

Curriculum Vitae

RHONDA M. FOWLER, Ph.D.

Clinical Assistant Professor, Human Resource Development
Adult Education and Human Resource Development Program
Department of Educational Administration and Human Resource Development
College of Education and Human Development
Texas A&M University

511 Harrington Tower; 4226 TAMU
College Station, TX 77843-4226
Phone: 979-862-8027
rfowler@tamu.edu

ACADEMIC HISTORY

EDUCATION

2013 **Ph.D., Education Human Resource Development**
Specialization: Mentoring of African American Women
Department of Educational Administration and Human Resource Development
Texas A&M University, College Station, TX

Dissertation Title: *“When You Want to Give Up, You Want to Give In”: The Perceptions of African American Women Doctoral Students in a Predominantly White Institution*

2008 **M.S., Education Human Resource Development**
Department of Educational Administration and Human Resource Development
Texas A&M University, College Station, TX

2004 **B.B.A., General Business**
Emphasis: Marketing and Management
Stephen F. Austin State University, Nacogdoches, TX

PROFESSIONAL EXPERIENCE IN HIGHER EDUCATION

2015-Present **Clinical Assistant Professor-** Department of Educational Administration and Human Resource Development, Texas A&M University, College Station, TX

2016-Present **Undergraduate Internship Coordinator-** Department of Educational Administration and Human Resource Development, Texas A&M University, College Station, TX

2013-2015 **Program Coordinator-** Alliance for Graduate Education and the Professoriate in the Office of Graduate and Professional Studies, Texas A&M University, College Station, TX

- 2014-2015 **Adjunct/ Lecturer-** Under leadership of Dr. Fredrick Nafukho, Department of Educational Administration and Human Resource Development, Texas A&M University, College Station, TX
- 2011 – 2013 **Graduate Teaching Assistant-** Under leadership of Dr. Ann Gundy, Department of Educational Administration and Human Resource Development, Texas A&M University, College Station, TX
- 2008 – 2013 **Graduate Assistant-** Under leadership of Dr. Terah Venzant-Chambers, Department of Educational Administration and Human Resource Development, Texas A&M University, College Station, TX

HONORS AND AWARDS

- 2017-2018 **CEHD Climate Award Recipient**, Texas A&M University (TAMU), College Station, TX, **Amount:** \$1,000
- 2016-2017 **CEHD Faculty Appreciation Award**, Texas A&M University, College Station, TX
- 2016-2017 **NAACP Faculty Appreciation Finalist**, Black Excellence Award Gala, Texas A&M University, College Station, TX
- 2016-2017 **TAMU United & Divine Sistahs Honoree**, Texas A&M University, College Station, TX
- 2008 – 2011 **Diversity Fellow Recipient**, Texas A&M University, College Station, TX, **Amount:** \$83,000
- 2012-2013 **CEHD Graduate Research Grant**, Texas A&M University, College Station, TX, **Amount:** \$1,000

RESEARCH

PRIMARY RESEARCH INTERESTS

Mentoring, primarily focused on Students of Color and Women in Higher Education
Career Development
African Americans in HRD
Gender & Cultural Diversity

RESEARCH PROPOSALS, PROJECTS & GRANTS

- 2018-2019 **CEHD Catapult 2018 Grant: Faculty Engagement and Student Success.**
 PI: Khalil Dirani: Co-PI's; Jia Wang and **Rhonda Fowler**
Funding source: College of Education and Human Development, Texas A&M University
Amount Funded: \$30,000
- 2017-2018 **How Millennials will Shape Training in the Workplace**
 PI: **Fowler, Rhonda Texas**, Co-PI's: Sendra Camarillo and Anastatia Harrions
Source: Undergraduate Research Scholars Program- LAUNCH, Texas A&M University
Amount funded: Not Applicable
- 2016-2017 **CEHD Catapult 2016 Grant: The Practioners' Corner: A Professional Development Project for Educators and School Support Personnel**
 PI: Kisha Bryan; Co-PI's: Krystal Cook Simmons and **Rhonda Fowler**
Funding source: College of Education and Human Development, Texas A&M University
Amount funded: Proposal not funded
- 2015- 2016 **Research SEED Grant: Effective Project Team Performance on Course Assignments**
 PI: Michael Beyerlein: Co-PI's: Khalil Dirani, Christine Mark, **Rhonda Fowler**, Trez Jones, Helen Muyia and graduate student, Crystal Han.
Funding source: Educational Admnistration and Human Resrouce Development Department, Texas A&M University
Amount funded: \$5,000
- 2015-2016 **Research SEED Grant: Developing Leaders' Capacity to Adapt to Complex Demands for Vetrans' Engagement and Employability**
 PI: Khalil Dirani: Co-PI's: Michael Beyerlien, **Rhonda Fowler**, Christine Mark, Helen Muyia, & Trez Jones
Funding source: Educational Administration and Human Resource Development, Texas &M University
Amount funded: Proposal not funded

REFEREED PUBLICATIONS

1. **Venzant Chambers, T. T.**, Huggins, K. S., Locke, L. A., **Fowler, R. M.** (2014). Between "ROC" and a school place: The role of racial opportunity cost in the educational experiences of academically successful students of color. *Educational Studies*, 50(5), 464-497. doi:10.1080/00131946.2014.943891

WORK IN PROGRESS (INTENDED FOR REFEREED JOURNALS)

1. Scott, C., Ritter, N, **Fowler, R.**, Frank, A. (2017). Developing a Community of Academic Writers: Using Social Media to Support Academic Motivation, Productivity, and Accountability.

REFEREED CONFERENCE PRESENTATIONS

1. Hutchins, N, **Fowler, R.**, Gilreath, T., Parker, D., & Woodward, J. (2017). Climate, Diversity, Equity & Inclusion: Creating a Culture of Excellence. Paper accepted for the 2017 National Conference on Race and Ethnicity (NCORE). Forth Worth, TX.
2. Role, A., **Fowler, R.M.** (2016). A Discussion of the ‘The Rice- Creativity, the Gift of Failure, and the Search for Mastery, by Sarah Lewis and the Role of Creativity Innovation, and Grit in HRD. Paper accepted for Food and Thought Presentation at the 2016 International Research Conference in the Americas (AHRD). Jacksonville, FL.
3. **R, Fowler** (2016). Wakonse South Conference on University and College Teaching. Conference attendee. Burnet, TX
4. **Fowler, R.** (2015). The Next Generation of Scholars: Recruiting and Retaining URM STEM Graduate Students. Paper accepted for presentation at the 7th Conference on Understanding Interventions that Broaden Participation in Science Careers (UI). San Diego, CA.
5. **Fowler, R.** (2014). I’m All Alone: The Challenges of Navigating the Pipeline for African American Women. Full paper presentation at the International Conference on Urban Education (ICUE). Montego Bay, JA.
6. **Fowler, R.** (2013). Does Mentoring Matter for African American Women Doctoral Students at PWI’s. Full paper accepted for presentation at the 2013 American Association of Blacks in Higher Education (AABHE) National Conference. Atlanta, GA.
7. **Fowler, R.** (2014). Seeking a Mentoring Relationship: The Challenges of Navigating the Pipeline for African American Women. Full paper accepted for presentation at the 2014 American Association of Blacks in Higher Education (AABHE) National Conference. Atlanta, GA.
8. Scott, C. E., Ritter, N.L., **Fowler, R.M.**, Wright, K.L. & Franks, A.D. (2014) Academic Facebook? Using Social Media to Support Academic Motivation, Productivity, and Accountability. Roundtable session at the American Educational Research Association (AERA) Annual Meeting. Philadelphia, PA.
9. **Fowler, R.** (2014). Mentoring and the African American Woman. Scholarly-Practitioner Full Paper at the Academy of Human Resource Development (AHRD) International Research Association in the Americas. Houston, TX.

10. **Fowler, R.** (2012). Perceptions and Expectations of African American Women Doctoral Students Who Engage in Mentoring Relationships with Faculty. Scholar-Practitioner Full Paper at Academy of Human Resource Development (AHRD) International Research Conference in the Americas. Denver, CO.
11. Venzant Chambers, T. T., Huggins, K. S., Locke, L. A., **Fowler, R. M.** (2010). The role of racial opportunity cost in the educational experiences of academically successful students of color. Research paper accepted for presentation at the 2010 annual conference of the American Educational Research Association (AERA), Denver, CO.
12. **Fowler, R.** (2011). The Racial Opportunity Costs of High Achieving Students of Color: Where Does Mentoring and HRD Fit In? Full Paper at the Academy of Human Resource Development (AHRD) International Research Conference in the Americas. Chicago, IL.
13. **Fowler, R.,** & Rolle, A. (2010, February) Inquiring Minds Want to Know. Research Food N' Thought Session at Academy of Human Resource Development (AHRD) International Research Conference in the Americas. Knoxville, TN.
14. Venzant Chambers, T. T., Huggins, K. S., Locke, L. A., & **Fowler, R. M.** (2009, November). The Role of *Racial Opportunity Cost* in the Educational Experiences of Academically Successful Students of Color. University Council for Education Administration (UCEA), Anaheim, CA.
15. Rolle, A., Kenzhegaranova, M., **Fowler, R.,** Reid, J., & Moats, J. (2009, February). *Revisiting Five Reflections on the AHRDS Research Conference*. Research Roundtable at Academy of Human Resource Development (AHRD) International Research Conference in the Americas. Washington, DC.
16. Rolle, A., Kenzhegaranova, M., **Fowler, R.,** Reid, J., & Moats, J. (2008, February). *Five Reflections on the AHRD International Research Conference: Revisited*. Research Roundtable at Academy of Human Resource Development (AHRD) International Research Conference in the Americas. Panama City, FL.

BOOK REVIEW

1. Isna, N and **Fowler, R** (2017). *Beyond the Skill Gap*. Cambridge, MA: Harvard Education Press, 2016.

TEACHING

TEXAS A&M UNIVERSITY

*Course taught face-to-face, + Course taught online

*EHRD 481-500 Career Development Seminar for Human Resource Development and Technology Management
(Undergraduate level)

Spring 2018

Spring 2017
40 students

*EHRD 481-501 Career Development Seminar for Human Resource Development and Technology Management
(Undergraduate level)
Spring 2017
41 students

+EHRD 484 700 Professional Internship for Human Resource Development
(Undergraduate level)
Spring 2017
47 students

+TCMG 484 700 Professional Internship for Technology Management
(Undergraduate level)
Spring 2017
29 students

*EHRD 481-200 Capstone Seminar for Human Resource Development and Technology Management
(Undergraduate level)
Fall 2017
3 student

*EHRD 481-500 Capstone Seminar for Human Resource Development and Technology Management
(Undergraduate level)
Fall 2017
39 student

*EHRD 481-501 Capstone Seminar for Human Resource Development and Technology Management
(Undergraduate level)
Fall 2017
39 students

+EHRD 484-700 Professional Internship (Undergraduate level)
Fall 2017
33 students

+TCMG 484-700 Professional Internship (Undergraduate level)
Fall 2017
16 students

+TCMG 484-500 Professional Internship (Undergraduate level)
Fall 2017
1 students

- +EHRD 485-501 Directed Studies: In-Absentia (Undergraduate level)
Fall 2017
1 students
- +EHRD 203-700 Foundations of Human Resource Development (Undergraduate level)
Summer 2017
26 students
- *EHRD 481-100 Capstone Seminar for Human Resource Development and Technology Management
(Undergraduate level)
Summer 2017
26 student
- *EHRD 481-400 Capstone Seminar for Human Resource Development and Technology Management
(Undergraduate level) Honors Course
Summer 2017
1 student
- +EHRD 484-700 Professional Internship (Undergraduate level)
Summer 2017
43 students
- +TCMG 484-700 Professional Internship (Undergraduate level)
Summer 2017
14 students
- +EHRD 485-701 Directed Studies: In-Absentia (Undergraduate level)
Summer 2017
1 students
- +TCMG 485-701 Directed Studies (Undergraduate level)
Summer 2017
1 students
- *EHRD 481-501 Capstone Seminar for Human Resource Development and Technology Management
(Undergraduate level)
Spring 2017
51 student
- *EHRD 481-500 Capstone Seminar for Human Resource Development and Technology Management
(Undergraduate level)
Spring 2017
51 student
- +TCMG 484-700 Professional Internship (Undergraduate level)
Spring 2017
18 students

- +EHRD 484-700 Professional Internship (Undergraduate level)
Spring 2017
54 students
- +EHRD 485-508 Directed Studies (Undergraduate level)
Spring 2017
5 students
- +EHRD 485-550 Directed Studies: In-Absentia (Undergraduate level)
Spring 2017
1 students
- +EHRD 210-597 Legal & Ethical Environment of Human Resource Development (Undergraduate level)
Fall 2016
45 students
- *EHRD 481-500 Capstone Seminar for Human Resource Development and Technology Management
(Undergraduate level)
Fall 2016
50 student
- *EHRD 481-501 Capstone Seminar for Human Resource Development and Technology Management
(Undergraduate level)
Fall 2016
50 students
- +TCMG 484-700 Professional Internship (Undergraduate level)
Fall 2016
17 students
- +EHRD 484-700 Professional Internship (Undergraduate level)
Fall 2016
23 students
- +EHRD 485-501 Directed Studies (Undergraduate level)
Fall 2016
3 students
- +EHRD 203-700 Foundations of Human Resource Development (Undergraduate level)
Summer 2016
30 students
- *EHRD 481 Capstone Seminar Human Resource Development and Technology Management
(Undergraduate level)
Summer 2016
24 students

- +EHRD 485-100 Directed Studies (Undergraduate level)
Summer 2016
1 student
- +EHRD 485-508 Directed Studies (Undergraduate level)
Spring 2016
1 student
- *EHRD 203-500 Foundations of Human Resource Development (Undergraduate level)
Spring 2016
39 students
- *EHRD 203-501 Foundations of Human Resource Development (Undergraduate level)
Spring 2016
36 students
- +EHRD 210-599 Legal & Ethical Environment of Human Resource Development (Undergraduate level)
Spring 2016
45 students
- *EHRD 481-500 Capstone Seminar in Human Resource Development (Undergraduate level)
Spring 2016
100 students
- *EHRD 203-501 Foundations of Human Resource Development (Undergraduate level)
Fall 2015
48 students
- *EHRD 203-502 Foundations of Human Resource Development (Undergraduate level)
Fall 2015
41 students
- *EHRD 477-500 Project Management in Organizations (Undergraduate level)
Fall 2015
48 students
- +EHRD 477-599 Project Management in Organizations (Undergraduate level)
Fall 2015
49students
- +EHRD 303-598 Foundations of Human Resource Development (Undergraduate level)
Spring 2014
50 students
- +EHRD 303-599 Foundations of Human Resource Development (Undergraduate level)
Fall 2014
40 students

- +EHRD 303-599 Foundations of Human Resource Development (Undergraduate level)
Spring 2013
30 students
- +EHRD 374-599 Organization Development (Undergraduate level)
Spring 2013
35 students
- +EHRD 303-700 Foundations of Human Resource Development (Undergraduate level)
Summer 2013
36 students
- *EHRD 303-500 Foundations of Human Resource Development (Undergraduate level)
Spring 2012
49 students
- *EHRD 374-502 Organization Development (Undergraduate level)
Spring 2012
43 students
- +EHRD 303-700 Foundations of Human Resource Development (Undergraduate level)
Summer 2012
29 students
- +EHRD 303-599 Foundations of Human Resource Development (Undergraduate level)
Fall 2012
45 students
- +EHRD 372-599 Training and Development in Human Resource Development (Undergraduate level)
Fall 2012
27 students
- +EHRD 374-700 Organizational Development (Undergraduate level)
Summer 2011
21 Students
- +EHRD 303-521 Foundations of Human Resource Development (Undergraduate level)
Fall 2011
46 students
- *EHRD 372-502 Training & Development in Human Resource Development (Undergraduate level)
Fall 2011
50 students

INVITED TEACHING

EHRD 303: Foundations of Human Resource Development. Asked by Carlos Sepulveda Jr. to lead class discussion on career development.

EHRD 303: Foundations of Human Resource Development. Asked by Carlos Sepulveda Jr. to lead class discussion on diversity in the workplace.

EHRD 484: Professional Internship. Asked by Dr. Anna Gundy to lead class discussion on diversity in the workplace.

SERVICE

PROFESSIONAL SERVICE

- 2017 – Present **Member**, Undergraduate Academic Appeals Panel (UAAP), Texas A&M University, College Station, TX
- 2017 - Present **Member**, College of Education and Human Development Faculty of Color Committee, Texas A&M University, College Station, TX
- 2016 - Present **Co-Chair**, Department of Educational Administration and Human Resource Development Climate, Diversity and Social Committee, Texas A&M University, College Station, TX
- 2016 – Present **Mentor**, Mentoring MU program, Texas A&M University, College Station, TX
- 2012, Summer **Proposal Reviewer**, The Mentoring Institute at University of Mexico proposals for acceptance to 2012 annual conference
- 2012, Fall **Presenter** for Leadership Institute, Culturally Competent Leadership, Texas A&M University, College Station, TX
- 2011, Fall **Graduate Student Assistant**, The Office of the Vice President and Associate Provost for Diversity, Non-Matriculating Undergraduate Black Student Study Texas A&M University, College Station TX,
- 2011, Fall **Proposal Reviewer**, Academy of Human Resource Development (AHRD) proposals for acceptance to 2013 annual conference
- 2010 – 2013 **Member**, Black Graduate Student Association (BGSA), Texas A&M University, College Station, TX
- 2009 – 2013 **Student Editor**, *Educational Administration Quarterly* (EAQ), Texas A&M University, College Station, TX.

- 2009 – 2013 **Student Reviewer**, *Educational Administration Quarterly* (EAQ), Texas A&M University, College Station, TX.
- 2006 – 2013 **Member**, Graduate Representative Advisory Board (GRAB), Texas A&M University, College Station, TX.
- 2010, Summer **Proposal Reviewer**, Academy of Human Resource Development (AHRD) proposals for acceptance to 2010 annual conference.
- 2012, Summer **Proposal Reviewer**, University of New Mexico Mentoring Institute proposals for acceptance to 2012 mentoring conference.
- 2009 – 2010 **Treasurer**, Graduate Representative Advisory Board (GRAB), Texas A&M University, College Station, TX

PROFESSIONAL TRAINING

- 2016-2017 **Certificate for Summer Institute for the Advancement of Quality in Online Teaching**, Texas A&M University, College Station, TX.
Stipend: \$5,000
- 2010, Fall **Certificate of College Teaching**, Texas &M University, College Station, TX

PROFESSIONAL MEMBERSHIP AND AFFILIATIONS

Academy of Human Resource Development (AHRD)

- Cultural Diversity (SIG)
- Scholar-Practitioner (SIG)

American Educational Research Association (AERA)

- Division E: Counseling and Human Development

University of Council for Educational Administration (UCEA)

Adult Education Research Conference (AERC)

American Association of Blacks in Higher Education (AABHE)

International Conference on Urban Education