

## **VITA**

---

**Consuelo L. Waight, Ph.D.**

**Professor & Director, Executive Human Resource Development Program  
Technology Division, College of Engineering  
University of Houston**

### **EDUCATION**

Ph.D., Human Resource Education, College of Education, University of Illinois at Urbana-Champaign, 2002.

Ed.M., Human Resource Education, College of Education, University of Illinois at Urbana-Champaign, 1997.

B.A., English Education, University of Belize, 1994.

Teacher Certification, Belize Teachers College, Belize, 1992.

### **EMPLOYMENT**

Professor, Human Resource Development, Department of Human Development and Consumer Sciences, University Houston, 2022

Director, Executive Master of Science in Human Resource Development, 2012 to present.

Associate Professor, Human Resource Development, Department of Human Development and Consumer Science, University Houston, 2009

Program Coordinator, Professional Master of Science in Human Resource Development, 2009 -2020

Assistant Professor, Department of Human Development and Consumer Science, University of Houston, 2002 - 2009

Research Associate, National Center for Supercomputing Applications (NCSA), Knowledge and Learning Group, University of Illinois at Urbana-Champaign, 2000 - 2002

Graduate Research Assistant, Human Resource Education Department, University of Illinois at Urbana-Champaign, 1997-2001

Global Learning and Development Consultant, Peace Corps, 1993 – 1997

## **AWARDS & RECOGNITION**

### **Fulbright**

*Fulbright Specialist Roster, 2024 - 2027*

*Fulbright Core Scholar Award, 2016 – 2017*

*Fulbright Student Award, 1995 – 1997*

### **Research**

*Outstanding Paper Award, American Vocational Education Research Association, 1999*

*Co-Finalist, The Benjamin J. Dasher Best Paper Award for Engineering Education at the Frontiers in Education Conference, 2008*

### **Teaching**

*University of Houston Teaching Excellence Award, 2006*

*College of Technology Fluor Teaching Excellence Award, 2005*

### **Training**

*Outstanding Performance as Lead Trainer, Community Based Training, Peace Corps Nicaragua, 1994*

*Outstanding Performance, Design of the Train the Trainers Workshop, Peace Corps Nicaragua, 1994*

*Outstanding Performance as Language and Cross-Cultural Coordinator, Pre-Service Training, Peace Corps, Belize, 1996*

### **Other Recognition**

*Finalist, University of Houston Distinguished Teaching Award, 2021*

*Finalist, University of Houston Group Teaching Excellence Award, 2021*

*Finalist, University of Houston Distinguished Teaching Award, 2022*

*Finalist, University of Houston Group Teaching Excellence Award, 2022*

### **Service**

*Faculty Service Excellence Award, College of Technology, 2021*

*Fulbright Association Chapter Award for Programming, 2019*

*Fulbright Association Houston Southeast Chapter Leadership Recognition, 2023*

### **Academic Awards at University of Illinois at Urbana-Champaign, 1997-2002**

*Rupert N. Evans Outstanding Doctoral Student Award*

*William Chandler Bagley Fellow*

*Janice Seitz Award*

## PUBLICATIONS

### Editor-Reviewed Article

Waight, C.L., Kjerfve, T., Smith, B., & Kite, A. (2022). Connecting and relating in Brazil: Implications of remote work. *Human Resource Development International*, 25(2), 231-253.

### Refereed Journal Articles

Waight, C. L., Edwards, M. T., & Waight, J. E. (2023). The learning experience designer skillset: Employer expectations. *Advances in Developing Human Resources*, 0(0). <https://doi.org/10.1177/15234223231193319>

Waight, C. L., & Greer, T. (2021). Adaptive performance and human resource development practitioners: Insights from successes and failures, *New Horizons in Adult Education and Human Resource Development*, 33(4), 4-16.  
<https://doi.org/10.1002/nha3.20329>

Waight, C. L., & Edwards, M. T. (2021). Team engagement in an executive human resource development program: A closed cohort model perspective, *Human Resource Development Quarterly*, 32(3), 419-441. <https://doi.org/10.1002/hrdq.21419>

Waight, C. L. (2020). The role of tertiary education in economic development: The Belizean perspective. *International Journal of Training and Development*, 24(2), 135-143.

Waight, C. L., & Pandit-Tendulkar, M. (2019). The effect of mentoring in an organization development course. *Mentoring & Tutoring: Partnership in Learning*, 27(5), 601-616. (Altmetric score of 24)

Greer, T., & 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.

Waight C. L. (2015). Learning during the integration phase of mergers and acquisitions: Perspectives from learning and development professionals. *Performance Improvement Quarterly* 28(1), 7-26.

Waight, C. L., & Stewart, B. (2009). Exploring corporate e-learning research. What are the opportunities? *Journal of Applied Research in Workplace E-learning*, 1(1), 68-79.

Trenor, J., Yu, S., Waight C. L., Zerda, K., & Sha, T. (2008). The relations of ethnicity to female engineering students' educational experiences and college and career plans

in an ethnically diverse learning environment. *Journal of Engineering Education*, 97, 449-465.

Stewart, B., & Waight, C. L. (2008). E-learning teams and their adult learning efforts in corporate settings: A cross analysis of four case studies. *International Journal of E-Learning*, 7(2), 293-309.

Stewart, B., Norwood, M., & Ezell, S., & Waight, C. L. (2006). Collaborative creation of an on-line degree program. *Innovations in Education and Teaching International*, 43(3), 197-210.

Waight, C. L., & Stewart, B. (2005). Valuing the adult learner in e-Learning: 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: 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: From fragmentary insights to strategic significance. *Advances in Developing Human Resources*, 7(2), 271-287.

Waight, C. L. (2005). Exploring connections between human resource development and creativity. *Advances in Developing Human Resources*, 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 Stem 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.

### **Edited Journal Issue**

Waight, C. L., & Egan, T. M. (Eds.). (2005). Underpinnings of creativity in human resource development. *Advances in Developing Human Resources*, 7(2), 151-286.

### **Article Under Review**

Edwards, M., & Waight, C. (under review). Preparing for the Ageing Workforce: A Case Study from Jamaica's Finance Industry. *Human Resource Development International*.

### **Articles In Progress**

Waight, C. L., Kjerfve, T., Neves, L., Singh, P., & Pendelson, F., Artificial Intelligence and the HR Organization: Perspectives from HR Professionals.

Waight, C. L., Edwards, M. T., Batool, S. Twenty years of learning in mergers and acquisitions: What have we learned?

Waight, C. L., & Greer, T. Industry exposure and career outcomes: A graduate HRD program perspective.

Waight, C. L. A Systematic Examination of Academic Advisory Boards: Antecedents, Moderators, and Outcomes.

### **Refereed Conference Poster**

Waight, C.L., & Widanage, K. (2024). An examination of academic advisory boards research: Antecedents, moderators, and outcomes. In Barhate, B., & Niu, Y. (Eds.). *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*. Arlington, Virginia.

## Refereed Conference Proceedings

- Waight, C.L., Kjerfve, T., Smith, B., & Kite, A. (2022). Connecting and relating in Brazil: Implications of remote work. In Chai, D. S., & Xie, L. (Eds.). *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*. Arlington, Virginia.
- Waight C. L. (2021). Expectations of learning experience designers: Employer perspectives. In Yeager, K., & Chai, D. S. (Eds.). *Proceedings of the Academy of Human Resource Development International Research Virtual Conference in the Americas*.
- Waight C. L., Edwards, M. T., & Batool, S. (2020). Learning and mergers and acquisitions: An integrative literature review. In Johnson, K. & Yeager, K., (Eds.). *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, Atlanta, Georgia.
- Waight, C. L., & Greer, T. W. (2019). Adaptive performance and human resource development practitioners: Insights from successes and failures. In Minnis, S., & Johnson, K. (Eds.). *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, Louisville, KY.
- Greer, T. W., & Waight, C. L. (2017). Using perceived employability and career success to explore the value of an undergraduate HRD degree. In Yawson, R. M., & Park, S. (Eds.). *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, San Antonio, TX.
- Waight, C.L. (2016). Exemplary cohort engagement in an executive human resource development program: What made the difference? In Amayah, A. T., & Yawson, R. (Eds.). *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, Jacksonville, Florida.
- Pandit, M., & Waight, C. L. (2014). Academic mentoring: Nature, benefits and conceptual Frameworks. In Chapman, D.C., & Guerdat, K. (Eds.). *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, Houston, Texas
- Yuan, X., Malki, H., Song, G., & Waight, C. (2009). Introducing advanced wireless sensor networks into undergraduate research. *Proceedings of the American Society for Engineering Education Annual Conference & Exposition*, Austin, Texas.
- Waight, C. L., & Soni, V. (2009). Understanding M & A integration: A necessity for human resource development managers. In Chermack, T., & Storberg-Walker, J., (Eds.). *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, Washington, DC.

- Waight, C. L., & Batool, S. (2009). The role of learning in M & As. In Chermack, T., Storberg-Walker, J., & Graham, C. (Eds.). *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, Washington, DC.
- Trenor, J., Yu S., Waight C. L., & Zerda, K. (2008). Influences for selecting engineering: Insights on access to social capital from two case studies. *38<sup>th</sup> Annual Frontiers in Education Conference*, Institute of Electrical and Electronics Engineers. New York.
- Trenor, J., Yu S., Sha, T., Zerda, K., & Waight C. L. (2007). Investigating the influence of ethnicity on female students' perceptions and intention to major in engineering using social cognitive theory. *37<sup>th</sup> Annual Frontiers in Education Conference*. Institute of Electrical and Electronics Engineers. Milwaukee, Wisconsin
- 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 International Research Conference in the Americas*. Columbus, Ohio.
- 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 International Research Conference in the Americas*. Estes Park, Colorado
- 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 of the Academy of Human Resource Development International Research Conference in the Americas*. 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 of the Academy of Human Resource Development International Research Conference in the Americas*, Austin, Texas.
- Waight C. L. (2003). Human resource development professionals' involvement in the merger and acquisition process of Fortune 500 companies. In Egan, T. M. & Lynham, S.A. (Eds.). *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*. Minneapolis, Minnesota.
- Stewart, B., Waight, C. L., Norwood, M., & Ezell, S. (2003). Evaluation of student expectations and experiences with online courses. *Proceedings from the Annual Convention of the Association for Educational Communications and Technology*, Anaheim, CA.

Waight C. L., Willging, P., & Wentling, T. (2002). Recurrent themes in e-learning: A meta-analysis of major e-Learning reports. In Egan, T. M. & Lynham, S.A. (Eds.). *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*. Honolulu, Hawaii.

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 of the Academy of Human Resource Development International Research Conference in the Americas*. Arlington, Virginia.

### **Non-Refereed Focus Session**

Waight, C. L., & Greer, T. W. (2018). The work of HRD practitioners: A social constructionism perspective. In Park, S., & Minnis, S. (Eds.). *Proceedings of the Academy of Human Resource Development International Research Conference in the Americas*, Richmond, VA.

Waight, C.L., & Hutchins, H.M. (2017). Lessons learned from an Executive HRD program: An action research perspective. *Annual meeting of the Academy of Human Resource Development Research Conference in the Americas*, San Antonio, TX.

### **Edited Textbook**

Stewart, B., Rifai, R., Ezell, S., Norwood, M., Greenwood, K., **Waight, C.**, Bishop P., & Hutchins, H. (2020). (Eds.), *Human ecosystems and technological change* (8th ed.). McGraw-Hill.

### **Book Chapters**

Waight C., & Egan T. (2022) Cross-Cultural Styles of Relating and Connecting in Developmental Relationships. In Ghosh R., Hutchins H.M. (Eds.), *HRD Perspectives on Developmental Relationships*. Palgrave Macmillan.  
[https://doi.org/10.1007/978-3-030-85033-3\\_15](https://doi.org/10.1007/978-3-030-85033-3_15)

Waight, C. L., Delgado, R. E., & Lopez, J. (2016). Human resource development in Latin America. In Garavan, T. N., McCarthy A. M., & Morley, M. J. (Eds.), *Global human resource development: Regional and country perspectives*. (pp. 224-249). Routledge.

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*. (pp. 1-20). Kluwer Academic Publishers.



## Technical Reports

- Waight, C. L. (2007). Evaluation of NSF-CCLI 0536823: Design and development of an online laboratory for optical circuits. National Science Foundation.
- Waight, C. L. (2004). Strengthening the human resource capacity of Belize. A diagnostic report. Inter-American Development Bank.
- Wentling, T., Waight, C. L., Gallagher, J., Fleur, J., Wang, C., & Kanfer, A. (2000). *E-Learning: A review of literature*. National Center for Supercomputing Applications, University of Illinois at Urbana-Champaign.
- 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*. National Center for Supercomputing Applications, University of Illinois at Urbana-Champaign.
- Wentling, R. M., & Waight C.L. (2000). *Initiatives that assist and barriers that hinder the successful transition of minority youth into the workplace*. Diversity Report #4. National Center for Research in Vocational Education, Berkeley, California.
- Gallaher, J., Waight, C. L. Walumbwa, F., & Wang, L. (1998). *Evaluation of the 1998 Academy of Human Resource Development conference*, Academy of Human Resource Development.

## Electronic References About Research, Teaching, & Service

- Keimig, A. (2024). HRD's Waight earns 3<sup>rd</sup> Fulbright designation.  
<https://www.egr.uh.edu/news/202406/hrds-waight-earns-3rd-fullbright-designation>
- Tornone, K. (2020). Mentorship boost student interest in career. HR Dive  
<https://www.hrdive.com/news/mentorships-boost-student-interest-in-careers-study-finds/569944/>
- The College Post (2019). Professional mentoring deepens graduate student learning.
- Cheryl (2019). See it, be it: Mentoring strengthens a student's commitment.  
<https://werepstem.com/2019/12/19/see-it-be-it-mentoring-strengthens-a-students-commitment-study-finds/>
- Breaking Belize News (2019). Belizean becomes President of Fulbright Association-Houston Southeast chapter.  
<https://www.breakingbelizenews.com/2019/11/18/belizean-becomes-president-fulbright-association-houston-southeast-chapter/>

Whithaus, J. (2018). In America's most diverse city, board rooms are anything but ...  
*Houston Business Journal*.

Houston Chronicle (2013). UH Sugar Land aligns training and business strategy.  
<https://www.chron.com/neighborhood/sugarland/news/article/UH-Sugar-Land-aligns-training-and-business-9526862.php#photo-11248240>

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

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

### **Research Features**

UH Today - <https://uh.edu/news-events/stories/2019/december-2019/12182019-waight-mentoring.php>

Science Daily - <https://www.sciencedaily.com/releases/2019/12/191218153439.html>

American Association for the Advancement of Science -  
<https://www.eurekalert.org/multimedia/pub/220045.php>

Phys.Org. - <https://phys.org/news/2019-12-deepened-student-commitment.html>

HR Dive - <https://www.hrdive.com/news/mentorships-boost-student-interest-in-careers-study-finds/569944/>

The College Post - <https://thecollegepost.com/professional-mentoring-deepens-graduate-students-learning/>

Teach to Work - <http://teachtowork.com/2020/01/22/january-is-national-mentoring-month/>

The University Network - <https://www.tun.com/blog/study-shows-the-value-of-mentorship-for-students/>

### **RESEARCH COLLABORATION WITH STUDENTS (Master's Level Program Only)**

\*Indicates Refereed Publication

Singh, P., & Pendelson, F. (2024) *Artificial Intelligence and the HR Organization: Perspectives from human resource professionals (ongoing)*

Smith, B., & Kite, A. (2022) *Connecting and relating in Brazil: Implications of remote work.* \*

Pandit, M. (2013). *Mentoring as an instructional approach in a graduate organization development course.* \*

Castellanos, N. (2008). *Making connections between epistemological frameworks and policy making: Implications for national HRD policies.*

Castellanos, N., Berthelsen, A. M., & Abdallah, A. (2008). *Alignment between storyboards and e-learning development.*

Soni, V. (2009). *Exploring merger & acquisition models: Implications for HRD practitioners.* \*

Rifai, R. (2004). *The role of learning and development professionals during mergers and acquisitions.*

Chan, D. (2006). *Exploring learning and mergers and acquisitions.* University of Houston Summer Undergraduate Research Fellowship - \$1000.00

Brisby, J. (2006). *Exploring safety at Yates High School.* (Undergraduate)

### **Thesis Chair (Master's Level Program Only)**

Wright, A. (2015). *Effect of breastfeeding teaching on postpartum nurses breastfeeding decisions and experiences.*

Pandit, M. (2013). *Mentoring as an instructional approach in a graduate organization development course.*

Rifai, R. (2004). *The role of learning and development professionals during mergers and acquisitions.*

### **PRESENTATIONS** **Only recent presentations featured**

#### **Invited Presentations**

Waight, C.L. (2024). Addressing HR challenges in the new era. Asian Institute of Technology, Thailand. Webinar

Waight, C.L. (2023). Dialogic change for HR professionals. Asian Institute of Technology, Thailand. Webinar

Waight, C. L. (2021). Dialogic organization development: A change framework. Latinos for Education. Webinar

Waight, C. L. (2017). Fulbright Pre Departure Orientation: Planning for Accompanying Spouses and Dependents, Washington DC.

Waight, C.L. (2016). Faculty Learning Abroad Workshop, UH Learning Abroad Office, Houston, Texas, Webinar

Waight, C. L. (2015). Learning, Technology, and Performance. Baker Hughes Training Summit, Houston, Texas.

### **Professional Presentations**

Waight, C. L. (2023). Moderator, Belize Association of Human Resource Professionals

Strategies to Counter Workplace Toxicity.

Presenter: Maya Nair, Senior Talent Development Advisor, SABIC.

Employee Engagement

Presenter: Russell Robinson Ed.D., Inspire.

Strategic Leadership and the Future of HR.

Presenter: Asia Wellington, Chief People Officer, National Society for Leadership and Success.

The Aging Workforce: Strategies for Engagement

Presenter: Malaika Edwards, Ph.D.

Waight, C. L. (2021). Moderator, Belize Association of Human Resource Professionals.

Employee experience: Successful strategies and lessons learned.

Presenters: Sharon Polite, Fluor; Esmee Flowers, Belize Central Bank; Edwin Medina, Waste Management; Haydon Brown, Belize Water Services, and Deborah Cabrera, Pepsi, Mexico.

Self as instrument: How are we showing up?

Presenter: Dr. Toby Egan, Associate Professor, University of Maryland.

Waight, C. L. (2020). Moderator, Belize Association of Human Resource Professionals.

Supporting employee wellbeing during Covid-19: An HR conversation.

Presenter: Dr. Tomika Greer, Assistant Professor, University of Houston.

Waight, C. L. (2020). Moderator

Generative leadership in a time of social unrest.

Presenter: Dr. Charles Shaw, Global Director for Diversity and Inclusion, Meta.

Waight, C. L. (2019). Innovative ways to increase program and department budgets.

Program Excellence Network, Academy of Human Resource Development, Marriott, Atlanta.

Waight, C.L., Bencomo A., Hernandez, A., Moore, B., & Holland, T. (2019). A conversation of Fulbright's impact with Houston Fulbrighters. University of Houston.

Waight, C.L. (2008). Discussant - Learning Organization Symposium, Academy of Management Conference, Anaheim, California.

Waight, C. L. & Fredson-Cole, H. (2007). The intricacies of blended learning. American Society for Talent Development, Houston Chapter, Houston, Texas.

### **Television Interviews**

Waight, C. L., & Greer, T. G. (2020). Supporting Employee Wellbeing during Covid-19: An HR Conversation. Open Your Eyes, Channel 5, Belize.

Waight, C. L., (2016). Developing E-learning Capacity at the University of Belize. Open Your Eyes, Channel 5, Belize.

- Conference Symposium
- 
- Symposium Chair, Academy of Human Resource Development, 2002-2007.
- Associate Program Chair, Academy of Human Resource Development, 2004.

### **FUNDED EXTERNAL GRANTS**

Sponsor: Bureau Veritas CIF, NA

Title: Exploring employee engagement

Funded Amount: \$19,960

Investigator: Consuelo Waight

Duration: 06/01/2018 – 05/31/19

Sponsor: HCA Healthcare Gulf Coast Division

Purpose: Benchmarking study: Organizational learning in the Healthcare industry

Funded Amount: \$15,916

Investigator: Consuelo Waight

Duration: 09/01/17 - 08/31/18

Sponsor: HCA Healthcare Gulf Coast Division

Purpose Predicting success and outcomes of StarN Learning outcomes  
Funded Amount: \$5,908  
Investigator: Consuelo Waight, Tomika Greer  
Duration: 09/01/17 - 08/31/2018

Sponsor: Edgen Murray  
Purpose: Leadership development for senior leaders  
Funded Amount: \$55,000  
Investigator: Consuelo Waight  
Duration: 02/01/10 - 03/22/2011

Sponsor: Waste Management  
Purpose: Evaluation of learning outcomes  
Funded Amount: \$10,000  
Investigator: Consuelo Waight  
Duration: 18/07/08 - 8/31/09

Sponsor: Texas Higher Education Coordinating Board  
Purpose: Adult basic education report  
Requested Amount: \$74,000  
Investigators: Marcella Norwood, Sharon Lund O'Neil, Consuelo Waight, Barbara Stewart, Katy Greenwood, Peter Bishop  
Duration: 01/06/08 - 14/08/08

Sponsor: National Science Foundation  
Purpose: STEP - AHEAD: Access to higher education through academic retention and development at the University of Houston  
Funded Amount \$1,560,449  
Investigators: Stuart Long, Frank Claydon, Consuelo Waight  
Duration: 12/01/03 - 11/30/08

Sponsor: Atos Origin  
Purpose: Analyze job competency surveys  
Funded Amount: \$10,000  
Investigators: Consuelo Waight, Holly Hutchins, Miguel Ramos  
Duration: 08/01/06 - 08/31/08

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  
Funded Amount: \$20,650  
Investigators: Julie Trenor, Kathy Zerda, Consuelo Waight, Frank Claydon  
Duration: 11/01/06 - 10/30/07

Sponsor: Key Energy Services

Purpose: Design and develop internal coaching training program, facilitate training program

Funded Amount: \$10,000

Investigators: Holly Hutchins, Consuelo Waight

Duration: 01/01/07 - 08/31/07

### **FUNDED *INTERNAL* GRANTS**

Sponsor: University of Houston - Distance Education Program

Purpose: Design and develop online organization development certificate

Requested Amount: \$25,000

Investigator: Consuelo Waight

Duration: 08/01/08 - 07/31/09

Sponsor: Distance Education, University of Houston

Purpose: To design an online master's degree program in HRD

Funded Amount: \$42,000

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

Duration: 06/01/2005 - 06/01/2007

Sponsor: University of Houston

Purpose: A literature review on the opportunity identification process among women in engineering.

Funded Amount: \$6000.00

Investigator: Consuelo Waight

06/01/05 - 08/31/06

Sponsor: Distance Education, University of Houston

Purpose: To design an online undergraduate Consumer Science program.

Funded Amount: \$25,000

Investigators: Barbara Stewart, Shirley Ezell, Marcella Norwood, Consuelo Waight, Katy Greenwood, Carole Goodson, Kenneth Brown, Richard Kasschau, Joe Kortarba, Robert Lineberry, & Rebecca Thorton

Duration: 06/01/04 - 06/01/05

### **PRINCIPAL EVALUATOR FOR NATIONAL SCIENCE FOUNDATION GRANTS**

Sponsor: National Science Foundation

Purpose: REU SITE: Sensor networks and security infrastructure

Amount: \$220,319

Investigators: Heidar Malki & Xiaojing Yuan

Evaluator: Consuelo Waight

Duration: Completed 03/31/09

Sponsor: National Science Foundation  
Purpose: To design and develop an e-lab for optical circuit courses  
Amount: \$125,000  
Investigators: Driss Benhaddou & Deniz Gurkan  
Evaluator: Consuelo Waight  
Duration: Completed 05/31/2007

#### **UNFUNDED GRANTS**

Sponsor: Texas Workforce Commission  
Title: Implementation and process evaluation of TWC'S Reemployment Services and Eligibility Assessment Program (RESEA)  
Funding: \$1,051,311.00  
Investigators: Consuelo Waight, Tomika Greer, Melika Shirmohammadi, and Olivia Johnson  
Submitted: 2022

Sponsor: Facebook  
Title: Which virtues affect Facebook-specific media literacy and misinformation?  
Funding: \$148,284.68  
Investigators: Jesse Datu, Assistant Professor, The Education University of Hong Kong, Consuelo Waight, Jana Patricia M. Valdez, and Hidefumi Hitokoto (Kwansei Gakuin University)  
Submitted: 2020

Sponsor: NRDA (Natural Resource Damage Assessment)- [RESTORE Act: Restore Habitat]  
Title: Coastal sustainability and resiliency: Workforce and career partnership  
Funding: \$4,801,329.00  
Investigators: Richard Hart (Houston Advanced Research Center – HARC), Consuelo Waight (UH), Sandra Meteyor (Galveston College), Quenton Dokken (Gulf of Mexico Foundation)  
Submitted: 2017 (Resubmission)

Sponsor: Engineering Information Foundation  
Title: Strengthening the engineering capacity among freshmen at the University of Belize  
Investigators: Consuelo Waight & Driss Benhaddou  
Funding: \$22,986  
Submitted: 2018

Sponsor: Ministry of Energy, Ghana  
Title: Cross-border program collaboration: Partnership between Executive HRD and UH's Center for Public History  
Investigators: Kairn Klieman, Tom Mitro, & Consuelo Waight  
Submitted: 2017



Sponsor: TCEQ [RESTORE Act: Bucket 1]

Title: Coastal sustainability and resiliency: Workforce and career partnership

Funding: \$6,128,560.00

Investigators: Richard Hart (Houston Advanced Research Center – HARC), Consuelo Waight (UH), Sandra Meteyor (Galveston College), Quenton Dokken (Gulf of Mexico Foundation).

Submitted: 2016

Sponsor: NRDA (Natural Resource Damage Assessment)

Title: Coastal sustainability and resiliency: Workforce and career partnership

Funding: \$7,211,174.00

Investigators: Richard Hart (Houston Advanced Research Center – HARC), Consuelo Waight (UH), Sandra Meteyor (Galveston College), Quenton Dokken (Gulf of Mexico Foundation).

Submitted: 2016

Sponsor: National Science Foundation

Purpose: Spiral research-based teaching strategy in undergraduate STEM curricula

Funding: \$157,846

Investigators: Driss Benhaddou, Jerry Waite, Consuelo Waight, Mequanint Moges, Heidar Malki

Submitted: 2010

Sponsor: Coastal Impact Assistance Program (General Land Office)

Purpose: Project management training for coastal officials and coastal managers

Funding: \$49,975

Sponsor: General Land Office

Investigator: Consuelo Waight

Submitted: 2006

Sponsor: National Institute of Health

Purpose: To bridge minority students to a four-year institution (University of Houston) so that they can complete their Baccalaureate Degree in Biomedical Engineering

Amount: \$613,509

Investigators: Clifford Dacso, Heidar Malki, Consuelo Waight, Norma Perez, John Galitos

Submitted: 2005

Sponsor: National Collegiate Inventors and Innovators Alliance (NCIIA)

Purpose: Developing an E-Learning authoring tool for the University of

Belize: Explore Technology in a Developing Country

Funding: \$31,575

Investigator: Consuelo Waight

Submitted: 2004

Sponsor: National Science Foundation

Purpose: CAREER: Exploring high school girls' opportunity identification: Strategies in Science, Technology, Engineering, and Math related fields.

Funding: \$635,481.00

Investigator: Consuelo Waight

Submitted: 2004

Sponsor: University of Houston – GEER Program

Purpose: Supporting tenure track faculty: A mixed method study of faculty initiatives

Funding: \$25,693.38

Investigators: Holly Hutchins, Consuelo Waight

Submitted: 2003

## **GRADUATE PROGRAM LEADERSHIP**

### **Executive HRD Program**

Founding Director, 2012 – present

### **Student Value Proposition**

1. Personalization
2. Visibility
3. Relationship
4. Generativity
5. Usability

### **Strategic Outcomes**

1. ***Sustained Enrollment and Retention***
  - a. Adaptive enrollment
  - b. Adaptive learning design
  - c. Just in time feedback
2. ***Employability and Career Success***
  - a. ***Students and their work are units of analysis.***
    - i. Using **work** as a unit of analysis enhances experiential learning which triggers a **transfer** between **work to school and school to work**.
    - ii. Testimonials -  
<https://www.uh.edu/technology/programs/graduate/executive-human-resource-development/profiles/>
  - b. ***Career Coaching***
  - c. ***Engagement between senior leaders and students***
3. ***Reflexive Scholarly Practitioners***
  - a. Students execute multiple work projects using diagnostic (planned) and dialogic change frameworks.

4. **Global Partnership**
  - a. Students lead projects with select companies in the Czech Republic, Portugal, and Brazil etc.
5. **Scholarship on Teaching, Learning, and Program Development**
  - a. Value of HRD degree (longitudinal research)
  - b. Design thinking with students, faculty, and HRD Advisory Board
6. **Alumni Reflections on the Executive HRD Value Proposition**
  - a. **Podcasts (2022)** - <https://podcasts.apple.com/us/podcast/executive-hrd/id1619157174>

## **Professional M.S. in Human Resource Development**

Coordinator, 2009 - 2020

### **Strategic Outcomes**

1. **Sustained Enrollment**
2. **Developed Corporate Partnerships** (see incomplete list below) to support experiential learning.
3. **Curated and Implemented the Organization Development Mentoring Program** to support experiential learning. (ongoing after 20 years)
4. **Created and Lead the HRD Advisory Board** composed of senior vice presidents in human resources, organization, and people development.  
<https://dot.egr.uh.edu/departments/hdcs/people/boards/hrd>
5. **Created and Lead the HRD Advisory Board Student Scholarship**
6. **Gained Approval of GRE/GMAT Waiver** (benchmarked proximal HRD programs)

### **Developed Corporate Partnerships to Support Experiential Learning {incomplete list}**

1. Halliburton
2. Weatherford
3. Reliant
4. GE Oil
5. Baker Hughes
6. Pacific Drilling
7. Edgen Murray
8. HCA Healthcare, Gulf Coast Division
9. Venterra Realty
10. Goodman Manufacturing
11. Shaw Energy & Chemicals Group
12. Tejas Research & Engineering, LLC
13. NACE International (National Association of Corrosion Engineers)
14. Construction Management Program (UH)
15. Waste Management
16. City of Houston

## **COURSE DEVELOPMENT**

### **Course Development and Instruction**

Instituted corporate partnerships in six of the ten courses\*

1. HRD 6302 - Design and Management of E-learning \*
2. HRD 6352- Instructional Design for Training Environments
3. HRD 6305 - Organizational Learning and Performance \*
4. HRD 6350 - Foundations of Human Resource Development
5. HRD 6355 - Designing Organization Development Interventions \*
6. HRD 6356 - Consulting Skills & Professional Practice \*
7. HRD 6358 - Global Human Resource Development \* (*global partnerships in Brazil, Portugal, and Czech Republic*)
8. HRD 6360 - Emerging Research in HRD
9. HRD 6398 - Internship in HRD
10. HRD 6359 - Trends in Organization Development \*

Undergraduate Course

1. HRD 4315 - Instructional Strategies for Training and Development

Guest Lecturer

1. HRM & Leadership, MBA Program, Galen University, Belize, April 2019 – present.

### **Mentor - Student Directed Projects**

I mentor approximately 30 students each semester, completing change, HR, and learning and development projects.

## **SERVICE**

### **International**

- Founding President, Belize Association of Human Resource Professionals, 2019 - present

### **National**

- Member of the Fulbright Association of the Houston Southeast Chapter, 2023 -
- President of the Fulbright Association of the Houston Southeast Chapter, 2019 - 2022
- Member, Peer Review Committee for the Fulbright U.S. Scholar Program, 2021
- Advisory Board Member, Emerald Group Publishing Inc. 2015 - 2016

## **University**

- Member, Merger Taskforce – Colleges of Engineering and Technology, 2022
- Member, Teaching Excellence Committee, 2010 - 2011, 2014 - 2017, 2018 - 2020
- Advancing Community Engagement and Service Institute (COT Liaison), 2017-2020
- Member, Search Committee, Aspire Global Engagement Institute, 2020

## **College**

- Member, Dean Advisory Committee, 2020 –2022
- Promotion and Tenure Committee, 2022 – 2023
- Honesty Committee, 2015
- Scholarship Committee, 2015

## **Department**

- Founding Director, HRD Advisory Board (2016 - 2023)
- Chair, Faculty Search Committees, 2017- 2018; 2018 - 2019; 2019 – 2020
- Member, Scholarship Committee, 2015 - 2018
- Faculty Advisor, Student Society for HRD (SSHRD) (2002 - 2009)

## **SCHOLARLY SOCIETIES**

### **Editorial Boards**

- Human Resource Development International, 2006 to present
- Human Resource Development Review, 2006 to present
- New Horizons in Adult Education and Human Resource Development, 2013 to present.
- Advances in Developing Human Resources, 2006 - 2013

### **Journal Reviewer**

- Advances in Developing Human Resources
- Human Resource Development Quarterly
- Human Resource Development International
- Human Resource Development Review
- Management Research News
- Human Resource Management
- International Journal for Training and Development
- Journal of European Industrial Training
- New Horizons in Adult Education and Human Resource Development
- European Journal of Training and Development

#### Grant Reviewer

- Social Sciences and Humanities Research Council of Canada, 2015
- Louisiana Board of Regents Grants, 2006

#### Professional Memberships

- Academy of Human Resource Development
- Houston Committee on Foreign Relations
- Fulbright Alumni Association
- Member of the Phi Beta Delta Honor Society of International Scholars

### **ACADEMIC LEADERSHIP DEVELOPMENT**

- University of Houston Cougar Chair Leadership Academy, 2015
- Women in Academic Leadership Program, 2020
- Increasing Leadership from Historically Underrepresented Groups, Penn State (NSF Funded), 2021-2022.

### **ACADEMIC CONSULTING**

- Strengthening the HRD Foci in the Doctor of Education Degree, Valdosta State University

### **GLOBAL EXPERIENCE**

- Capacity Building Consultant
  - Peace Corps, Nicaragua, Jamaica, Belize, Mozambique, Saint Lucia, Thailand, and Micronesia.
  - Forestry Department, Belize
  - Protected Areas Conservation Trust (PACT), Belize
  - Exxon Mobil, Angola
- National Needs Assessment Consultant
  - Inter-American Development Bank, Belize
- Executive HRD Learning Abroad, University of Houston, Brazil, Portugal, & Czech Republic

### **LANGUAGES**

- English
- Spanish
- Creole
- Portuguese (Level 1)