

Kevin Rose

Education

Ed.D. in Workforce Development Education, University of Arkansas, May 2012

Dissertation: Organizational Citizenship Behaviors in Higher Education - Examining the Relationship Between Behaviors and Performance Outcomes for Individuals and Institutions

Master of Public Administration, University of Arkansas, May 2009

Concentration: Higher Education

Bachelor of Science in International Business and German, Oral Roberts University, May 2004

Professional Experience

Program Director: January 2019-Present; Program Co-Director: January-December 2014

Human Resources and Organization Development, University of Louisville

- Establish annual goals and targets with the Department Chairperson & Assistant Chairperson
- Monitor and advise the Department Chairperson & Assistant Chairperson concerning all program changes, including curriculum reviews, revisions, and additions
- Monitor course schedules during registration period and work with Department Chairperson, Assistant Chairperson, and Administrative Staff to add or eliminate course sections
- Work with Department Chairperson to hire and assign high quality faculty (full and part-time) to all program courses
- Lead program meetings and inspire faculty with the shared department, college, and university vision
- On-board adjuncts, new faculty, and faculty with new program committee leadership roles (e.g., admissions committee, faculty search committee)
- Build and sustain relationships with faculty members from other departments who collaborate with the program
- Serve as a program liaison to appropriate University, community, corporate, community colleges, and/or P-12 school district partners
- Oversee the content, continuous review, and implementation of web-based content for advising and program marketing
- Represent and effectively advocate for the program within the department, college, university, and community

Clinical Assistant Professor: August 2012-Present

Human Resources and Organization Development, University of Louisville

- Teach undergraduate and graduate courses (4/4 load)
- Advise approximately 30-50 master's degree students annually
- Lead faculty for Evidence Based Research in HROD, Diversity in the Workplace, and Graduate Capstone course

Associate Vice President of the Center for Global Leadership: December 2011-August 2012

ALPFA Institute, Sam M. Walton College of Business, University of Arkansas

Kevin Rose – Curriculum Vitae

- Responsible for approximately ten educational programs representing over 600 hours of instructional contact
- Directed research generated for the center by internal research and insights team
- Managed all aspects of curriculum design, learning quality, and evaluation for all programs within the center
- Oversaw grant-funded, open-enrollment, and custom programs for audiences ranging from high school and college students to emerging and seasoned executives

Associate Director of Executive Education: November 2010-November 2011

Center for Management and Executive Education, Sam M. Walton College of Business, Univ. of Arkansas

- Acted as proxy to the director in all matters of policy, budgeting, and decision-making
- Worked directly with faculty, external experts, and other university experts to design both open enrollment and custom programs
- Acted as point of contact for several Fortune 500 companies in designing and evaluating corporate learning programs
- Worked collaboratively with faculty, business leaders, and others to create new and innovative executive and managerial learning programs

Assistant Director of Executive Education: June 2008-October 2010

Center for Management Executive Education, Sam M. Walton College of Business, Univ. of Arkansas

- Brought two deficit centers to breakeven status within two years
- Convened first-ever center advisory council comprised of state business leaders
- Oversaw all curriculum development and instructional design for center programs
- Managed annual budget, marketing efforts, and student personnel

Program Manager: September 2005-June 2008

Center for Management Executive Education, Sam M. Walton College of Business, Univ. of Arkansas

- Planned and coordinated logistics for all center programs
- Worked with university faculty and external subject matter experts on program planning
- Assisted with instructional design and marketing efforts

Training Coordinator: August 2004-August 2005

Arkansas Small Business Development Center, Sam M. Walton College of Business, Univ. of Arkansas

- Taught and designed various courses for potential entrepreneurs
- Created and implemented center's strategic marketing plan
- Exceeded annual funding goals by 50% and course participation goals by 20%
- Consistently rated as a top presenter in participant evaluations

Teaching and Advising

Course	In-Person	Synch. Online	Asynch. Online	Accelerated	International	Level
<i>College of Education, University of Louisville</i>						
ELFH 735: Advanced Theory in HRD	X					Doctoral
ELFH 715: Advanced Organizational Theory	X					Doctoral
ELFH 663: Methods of Facilitation	X			X		Graduate
ELFH 661: Adult and Organizational Learning	X			X		Graduate
ELFH 623: Instructional Strategies and Group Facilitation	X			X		Graduate
ELFH 624: Global Human Resource Development	X			X	X	Graduate
ELFH 617: Evidence Based Research in HROD*	X	X		X		Graduate
ELFH 616: Human Resource Education Integrative Capstone*	X	X				Graduate
ELFH 614: Program and Organization Evaluation	X			X	X	Graduate
ELFH 420: Conflict Resolution and Negotiation			X			Undergraduate
ELFH 414: Diversity in the Workplace*	X		X			Undergraduate
ELFH 412: Coaching and Talent Management	X		X			Undergraduate
ELFH 312: Designing Learning			X			Undergraduate
<i>College of Education, University of Arkansas</i>						
WDED 6593: Dissertation Seminar (guest lecturer)	X					Doctoral
HRDV 4213: Strategies of Professional Development			X			Undergraduate
<i>Walton College of Business, University of Arkansas</i>						
Situational Leadership, UA Supervisor Development Program	X					Non-credit
Understanding Organizational Citizenship Behaviors	X					Non-credit
The Power of Skilled Negotiation	X					Non-credit
Conflict Resolution	X					Non-credit
Motivation in the Workplace	X					Non-credit
How to Write a Business Plan	X					Non-credit
Starting a Business in Arkansas	X					Non-credit

*Lead faculty for these courses.

Dissertations and Advising

Stephanie Palacio	Doctoral program adviser
Elizabeth Brenner	Dissertation committee member
Josh Jordan	Dissertation committee member
Josh Anna	Doctoral program committee member
Devon Twyford	Dissertation committee member (University of Louisville, completed May 2014)
Luanne Lewis	Dissertation committee member (University of Arkansas, completed April 2013)

Publications

Peer Reviewed

- Shuck, B., Alagaraja, M., **Rose, K.**, Owen, J., Osam, K.* , & Bergman, M. (2017). The health-related upside of employee engagement: Exploratory evidence and implications for HRD theory and practice. *Performance Improvement Quarterly*, 30(3), 165-178.
<https://doi.org/10.1002/piq.21246>
- Rose, K.**, Herd, A., & Palacio, S*. (2017). Organizational citizenship behavior: An exploration of one aspect of cultural adjustment faced by U.S. Army Soldiers transitioning from military to civilian careers. *Advances in Developing Human Resources*, 19(1), 14-24.
<https://doi.org/10.1177/1523422316682734>
- Rose, K.** (2016). Examining organizational citizenship behavior in the context of human resource development: An integrative review of the literature. *Human Resource Development Review*, 15(3), 295-316. <https://doi.org/10.1177/1534484316655668>
- Rose, K.**, Miller, M., Kacirek, K. (2016). Organizational citizenship in higher education: Examining the relationships between behaviors and institutional performance. *Journal of Higher Education Management*, (31)1, 14-27.
- Rose, K.**, Shuck, B., Twyford, D.* , & Bergman, M. (2015). Skunked: An integrative review exploring the consequences of dysfunctional leaders and implications for the employees who work for them. *Human Resource Development Review*, 14(1), 64-90.
<https://doi.org/10.1177/1534484314552437>
- Alagaraja, M., **Rose, K.**, Shuck, B., & Bergman, M. (2015). Unpacking organizational alignment: The view from theory and practice. *Journal of Organizational Learning and Leadership*, 13(1), 19-32.
- Shuck, B. & **Rose, K.** (2013). Reframing employee engagement within the context of meaning and purpose: Implications for HRD. *Advances in Developing Human Resources*, 15(4), p. 341-355. <https://doi.org/10.1177/1523422313503235>
- Rose, K.**, & Stiefer, T. (2013). Advisory councils in executive education: Insights from practice. *Journal of Executive Education*, 12(1), np. Retrieved from <http://digitalcommons.kennesaw.edu/jee/>

*Indicates author is a current or former student.

Practitioner & Other Scholarly Publications

- Rose, K.** (2017). Organizational citizenship behaviors in learning and work. In A. B. Knox, S. C. O. Conceição, & L. G. Martin (Eds.) *Mapping the Adult and Continuing Education Field*. Stylus Publishing: Sterling, VA.

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- Rose, K.**, & Bergman, M. (2016). Reaction to: Leadership misplacement: How can this affect institutions of higher education? *New Horizons in Adult Education & Human Resource Development*, 28(3), 26-29.
- Shuck, M., Bergman, M., & **Rose, K.** (2015). Inside the spiral of dysfunction: The personal consequences of working for a dysfunctional leader. *New Horizons in Adult Education and Human Resource Development*, 27(4), 51-58.
- Bergman, M., **Rose, K.**, & Alagaraja, M. (2015). Asynchronicity, access, and attainment: Best practices of an adult degree completion program. In F. Nafukho & B. Irby (Eds.) *Handbook of research on innovative technology integration in higher education* (pp. 356-375). Hershey, PA: IGI Global.
- Bergman, M., **Rose, K.**, & Shuck, B. (2014). Adult degree programs: Factors impacting student persistence. In J. Holtz, S. Springer, & C. Boden-McGill (Eds.) *Building sustainable futures for adult learners*. Information Age Publishing: Charlotte: NC.
- Bergman, M., **Rose, K.**, Herd, A., & MacDonald, A. (2013) High Tech, High Touch: Campus Based Strategies for Ensuring Student Success. *Association of Public and Land-Grant Universities (APLU.)* Report Featured in the APLU's annual publication.
- Rose, K.**, & Bergman, M. (2013) Employer tuition assistance; Investing in your employees pays off. *Louisville Business First*.

Publications Under Review or In Progress

- Ghosh, R., Hutchins, H., & Rose, K. Faculty experiences with reciprocal mentoring. [under review in *Human Resource Development Quarterly*]
- Rose, K. The connections between dysfunctional leadership, organizational citizenship behavior, and counterproductive workplace behavior: An exploratory examination. [in analysis]
- Rose, K., & Shuck, B. Survivor stories: A qualitative investigation of employees working for a dysfunctional leader. [in preparation]

Presentations

Peer Reviewed Conference Presentations

- Osam, K., & **Rose, K.** (2018, February). An Examination of the Linkages between Climate, Engagement, and Wellbeing for Employees in Higher Education. Poster presentation given at the Academy of Human Resource Development International Conference, Richmond, VA.
- Herd, A., & **Rose, K.** (2018, February). Where's the Selfless in Service? An Investigation of Organizational Citizenship Behaviors in Transitioning Military Service Members' Experiences. Poster presentation given at the Academy of Human Resource Development International Conference, Richmond, VA.

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- Ghosh, R., Hutchins, H., Rose, K., & Bergman, M. (2018, February). Exploring Reciprocity in Formal Mentoring: Live Accounts from the AHRD Faculty Mentoring Partner Program. Poster presentation given at the Academy of Human Resource Development International Conference, Richmond, VA.
- Bergman, M., & Rose, K. (2018, November). Translating Experiential Learning Into College Credit. Presentation given at the American Association of Adult and Continuing Education Conference, Myrtle Beach, SC.
- Rose, K.** (2017, November). Improving Citizenship: An Evaluation of a Non-Profit Training Program. Presentation given at the American Association of Adult and Continuing Education Conference, Memphis, TN.
- Rose, K.** (2017, November). Workplace Learning as Organizational Citizenship Behavior: Connecting Two Conceptual Domains. Presentation given at the American Association of Adult and Continuing Education Conference, Memphis, TN.
- Shuck, B., Alagaraja, M., **Rose, K.**, Bergman, M. (2017, March). The health-related upside of employee engagement: Exploratory evidence and implications for HRD theory and practice. Presentation to be given at the Academy of Human Resource Development International Conference, San Antonio, TX.
- Rajashi, G., Hutchins, H., **Rose, K.**, & Bergman, M. (2017, March) Unpacking the nuances of reciprocity in formal mentoring: Lived experiences of AHRD faculty mentoring partners. Presentation to be given at the Academy of Human Resource Development International Conference, San Antonio, TX.
- Rose, K.**, Bergman, M., Kacirek, K., & Osam, K. (2016, November). Are faculty good citizens? A conceptual exploration of organizational citizenship behavior for higher education faculty. Presentation given at the American Association for Adult and Continuing Education Conference, Albuquerque, NM.
- Rose, K.** (2016, February). Organizational citizenship behavior in HRD: An integrative literature review. Presentation given at the Academy of Human Resource Development International Conference, Jacksonville, FL.
- Rose, K.**, & Herd, A. (2016, February). Organizational Citizenship Behavior: An Exploration of One Aspect of Cultural Adjustment Faced by U.S. Army Soldiers Transitioning from Military to Civilian Careers. In A. Herd (Ed.) HRD and the U.S. Military: Addressing the Changing Nature of Military Jobs and Careers. Symposium presented at the Academy of Human Resource Development International Conference, Jacksonville, FL.
- Herd, A. & **Rose, K.** (2016, February). Cadre & Faculty Development Course: A Cooperative Human Resource Development Intervention with the U.S. Army. In A. Herd (Ed.) HRD and the U.S. Military: Addressing the Changing Nature of Military Jobs and Careers. Symposium presented at the Academy of Human Resource Development International Conference, Jacksonville, FL.

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- Rose, K.** (2015, June). Organizational Citizenship Behaviors in a Multi-Cultural Setting. Presentation given at the University Forum for Human Resource Development, Cork, Ireland.
- Rose, K.,** Shuck, B., & Bergman, M. (2015, June). Have you Been Skunked? Further Exploration of the Dysfunctional Leadership Phenomenon. Presentation given at the University Forum for Human Resource Development, Cork, Ireland.
- Rose, K.,** Shuck, B., Lewis, T., & Carpenter, B. (2015, February). Applying an HRD Perspective to Staffing Low-Performing Schools. Presentation given at the Academy of Human Resource Development International Conference, St. Louis, MO.
- Rose, K. &** Bergman, M. (2015, February). Employee tuition assistance programs. Presentation given at the Academy of Human Resource Development International Conference, St. Louis, MO.
- Rose, K., &** Bergman, M. (2015, November). Strengthening Military Learners Through Innovative Academic Programs. Presentation given at the American Association for Adult and Continuing Education Conference, Oklahoma City, OK.
- Carpenter, B., Lewis, T., **Rose, K., &** Shuck, B. (2015, April). Teacher Engagement as a Construct in Staffing Low-Performing Schools. Presentation given at the American Education Research Association., Chicago, IL.
- Twyford, D., **Rose, K., &** Bergman, M. (2014, February). *Skunked: An integrative literature review of dysfunctional leadership behaviors*. Research paper presented at the annual conference of the Academy of Human Resource Development, Houston, TX.
- Rose, K. &** Bergman, M. (2013, November). *An investigation of employee tuition assistance programs*. Proposal presented at the annual conference of the American Association for Adult and Continuing Education, Lexington, KY.
- Rose, K.** (2013, February). *Organizational citizenship behaviors in higher education*. Research paper presented at the annual conference of the Academy of Human Resource Development, Washington, DC.
- Rose, K.** (2012, November). *Measuring the impact and effectiveness of employee resource groups*. Roundtable discussion given at the annual conference of the American Association for Adult and Continuing Education, Las Vegas, NV.
- Barry, S. **Rose, K., &** Deggs, D. (2010, October). *What do lifelong learners value?* Research presentation given at the annual conference of the American Association for Adult and Continuing Education, Clearwater Beach, FL.

Invited Presentations

- Rose, K., &** Rosenbusch, K. (2018, February). Small Changes Can Yield Big Returns: Improving the Practice of Teaching Through Incremental Improvements. Professional development workshop given at the Academy of Human Resource Development International Conference, Richmond, VA.

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Herd, A., Herd, W., & **Rose, K.** (2017, August). From Soldier to Civilian Jobholder: Best Practices in Selecting and Onboarding Former Military Talent. Presentation given to the Louisville chapter of the Society for Human Resource Management, Louisville, KY.

Rose, K., Smith, M., & Cumberland, D. (2017, July). Emotional intelligence. Presentation given to the Cadre and Faculty Development Course, Fort Knox, KY.

Rose, K., & Bergman, M. (March, 2017). Dysfunctional leadership. Presentation given to the Fund-Raising Executives of Southern Indiana, New Albany, IN.

Rose, K. (January, 2017). Why Bosses are the Secret Ingredient. Presentation given to WorkOne Southern Indiana, New Albany, IN.

Rose, K. (2014, November). *Understanding and dealing with the dysfunctional leader*. Presentation given to the Kentuckiana Chapter of the Association for Talent Development, Louisville, KY.

Rose, K. (2012, March). *Team building and communication*. Presentation given to the human resources department of the University of Arkansas, Fayetteville, AR.

Rose, K. (2011, August). *Creating and maintaining advisory councils*. Presentation given to the continuing education staff of the University of Vermont, Burlington, VT.

Rose, K. & Williams, S. (2010, November). *Advisory boards for management, executive and professional development programs*. Presentation given at the annual Conference on Management, Executive, and Professional Development Programs, Orlando, FL.

Rose, K. (2009, November). *Creating and maintaining advisory councils*. Presentation given at the annual Conference on Management, Executive, and Professional Development Programs, Phoenix, AZ.

Service and Activities

Committee / Project	Role	Date
CEHD Faculty Advisory Council	Chair Member	August 2018-present August 2016-2018
ELEOD Curriculum Redesign Committee	Member	January 2019-present
CAKE Committee	Co-chair	January 2018-present
AHRD Faculty Mentoring Program	Planning Team Member	August 2014-present
Center for Non-Profit Excellence program evaluation	Co-PI	March 2016-October 2018
OLL clinical faculty search committee	Co-Chair	October 2016-March 2017
ELEOD Department Professional Development Committee	Chair	October 2015-March 2016

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CEHD Diversity Committee	Member	August 2013-May 2015
Education Leadership clinical faculty search committee	Member	December 2013-May 2014
ELEOD Outreach ad hoc Committee	Member	August 2013-August 2014
CBE degree working group	Member	August 2013-December 2014
OLL Program CBE director search committee	Member	February 2014
OLL Program clinical faculty search committee	Member	February 2014
OLL Program corporate advisory board	Faculty Liaison	August 2012-August 2013
U.S. Army course equivalency committee	Member	August-December 2013
Online course quality working group	Member	April-November 2013
OLL Program tenure-track faculty search committee	Member	April-June 2013
Advanced Delphi U Focus Group	Invited Faculty Participant	October 2012
Kentucky SHRM Conference	Session Leader	August 2012
Arkansas Executive Forum	Associate Director	2005-2011
Outreach Center Directors Board	Member	2009-2011
Human Resource Management Association Student Organization	Co-Advisor	2009-2010
Alumni Career Network Advisory Panel	Member	2009-2010
Walton College Staff Council	Chair	2009-2010
	Vice-Chair	2008-2009
	Representative	2007-2008
Walton College Special Events Committee	Member	2009-2010
College Relations Committee for Northwest Arkansas SHRM Chapter	Member	2008
Executive Education Advisory Council	Creator and Facilitator	2006-2012

Grants and Contracts

Bergman, M. (Co-Principle Investigator), **Rose, K.** (Co-Principle Investigator), & Shuck, B. (Co-Principle Investigator). (2016). Bridging the Talent Gap: Tennessee Graduate! Network. Funded by the Lumina Foundation, \$13,000, FY2016. Indianapolis, IN: Lumina Foundation.

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- Herd, A. (Co-Principle Investigator) & **Rose, K.** (Co-Principle Investigator). (2016). Veterans' Perspectives on Military Transition Experiences, \$1,200, FY2016. Louisville, KY: College of Education and Human Development
- Sun, J. C. (Principal Investigator & Project Director), Jean Marie, G. (Co- Principal Investigator), **Rose, K.** (Co-Investigator), et al. (2016). Cadre and faculty development course 2016: Pilot project. Funded by the U.S. Department of the Army, Training and Doctrine Command, \$848,000, FY2016 to FY2017. Fort Eustis, VA: U.S. Army Training and Doctrine Command.
- Sun, J. C. (Principal Investigator & Project Director), Jean Marie, G. (Co- Principal Investigator), **Rose, K.** (Co-Investigator), et al. (2015). Cadre and faculty development course: Proof of principle. Funded by the U.S. Department of the Army, Training and Doctrine Command, \$483,000, FY2015 to FY2016. Fort Eustis, VA: U.S. Army Training and Doctrine Command.

Awards, Honors, and Recognitions

- University of Louisville Faculty Favorite, 2014, 2015, 2016, 2017, 2018
- Elwood F. Holton III Research Excellence Award, 2016
- AHRD Cutting Edge Research Award, 2016
- Kentuckiana Metroversity Outstanding Faculty Award, 2016
- Malcolm S. Knowles Adult Degree Program Award (\$500), November 2013
- Innovation in Education Attainment Award (\$10,000), April 2013
- Outstanding Service to the Arkansas Executive Forum, October 2011
- Employee of the Quarter, September 2008

Professional Development

- Creating & Assessing Student Writing Assignments, Delphi Center for Teaching & Learning, 2012
- Affinity and Employee Resource Groups, Business Diversity Network of Kentucky, 2012
- BlendKit Blended Learning Program, University of Central Florida, 2012
- Soft Chalk Training, Delphi Center for Teaching & Learning, 2012
- What Makes a College Professor "Great"?, University of Louisville Office of the Provost, 2012
- Certificate of Leadership in Board Service, ALPFA Institute, Fayetteville, Arkansas, 2011
- Conference on Management, Executive, and Professional Development Programs, 2007, 2008, 2009, 2010, 2011
- Leadership Fayetteville, Fayetteville Chamber of Commerce, 2009
- Managerial Leadership Series, Sam M. Walton College of Business, 2006
- FastTrac Business Education Certification, Ewing Marion Kauffman Foundation, 2005
- Microsoft Publisher, University of Arkansas Continuing Education, 2005
- Legislative Advocacy, Dyersburg State Community College SBDC, 2004