

HDCS OUTLOOK

FALL 2017 HDCS NEWSLETTER

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ADVANCEMENT AMBASSADORS: STUDENTS TAKE ON VITAL ROLE IN ADVANCING PHILANTHROPY AWARENESS

By Marilyn Jones

The University of Houston Advancement Ambassador program, which emphasizes philanthropy and the direct impact it has on the lives of students, has influenced two College of Technology graduate students in the human development and consumer sciences department. Blake Mudd, who is earning his master’s degree in global retailing and Brittany McClure who is working on her master’s degree in human resource development were two of the 20 UH students chosen to be part of the inaugural program.

Both have been involved in many event activities that bring philanthropy awareness to the student community. At the Party on the Plaza, they served as greeters to alumni during tailgating. “Being a greeter may seem trivial, but we feel it is important to have smiling faces welcoming alumni, donors and guests because it starts the experience off on the right foot,” said Brittany McClure.

At the Cougar 100 Luncheon, which recognizes UH-owned or UH-led companies throughout the country, they both greeted guests and later were able to network with the alumni. At the President’s suite concierge desk, Brittany provided information to many visitors. Blake helped with the Great

Minds for Education reception, an event sponsored by the College of Education, where he was able to speak with donors, volunteers, and administrators from the college. He is a leader of the Community Engagement Taskforce of Advancement Ambassadors, where he gets to reach out to students and the city of Houston to promote understanding of important campaigns such as UH’s \$1 billion “Here We Go” Campaign. “When reaching out to the students, it’s important that they realize this campaign is affecting them long-term and it is essential to putting a high value on your degree,” said Blake Mudd.

Both Blake and Brittany feel they are putting their best foot forward by interacting with alumni, donors and the Houston community, helping the University of Houston be an influential institution for years to come.



Brittany McClure (L) and Blake Mudd (R)

FORESIGHT

WELCOME TO OUR NEW FORESIGHT STUDENTS.....

By: Kimberly Daniels

Each semester, UH welcomes new students to the Graduate Foresight program who come from differing backgrounds, life experiences, undergraduate, and sometimes other graduate programs interested in using futures studies in ways unique to their ambitions. This fall semester is no exception. Whether enrolled as a candidate for the 12-credit hour certificate program or the 36-credit hour master's program, each brings his or her own understanding of the world to engage with the faculty and other students about emergent changes that signal an expected future. And, each gains research-driven practice in exploring possible alternative futures that guide and inform present-day strategy.

New to the program this year are: Lesia (pronounced "Lasha") Fejer, Gregg Dunn, Jonathan Casiano, Hannah Kim, Collin Sledge, Yannis Kavounis and Tim Murphy. The snapshot profiles of some, presented below, provide a glimpse of the distinguishing résumés that characterize the newest members of our Houston Foresight community.

Lesia works for the British Government as a Science & Innovation Officer to build the stepping-stones for future



Lesia Fejer

scientific discovery and innovations for the benefit of the UK. Prior to working for the British Government, she studied a myriad of topics, in-depth, at Texas A&M University, including biomedical sciences, anthropology, psychology, international development theory, and science & technology policy.

Having earned a Master of Art (MA) degree from the Bush School of Government and Public Service, Lesia sees futures studies as the right opportunity for furthering her career pursuits. Growing up, she played five different sports at an advanced/competitive level, and was given the opportunity to represent the USA in two different sports at the Junior Olympics. Although it's been a while she has

competed, Lesia will not pass up a chance to play in the future or to go to a game.

Gregg has worked in the auto industry for 25 years, and has been a member of the United Auto Workers union the entire time. He believes the union is a good counterbalance to the auto company for which he works, and continues to labor effectively alongside of union colleagues in good as well as hard times. Gregg has always



Gregg Dunn

been fascinated by the future, and presently is concerned with future implications of advances in technology and automation...pondering questions such as: "What might happen to our manufacturing base? How can we work to keep pace with the ever-changing world? What kind of jobs will be displaced by automation? What kind of jobs will be created? How will humans fit into the changing work environment?" Gregg readily admits that he is not solely focused on the auto industry regarding the future; however, it encompasses a significant part of the work that he does.

Jonathan is a development writer for Baylor College of Medicine. Prior to his role at Baylor, Jonathan worked as



Jonathan Casiano

a communications specialist and paralegal at the law firm of Bain and Barkley, and as a copywriter for the Houston-area marketing agency, DrumBeat Marketing. After obtaining a BA in Interpersonal Communication, he interned in the communications office of the Harris County Office of Homeland Security and Emergency Management, before earning Master of Public Administration (MPA) degree from The University of Texas Rio Grande Valley.

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NEW FORESIGHT STUDENTS

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Hannah is currently a Talent and Analytics Manager at Campbell Soup Company. She has over 10 years of cross-functional experience in finance, HR, and strategy across the CPG, retail, and hospitality industries. With a passion for learning, Hannah's ultimate goal is to become a foresight strategist to help individuals and organizations achieve their goals through a future-focused, measured approach. Hannah loves to challenge herself in marathons and travel around the world trying different cuisines and learning languages and cultures.



Hannah Kim

foresight and how it is being used, and can be used, in application to the energy sector. Collin was sold. He is particularly interested in the possibility or probability of new economic realities brought about by converging exponential technologies. Managing transition to the fourth industrial revolution is a fascinating economic challenge to Collin. As well, he is interested in the ways in which the world may respond to climate change and increased extreme weather instances, particularly in tropical developing nations. His interests are basketball and stand-up comedy, and his not-so-guilty pleasures are Kanye West albums and Tarantino movies.



Collin Sledge

Collin is a recent UH graduate with a Bachelor of Art (BA) in Economics. He learned about the Foresight program as an undergraduate from Dr. Andy Hines, while pursuing a minor in Energy and Sustainability. Andy spoke about

We welcome our Fall 2017 new Foresight students, and look forward to how they will help positively shape futures studies as a discipline and through foresight practice.

FORESIGHT PRODUCES INAUGURAL FOREST FUTURES NEWSLETTER

By: Andy Hines

As part of a collaborative research project between the University of Houston's Foresight program and the US Forest Service in setting up a Horizon Scanning system for the latter, we've published our first *Forest Futures* newsletter. Horizon scanning involves identifying emerging trends in the internal and external environment relative to an organization or an issue of concern, with the goal being to understand the driving forces that give insight to the

most probable future, and forces of change suggestive of alternative future outcomes.

The newsletter is just one of a number of action steps identified by the US Forest Service Strategic Foresight Group toward using communications and science delivery tools to engage interested stakeholders as to relevant futures research with respect to forests, and features "emerging trends of importance to natural resource planners, managers and policy makers."

FORESIGHT

HOUSTON FORESIGHT PRODUCES ON THE HORIZON SPECIAL ISSUE.....

By: Kimberly Daniels

Houston Foresight advances its endeavor to produce high-quality foresight work that helps businesses, governments, institutions, and students anticipate and prepare for the future by publishing 11 out of 13 articles featured in *On the Horizon's* 2017 special issue: Student Needs 2025 and Beyond. Production of this collaborative work by UH faculty, students and alumni, on behalf of Lumina Foundation, points to emerging student needs with respect to a student's life as a whole and the innovative responses required to address them.

The articles contributed by Houston Foresighters to this *On the Horizon* special issue are:

- "Why Student Needs" - Andy Hines (UH faculty) and Juan Suarez (Lumina Foundation project sponsor), pp. 141-144 --- highlights three ways in which the study on student needs took a unique view of higher education, centered around a theme of focusing on student as opposed to institutional needs.
- "Framework Foresight for Exploring Emerging Student Needs" - Andy Hines, pp. 145-156 --- demonstrates how the Framework Foresight method can be effectively used for exploring the future of a topic such as student needs.
- "The Future of Student Life: Living" - Maria Romero (alumna), pp. 157-160 --- points to shifting values relative to student health and wellbeing.
- "The Future of Student Life: Learning" - Katie King (alumna), pp. 161-164 --- suggests students will increasingly gravitate toward new learning models focused on experiential learning, personalized learning and non-traditional education systems if needed.
- "The Future of Student Life: Working" - Jason Swanson (alumnus), pp. 165-168 --- touches on the critical uncertainty posed by AI, automation and general

technological advances and how they will reshape work.

- "The Future of Student Life: Playing" - Laura Schlehber (alumna), pp. 169-172 --- explores how purposeful play is spreading into virtual space.

- "The Future of Student Life:

Connecting" - James Breaux (alumnus), pp. 173-176 --- finds that students will become increasingly connected to their extended families, communities and AI, using technological interfaces to facilitate such connections.

- "The Future of Student Life: Participating" - Johanne Schutte (alumnus), pp. 177-180 --- proposes hacking as a form of civic participation, points to ways in which students may become actively engaged in civic life, including through the use of hacking, and purports the need for strategic reconciliation between hackers and the hacked for the greater good of society.

- "Nine Emerging Student Needs" - Andy Hines, pp. 181-189 --- indicates that nine emerging needs of future students could be used strategically by higher education institutions to guide and inform planning, as well as to generate innovative ideas for university offerings.

- "Future of Student Housing" - Yasamina McBride (student), pp. 190-196 --- argues that many on-campus housing facilities meet the need of today's students not those of future students increasingly attracted to technologically improving virtual classrooms, and recommends assessment of these trends by universities so as to make better choices for their campuses.



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ON THE HORIZON SPECIAL ISSUE

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- “Emerging Student Needs Disrupting Higher Education”, pp. 197-208 - Andy Hines --- points to two potential disruptive shifts for higher education (a shift in the balance of power from institutions toward students, and a shift in the purpose of higher education away from job preparation), and considers practical and social implications of these shifts.

We would also like to acknowledge the review team: Peter Bishop, Terry Collins, Terry Grim, and April Koury, for making sure the articles were up to standard.

*Photo source: <https://www.luminafoundation.org/fosn-insights>

HOUSTON FORESIGHT 2017 RESEARCH PROJECTS

By: Andy Hines

The Houston Foresight Program continues to develop its research capability, drawing on our network of faculty, alums, and, of course, the students.

We completed a project on “The Future of Work 2050 for NASA’s Langley Research Center.” The project used scenario planning to create long-term views of the future of work. The scenarios will be used to “wind tunnel” the current plans and activities of NASA, and enable them to make the appropriate adjustments to their current strategy. The goal was to stretch thinking out to the world of work in 2050 and then “bring it back” to a strategic approach and initiatives that could be started in the present. The Houston Foresight team consisted of Andy Hines (PI), alumna Maria Romero (Project Manager), and students Tim Morgan, George Paap, and Mathew Palubicki.

We also completed a project with Kimberly Clark Corporation on “Technology in Baby and Childcare Products To 2030” that will be briefed at their headquarters this fall. It is currently confidential, so we are not yet able to share it. The five-month study focused on consumer attitudes, highlighting parents and the growing subcategory known as “baby tech.” The findings offer specifically long-term strategic insights

with respect to the use of technology in products for babies and young children. The foresight methodologies used included Horizon Scanning, Three Horizons, and Causal Layered Analysis as well as pieces of Houston Foresight’s Framework Foresight approach. The Houston Foresight team consisted of Andy Hines (PI), faculty Alex Whittington (Project Manager), and students Tim Morgan, Justin Ochs, Cindi Stuebner, and Mathew Palubicki.

We have also continued our collaboration with the Northern Research Station of the US Forest Service. The purpose of the project has been to help them set up a Horizon Scanning system. Indeed, it is up and running, as our joint team has tagged 855 scanning hits to our online library at this point!

The Houston Foresight team for 2017 consisted of Andy Hines, alumni Johann Schutte and Maria Romero, and students Kurt Callaway, and Kimberly Daniels.

These research projects provide great experience for our students. I would like to thank our sponsors Dave Bengston and Mike Dockry at the Forest Service, Clay Bunyard at Kimberly Clark, and Rich Antcliff and Sara McRae at NASA. We are always on the lookout for new Sponsored Research Projects, so please contact us at houstonforesight@gmail.com if we can help!

2017 APF SEATTLE GATHERING: GLOBAL HEALTH FUTURES.....

By: Andy Hines and Kimberly Daniels

Attendance by some at this year's Association of Professional Futurists (APF) conference, held in Seattle, WA July 27-29, was delightfully nostalgic on one hand, and aspiringly forreaching on the other. Seattle was the original gathering location for the APF in 2002, the year it was founded. This year's agenda of exploring human health and well-being in relation to the earth and its ability to sustain us also involved a passing of the baton from veteran members to the next generation of APF'ers, commissioned with the task of taking the organization



forward into its next 15-year study of and practice with respect to the emerging future. Others in attendance, perhaps for the first time or following a number of recurrent times, were collectively enthused at this APF conference being in many ways exceptional with respect to pre-gathering tech-driven events, conference sessions and speakers, a post-gathering hiking event, as well as the comradery among professional futurists, educators and students. As in prior years, foresight professionals, educators, alumni and students in association with the University of Houston's Foresight Graduate program, **Houston Foresight**, were populous in number among conference attendees, and perhaps, most excited by the outcome of Friday evening's awards presentation in recognition of notable achievements in futures work.

In recognizing the futures work of professional futurists and those in academia, the APF strives to present models of excellence for emulation by foresight practitioners

as well as for greater understanding by others. This year, the APF recognized people along three areas of achievement: APF Leadership, Most Significant Futures Work and Outstanding Student Work --- tier-awarded acknowledgement through the APF Student Recognition Program. The Houston Foresight community proudly accepted awards across each of the three areas of achievement.

APF Leadership

- **Dr. Peter Bishop:** retired Associate Professor and Director of the UH Foresight Graduate Program, founder and director of Teach the Future recognition as a founding APF board member, creating/developing the APF Professional Development seminars, and for long-time service as the membership chair.
- **Jennifer Jarratt:** UH Foresight Graduate Program alumna, a consultant/coach with Leading Futurists --- recognition as a founding APF member, past board chair, first membership chair, and chair of professional development and nominating committees.
- **Dr. Andy Hines:** UH Foresight Graduate Program alumnus, Assistant Professor and Program Coordinator of the UH Foresight Graduate Program, speaker, workshop facilitator and consultant through his firm Hinesight --- recognition as a founding APF member, first board chair, past executive director, chair of the Most Significant Futures Work and Professionalization Task Force, and Compass editor.
- **Jim Matthews:** UH Foresight Graduate Program alumnus, founder of the Futures Network LLC



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APF SEATTLE GATHERING

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--- recognition as a founding APF member, treasurer, first chair of the finance committee, creating a stable financial system, and Compass editor.

Most Significant Futures Work

Among the dozen judges were UH Foresight Graduate Program Masters alumnus Jim Lee, Certificate alumni Robin Jourdan, Liz Alexander and Dave Hamon, as well as Emeritus Professor Dr. Oliver Markley.



We salute **Dr. Andy Hines** as one of this year's award winners. Dr. Hines' submission falls under Category 1: Advance the methodology and practice of foresight and futures studies ---

- **Let's Talk about Success: A Proposed Foresight Outcomes Framework for Organizational Futurists, Andy Hines** *Journal of Futures Studies*, June 2016, 20(4):1-20. Introduces a framework to help organizational futurists and their clients get clear on intended outcomes and the achievement of success involving the integration of foresight into the organization. "Significantly advances the foresight profession by helping to resolve one of the most vexing problems facing the professional futurist: "How to define and measure success at four inter-related levels (Practitioner, Project, Organizational, and Field), in each of three principal phases of futures work (Learning, Deciding and Acting)."

Outstanding Student Work

Among the judges were UH Foresight Graduate Program former Adjunct Professor Terry Grim, Masters alumni Dr. Kay Strong and Dr. Verne Wheelright, and Certificate alumna Dr. Liz Alexander.

Each of our three graduate student individual submissions won recognition for outstanding work by students in futures studies ---

- **2nd Place:** "The Future of Quantified Self - Personal Sensors and Analytics", **Tim Morgan**, UH Foresight Graduate Program Masters candidate.
- **Honorable Mention:** "The Future of Poverty in Burkina Faso", **Kimberly Daniels**, UH Foresight Graduate Program Masters candidate.
- **Honorable Mention:** "The Future of Outdoor Recreation", **Bo Roe**, UH Foresight Graduate Certificate Program.

A surprise for all present at the awards ceremony physically and online was the announcement of a new category of recognition, The Frewen Award, in honor of our very own **Dr. Cindy Frewen**, UH Foresight Graduate Program alumna and adjunct professor, for 7 years of dedicated service as APF board chair. Under Dr. Frewen's leadership, APF membership has grown to be 500 strong, and has expanded to include regional gatherings, professional development opportunities, the Compass, and online Futures Conference, and mentoring program and more.



Hats off to all of our Houston Foresight 2017 APF Award winners, and their strong contribution to the foresight field. And cheers to those in our foresight community already thinking about the 2018 APF Awards program and submissions for recognition of exceptional futures work.

RETAILING AND CONSUMER SCIENCE

INTERVIEWING TRAINING DAY / MOVERS & SHAKERS

By: Matt Oltremari

The job search and interview process can be a daunting task, even for a seasoned business professional. For many students, the thought of having to look for and be given the opportunity for an internship or career position, can be the source of anxiety and many sleepless nights. The Department of Human Development and Consumer Sciences (HDCS) at the University of Houston appreciates those student concerns and prides itself on providing as much assistance as possible to ease the process for the students. Over two weeks in October, Retailing and Consumer Science (RCS) hosted two events to provide students with information and tools to prepare for them for the interviewing and internship/job search process.

At the **Interviewing Training Day**, held on Wednesday, October 11th, students were invited to attend a series of sessions on topics such as résumé writing, dressing for successful interviewing, and interviewing techniques. In addition, the opportunity to sit down one-on-one with business professionals was offered during an executive table talks period.

Representatives from Caridas Consulting Group, Dillard's, Jos. A. Bank Clothiers, Target, Nordstrom,

Redwing Boots, and the Texas Retailers Association, took part in the Interviewing Training Day event and interacted with approximately 70 students that attended.

The following week, on Wednesday, October 18th, the **Movers & Shakers** event was held...giving RCS students the benefit of having potential employers come to campus to conduct interviews. By signing up for time slots, the 50 attending students were able to sit down for a brief interview with one or more of the many companies on hand for internships and/or permanent positions. Representatives from H&M, Kendra Scott, Kroger, Target, and Wal-Mart visited with students throughout the morning.

Following the interviews, students were given the opportunity to listen to a presentation by Target representatives, Liz Cocavessis (senior recruiter), David Tollar (executive recruiter), and Frank Delgado (property management director) on some of the innovation that is driving Target's current business.

HDCS would like to thank all of the students, companies and professional representatives for taking part in these two wonderful events!



Representatives from Jos A. Bank and Dillards educate RCS students on the proper interview attire during the fall 2017 Interviewing Training Day event.



Professionals representing Target, Kroger, and Wal-Mart interview students during the fall 2017 Movers & Shakers event.

COLLEGIATE DECA WELCOMES NEW OFFICERS

By: Blake Mudd and Matt Oltremari

The 2017-2018 academic year got off to a rough start for the Collegiate DECA chapter at the University of Houston. With a number of former DECA members graduating last spring and Hurricane Harvey delaying the start of the semester, new DECA members have rallied to get the group on track.

Collegiate DECA is pleased to announce the following students selected as the primary officers for the fall 2017 and spring 2018 semesters:

- Jessica Huerta (RCS) - President
- Oliva Mendez (HRD) - Vice-President
- Blake Mudd (GRET) - Head of Fundraising
- Analia Jaramillo (RCS) - Social Media Coordinator

The Houston chapter of Collegiate DECA is a student-driven organization that serves in the Houston community and values competence, innovation, integrity, and teamwork. The organization prepares students for careers by integrating skills learned in the classroom into real-world experiences by providing opportunities to explore a variety of fields.

This fall, DECA held two fundraisers and also participated in a Meet & Mingle event in conjunction with the Oscar de la Renta exhibit at The Museum of Fine Arts Houston.

During the spring semester, DECA members will be attending the Texas Career Development Conference (Feb 23-24) in Austin, where they will be competing and enjoying some sight-seeing. Students that place in their competitions will have the chance to go to Washington D.C. to compete at the national level.

Activities still in the planning phase for the spring semester include a food and/or clothing drive, a volunteer event, and additional fundraising efforts to help offset travel and other expenses.

DECA is looking to grow its membership! If you are interested in joining or would like additional information, visit www.uh.edu/tech/deca or email decauh@gmail.com.



UH students attended the Oscar de la Renta exhibit at The Museum of Fine Arts Houston as part of the DECA Meet & Mingle event.



RETAILING AND CONSUMER SCIENCE

ALUMNI SPOTLIGHT - MAE WOODS

By: Matt Oltremari

Mae Woods is a former global retailing student in the Department of Human Development and Consumer Sciences. Originally from Maple Ridge, British Columbia, she was recruited to the University of Houston on a full-ride basketball scholarship and played for the Lady Cougars for four years (2010-2014). Dedicated to her studies, Woods was the UH Women's Basketball Academic MVP over her last two years (2012-2013 and 2013-2014). After completing her undergraduate degree from Bauer College of Business with a major in Finance, she chose to pursue graduate studies. She completed her master's degree in Global Retailing in December 2015.

Woods recently visited with us to look back on her time at UH and how it prepared her for her current career.

Q: Where are you currently working and what is your role?

A: I am currently the COO of Coco Color, a start-up based out of Hong Kong. We developed the world's first coloring stylus for coloring and doodling on tablets and smartphones. The Coco Color stylus offers 768 stroke color, style and size combinations all in one device. You simply press buttons to color and doodle on your device with no device pairing required. Coco Color comes with two free apps for iOS and Android: Coco Color Voyages – a coloring app with 108 coloring voyages; and Coco Color Doodle – a free, endless drawing app. You can even save, share and print your work.

Q: Why did you choose to pursue a master's in global retailing?

A: I chose global retailing because I wanted to learn more about international business. My undergrad was in Finance from the Bauer College of Business at UH and I wanted to continue studying business, but with an international component.

Q: Did you work while attending school?

A: Yes, I was an instructional assistant for the College of Technology. I also completed two internships with the Houston Rockets in the Corporate Development and Suites departments.



Mae Woods

Q: How did your global retailing degree help you become successful after graduation?

A: In today's world, a lot of business takes place on an international stage. A master's degree in global retailing, although not very common, is very intriguing to employers. I feel as though it is a specialty that is ahead of its time and will become very popular in the future.

Q: What lessons did you learn in the classroom that will last into your career?

A: One of the best things I learned is to be aware of how people conduct business in other countries. Every country is different and it is important to be knowledgeable of other cultures when trying to build business relationships. I recently had a business trip to Shanghai and witnessed this first hand. I was grateful that I had the Global Retailing experience.

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ALUMNI SPOTLIGHT

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Q: What would you like to be doing professionally in the next 10 years?

A: I would love to continue doing what I am doing now. Launching a product and achieving success on a global scale is hard work, but extremely rewarding and fun. Every day is different and you learn so much throughout the process.

Q: What advice do you have for students interested

in obtaining an advanced degree?

A: I believe a master's degree differs greatly from that of an undergraduate degree. I feel as though in your undergrad you are learning "how" things are done, and when you get to the graduate level you are learning "why" they are done. If you want to further your understanding in a particular area, I highly recommend furthering your education.

For additional information about the UH Global Retailing program, visit www.uh.edu/cot/ms-gr.

LIM COLLEGE STUDENTS DONATE SUPPLIES FOLLOWING HURRICANE HARVEY

By: Matt Oltremari

In the days, weeks, and months following Hurricane Harvey, the outpouring of support for the areas of southeast Texas devastated by the storm and subsequent flooding was utterly amazing! In the local communities, residents banded together to lend a helping hand to those in need and various organizations did their part to assist with physical, monetary, or supply assistance. While the help given locally was tremendous, there were also countless efforts made by groups around the country to donate supplies and/or financial assistance as well. A good example is LIM College.

LIM College is a small, private college in Midtown Manhattan, New York. With an enrollment of approximately 1,700 students, the school focuses on the business of fashion. Hearing of the impact that Harvey had on Houston and surrounding communities, Marla Greene, associate professor of fashion merchandising, and her students conducted a 'personal hygiene drive' to collect supplies. After contacting Dr. Barbara Stewart, professor and coordinator for the retailing and consumer science

undergraduate program at UH, LIM College shipped their collected supplies as a college-to-college donation with the intent of the supplies helping any UH students in need.

We would like to express our sincere appreciation to LIM College for their support!



LIM College students express their love and support of the victims of Hurricane Harvey during their 'personal hygiene drive'.

HUMAN RESOURCE DEVELOPMENT

EXHRD PROGRAM LEVERAGES WORK EXPERIENCE, CLASSROOM LESSONS TO DEVELOP GLOBAL LEADERS

By: Marisa Ramirez

Instructors in the University of Houston **Executive Human Resource Development** program assure students what they will learn in the program will apply to their work life, and what they experience in their jobs will be part of their classroom experience.

“It’s a big focus in our program. What you get from the classroom you take back to work,” said Consuelo Waight, professor and director of the program housed at UH Sugar Land. “We are very intentional about everything we do. Through the lens of learning and change, the students explore their instrumentality, and it is in this self-discovery process that students develop leadership, and consulting skills.

The program launched in 2013 at UH Sugar Land, featuring traditional face-to-face classes with an online component that accommodates working professionals. The intensive 11-month program brings a cohort of students together from engineering, sales, and various sections of human resource industries. Students typically have seven to 28 years of experience as specialists, managers or directors. Some come looking for career transition, mobility or a credential to maneuver through a tight job market. To date 60 students have graduated from the program.

“At this point in my long career, the program gave me credentials that I needed to compete for jobs in my field,” said Jeff Cameron, recent graduate and currently with Lockheed Martin Talent and Organizational Capability.”

As part of the program, students bring a strategic project they currently are developing in their existing work, as well as a letter of recommendation from a senior level position in their company.

“In discussing the strategic project with senior management, students gain visibility as they are forced to talk about goals, organizational commitment and support,” Waight said. “Everything has intent. Students are surprised how all of this comes full circle.”



Dr. Consuelo Waight

In addition to leadership and consulting skills, the program also folds in an international assignment for cross-cultural learning. As a cohort, the class travels overseas to visit, compare and contrast other human resource practices. The program has taken students to Brazil and to Prague.

“A few key assignments became very powerful for me. The action research project opened up the world of scholarly research in my own field, as well as an appreciation for collecting high quality data, and for contributing to my own community of practitioners,” Cameron said.

“A ‘toolbox’ concept was so simple, yet so powerful, that I continue to share with others the need to organize the many tools in their practice.”

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EX HRD PROGRAM

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The program currently is accepting applications for the fall 2018 cohort. To be considered for admission, applicants must have a bachelor's degree from an accredited institution, a minimum of five years of full-time professional experience, endorsement from a senior level manager and a letter of recommendation. They also will participate in an interview with program faculty.

"I discovered a group of people equally as passionate about helping others to be better performers and better people. I discovered that their cultural backgrounds and work experiences are equally as powerful as mine. I discovered that they too have hard times, work hard, play hard, cry, struggle and thrive," Cameron said.

For more information, visit www.uh.edu/cot/exhrd or email executivehrd@uh.edu.



ExHRD faculty and students from Cohort 3 enjoying their 2015 trip to Prague.

UNDERGRADUATE STUDENT SPOTLIGHT...

By: Matt Oltremari

Emily Dearman, a current UH human resource development (HRD) student, recently sat down with us to discuss her decision to pursue an HRD degree, her current job status, and lessons she's learned to this point in her college career.

Q: Why did you choose to pursue a degree in human resource development (HRD)?

I was that cliché college student who had no idea what they wanted to do. I changed my major three times before I finally settled on a degree in Human Resource Development. My mom is actually the one who introduced it to me because I was stuck and indecisive in what I wanted to do. She told me to research into it a bit, and when I did I knew it was the right career path for me because of the endless opportunities HR had to offer.

Q: Have you been working while attending school? If so, what is your current position?

I've always worked while attending school, ever since I was a senior in high school. Right now, I work as a

recruiter for a specialized recruiting firm that focuses strictly on the energy trading and marketing sector of the oil & gas industry. I started off as an intern with the company and then moved into the internship coordinator role just recently. Now part of my job will be to train and mentor the interns coming in every semester. I'm very fortunate to have a degree program that allows the flexibility for me to still work full-time throughout the week while still maintaining a full-time student status.



Emily Dearman

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HUMAN RESOURCE DEVELOPMENT

UNDERGRADUATE STUDENT SPOTLIGHT...

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Q: How will your HRD degree help you become successful after graduation?

My HRD degree will help me become successful no matter what I do after graduation because this degree is so universal in your professional life as well as your personal life. This degree is very centered on developing people, and you develop people every day all around you whether it's at work or at home. Getting a degree in Human Resource Development has paved the road to a successful future for me because it made me realize the potential I have to be something great.

Q: What lessons have you learned in the classroom that will last into your career?

Some of the techniques I have learned from my courses and professors I utilize in my daily routine. One of my favorite classes I took was Organizational Decisions because it taught me how to read people. We took all sorts of personality tests and learned how to best communicate with different types of personalities and to recognize what kind of person they were. I can honestly say I use that technique every single day in my job. As a recruiter, I talk to so many different people and it's

my job to communicate things to them in the best way possible. Everybody is different, and there for everyone communicates differently. Learning this is not only something that has benefited me today, but it is something I know will stick with me for the rest of my career.

Q: What would you like to be doing professionally in the next 10 years?

That's always a tough question for a 21 year old who is still figuring life out! Right now, I know that I want to continue my career as a Recruiter for the next couple of years. I love my job because there is a lot of learning with it, every day I get to learn about what people do and why they do it. During these next 10 years, I want to continue a career in HR within the energy space because it is the heart of Houston.

Q: What advice do you have for students interested in obtaining an HRD degree?

Take time to explore what HRD really is. Human resources is such a broad field, and there are so many areas that you could focus on specifically for a career. If you like working with people and helping them develop as a professional individual, then HRD is the degree for you.

SSHRD FALL 2017 ACTIVITIES

By: Matt Oltremari

The goal of the Student Society for Human Resource Development (SSHRD) is to provide a great way for students to have fun, network, and to learn more about the growing field of HRD. During the fall 2017 semester, SSHRD members participated in various activities designed to meet that goal.

- **SSHRD University of Houston-Southern Methodist University Tailgate** – Saturday, October 7th - SSHRD organized a tailgate (social event) as an ice-breaker event. The event began 3 hours before the football game and allowed members to get to know each better.

- **MVP (Metropolitan Volunteer Program) Service Night** - Thursday, October 12th - SSHRD members volunteered in a joint event with MVP. Activities consisted of making sandwiches for the hungry and knitting blankets for those in need.
- **The Ronald McDonald House Volunteering Night** - Tuesday, October 24th - Ten SSHRD members volunteered at the Houston Ronald McDonald House in order to help families who have a sick child. Activities included playing with siblings of the sick children and helping to organize and clean up games.

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SSHRD FALL 2017 ACTIVITIES

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- **HR Houston HRD (Human Resource Development) Workshop** - Monday, October 23rd - Two professionals from HR Houston came to speak to SSHRD members about their experience in the Training & Development and Organizational Development field. The professionals spoke about how they evaluated training and detailed various personnel development initiatives in their respective organizations. In

addition, the professionals offered career advice for our members.

HRD and other College of Technology students interested in joining the Student Society for Human Resource Development (SSHRD) or obtaining more information should visit www.uh.edu/tech/sshrd/ or send an email to: sshrd.uh@gmail.com. And, be sure to follow SSHRD on Facebook at www.facebook.com/SSHRDUH for more information about upcoming events!



SSHRD students enjoying their volunteer experience at the Ronald McDonald House.



MVP Service Night with SSHRD students and Metropolitan Volunteer Program.

MSHRD STUDENTS ATTEND LEARNING CONSULTING FOUNDATIONS TRAINING

By: Matt Oltremari

In August 2017, three students from the Master's in Human Resource Development (MSHRD) program (Rey Mudlong, Shanae Carlock, and Mireille Perry), along with students from other University of Houston programs, Capella University, and Texas A&M University, spent four days attending free Learning Consulting Foundations (LCF) training sessions provided by Strategic Ascent.

Strategic Ascent, a division of Clancy Learning, LLC, is an organizational learning consulting firm based in Houston, Texas. Established in 2000, Strategic Ascent consults with

large and small organizations across many industries on learning and human resource development projects to help them improve their organizational results.



Jay Clancy, president at Strategic Ascent, and his team are committed to working with college programs and students.

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HUMAN RESOURCE DEVELOPMENT.....

MSHRD STUDENTS ATTEND TRAINING

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The August 2017 session was the 4th time they have run the LCF class.

Started in 2015, the class has hosted 32 students, from three universities, pursuing Bachelor's, Master's, and Doctoral degrees in HRD, Business, Industrial/Organizational Psychology, and Digital Media. Twenty of the students have been from the University of Houston.

As part of the LCF training, the students learned foundational skills for applying organizational learning practices as external and internal consultants. Over two 2-day sessions, the teachings covered topics including: business and content analysis, client relationships, managing design tasks, principles of effective learning, professional standards, and effective learning materials.

"It was a great week, and each of the students added insights that brought the learning experience to a whole new level," says Clancy. "It was a pleasure getting to know them, and their energy makes me excited about the idea of what we can accomplish together as our community grows."



From right: Rey Mudlong and Shanae Carlock (MSHRD students) with Jay Clancy (president - Strategic Ascent) and students from UH Bauer Business School and Capella University.

For more information about the MSHRD program, visit uh.edu/cot/ms-hrd. And, for additional information on Strategic Ascent or Learning Consulting Foundations training sessions, visit www.strategicascent.com.

ALUMNI SPOTLIGHT - AKSHAYA GARG

By: Matt Oltremari

Akshaya Garg, a former Master's in Human Resource Development student and current instructional designer, recently sat down with us to reflect on her time at UH and how it prepared her for a career in learning and development.

Q: When did you graduate from University of Houston and what degree(s) did you earn?

I graduated from University of Houston in December 2016 and earned a degree of Master's in Human Resource Development.

Q: Where are you currently working and what is your role?

I am currently working as an Instructional Designer at Envestnet Tamarac, Seattle. Tamarac is a provider of

integrated, web-based portfolio rebalancing, performance reporting, and customer relationship management software for independent advisors and wealth managers. As an instructional designer, my role is to create e-learning modules/videos using authoring and video editing tools like Camtasia and Storyline to help our clients use our software efficiently and effectively.

Q: Why did you choose to pursue a degree in human resource development (HRD)?

I had developed a passion towards learning and development while I was working as an HR professional in India. When I moved to the United States, I wanted to further my career in this field. Doing a graduate course in Human Resource Development seemed like a natural choice at that time.

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ALUMNI SPOTLIGHT - AKSHAYA GARG

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I am glad I made that decision and decided to apply to UH because I got to meet some amazing professors and fellow students here, who too had the same passion of designing great learning experiences for others.

Q: Did you work while attending school?

Yes, I worked as a graduate assistant for Dr. Waight and later for Dr. Hutchins, both of whom are wonderful professors and from whom I have learned a lot. I also did an internship with Mobilelink (retailer of Cricket Wireless) which extended for 6 months.

Q: How has your HRD degree help you become successful after graduation?

My HRD degree has helped me in a lot of ways. The knowledge that I gained over the course of two years has helped boost my confidence. I have developed an understanding of how to create better courses and to design effective learning solutions for others. Also, for most of our courses, it was a requirement to complete a project with companies/corporates. This gave me an opportunity to put what I learned into practice in actual corporate scenarios and helped extend my professional network as well. Also, since most of these projects were team projects, I got an opportunity to work in different diverse groups, which helped me improve my team work ability and interpersonal skills in a diverse environment.

Q: What lessons did you learn in the classroom that will last into your career?

I learned a lot from my professors and peers that will be with me throughout my career. The biggest takeaways for me are:

- The first step to solve any problem is to ask the right questions. Often the actual problem is different from the presenting problem. As L&D professionals, we should be able to understand that and focus on what's important and may not be visible at first glance. So, it's important to remain curious and to always question the WHYS!
- Always follow through until the end. It is often easy to give up. But, persist, stay focused and committed. Then, opportunities are bound to come your way, and once they come, you should be prepared to make full use of them.
- It's very important to reflect on your learnings and to look at things from different perspectives and

viewpoints. Reflection helps you make sense of what you are learning, and also improves retention by helping you relate it to your life experiences. And, considering multiple viewpoints helps you broaden your thinking and enables you to find optimal solution to any problem.



Akshaya Garg

Q: What would you like to be doing professionally in the next 10 years?

I love what I am doing right now, and I hope to continue growing in this field. After a few years, I would like to work either as an independent consultant or as a part of a HR consulting company collaborating with different companies (who are in the growing phase) to help advance their learning and development function. In addition, I would love to share my experiences with students and to be able to mentor them.

Q: What advice do you have for students interested in obtaining an HRD degree?

For those interested in obtaining an HRD degree, I would say, you are making the right decision! This is an amazing field and the possibilities are endless. Be on the lookout for opportunities to get as much practical experience as possible while working towards your degree. Internships and projects are the best way to get that, if you are trying to enter this field. If you are already working in talent development or organizational development domain, this degree will certainly help you progress in your career. The program is designed to help build your professional network, so make the best of that opportunity. Also, you have access to distinguished professors at UH, who are always ready to share their experiences and facilitate your learning. So, seek their guidance when in doubt.

In the end, have passion for learning, build your professional network, make time to self-reflect, and above all enjoy this journey! Go Coogs!

HDCS ACHIEVEMENTS & AWARDS

By Matt Oltremari

Congratulations to the following HDCS faculty and advisory board members for their recent achievements and awards!

Dr. Barbara Stewart, Professor of Retailing and Consumer Science and Global Retailing; Coordinator of Retailing and Consumer Science Undergraduate Program

- **International Textile and Apparel Association (ITAA) Rutherford Teaching Challenge - 3rd place winner**
- **Election as Chair-Elect for American Association of Family and Consumer Sciences (AAFCS)**



Dr. Barbara Stewart



L to R: Dr. Tony Ambler, Dean - College of Technology; Joe Williams; Tomika Greer; and Dr. Marcy Norwood, Chair - Department of Human Development & Consumer Sciences

Tomika Greer, Ph.D., Instructional Associate Professor, Human Resource Development and Internship Coordinator

- **Women and Gender Resource Center - Distinguished Service to Women Award**
- **College of Technology Teaching Excellence Award (Non-tenure Track)**

Joe Williams, VP, Regulatory and Member Service, Texas Retailers Association; member of the Retailing and Consumer Science Advisory Board

- **National Grocers Association “Spirit of America” Award at the Texas Retailers Forum**



L to R: Greg Ferrara, Senior Vice President Government Relations & Public Affairs; Joe Williams; and George Kelemen, President/CEO, Texas Retailers Association

Outlook is published by the Human Development and Consumer Sciences Department as a means of informing the HDCS community about departmental and campus news.

HDCS Office
713.743.4110 hdc@uh.edu
Dr. Marcella Norwood - Department Chair

ENDOWMENT OPPORTUNITIES

Contribute to our permanent endowment, which supports student scholarships and program enrichment. To find out how you can help, contact Margarita Perez at mperez47@central.uh.edu. Your contribution provides long-term support for HDCS and student scholarships.