

CURRICULUM VITAE

Rod Patrick Githens

Department of Leadership, Foundations, and Human Resource Education
College of Education and Human Development
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University of Louisville
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EDUCATION

University of Illinois at Urbana-Champaign
Ph.D., Human Resource Education (2008)
Specialization: Organization Development

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 of Workforce and Human Resource Education, 2008 – Present

Graduate Program Director, 2009 – Present

Workforce and Human Resource Education Program, 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 from 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

- Facilitated 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

Advanced Theory in Human Resource Development

Human Resource Education Integrative Capstone

Instructional Design

Internship and Portfolio Seminar

Organizational Analysis

Organizational Change and Consulting

Principles of Human Resource Education
Program and Organizational Evaluation
Program Exit Experience (Undergraduate Capstone Course)
Workplace and Information Ethics
Cultural Speaking Tutorial (English as a Second Language course)

PUBLICATIONS

Refereed Journal Articles

Cumberland, D., & Githens, R. P. (in press). Tacit knowledge barriers in franchising. *Journal of Workplace Learning*.

Jost, B., Rude-Parkins, C., & Githens, R. P. (accepted for publication). The relationship among academic performance, age, gender, and ethnicity in online courses delivered by two-year colleges. *Community College Journal of Research and Practice*.

Ghosh, R., & Githens, R. P. (2011). Online contract training: Applying organization theory to reconcile competing missions within community colleges. *Human Resource Development Review*, 10(2), 180-197.

Githens, R. P. (2011). Diversity and incivility: Considering an action-oriented approach. *Advances in Developing Human Resources*, 13(1), 40-53.

Maurer, M. & Githens, R. P. (2010). Toward a re-framing of action research for human resource and organization development: Moving beyond problem solving and toward dialogue. *Action Research Journal*, 8(3), 267-292.

Githens, R. P. (2009). Power relationships in fostering a collaborative community in a non-profit professional organization. *Systemic Practice and Action Research*, 22(5), 413-429.

* Githens, R. P. & Aragon, S. R. (2009). LGBT employee groups: Goals and organizational structures. *Advances in Developing Human Resources*, 11(1), 121-135.

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), 191-215.

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

Refereed Monograph

Githens, R. P., Crawford, F., & Sauer, T. M. (2010). *Online occupational education in community colleges: Prevalence and contextual factors*. Louisville, KY: National Research Center for Career and Technical Education.

Book Chapters

Githens, R. P. & Ghosh, R. (2010). Laying the groundwork for a proactive diversity initiative. In S. W. Schmidt (Ed.), *Case studies and activities in adult education and human resource development* (pp. 116-118). Charlotte, NC: Information Age Publishing.

Non-Refereed Journal Articles

* Schmidt, S. W., & Githens, R. P. (2010). A place at the table? The organization of a pre-conference symposium on LGBT issues in HRD. *New Horizons in Adult Education and Human Resource Development*, 24(1), 59-62. [Perspectives on Practice Article]

Githens, R. P. & Sauer, T. M. (2010). Going green online: Distance learning prepares students for success in green-collar job markets. *Community College Journal*, 80(6), 30-33.

* Githens, R. P. (2009). Capitalism, identity politics, and queerness converge: LGBT employee resource groups. *New Horizons in Adult Education and Human Resource Development*, 23(3), 18-31. [Invited Full-length Article Reviewed by Special Issue Editor and Journal Editor]

* Ghosh, R. & Githens, R. P. (2009). Application of social network theory: Doctoral students' experiences in conferences. *New Horizons in Adult Education and Human Resource Development*, 23(1), 25-28. [Point-Counterpoint Article]

* Invited article

Research and Evaluation Reports

Cumberland, D., & Githens, R. P. (2009). *Human resource education program delivery options: Needs assessment findings*. Evaluation report.

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

Cumberland, D., & Githens, R. P. (2010). Tacit knowledge barriers within franchise organizations. In C. M. Graham (Ed.), *Academy of Human Resource Development Conference Proceedings* (pp. 1278-1302). St. Paul, MN: AHRD.

Ghosh, R., & Githens, R. P. (2010). Online contract training: Applying organization theory to reconcile competing missions within community colleges. In C. M. Graham (Ed.), *Academy of Human Resource Development Conference Proceedings* (pp. 1594-1615). St. Paul, MN: AHRD.

Vinuelas, A., & Githens, R. P. (2010). Applying chaos theory to human resource development. In C. M. Graham (Ed.), *Academy of Human Resource Development Conference Proceedings* (pp. 1150-1172). St. Paul, MN: AHRD.

- Githens, R. P. (2009). Diversity and *ressentiment* in educating for LGBTQ-friendly changes in a university. In R. L. Lawrence (Ed.), *Proceedings of the 50th Annual Adult Education Research Conference* (pp. 125-130). Chicago: National-Louis University.
- Eichler, M., Bialek, T. K. Digby, C. L. B., Githens, R. P., Trinko, L. A., Twohig, C. (2009). *Building success in online educational programs for adult learners*. In R. L. Lawrence (Ed.), *Proceedings of the 50th Annual Adult Education Research Conference* (pp. 446-454). Chicago: National-Louis University.
- Schmidt, S. W., Githens, R. P., Rocco, T. S., Gedro, J. (2009). LGBT issues and HRD practice: Where do we go from here? In J. Storberg-Walker (Ed.), *Academy of Human Resource Development Conference Proceedings* (pp. 2176-2181). Bowling Green, OH: AHRD.
- 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 26th 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

Githens, R. P. (under review). *Approaches to diversity in educating for LGBTQ-friendly changes in a university*. [Re-submitted in 8/11.]

Githens, R. P., Sauer, T. M., Wilson, K. B., & Crawford, F. (under review). Online occupational education in community colleges: Prevalence, programming, and connection with workforce development needs. [Submitted in 5/11.]

PRESENTATIONS

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

Githens, R. P., Crawford, F., & Sauer, T. M. (2010, May). *Online occupational education in community colleges: Prevalence and contextual factors*. Paper presented at the American Educational Research Association Annual Meeting, Denver, CO.

Githens, R. P. & Aragon, S. R. (2009, April). *Approaches to social organizing in attaining domestic partner benefits in a university*. Paper presented at the American Educational Research Association Annual Meeting, San Diego, CA.

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., & Wilson, K. B. (2010, April). *Online occupational programs in community colleges: Contours and directions*. Session presented at the American Technical Education Association National Conference on Technical Education, Indianapolis, IN.

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

Herd, A. M., & Githens, R. P. (2010, February). *Executive coaching tools and techniques: Which tools are best for which purposes?* Session presented at the Academy of Human Resource Development Research Conference, Knoxville, TN.

Githens, R. P., & Crawford, F. (2009, October). *Online workforce development: Contours and directions*. Session presented at the National Council for Workforce Education Annual Meeting, Seattle, WA.

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. & Cumberland, D. (2011, June). Discovering our strengths to create our destiny. One-day workshop facilitated to the faculty and staff of Kornhauser Health Sciences Library at the University of Louisville.

Githens, R. P. (2010, October). *Ethics and politics of gaining entry in qualitative research*. Presentation to Dr. John Keedy's graduate course on Qualitative Research Methods at the University of Louisville.

Githens, R. P. (2010, March). *Diversity and HRD: What's our role?* Presentation to Dr. Rajashi Ghosh's graduate course on Foundations of Human Resource Development at Drexel University, Philadelphia, PA.

Githens, R. P., & Wilson, K. B. (2010, April). *How can we help? Discussion about partnerships with small businesses*. Session presented at the American Technical Education Association National Conference on Technical Education, Indianapolis, IN.

Githens, R. P., & Crawford, F. (2009, October). *Help us help you: Online learning research discussion*. Session presented at the National Council for Workforce Education Annual Meeting, Seattle, WA.

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.

Interviews and Podcasts

Githens, R. P., Crawford, F., & Wilson, K. B. (Speakers) (2010, September 28). Online occupational education in community colleges. *Career-Technical Education Research News*. Podcast retrieved from <http://nrccte.podbean.com/2010/09/28/>

Githens, R. P., & Crawford, F. (Speakers) (2009, November 12). Update from the 2009 National Council for Workforce Education (NCWE) fall conference. *Career-Technical Education Research News*. Podcast retrieved from <http://nrccte.podbean.com/2009/11/12/>

FUNDING OBTAINED

Githens, R. P., Crawford, F., & Wilson, K. B. (2009). *Online occupational education in community colleges: Prevalence, context, and organizational approaches*. U.S. Department of Education, National Research Center for Career and Technical Education. (Year 2 funded for \$128,456)

Githens, R. P. & Crawford, F. (2008). *Online career and technical education in community colleges: Prevalence, context, and organizational approaches*. U.S. Department of Education, National Research Center for Career and Technical Education. (Year 1 funded for \$99,887)

Githens, R. P. (2005). *Understanding social presence in an online continuing education course*. University of Illinois Phi Delta Kappa. (Funded for \$500)

Githens, R. P. (2005). *Human Resource Education Council 2005-2006 speaker series*. University of Illinois Student Organization Resource Fee and Department of Human Resource Education. (Funded for \$920)

Githens, R. P. (2005). *Human Resource Education Council 2004-2005 speaker series*. University of Illinois Student Organization Resource Fee and Department of Human Resource Education. (Funded for \$1670)

AWARDS

William E. Nagel Alumni Award, University of Illinois – Human Resource Education (2010)

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:

2005-present	Conference Proceedings Reviewer, AHRD
2007-2009	Member, AHRD Technology Committee
2006-2008	Member, Academy of Human Resource Development (AHRD) Cutting Edge Award Committee
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

Editorial Service:

2011-present Assistant Editor, *New Horizons in Adult Education and Human Resource Development*
 2011-present Editorial Board Chair, *Career and Technical Education Research*
 2009-present Editorial Board Member, *Advances in Developing Human Resources*
 2009-present Editorial Board Member, *Career and Technical Education Research*

Ad Hoc Reviewer:

2011-present *Personnel Review*
 2011-present *Human Resource Development International*
 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:

2009-present Director, Workforce and Human Resource Education Graduate Program
 2010-present Member, Committee on Committees, College of Education and Human Development (CEHD)
 2010-present Member, Ad-hoc Committee on Educational Leadership and Organizational Development Ph.D. Program
 2008-present Website Editor, Workforce and Human Resource Education Program
 2011 Co-Chair, Workforce and Human Resource Education Tenure-track Faculty Search Committee
 2010 Co-Chair, Workforce and Human Resource Education Tenure-track Faculty Search Committee (2 positions)
 2008-2009 Member, Ideas to Action (I2A) Committee, CEHD
 2008-2009 Member, Technology Committee, CEHD
 2009 Co-Chair, Workforce and Human Resource Education Term Faculty Search Committee (3 positions)
 2009 Member, Workforce Leadership Program Manager Search Committee
 2009 Member, Health Profession Education Faculty Search Committee, CEHD and School of Medicine
 2009 Discussant, Spring Research Conference
 2008-2009 Member, Workforce and Human Resource Education Tenure-Track Faculty Search Committee

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:

2011-present Member, University Online Learning Strategic Planning Steering Committee
 2008-present Member, Faculty and Staff for Human Rights
 2010-present Member, Human Resources Advisory Committee
 2010-2011 Member, Faculty Senate

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

2008-2010 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

2011 Organizational Change Consultant, Kornhauser Health Sciences Library, University of Louisville.
 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 Educational Research Association
 Association for Career and Technical Education Research

Past Memberships

American Association for Adult and Continuing Education
 American Society for Training and Development
 Association for Educational Communications and Technology