

## **CURRICULUM VITAE**

**Rod P. Githens**

Department of Leadership, Foundations, and Human Resource Education  
College of Education and Human Development  
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### **EDUCATION**

University of Illinois at Urbana-Champaign

Ph.D., Human Resource Education (2008)

Research Specialization: Qualitative Inquiry

Dissertation: *Education, organizational change, and social organizing strategies: LGBTQ employee groups in a university setting.*

University of Illinois at Urbana-Champaign

Ed.M., Human Resource Education (2004)

Illinois State University

B.S., History (1999)

Minor: Teaching English to Speakers of Other Languages

Lincoln Christian College

B.S., Religious Studies (1999)

Dual-degree program with Illinois State University

### **PROFESSIONAL EXPERIENCE**

**Assistant Professor**, 2008 – Present

Department of Leadership, Foundations, and Human Resource Education, University of Louisville

**Coordinator of Online Programs**, 2006 – 2008

Department of Human Resource Education, University of Illinois

- Oversaw three self-supporting master's programs, one certificate program, and the annual offering of 30 courses, including course scheduling, course development, faculty support, and administrative issues.
- Managed budget with net income of approximately \$300,000 for FY08 (600% increase since FY06).
- Expanded program from 90 to 150 students in one year.
- Coordinated program development and partnership efforts.
- Advised approximately 150 online master's students.
- Coordinated online learning research program.
- Oversaw program promotion efforts.
- Coordinated and oversaw online program staff (eleven graduate assistants, one academic professional, one academic hourly) and seven online-only adjunct teaching faculty.

**Graduate Teaching Assistant/Graduate Assistant, 2004 – 2006**

Department of Human Resource Education, University of Illinois

- Functioned as Assistant Coordinator of Online Programs.
- Teaching Assistant for graduate-level courses.
- Webmaster for department websites.
- Coordinated new student orientation program for online students.

**Human Resources Manager, 2002 – 2004**

**Employee Relations Manager, 2001 – 2002**

**Human Resources Assistant, 2001**

Supervalu Inc. Champaign Distribution Center

- Led numerous organization development/process improvement efforts in a facility of 700 employees within this Fortune 100 company.
- Coordinated facility-wide training efforts.
- Facilitated training sessions.
- Managed diversity and Affirmative Action programs in facility.
- Oversaw hiring/recruitment.
- Supervised one HR Assistant and one HR Specialist.

**Technical Trainer, 2000 – 2001**

Hobbico, Inc.

- Instructional designer for training projects.
- Led safety process improvement efforts.
- Facilitated software and safety training.
- Designed experimental online learning/information portal.

**Human Resources Intern, 2000**

Supervalu Inc. Champaign Distribution Center

- Coordinated hiring process for non-exempt job applicants.

**Academic Advisor, 1999**

College of Commerce, DePaul University

- Advised undergraduate students on course requirements and career plans.
- Completed graduation and transfer audits.

**Marketing/Promotions Intern, 1999**

Office of International Studies and Programs, Illinois State University

- Promoted study abroad programs to students and parents.

**Undergraduate Teaching Assistant, 1999**

English Language Institute, Department of English, Illinois State University

- Taught two classes in the Intensive English Program

**UNIVERSITY TEACHING EXPERIENCE**

Principles of Human Resource Education

Instructional Design

Organizational Analysis

Organizational Change

Program Evaluation

Program Exit Experience (Capstone Project)

Cultural Speaking Tutorial (English as a Second Language course)

## PUBLICATIONS

### Refereed Journal Articles

\* Githens, R. P. & Aragon, S. R. (in press). LGBT employee groups: Goals and organizational structures. *Advances in Developing Human Resources*, 11(1).

Githens, R. P., Dirani, K., Gitonga, J. W., & Teng, Y. T. (2008). Technology-related research in HRD publications: An analysis of content and metaperspectives from 2000 to 2006. *Human Resource Development Quarterly*, 19(3).

Githens, R. P. (2007). Older adults and e-learning: Opportunities and barriers. *Quarterly Review of Distance Education*, 8(4), 329-338.

Githens, R. P. (2007). Understanding interpersonal interaction in an online professional development course. *Human Resource Development Quarterly*, 18(2), 253-274.

Githens, R. P. (2006). Cautions: Implementing interpersonal interaction in workplace e-learning. *TechTrends*, 50(5), 21-27.

Githens, R. P. (1999). The Manhattan Project scientists and the dropping of the atomic bomb. *Recounting the Past*, 5, 48-55.

\* Invited article

### Research and Evaluation Reports

Githens, R., Eckels, C., Manning, S., Phillips, L., Russell, T. (2004). *Supervalu Champaign diversity initiative: Needs assessment results*. Evaluation report.

Supervalu Inc. (2003). *Supervalu Inc. company-wide minority retention study*. Evaluation report. (Served as member of evaluation team)

### Refereed Conference Proceedings

Githens, R. P. (2008). Capitalism, identity politics, and queerness converge: LGBT employee resource groups. In T. J. Chermack (Ed.), *Academy of Human Resource Development Conference Proceedings* (pp. 209-216). Bowling Green, OH: AHRD.

Githens, R. P., Schmidt, S. W.; Rocco, T. S., & Gedro, J. (2008). Workforce diversity: Developing inclusive HRD practices for sexual minorities/LGBT employees. In T. J. Chermack (Ed.), *Academy of Human Resource Development Conference Proceedings* (pp. 35-37). Bowling Green, OH: AHRD.

Githens, R. P. (2007). Leadership and power in fostering a collaborative community in a non-profit professional organization. In R. C. Young (Ed.), *Proceedings of the 26<sup>th</sup> Annual Midwest Research-to-Practice Conference in Adult, Continuing, Community, and Extension Education* (pp. 43-48). Muncie, IN: Ball State University.

Githens, R. P. & Aragon, S. R. (2007). LGBTQ employee groups: Who are they good for? How are they organized? In L. Servage and T. Fenwick (Eds.), *Learning in Community: Proceedings of the Joint International Conference of the Adult Education Research Conference (AERC) (48th National*

*Conference) and the Canadian Association for the Study of Adult Education (CASAE)/l'Association Canadienne pour l'Étude de l'Éducation des Adultes (ACÉÉA) (26th National Conference) (pp. 223-228). Edmonton: University of Alberta.*

Githens, R. P. (2007). Critical action research in human resource development. In F. M. Nafukho (Ed.), *Academy of Human Resource Development Conference Proceedings* (pp. 481-488). Bowling Green, OH: AHRD.

Githens, R. P., Dirani, K., Gitonga, J. W., Teng, Y. T., & Benson, A. D. (2006). Technology-related research in Academy of Human Resource Development (AHRD) publications: A review between 2000 and 2004. In F. M. Nafukho (Ed.), *Academy of Human Resource Development Conference Proceedings* (pp. 716-723). Bowling Green, OH: AHRD.

### **Dissertation**

Githens, R. P. (2008). *Education, organizational change, and social organizing strategies: LGBTQ employee groups in a university setting*. Unpublished doctoral dissertation, University of Illinois at Urbana-Champaign.

### **WORKS IN PROGRESS**

Maurer, M. & Githens, R. P. (accepted with revisions). Re-framing action research for human resource and organization development: Moving beyond problem solving and toward dialogue. *Action Research*. [Revisions submitted.]

Githens, R. P. (in progress). *Diversity and resentment in educating for LGBTQ-friendly changes in a university*. [Preparing conference paper.]

Githens, R. P. & Aragon, S. R. (in progress). *Approaches to social organizing in attaining domestic partner benefits in a university*. [Proposal accepted for American Educational Research Association Conference.]

Cornachione, E., Lawanto, O., Githens, R. P., & Johnson, S. D. (in progress). *The role of students' professional experience in online learning: Analysis of asynchronous participation*. [Will submit manuscript for journal review in 12/08.]

Githens, R. P. (in progress). *Power relationships in fostering a collaborative community in a non-profit professional organization*. [Reworking conference paper for journal publication.]

### **PRESENTATIONS**

**Refereed Conference Presentations** (in addition to those listed under Proceedings)

Githens, R. P. (2006, October). *Older adults and distance learning*. Poster presented at the Midwest Research-to-Practice Conference in Adult, Continuing, Extension, and Community Education, St. Louis, MO.

Githens, R. P., Dirani, K., Gitonga, J., Teng, Y. T., & Benson, A. (2005, October). *Technology-related research in non-AECT learning and performance publications*. Paper presented at the Association for Educational Communications and Technology International Conference, Orlando, FL.

**Invited Scholarly Presentations and Papers**

Githens, R. P. (2006, April). *Understanding interpersonal interaction in an online continuing education course*. Paper presented at the Annual Meeting of the University of Illinois Phi Delta Kappa, Champaign, IL.

**Other Scholarly Presentations and Papers**

Benson, A. D., & Githens, R. P. (2006, February). *Developing a technology research agenda for HRD*. Session presented at the Academy of Human Resource Development International Research Conference, Columbus, OH.

**Invited Teaching and Workshop Presentations**

Githens, R. P. (2008, March). *Civil unions in Illinois? The political considerations*. Presentation at the Friday Forum of the University YMCA, Champaign, IL.

Githens, R. P. (2008, February). *Managing an online degree program*. Presentation to Western Illinois University Chapter of the Association for Educational Communications and Technology, Macomb.

Githens, R. P. (2007, November). *Making LGBT-friendly changes at UIUC: A discussion about state and university politics*. Presentation to University of Illinois PRIDE organization, Urbana.

Githens, R. P. (2007, September). *Online teaching and learning*. Presentation to Dr. James Leach's graduate course on Instructional Techniques at the University of Illinois, Urbana.

Githens, R. P. (2006, November). *Camtasia technology demonstration*. Session presented at the University of Illinois 3rd Annual Campus Retreat on Online Education, Urbana.

Fein, A., & Githens, R. P. (2006, April). *Using desktop video to simplify technical support in a distance education master's program*. Brownbag presented at the University of Illinois Educational Media Group, Urbana.

**FUNDING OBTAINED**

\$99,887 (Year 1): National Research Center for Career and Technical Education, U.S. Department of Education (December 2008) – “Online Career and Technical Education in Community Colleges: Prevalence, Context, and Organizational Approaches”

\$500: Phi Delta Kappa Research Grant (August 2005) – “Understanding social presence in an online continuing education course”

\$920: Secured University of Illinois and HRE Department funding (August 2005) – Human Resource Education Council 2005-2006 Speaker Series (as program chair)

\$1670: Secured University of Illinois and HRE Department funding (December 2004) – Human Resource Education Council 2004-2005 Speaker Series (as program chair)

**AWARDS**

Evans Doctoral Scholar, University of Illinois – Human Resource Education (2007-2008)

William Chandler Bagley Fellow, University of Illinois – College of Education (2006-2007)

University of Illinois List of Teachers Ranked as Excellent by their Students (Spring 2005\*, Summer 2005\*, Fall 2005, Spring 2006, Summer 2006): Named to list for each course taught at Illinois

\* Rated as "Outstanding"

Robert Tomlinson Award for Excellence in Scholarship, Research, and Service, University of Illinois – Human Resource Education (2005)

## **SERVICE AND EXTERNAL ENGAGEMENT**

### **Professional Service**

#### Professional Associations/Conferences:

2007-present Member, Academy of Human Resource Development (AHRD) Technology Committee  
 2006-present Member, AHRD Cutting Edge Award Committee  
 2005-present Conference Proceedings Reviewer, AHRD  
 2008 AHRD Pre-Conference Co-Chair, Workforce diversity: Developing inclusive HRD practices for sexual minorities/LGBT employees  
 2006-2007 Host Committee Volunteer, International Congress of Qualitative Inquiry  
 2005-2006 Board member, Central Illinois Chapter – American Society for Training and Development (CIC-ASTD)  
 2005-2006 Director, Champaign-Urbana Branch of CIC-ASTD  
 2005-2006 Proposal Reviewer, Training and Performance Division of the Association for Educational Communications and Technology (AECT)  
 2005 Proposal Reviewer, Distance Learning Division of AECT  
 2005-2006 Treasurer, University of Illinois Human Resource Education Council  
 2004-2006 Webmaster, University of Illinois Human Resource Education Council  
 2004-2006 Chair, Professional Development Committee, University of Illinois Human Resource Education Council

#### Journal Manuscript Reviewer:

2008-present *Human Resource Development Quarterly*  
 2008-present *Human Resource Development Review*  
 2007-present *New Horizons in Adult Education and Human Resource Development*  
 2006 *TechTrends*

### **Departmental/College Service**

#### University of Louisville:

2008-present Member, Ideas to Action (I2A) Committee, College of Education and Human Development  
 2008-present Member, Workforce Leadership/Human Resource Education Faculty Search Committee  
 2008-present Member, Technology Committee, College of Education and Human Development  
 2008-present Website Editor, Human Resource Education Program

#### University of Illinois:

2008 Member, Web Applications Developer Search Committee, College of Education  
 2007-2008 Member, Online Programs Coordination Committee, College of Education  
 2005-2006 Chair, On-campus New Student Orientation Committee, Department of Human Resource Education

### **University Service/Involvement**

#### University of Louisville:

2008-present Member, Faculty and Staff for Human Rights

#### University of Illinois:

2007-2008 Member, Lesbian, Gay, Bisexual, Transgender, Queer, and Ally (LGBTQA) Graduate Caucus

2007 Member, Marketing Coordinator Search Committee, Office of Continuing Education

### **Community Service/Engagement**

2008-present Reading Tutor, Engelhard Elementary School

2006-2008 Steering Committee Co-Chair, Equal Marriage Illinois Champaign County

2003-2005 Member, State Rep. Naomi Jakobsson's Education Advisory Committee & Career/Technical Education Subcommittee

2002-2003 Chair, United Way Campaign Committee at Supervalu, Inc.

2000 Congressional Campaign Volunteer

1997-1998 Project READ Tutor – Helped prepare immigrants for GED exam.

### **Professional Consulting**

2007-2008 Online Learning Consultant, RECRUIT (Recruiting, Educating, Certifying, and Retaining Underrepresented Populations In Teaching Science and Mathematics) – National Science Foundation-funded project housed in Department of Curriculum and Instruction, University of Illinois

## **MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS**

### **Current Memberships**

Academy of Human Resource Development

American Association for Adult and Continuing Education

American Educational Research Association

### **Past Memberships**

American Society for Training and Development

Association for Educational Communications and Technology