

Curriculum Vitae
 Machuma (Helen) Muyia Ed.D.
 Full Time Lecturer, Management & Organizations
 Foster School of Business
 University of Washington, Seattle.
 E-mail: mhmuyia@uw.edu.

RESEARCH AND TEACHING INTERESTS

- Leadership and Organizational Behavior
- Emotional intelligence and leadership development
- Organization development and change
- Organizational learning, adult learning, and Lifelong learning
- Training/Learning and Development & Talent development.
- International Human Resource Development

EDUCATION

Doctor of Education (Ed.D.), University of Arkansas, Fayetteville, December 2008.

Workforce Development Education/ Human Resource Development.

Master of Education (M.Ed.), University of Arkansas, Fayetteville, May 2005.

Adult Education/Human Resource Development.

Master of Philosophy (M.Phil.), Moi University, Eldoret, Kenya, December 2000.

Educational Planning

Bachelor of Education (B.Ed.), Kenyatta University, Nairobi, Kenya, May 1988.

Major: Education, Economics and Geography.

PROFESSIONAL EXPERIENCE

- Full Time Lecturer, Department of Management & Organization, Foster School of Business, University of Washington – Seattle, 9/2023 – Present.
- Clinical Full Professor, Department of Educational Administration and Human Resource Development, Texas A&M University, 9/2019 – 5/2023.
- Clinical Associate Professor, Department of Educational Administration and Human Resource Development, Texas A&M University, 9/2013 – 9/2019.
- Clinical Assistant Professor, Department of Educational Administration and Human Resource Development, Texas A&M University, 9/2009 – 9/2013.
- Graduate Assistant, Department of Rehabilitation, Human Resources and Communication Disorders, University of Arkansas, Fayetteville, 9/2005 – 9/2007.
- Graduate Student, University of Arkansas Fayetteville, 9/2003- 9/2005.

TEACHING:

Undergraduate Courses: (Foster School of Business)

Leadership and Organizational Behavior (MGMT 300) – Fall 2023 – Present.

Organization Design (BA 390) Honors Seminar – Winter 2024 – Winter 2025.

Courses taught at Texas A&M University:

Applied Learning Principles (EHRD 371) - 2009 – 2014.

Training and Development in HRD/ Learning and Development in HRD (EHRD 372), 2009- Spring, 2023.

Organization Development (EHRD 374), 2010 – Spring, 2023.

Graduate Courses:

Adult Learning (EHRD 630), 2013 – 2018.

Directed Undergraduate Student Learning:

Directed Study (EHRD 374-520) - Spring 2011.

Directed Graduate Student Learning:

Directed Study (EHRD 685-203) - Summer 2012.

Directed Study (EHRD 685-650) - Spring 2014.

Undergraduate High Impact Learning Experiences:***Undergraduate research:***

Served as a research mentor for an undergraduate student on a research topic:

Effectiveness of social media tools in workplace learning and development, wrote a paper out of the research that we co-presented at the 2014 AHRD International Research Conference in Houston, Texas, February 19-22, 2014.

Study Abroad:

Led a Study Abroad trip of 18 graduate and undergraduate students to Tanzania, Africa, Spring 2014. The field trip included a tour of Dar-es-Salaam city, including a national museum, a Masai cultural village and museum, Mwenge craft market, and a historically oriented tour of Bagamoyo city. In addition, students visited Anazak School where they donated school supplies and assisted students with homework. Students also visited the only children's cancer ward in the country (Tumaini la Maisha) and donated quilts and participated in their therapeutic play program (did puppet shows, drew and painted with the children). In addition, students also visited an orphanage and a school and helped with the feeding and general administrative duties.

Honors Course: Spring 2015-Spring 2022

I developed an honors section for EHRD 372/374. This is a 3-credit embedded honors section course aimed at preparing students to address complex personal, team, and organizational issues related to leading and managing change in organizations. Students explore concepts, issues, models, and processes related to change, and practice those change concepts through personal and team projects.

Invited Presentations:

Muyia, M. H, (2021). Creating meaningful learning experiences for the 21st Century Student, Virtual Presentation made during the Inaugural Kenya Innovation Week: December 7, 2021.

Muyia, M. H, (2021). Implementing what you learn in the Workplace, AACDC Training: November 15, 2021.

Muyia, M.H, (2021). Guest Speaker, Dr. Jia Wang's International Human Resource Development class – October 30, 2021. Topic: The Political, Economic, Socio-Cultural, and Education Context of HRD in Kenya,

Muyia, M.H, (2016). The Political, Economic, Socio-Cultural, and Education Context of HRD in Kenya, Guest Speaker, Dr. Jia Wang's International Human Resource Development class – November 5, 2016.

Muyia, M.H, (2012). Exploring Organization Development (OD) in Kenya, Guest Speaker, Dr. Jia Wang's Organization Development class – April 12, 2012.

Doctoral Committee Membership: (Texas A&M University).

PhD candidate, HRD, 2015 – 2017 (Graduated).

- Topic: *The Impact of Emotional Intelligence on Career Decision-Making among Undergraduate University Students.*

PhD candidate, HRD, 2016 – 2017 (Graduated)

- Topic: *Student Engagement Strategies in Online Class Environment: Teaching Presence and Teaching Immediacy.*

Ed. D candidate, TLAC, 2016 – 2017 (Graduated).

- Topic: *A Mixed Method Approach to Improve Student Understanding of College Readiness.*

PhD, candidate, HRD, (In progress)

- Topic: *Virtual Teams in Organizations: Challenges and Strategies for Improvement.*

Ed. D candidate, K-12, (In progress)

- *Teachers' Perception about PBIS in Meeting the Needs of Special Education Students*

PhD, candidate, HRD, (In progress).

Ed.D. Candidate, TLAC, (In progress).

Graduate Student College Teaching Internship Mentor.

Since 2011, I worked with over ten doctoral students at Texas A&M University, who participated in the Certificate in College Teaching Program. The program was developed to enhance students' teaching experience and one of the requirements was for participating in the program to complete an internship with a faculty member. Some of these students have gone on to pick up faculty positions in respected institutions. Also, I was responsible for mentoring Graduate Teaching Assistants that I worked with at Texas A&M University.

Design/Redesign of Existing Courses and Review of instructional materials:

1. Redesigned L&D Course to align with standards for HRD UG program excellence and ATD's current development capability model (2021).
2. Part of the final review team for Berkley, A. R., & Kaplan, M. D. (2021). *Strategic Training and Development*. Thousand Oaks, CA: Sage Publishers.
3. Part of the review team for the 4th edition of Anderson, D. L. (2017). *Organization development: The process of leading organizational change*

- (4th.Ed). Thousand Oaks, CA: Sage Publications Inc. Spring 2016. I adopted the book for my EHRD 374 class.
4. Reviewed the adopted class text that led to incorporation of my suggestions in the book. Anderson, D. L. (2015). *Organization development: The process of leading organizational change* (3rd Ed). Thousand Oaks, CA: Sage Publications Inc. Spring 2015.
 5. Redesigned EHRD 371, 372, and 374 courses based on Quality Matters Rubric, Summer 2013 – 2014.
 6. Reviewed and customized the Brief Penguin Handbook (with the help of the Pearson representative) to be used with MyCompLab to help students improve their composition and writing skills in EHRD 371 course, Fall, 2012 – 2014.
 7. Worked on proposal for W- Course recertification for EHRD 371 course, a required writing course for HRD/TCMG majors in the department, Fall, 2012.
 8. Redesigned my online and face to face courses (EHRD 371,372 and 374) by incorporating class activities that reflect adult learning based principles, Summer 2012.
 9. Restructured my course syllabi to align with program goals, connect learning outcomes and assessment practices, and use instructional materials and technology to promote learner engagement. 2011 - 2012.
 10. Developed the following online courses, EHRD 372-520: Training and Development in HRD, EHRD 371-920: Applied Learning Principles, and EHRD 374-520: Organization Development, Summer 2010, and Summer 2011.

Teaching Awards: (Texas A&M University).

1. Spring 2015 Departmental Teaching Achievement Award, Educational Administration & Human Resource Development, Texas A&M University, May 15, 2015.
2. Spring 2011 Teaching Excellence Award, Board of Regents of Texas A&M University System, July 12, 2011.
3. Faculty Teaching Academy Certificate of Completion Award, Center for Teaching Excellence, Texas A&M University, 2009 – 2010.

RESEARCH (2009-Present)

Refereed Journal Articles:

1. Nafukho, F. M., Wekullo, C. S., & Muyia, M. H. (2019). Examining research productivity of faculty in selected leading public universities in Kenya. *International Journal of Educational Development* 66, 44-51. #. RG Journal Impact: 1.403.
2. **Muyia**, M. H., Wekullo, C., & Nafukho, M. F. (2018). Talent development in emerging economies through learning and development capacity building. *Advances in Developing Human Resources* 20(4), 1-19. #. RG Journal Impact: 1.36.
3. Nafukho, F. M., **Muyia**, M.H., Farnia, F., Kacirek, K., & Lynham, S. A. (2016). Developing emotional intelligence skills among practicing leaders: Reality or myth? *Performance Improvement Quarterly*, 29 (1), 71-87. #. RG Journal Impact: 0.88 (Citations = 6).

4. Nafukho, F. M., & **Muyia**, M. H. (2013). The World Bank's Africa virtual University project: A revisit. *European Journal of Training and Development*, 37(7), 646- 661. RG Journal Impact: 1.26 (Citations = 6).
5. Nafukho, F. M., **Muyia**, M. H., & Graham, C. M., (2010). Harnessing and optimal utilization of human capital in virtual workplace environments. *Advances in Developing Human Resources*, 12(6), 648-664. RG Journal Impact: 1.36 (Citations = 29).
6. Nafukho, F. M., & **Muyia**, M. H. (2010). Entrepreneurship and socio-economic development in Africa: A reality or myth. *Journal of European Industrial Training*, 2(34), 96-109. RG Journal Impact: 1.14 (Citations = 65).
7. **Muyia**, M.H., & Kacirek, K. (2009). An empirical study of a leadership development-training program and its impact on emotional intelligence quotient (EQ) scores. *Advances in Developing Human Resources*, 11(6), 703-718. RG Journal Impact: 1.36 (Citations = 45).
8. **Muyia**, M. H. (2009). Approaches to and instruments for measuring emotional intelligence: A review of selected literature. *Advances in Developing Human Resources*, 11(6), 690-702. RG Journal Impact: 1.36 (Citations = 38).
9. **Muyia**, M.H., & Nafukho, F. M. (2009). Understanding the educational needs of adult immigrants: A reflection from the review of literature. *International Journal of Vocational Education and Training*, 17(1), 74-83
<http://hdl.voced.edu.au/10707/61134>). RG Journal Impact: 0.83
10. Nafukho, F. M., Graham, C. M., & **Muyia**, M. H. (2009,). Determining the relationship among organizational learning dimensions of a small-size business enterprise. *Journal of European Industrial Training*, 33(1), 32-51 [Co-edited Special Refereed Journal Issue]. RG Journal Impact: 1.14 (Citations = 39).

Book Chapters:

1. Walid, M., Kim, H., Nafukho, M. F., & **Muyia**, H. M. (Submitted). Leading workforce ecosystems in industry 5.0: A dynamic capabilities playbook. In Alina Waite, Caroline Machado, & J. Paulo, Davim (Eds). *Book Series in management & Industrial Engineering*. Gewerbestrasse, Switzerland: Springer Nature.
2. Nafukho, M. F., & **Muyia**, H. M. (2021). Lifelong learning and quality education for sustainable development in Africa. In Fredrick M. Nafukho, & Alexander B. Makulio (Eds). *Handbook of Research on Nurturing Industrial Economy for Africa's Development*, (pp. 17-37). Charlotte, NC: Information Age Publishing, GI Global.
3. Wekullo, S. C., Nafukho, M. F., & **Muyia**, M. H. (2018). Conflict management in Kenya's public universities. In Nancy T. Watson, Lei Xie, & Matthew J. Etchells (Eds). *Cultural Impact on Conflict Management in Higher Education*. A volume in the series: International Higher Education, (pp. 17- 36). Charlotte, NC: Information Age Publishing, GI Global. #
4. **Muyia**, M, H. (2017). Leadership development for frontier societies: Reflections from Kenya. In Alexandre, A., & Dirani, K. (Eds.). *Leadership Development in*

- Emerging Market Economies* (pp. 229 -244). New York, NY: Palgrave Macmillan.
5. Nafukho, F. M., & **Muyia**, M. H. (2016). Human resources development in Sub-Saharan Africa. In T. Garavan, A. McCarthy, & M. J. Morley (Eds.). *Global human resource development: Country and regional Perspectives* (pp. 131-144). New York, NY: Routledge.
 6. **Muyia**, M. H., & Nafukho, M. F. (2015). Keeping it social: Transforming workplace learning and development through social media. In F. M. Nafukho, & Irby, B. J. (Eds.), *Handbook of research on integrating technology into higher education* (pp. 93-114). New York: IGI Global. #
 7. Valentin, M., **Muyia**, M. H., Junhee, K., & Valentin, C. (2015). Toward an effective virtual learning environment: From a social presence perspective. In F. M. Nafukho, B. J. Irby (Eds.), *Handbook of research on integrating technology into higher education* (pp. 303-321). New York: IGI Global. #
 8. Nafukho, F. M., **Muyia**, M.H. (2014). Entrepreneurial leadership and the transformations of African Universities. In F. M. Nafukho, M. A. H, Muyia, & B. J. Irby, (Eds.). *Governance and transformations of universities in Africa: A global perspective* (pp. 1-16). Charlotte, NC: Information Age Publishing.
 9. Nafukho, F. M., **Muyia**, M. H. (2014). Emotional intelligence and its critical role in developing human resources for optimal productivity. In N. E. Chalofsky, T. S. Rocco, & M. L. Morris (Eds.). *Handbook of human resource development: Theory and application*. (pp. 623 - 639). Los Angeles, CA: Sage.

Books /Journals (co-authored, co-edited and reviewed):

1. Jabarkhail, S., & **Muyia**, M. H. (2019). *Meaningful and Manageable Program Assessment: A How-To-Guide for Higher Education*, by Laura, J. Massa, & Margaret Kasimatis, Sterling, VA: Stylus Publishing, L.L.C. [Book Review]
2. **Muyia**, M. H. (2016). Sage Publications Inc., Review of the 4th edition,). *Organization development: The process of leading organizational change*, by Anderson, D. L, Thousand Oaks: CA. [Part of the review team].
3. **Muyia**, M. H. (2015). Sage Publications Inc., Review of the 3rd edition,). *Organization development: The process of leading organizational change*, by Anderson, D. L, Thousand Oaks: CA. [Part of the review team].
4. **Muyia**, M. H. (2015). *Teachers College Record*, Review of the book, *Caring Leadership in Turbulent Times: Tackling Neoliberal Education Reform*, by Mary G. Green, Charlotte, NC: Information Age Publishing, Inc. <http://www.tcrecord.org> ID Number: 18054. [Book Review]
5. Nafukho, M. F., **Muyia**, M. H., & Irby, J. B. (2014). *Governance and transformations of universities in Africa: A global perspective* (Series Ed.). Charlotte, NC: Information Age Publishing, Inc., [Co-edited book].
6. Nafukho, F. M., **Muyia**, M. H., & Kacirek, K. (2009). Emotional intelligence and performance: A collage of workplace evidence. *Advances in Developing Human Resources*, 11(5). Thousand Oaks, CA: Sage. [Co-edited special journal issue].

Proceedings and Abstracts:

1. **Muyia**, M. H, & Broussard, K. (2014). Effectiveness of social media tools in workplace learning and development. *2014 Refereed Proceedings of the 2013 Academy of Human Resource Development International Research Conference*. St. Paul, MN: Academy of Human Resource Development. #
2. Nafukho, F. M., & **Muyia**, M. H. (2013). Emotional intelligence and its critical role in developing human resources. In Julie Gedro and Diane D. Chapman (Eds.). *Refereed Proceedings of the 2013 Academy of Human Resource Development International Research Conference*. St. Paul, MN: Academy of Human Resource Development.
3. Nafukho, F. M., **Muyia**, M. H., Lynham, S., & Kacirek, K. (2012). Leadership development training and its impact on emotional intelligence skills. *2012 Conference proceedings of the Academy of Human Resource Development (7-1). Abstract*.
4. Nafukho, F. M., Kacirek, K., Lynham, S., & **Muyia**, M. H. (2011). Emotional intelligence and leadership development training in an international organization. *2011 Conference proceedings of the Academy of Human Resource Development (31-1). Abstract*.
5. Nafukho, F. M., Lincoln Y., **Muyia**, M. H., & Kacirek, K. (2010, April 20). Emotional intelligence and performance: A collage of workplace evidence. *Academy of Human Resource Development Webinar series*.
6. **Muyia**, M. H., Nafukho, F. M., & Kacirek, K. (2010). An empirical study of the leadership development-training program and its impact on emotional quotient (EQ) scores. *2010 Conference proceedings of the Academy of Human Resource Development (2-2). Abstract*.
7. **Muyia**, M. H., & Nafukho, F. M. (2009). The role of HRD educators in promoting the understanding of educational needs of adult immigrants. A reflection from the literature. Academy of Human Resource Development International Research Conference. Washington, D.C.

Presentations:

1. Kim, H., Walid, M., Nafukho, F. M., & Muyia, M. H. (2024). Career shocks: Is career development overrated? Paper presented at the 31st AHRD International Research Conference in the Americas. Arlington, Virginia, February 21 – 24, 2024.
2. Nafukho, M. F., **Muyia**, M. H., & Wekullo, C, (2021). Examining research productivity of faculty in selected leading public universities in Kenya. Paper presented at the 13th Annual Kenya Scholars and Studies Association-KESSA Conference, Dallas/Fort Worth, TX, September 10-11.
3. Muyia, M. H, (2021). Creating meaningful learning experiences for the 21st Century Student, Virtual Presentation made during the Inaugural Kenya Innovation Week: December 7, 2021.
4. Muyia, M. H, (2021). Implementing what you learn in the Workplace, AACDC Training: November 15, 2021.
5. Muyia, M.H, (2021). Guest Speaker, Dr. Jia Wang's International Human Resource Development class – October 31, 2021.

6. Nafukho, M. F., **Muyia**, M. H., & Wekullo, C, (2019). Examining research productivity of faculty in selected leading public universities in Kenya. Paper presented at AERA Annual Meeting. Toronto, Canada, April 5 -9.
7. Nafukho, F. M., **Muyia**, M. H., & Wekullo, C. (2018). Investment in lifelong learning and quality education for human development in Africa. Paper presented at the 2018 AHRD International Research Conference in the Americas. Richmond, Virginia, February 14 – 17.
8. **Muyia**, M. H., & Nafukho, F. M. (2017). Leadership development for frontier societies: Reflections from Kenya. Paper presented at the 2017 AHRD International Research Conference in the Americas. San Antonio, Texas, February 28 – March 4.
9. Nafukho, F. M., **Muyia**, M.H., Farnia, F., Kacirek, K., & Lynham, S. (2016). Developing emotional intelligence skills among practicing leaders: Where is the evidence? Paper presented at the 2016 AHRD International Research Conference in the Americas. Jacksonville, Florida, February 18-20.
10. **Muyia**, M. H. (2015). Conducting Emotional Intelligence Research: Capturing the Stories behind the numbers. Presented at the 2015 AHRD International Research Conference in the Americas, St. Louis, Missouri, February 19-21.
11. **Muyia**, M. H., & Broussard, K. (2014). Effectiveness of social media tools in workplace learning and development. Paper presented at the 2014 AHRD International Research Conference. Houston, TX. #.
12. **Muyia**, M., H (2013). Designing digitally: Preparing you to design, deliver and manage e Learning. Paper presented at the 2013 eLearning Innovations Conference Expo, Safari Park Hotel, Nairobi, Kenya, July 25-26; 29-30, 2013.
13. Nafukho, F. M., & **Muyia**, M. H. (2012). Emotional intelligence and its critical role in developing human resources. Paper presented at the 2013 AHRD International Research Conference. Washington, D.C. February 13 -17.
14. Nafukho, F. M., **Muyia**, M. H., Lynham, S., & Kacirek, K. (2012). Leadership development training and its impact on emotional intelligence skills. Paper presented at the 2012 AHRD International Research Conference. Denver, Colorado. February 29 - March 3.5.
15. Nafukho, F. M., Kacirek, K., Lynham, S., & **Muyia**, M. H. (2011). Emotional intelligence and leadership development training in an international organization. Paper presented at the 2011 AHRD International Research Conference. Chicago, Illinois, February 23-26.
16. Nafukho, F. M., Lincoln Y., **Muyia**, M. H., & Kacirek, K. (2010). Emotional intelligence and performance: A collage of workplace evidence. *Academy of Human Resource Development Webinar series*.
17. **Muyia**, M. A., Nafukho, F. M., & Kacirek, K. (2010). An empirical study of the leadership development-training program and its impact on emotional quotient (EQ) scores. Paper presented at the 2010 Academy of Human Resource Development International Research Conference. Knoxville, Tennessee,
18. **Muyia**, M. A., & Nafukho, F. M. (2009). HRD educators' role in promoting understanding of educational needs of adult immigrants. Paper presented at the Academy of Human Resource Development International Research Conference. Washington, D.C.

(# indicates publication/presentation with students)

Grant Activities (Texas A&M University).

Funded Grants:

1. How Study Abroad Experiences Influence Pre – Service Teachers Level of Cultural Preparedness: Principal Investigator: William Rupley, Co-PIs: Muya, M. Helen, Stanley Christine & Bugrahan Yalvac. CEHD TRIAD Catapult Grant, \$10,000 (Fall 2018 – Fall 2021).
2. Up, up, and Away: Expanding and Enriching CEHD Global Education Experiences: Principal Investigator: Robert Jay Woodward, Co-PIs: Mary Margaret Capraro, Robert Capraro, Eddie Cassell, Carly Gibson, **Muya, M.** Helen Dawn Parker Krystal Simmons, & July Singleton, CEHD Catapult Grant, \$30,000 (Fall 2017 – Fall 2019). My role: Co-investigator.
3. New Faculty Mentoring: Project STaR (Service, Teaching, and Research): Principal Investigator: Beverly Irby, Co-PIs: Rafael Lara-Alecio, **Muya, M.** Helen, Mary Alfred, Fredrick Nafukho & George Cunningham. CEHD Catapult Grant, \$30,000 (Fall 2016 – Fall 2018). My role: Co-Investigator.
4. Effective Project Team Performance on Course Assignments: Principal Investigator: Mike Beyerlein, Co-PIs: Crystal Han (Graduate Student) Khalil Dirani Christine Mark Rhonda Fowler Trez Jones, & **Muya, M.** Helen EAHR Seed Grant, \$5,000 (Spring 2015). My role: Key personnel
5. A leadership Training Program and its Effects on Participants' Emotional Intelligence Scores Principal Investigator: Dr. Kacirek, & **Muya, M.** Helen. Research sponsored by the University of Arkansas Executive Development Center, Walton Business School, worked with Dr. Kacirek to evaluate the effectiveness of the program (wrote my dissertation out of the project) (2007 – 2008).
6. An Evaluation for a Center of Excellence in Transportation and Logistics in Eastern Arkansas, sponsored by Southern Good Faith Fund/USDA. Principal Investigator: Dr. Banks & **Muya, M.** Helen role: Reviewed literature and wrote summary report for the project, \$15,000 (Summer 2006).

Grants submitted: Not funded:

1. Principal Investigator: Fredrick Nafukho, Co-PIs: Muya, M. Helen, & Wekullo C. Meaning Making through Determining Research Productivity of faculty in Kenyan Universities. CODESRIA-TAMU Grant, \$30,000 (Fall 2017).
2. Principal Investigator: Trez Jones, Co-PIs: Dirani Khalil, Muya, M. Helen, Ragsdale Daniel, Romero John, & Wang Jia. Engaging the Future: Human Capacity Building through the Texas Cyber Range, CEHD Catapult Grant, \$30,000 (Fall 2016). My role: Co-PI.
3. Principal Investigator: Noboru Matsuda, Co-PIs: Trina Davis, Patrick Slattery, Khalil Dirani, Muya, M. Helen, Mike Beyerlein, & Christine Mark. Promoting synergetic competency with adaptive online learning driven by cognitive tutors. CEHD Catapult Grants, \$25,895 (2015). My role: Key Personnel.
4. Principal Investigator: Khalil M. Dirani, Co-PIs: Mike Beyerlein, Rhonda Fowler Christine Mark, Muya, M. Helen., & Trez Jones. Developing Leaders' Capacity

- to Adapt to Complex Demands for Veterans' Engagement and Employability. EAHR Seed Grant, \$5000 (Spring 2015). My role: Key Personnel.
5. Principal Investigator: Muya, M. Helen: Co-PIs: Ben Zoghi, & Joseph Cerami. Enriching High Impact Learning Experiences of Students through Emotional Intelligence. EAHR Seed Grant, \$5000 (Spring 2015). My role: Principal Investigator.
 6. Principal Investigator: Fredrick M. Nafukho, Co-PIs: Muya, M. Helen., & Beverly J. Irby. Leadership Services to Young African Leaders (PALS): Regional Leadership Center. Submitted July 2, 2014, United States Agency for International Development (USAID), \$2,000,000 (2014-2015). My role: Key Personnel.
 7. Principal Investigator: Fredrick M. Nafukho, Co-PIs: Priya Kurup, Ann Gundy, Muya, M. Helen., & Larry Dooley. Core- Curriculum technology enhancement grant program proposal for EHRD 408: Globalization and diversity in the workplace. TAMU Curriculum Technology Enhancement Grant Program \$75,000 (Fall 2012). Key Personnel.
 8. Principal Investigator: Fredrick M. Nafukho, Co-PIs: Jean Madsen, Christine Stanley, Muya, M. Helen., & Luis Ponjuan. Rwanda Women's Leadership Program in Higher Education. USAID, Higher Education for Development Program. \$1,076,890. (Fall 2012). My role: Co-Investigator.
 9. Principal Investigator: Fredrick M. Nafukho, Co-PIs: Priya Kurup, Ann Gundy, Muya, M. Helen., & Toby Egan. Core- Curriculum technology enhancement grant program proposal for EHRD 408: Globalization and diversity in the workplace. TAMU Curriculum Technology Enhancement Grant Program \$75,000 (Fall 2011). My role: Key Personnel.

SERVICE (2009-Present).

Foster School of Business:

1. Selected to attend the Foster Undergraduate Graduation Ceremony, representing Accounting dept, 6/2/2024.
2. Scholarship reviewer, Undergraduate Business Major, May-June 2024

University: (TAMU)

1. Undergraduate Academic Appeals Panel member, 2017 -2018.
2. Judge, Texas A&M University Student Research Week – March 30, 2016.
3. Academic Civil Rights Investigation Committee – 2014 – 2016.
4. Campus Security Authority-TAMU, October 2013 – Present
5. Judge, Texas A&M University Student Research Week – March 20, 2012.
6. Judge, 9th Annual Texas A&M University System Pathways Student Research Symposium – November 18, 2011.
7. Fulbright Campus Committee - Interviewed prospective Fulbright students - October 6, 2011.

College: (TAMU)

1. EPSY APT Promotion Committee member – Spring 2023.
2. TLAC APT Promotion Committee member – Fall 2023.
3. CEHD Global Education Committee – Fall 2017- 2022.
4. CEHD Strategic Planning Committee – 2018 – 2019.

5. SPED APT Search Committee member – Fall 2018.
6. College Academic Professional Track Advisory Committee - September 2016 – Spring 2018.

Department: (TAMU)

1. Chair, Search committee, Clinical Assistant Professor (Non tenure track), 2022-2023.
2. Chair, Clinical Associate Promotion committee, 2021-2022.
3. Chair, Clinical Assistant Promotion committee, 2020-2021.
4. Search committee member, clinical Assistant, McAllen Campus – 2021-2022.
5. Departmental Clinical Faculty A-1 Review Committee – 2016 – 2023.
6. Departmental Diversity, Climate and Social committee – 2014 – 2015
7. Departmental Search committee for clinical faculty – 2014
8. Undergraduate clinical faculty executive committee – 2012 – 2014
9. Task Force Committee on Online Learning – 2012 – 2014
10. Marshall, undergraduate HRD, May 2010 - 2011 Graduations
11. Departmental Search Committee member: Associate professor in Higher Education Administration Program) - Jan 2011 - March 2012.
12. Departmental Search Committee member: Clinical Assistant professor in UG HRD - Jan 2011 - March 2012.

Program: (TAMU)

1. Peer Teaching Reviewer, spring 2018.
2. Undergraduate Faculty Admissions committee, 2013 – 2023.
3. Faculty - Led Research Team Committee, 2016 –2023.
4. HRD Alumni Relations & Advisory Board committee, 2016 –2023.
5. Mentor, Graduate Teaching Assistants in the Human Resource Development - HRD undergraduate program – 2009 – 2023.
6. Faculty Advisor, Brazos Valley American Society for Training & Development - Student Chapter, September - 2011.

Professional Associations:

1. Editorial Board member, OD Practitioner – (Nominated)
2. Article Editor, Sage Open –access Publications, 2018.
3. Reviewer, International Journal of Vocational Education and Training Research – 2017
4. Vice President for Membership, 2017 Brazos Valley Association for Talent Development Board
5. Reviewer, *Adult Learning*, 2011 – 2018
6. Reviewer, Academy of Human Resource Development AHRD - 2010 – 2018
7. Reviewer, *Advances in Developing Human Resources* - ADHR Journal, 2010 - 2022.
8. Reviewer, *International Journal of Qualitative Studies in Education* - 2010 – 2018.
9. Reviewer, *Human Resource Development International* – 2012 – 2022.
10. Reviewer, Virtual HRD – 2012 –2018.
11. Reviewer, *Africa Education Review (ARE)* – 2014.
12. Reviewer, *European Journal of Training and Development* – 2013.

13. Reviewer, *Journal of Economics and International Finance* – 2013.
14. Reviewer, *Organization Development: The Process of Leading Organizational Change* (3rd ed) – 2014 – 2015.
15. Editorial Board Member: *Adult learning*, 2011.
16. Co-Issue editor, *Advances in Developing Human Resources* (ADHR) 11(6), 2009.
17. Series editor, *Governance and transformations of universities in Africa: A global perspective* – 2014.

PROFESSIONAL DEVELOPMENT (Texas A&M University).

Innovative Teaching Approaches Workshops/Trainings

1. The Association of College & University Education (ACUE) – Effective Teaching Practices cohort, **hosted** by Center for Teaching Excellence, Texas A&M University, August 2021-May 2022.
2. 2021 Transformational Teaching and Learning Conference, hosted by Center for Teaching Excellence, Texas A&M University, April 30, 2021.
3. An In-Depth Look at How to Use Simulations In Your Online Classroom, Webinar, Harvard Business Publishing Education, April 7, 2020.
4. Brain Based Learning/Presenting Webinar, HRDQ-U, August 31, 2016.
5. Flipping Your Course Faculty Institute, spring 2016, hosted by Instructional Technology Services, Texas, A&M University, March 28 – April 1, 2016.
6. The Trainer’s Handbook: Creative and Active Training Techniques Webinar, HRDQ-U, September 9, 2015.
7. Undergraduate Research Scholars Informational Workshop, hosted by Honors and Undergraduate Research, Texas A&M University, March 23, 2015.
8. The 14th Annual TAMU Assessment Conference, hosted by Texas A&M University, February 16-18, 2014
9. The 2014 Wakonse South on College Teaching, hosted by Center for Teaching Excellence, Texas A&M University, April 4-6, 2014.
10. The 16th Annual Wakonse South Conference on College Teaching, hosted by Center for Teaching Excellence, Texas A & M University, April 5-7, 2013.
11. The 13th Annual Texas A & M Assessment Conference, hosted by the Office of Institutional Assessment, Texas A & M University, February 17-19, 2013.
12. Doing Peer Review of Teaching: What Makes a Good Review? Workshop hosted by Center for Teaching Excellence, Texas A & M University, March 23, 2012.
13. “W” Course Primer: Assign it, teach it, grade it” workshop hosted by University Writing Center, Texas A&M University, December 8, 2011.
14. Talk It Up: The Art of Public Speaking” workshop hosted by University Writing Center, Texas A&M University, July 8, 2011.
15. The 11th Annual Wakonse South Conference on College Teaching, hosted by Center for Teaching Excellence, Texas A & M University, April 1-3, 2011.
16. The 11th Annual Texas A & M Assessment Conference, sponsored by the Office of Institutional Assessment, Texas A & M University, February 20-22, 2011.
17. University- Wide Scoring of the National Science Foundation Critical Thinking Assessment Test (CAT) Project Pilot hosted by Texas A & M office of Institutional Assessment, December 10, and December 17, 2009.

18. University Faculty Teaching Academy workshop sponsored by Center for Teaching Excellence, Texas A& M University, September 11, November 13, and December 4, 2009

Teaching with Technology Enhancement Workshops

1. Teaching with Technology Conference, Spring 2016, hosted by Instructional Technology Services, Texas, A&M University, March 2 –3, 2016.
2. The ASTD Houston Technology Conference 2013, held at the University of Houston-Downtown, Houston, TX, June 25, 2013.
3. Texas A & M Instructional Technology Services, eCampus Training, hosted by Instructional Technology Services, Texas A&M University, May 28, 2013.
4. The 2013, Teaching with Technology Conference, hosted by Instructional Technology Services, Texas A & M University, February 27-28, 2013.
5. Sakai Learning Management System Training Webinar, April 20, 2011.
6. iPad Training: Workshop sponsored by Apple at Texas A & M University, March 29, 2011.
7. Cyber Learning Workshop sponsored by Instructional Technology Group, College of Education and Human Development, Texas A&M University, March 4, 2011.
8. Texas A & M Instructional Technology Services Showcase Workshop, hosted by Instructional Technology Services, Texas A&M University, October 27, 2010 (Topics included use of Respondus, Turnitin, Lecture capture, Camtasia studio, Wikis, uses of eLearning, Centra web conferencing, eLearning tools, Virtual Learning and Second Life).
9. Texas A & M Instructional Technology Services Reboot Camp, hosted by Instructional Technology Services, Texas A&M University, August 15, 2010 (Topics included universal design and accessibility, introduction to eLearning for new users, effective course design, and a hands-on open lab day).

Mentoring Workshops

1. Faculty Perspectives on Publishing Open Access Webinar, Open Access Week at Texas A&M, October 20, 2015.
2. Faculty Teaching Academy Workshop – Dr. Karan Watson, hosted by Center for Teaching Excellence, Texas A&M University, September 17, 2015.
3. Academic Civil Rights Investigation Committee (ACRIC) Training, hosted by Dean of Faculties office, Texas A&M University, August 5, 2015.
4. Search Committee Training, hosted by Dean of Faculties office, Texas A&M University, June 3, 2015.
5. Search committee training /workshop sponsored by Dean of faculties' office, Texas A & M University, March 20, 2013.

Other Workshops

1. Take Your Coaching to a Deeper Level with WSQ Discovery, www.careprofiler.com, November 13, 2019.
2. Leading Organizational Change with Emotional Intelligence, Training Industry.com, February 9, 2017

3. QPR Suicide Prevention Gatekeeper training on suicide prevention, hosted by Student Services, Texas A&M University, 2012.
4. Disaster Preparation Response, hosted by Texas Engineering Extension Service - TEEX, Texas A&M University, April 14, 2011.
5. Understanding American Psychological Association- APA 6th Edition Forum, hosted by Department of Educational Administration and Human Resource Development, Texas A & M University, April 11, 2011.
6. Education Leadership Research Center Symposium on Problems of Social Policy Research, College of Education and Human Development, Texas A & M University, March 25, 2011.

Certifications

1. Effective College Instructor, The Association of College and University Educators and The American Council on Education, April 28, 2022.
2. Designing an Effective Course and Syllabus, The Association of College and University Educators and The American Council on Education, April 28, 2022.
3. Establishing a Productive Learning Environment, The Association of College and University Educators and The American Council on Education, April 28, 2022
4. Using Active Learning Techniques, The Association of College and University Educators and The American Council on Education, April 28, 2022
5. Promoting Higher Order Thinking, The Association of College and University Educators and The American Council on Education, April 28, 2022
6. Assessing to Inform Instruction and Promote Learning, The Association of College and University Educators and The American Council on Education, April 28, 2022.
7. Step-in Stand-up, The Division of Student Affairs, Texas A&M University, December 17, 2019.
8. Green Dot Training, Offices of the Dean of Student Life, Texas A&M University, December 17, 2019.
9. Virtual Instructor, College of Education and Human Development, Texas A & M University, May 6, 2013.
10. Quality Matters, College of Education and Human Development, Texas A & M University, May 14, 2013.
11. Wakonse Fellow, College Teaching, Center for Teaching Excellence, Texas A&M University, April 5-7, 2014.
12. Emotional Intelligence (EQ-i 2.0/360), Leadership Call, LLC, December 16th, 2015.
13. Coaching, Completed 17.5 hours of Continuing Coaching Education, CCE credit (10.5-core comp & 7-resource development) towards International Coach Federation credential, December 16, 2015.
14. Mediator, (Basic Mediation), Center for Change & Conflict Resolution, Texas A&M University, Spring 2015.
15. Promoting Outstanding Writing for Excellence in Research – POWER, Department of Health and Kinesiology, Texas A & M University, April 13, 2011.

PROFESSIONAL MEMBERSHIPS:

- American Educational Research Association (AERA)
- Association for Talent & Development (ATD)
- Brazos Valley Association for Talent Development (BV-ATD)
- Academy of Human Resource Development (AHRD)
- Organization Development Network (ODN)
- Consortium for Research on Emotional Intelligence in Organizations (CREIO)