

Professional Overview

The impact of the ATPI doctoral program on my shaping as a scholar has manifested itself through my various publications, conference presentations, and service commitments. During my academic years as a doctoral student, I did achieve my immediate goals of graduating with a master's degree and obtaining a full-time position in Human Resources that allows me to gain invaluable practical experience. However, I could not have foreseen that in only three years I would be sharing research ideas and collaborating with other doctoral students and scholars from all over the United States.

Because of the courses and various research opportunities through the doctoral program, I have become a more efficient researcher, a more polished writer, a better reviewer, and a stronger editor. My progress has been steady with a full scholarly publication and several refereed presentations at various conferences each year. My involvement in professional associations and special emphasis groups (SIGs) has proven quite valuable as I consult my formal and informal mentors on both scholar and practitioner matters. Most of all, however, I have cherished the tremendous opportunity to collaborate and publish with my professors and peers as part of the ATPI Research Team.

This portfolio vividly follows the path of exploration and self-assessment and presents a myriad of experiences that have shaped me as a nascent researcher. The variety of contact hours for professional development reflects my desire to explore the numerous opportunities available through UNT and other organizations or professional associations. This experience has allowed me to expand or narrow down my research agenda respectively. As far as research scholarship, I have been fortunate to publish in the Academy of Human Resource Development's (AHRD) leading journal, Human Resource Development Quarterly. I have also moved past literature reviews and I am currently writing conceptual and purely theoretical manuscripts that aim to

describe or redefine various constructs in HRD. As part of the ATPI Research Team, I was fortunate to participate in several group publications that allowed me to demonstrate my strengths with conducting research, editing, and proofreading. Nevertheless, I also initiated several projects including the study examining diversity curriculum in EMBA programs and I independently conducted reviews on organizational creativity. In the past two years, my publication record began to follow a steadier path with the topics of creativity, diversity, and commitment being more thoroughly examined. This research thread has led me into a dissertation proposal on organizational creativity that explores the factors that make people creative at work in terms of the overall workplace climate.

Professionally, I have started to develop several research relationships with faculty from AHRD through my participation on the Steering Committees of two different SIGs. The encouragement and support I have encountered through these groups helped me pursue a viable research agenda and motivated me to continue to expand my research interests. My professional goals remain the same – securing a tenure-track faculty position at a research university. I have had the tremendous opportunity to co-teach and revise doctoral and master level courses. This memorable experience has helped me further solidify my teaching philosophy and uphold the belief that we learn from and with others.

At the beginning of the doctoral program, I was not as confident in my skills and abilities to produce that many manuscripts and publications a year. Now I have not only published but I have also become more actively involved as a reviewer for AHRD and the Academy of Management. I also serve as a reviewer and section editor for our very own Learning and Performance Quarterly journal. Throughout the last year of the doctoral program, I have made substantive research my top priority. As a scholar-practitioner, I strive to ensure that I use

research and theory to inform practice. My most valuable experience has been the opportunity to learn from strong researchers and reputable scholars from the Department of Learning Technologies. It has been a true honor to attend conferences as part of the ATPI entourage and to be trusted with important publications and calls for proposal. I do believe that the balance between research, teaching, and service is attainable, as I have demonstrated so far through this portfolio. My future goal is to further refine my research agenda so that it substantively contributes to the existing literature and allows me to participate in a community of learning and practice so that we can continue to advance the field of HRD and influence the workplace.