Youth into the Workplace. (with Rose Mary Wentling)

Academy of Human Resource Development (Washington, DC 1999) The Role of Human Resource Development in the Successful Transition of Minority Youth into the Workplace. (with Rose Mary Wentling)

College of Education, UIUC, (1999) International Human Resource Development with the Peace Corps.

Peace Corps/Mozambique (1998) HRD Internacional: Corpo de Paz.

Peace Corps/Mozambique (1999) Training of Trainers Workshop: Training Principles and Strategies

Human Resource Education Department, UIUC, (1999) Presented “International HRD – A Peace Corps Perspective” for students taking HRE:455 – Consulting in Education and Training.

Peace Corps Community-Based Training Conference (Washington, DC 1997) Promoting and Supporting Self-Directed Learning During Training.

Peace Corps Programming and Training Conference (Miami, 1995) What to do with Fast Learners during Training?

Peace Corps Programming and Training Conference (Palau, Micronesia 1994) Using Charts in a Language Lesson.

Primary School Teachers Summer Workshop (Belize, 1994) A Look at Classroom Management - Who is Responsible?

Museum Of Natural Sciences (Ocracoke, NC 1992) Integrating Environmental Themes in Your Lessons.

### **Other Conferences Attended**

Research Frontiers in Engineering Technology Symposium (November, 2002), Houston, TX

Bridging the Digital Divide Seminar (November, 2002) was sponsored by Technology for All. Houston, TX

Participated in the Lessons in Leadership Seminar (November, 2002) (FISHing for a better work environment) Sponsored by the University of Houston, Division of Continuing Education and Extension & Chamber of Commerce

Academy of Human Resource Development (Oakbrook, Illinois 1998)

Peace Corps Programming and Training (Washington, DC 1997)

Peace Corps Programming and Training (Miami, 1995)

Peace Corps Programming and Training (Palau, Micronesia 1994)

### **Editorial/Reviewer Responsibilities**

Member of Advisory Board and Referee for Human Resource Development International Journal

Referee for Human Resource Development Review Journal

Texas Journal of Distance Learning – Founding Member and Member of the Editorial Board  
<http://www.tjdl.org/articles/1/welcome/>

Associate Program Chair for 2004 Academy of Human Resource Development Conference

Referee for Academy of Management Conference, 2003 to present

Referee for Academy of Human Resource Development Conference, 1998 - present

### **Membership in Professional Organizations**

Academy of Management (Member)

Academy of Human Resource Development (Member)

American Society for Training and Development, Houston Chapter (Member)

Scholarship and Leadership Committee, Academy of Human Resource Development (Member)

Human Resource Education Student Group (Former President) Seeks to facilitate professional and academic development for students in Human Resource Development.

### **Committees/Leadership at the University of Houston**

Honesty Committee, University of Houston (Member)

Scholarship Committee, University of Houston (Member)

Co-Leading the Development of Online Masters Program in Human Resource Development, College of Technology

Thesis Director for graduate student, Rana Rifia – Thesis: The Role of Training and Development Professionals during Mergers and Acquisitions

Mentor and Supervisor, Training and Development Student Group, University of Houston, 2005 - present

### **Affiliation with Organizations/Companies**

Senior Affiliate with Pacific Resources for Education and Learning (<http://www.prel.org/>)  
Area of Specialization: Workforce Development and E-Learning

Research Affiliate with Knowledge and Learning Systems Group, National Center for Supercomputing Applications (NCSA). University of Illinois at Urbana-Champaign (<http://learning.ncsa.uiuc.edu/index.html>)

### **Honors and Awards**

**University of Houston Teaching Excellence Award** (2006) The highest honor bestowed by the University of Houston. <http://www.uh.edu/uhtoday/2006/facultyawards/050306cwaight.html>

**Technology Teaching Excellence Award** (2005) College of Technology, University of Houston

**Recognized** (2003) by the Education Alumni Association at the University of Illinois for outstanding academic and personal achievement in the College of Education.

**Dissertation Award** (2001) University of Illinois at Urbana-Champaign, Human Resource Education Department. Given to assist in the implementation of the dissertation plan.

**Outstanding Paper Award** (2000) School and Workplace Initiatives and other Factors that Assist and Support Successful School-To-Work Transition of Minority Youth American Vocational Education Research Association. (with Rose Mary Wentling)

**Rupert Evans Leadership Award** (1999) University of Illinois at Urbana-Champaign, Human Resource Education Department. Given for excellence in scholarship, research and service while engaged in advanced graduate study in Human Resource Development.

**William Chandler Bagley Fellow** (1997) University of Illinois at Urbana-Champaign, College of Education. Given for outstanding academic achievement.

**Janice Seitz Award** (1997) University of Illinois at Urbana-Champaign, Human Resource Education Department. Given for outstanding academic achievement and for involvement in the area of special needs education.

**Fulbright Scholar Award** (1995 - 1997) given the pursue a degree in human resource development at the University of Illinois.

**Peace Corps Interview, Channel Five, Belize (1996).** Was interviewed on the community based training model that Peace Corps was implementing for the first time in Belize

**Peace Corps of the United States** (1996) – Certificate of Appreciation for outstanding performance as Language and Cross-Cultural Coordinator for Pre-Service Training: Omnibus 96.

**Peace Corps Nicaragua** (1994) – Certificate of Appreciation for outstanding performance as lead trainer for the community based training model.

**Graduated with Honors** (1994) University College of Belize.

**Peace Corps Nicaragua** (1994) – Certificate of Appreciation for outstanding performance on designing and leading the Trainer of Trainers Workshop

**Graduated with Honors** (1994) University College of Belize

**Belize Government Scholarship** (1992 - 1994) given to pursue undergraduate education in Belize.

**Graduated with Honors** (1992) Belize Teachers' College.

**Languages:** English, Spanish, Creole, Portuguese, Chinese (Level 1)