

Mariya Gavrilova Aguilar

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EDUCATION

Doctor of Philosophy in Applied Technology & Performance Improvement – expected December 2013

Minor: Management

Master of Science in Applied Technology & Performance Improvement – May 2010

University of North Texas, Denton, Texas

Passed the Society for Human Resource Management (SHRM) Professional in Human Resources (PHR) exam - June 2008

Bachelor of Science in Business Administration – Marketing, May 2008

Bachelor of Science in Business Administration – Management, May 2008

Minor: Human Resource Management

Bachelor of Arts and Sciences – Spanish, May 2008

Missouri Southern State University, Joplin, Missouri

EXPERTISE

Human Resource Development

Human Resource Management

Organizational Behavior

RESEARCH FOCUS

Organizational Creativity, Commitment, Diversity

Career Development

Assessment and Evaluation

RESEARCH SCHOLARSHIP

PUBLICATIONS (4)

1. * Hagen, M., & **Gavrilova Aguilar, M.** (2012). The impact of managerial coaching on learning outcomes within the team context: An analysis. *Human Resource Development Quarterly*, 23, 363–388.
2. * **Gavrilova Aguilar, M.**, Bracey, P., & Allen, J. (2012). Examining the diversity curriculum of leading Executive MBA programs in the United States. In C. L. Scott & M. Y. Byrd, (Eds.), *Handbook of research on workforce diversity in a global society: Technologies and concepts* (pp. 18-37). Hershey, PA: IGI Global.
3. Allen, J., Gojer, A. J., **Gavrilova Aguilar, M.**, & Philpot, D. (2012). Sustaining organizational innovation. In V. C. X. Wang (Ed.), *Encyclopedia of e-leadership, counseling and training*, (pp. 514-531). Hershey, PA: IGI Global. doi:10.4018/978-1-61350-068-2.ch038
4. Allen, J. M., Bracey, P., & **Gavrilova, M.** (2010). Learning in 2010: Instructional challenges for adult Career and Technical Education. *International Journal of Adult Vocational Education and Technology*, 1(4), 48-62. doi:10.4018/IJAVET

* **data-driven (2 publications)**

PRESENTATIONS (9) & PROCEEDINGS (7)

5. **Gavrilova Aguilar, M.** (2013-accepted). Institutionalizing succession planning: Applying neo-institutional theory to explain phenomena. *Proceedings of the 2013 AHRD International Research Conference in the Americas, Washington, D. C.*
6. **Gavrilova Aguilar, M.,** & Pasquini, L. A. (2013-accepted). A review of theoretical frameworks explaining formal mentoring relationships. *Proceedings of the 2013 AHRD International Research Conference in the Americas, Washington, D. C.*
7. Nimon, K., **Gavrilova Aguilar, M.,** Allen, J., Bracey, P., Pasquini, L., & Zimmerman, T. D. (2012, November). *Dispelling common myths about quantitative and qualitative research in a CTE context: What are some best practices?* Symposium presented at the 46th Annual Meeting of the CTE Research and Professional Development Conference, Atlanta, GA.
8. * Nimon, K., Lane, F., **Gavrilova Aguilar, M.,** Carrero, K., Frear, S., Garrigue, M., Zimmerman, T., Zientek, L., & Henson, R. (2012, October). *Reliability generalization (RG): Examining reliability estimate of the organizational commitment questionnaire (OCQ).* Paper presented at the annual meeting of the American Evaluation Association, Minneapolis, MS.
9. **Gavrilova Aguilar, M.** (2012). Exploring organizational factors: The effect of organizational diversity on organizational commitment and creativity. In K. Dirani, J. Wang, & J. Gedro (Eds.), *Proceedings of the Academy of Human Resource Development 2012 International Research Conference in the Americas* (pp. 4047-4075). Denver, CO: AHRD.
10. **Gavrilova Aguilar, M.** (2012, March). *Exploring organizational factors: The effect of organizational diversity on organizational commitment and creativity.* Research and theory full paper presented at the Academy of Human Resource Development 2012 International Research Conference in the Americas, Denver, CO.
11. Nimon, K., Reio, T. G., Shuck, B., **Gavrilova Aguilar, M.,** Szabla, D. B, Haley, J., & Hewapathirana, G. I. (2012, March). *Dispelling common myths about quantitative research and advancing best practices.* Innovation session presented at the Academy of Human Resource Development 2012 International Conference in the Americas, Denver, CO.
12. **Gavrilova, M.,** & Joshua, A. E. (2011, December). *Organizational diversity and organizational creativity: Are they related?* Paper presented at the Academy of Human Resource Development 2011 China Conference, Kuala Lumpur, Malaysia.
13. Joshua-Gojer, A., & **Gavrilova Aguilar, M.** (2011, August). *Women expatriates: Vision or reality?* Research roundtable presented at the Academy of Management Annual Meeting in San Antonio, TX.

14. * Bracey, P., & **Gavrilova, M.** (2011). Perceptions of technology integration training methods among technology teachers in Texas. In M. Koehler & P. Mishra (Eds.), *Proceedings of the Society for Information Technology & Teacher Education 2011 International Conference* (pp. 2358-2361). Chesapeake, VA: AACE.
 15. **Gavrilova Aguilar, M.** (2011). A literature review exploring the organizational factors contributing to or impeding employee creativity. In K. M. Dirani & J. Wang (Eds.), *Proceedings of the Academy of Human Resource Development 2011 International Research Conference in the Americas* (pp. 3434-3443). Schaumburg, IL: AHRD
 16. **Gavrilova Aguilar, M.** (2011, February). *A literature review exploring the organizational factors contributing to or impeding employee creativity*. Research abstract presented at the Academy of Human Resource Development 2011 International Research Conference in the Americas, Schaumburg, IL.
 17. **Gavrilova, M.,** & Joshua, A. E. (2010, February). *Evaluating English as a Second Language (ESL) programs facilitated by non-profit organizations*. Research roundtable presented at the Academy of Human Resource Development 2010 International Research Conference in the Americas, Knoxville, TN.
 18. **Gavrilova, M.,** & Joshua, A. E. (2010). *Evaluating English as a Second Language (ESL) programs facilitated by non-profit organizations*. In C. Graham & K. Dirani (Eds.), *Proceedings of the Academy of Human Resource Development 2010 International Research Conference in the Americas* (pp. 3995-4001). Knoxville, TN: AHRD.
 19. * Nimon, K., **Gavrilova, M.,** & Roberts, J. K. (2010). Regression results in Human Resource Development research: Are we reporting enough? In C. Graham & K. Dirani (Eds.), *Proceedings of the Academy of Human Resource Development 2010 International Research Conference in the Americas* (pp. 803-812). Knoxville, TN: AHRD.
 20. * Nimon, K., & **Gavrilova, M.** (2010, February). *Commonality analysis: Demonstration of an SPSS solution for regression analysis*. Poster session presented at the iSchools 2010 Conference, Urbana-Champaign, IL.
- * **data-driven (4 presentations)**

TEACHING SCHOLARSHIP

- Teaching Assistant, Department of Learning Technologies, University of North Texas
 - Research Seminar (ATTD 6480), Fall 2012, Dr. Kim Nimon, doctoral course
 - Consulting Skills (ATTD 6460), Spring 2012, Dr. Jeff Allen, doctoral course
 - Research Techniques in Applied Technology and Training (ATTD 5340), Fall 2012, Dr. Kim Nimon, master course

TEACHING SCHOLARSHIP, CONTINUED

- Teaching Fellow, Department of Learning Technologies, University of North Texas
 - Principles of Training & Development (LTEC 4000), Fall 2012, undergraduate course
 - Personal Development (LTEC 3010), Spring 2012 & Summer 2012, undergraduate course
- Course Designer, Department of Learning Technologies, University of North Texas, Summer 2012, under Dr. Kim Nimon
 - Research Seminar (ATTD 6480), doctoral course
 - Research Techniques in Applied Technology and Training (ATTD 5340), master course
 - Evaluation Seminar (ATTD 5360), master course
 - Research Seminar in Applied Technology, Training & Development (ATTD 5320), master course
- Junior Achievement Facilitator, Dallas, JA Success Skills and JA Global Marketplace curriculum, Fall 2010
- ESL adult classes, Plaza Comunitaria, Richardson Public Library, Summer 2010 – Fall 2011
- ESL K-6, Pharos Schools of Languages & Computing, Sofia (Bulgaria), Fall 2002 – Fall 2004, Summer 2005

SERVICE SCHOLARSHIP

- UNT Presidential Search Committee, May 2010 – October 2010
- UNT Search Committee, Assistant Dean for Student Development at Discovery Park, Summer 2009
- Co-Advisor, DECA TAMS, Fall 2011-present
- Graduate School Travel Grant Applications Review Committee, Fall 2009
- AHRD Quantitative Research Methods SIG Steering Committee, February 2011 – present
- AHRD Leadership SIG Steering Committee: Listserv Coordinator & LinkedIn Group Facilitator, February 2010 – February 2012
- The HR Southwest Conference, Educational Sessions & On-Site Committees, January 2009 – present
- Fort Worth/Mid-Cities ASTD Board, VP of Records & VP of Membership Growth, January 2010 – present
- DallasHR, College Relations Committee, January 2011- present
- UNT Volunteer League, Student Coordinator, Fall 2009 – May 2010

REVIEWER

- Academy of Management (AOM), Annual Conference 2012
- Academy of Human Resource Development (AHRD), International Conference in the Americas 2012 & 2013
- Learning & Performance Quarterly – Reviewer and Section Editor, January 2012 - present

HONORS AND AWARDS

- Outstanding MS Learning Technologies Student – University of North Texas, Spring 2010
- Who's Who Among American Universities & Colleges - University of North Texas, Spring 2010
- Roger P. Lette Scholarship – North Texas Society for Human Resource Management, 2009-2010
- Jim Wilkins Excellence in Education Student Scholarship – HR Southwest, Fall 2009-2010
- Multicultural Scholastic Award – University of North Texas, Fall 2009 – Spring 2011
- Outstanding Honors Graduate – Missouri Southern State University, Spring 2008
- Outstanding Graduate of Marketing – Missouri Southern State University, Spring 2008
- ACBSP Student Leadership Award – Missouri Southern State University, Spring 2008
- Glenn Dolence Outstanding Leadership Award, Missouri Southern State University, Spring 2008

AFFILIATIONS

- Academy of Human Resource Development (AHRD), January 2010 – present
- Academy of Management (AOM), July 2011- present
- Society for Human Resource Management (SHRM), September 2008 – present
- Dallas HR, October 2008 – present
- American Society for Training and Development (ASTD) Ft. Worth/Mid-Cities, March 2009 – present
- Omicron Delta Kappa, Fall 2006 – present), Vice-President (Fall 2007 - Spring 2008)
- Missouri Iota Chapter of Alpha Chi, Fall 2006 – present, President (Fall 2007 - Spring 2008)
- UNT SHRM Chapter, Spring 2009 – present, VP of Programs, VP of Merit (Fall 2011)
- MSSU Student Senate, Spring 2006 - Spring 2008, Treasurer (Fall 2007 - Spring 2008)
- Lambda Gamma Chapter of Delta MU Delta, Spring 2008 – present
- Missouri Delta Epsilon Chi (DEX) State President, Fall 2007- Spring 2008
- DEX, Spring 2006 – Spring 2008, Leadership positions including: President, Vice-President, Secretary, Event Coordinator (Fall 2007- Spring 2008)
- Volunteer League, University of North Texas, September 2008 – May 2011
- International Student Ambassador, University of North Texas, Spring 2010 – Spring 2011

PROFESSIONAL EXPERIENCE

HR Temp/HR Generalist, City of Corinth

March 21, 2011/June 20, 2011 – present

- Conducted employee training on performance reviews and use of the Performance Impact software
- Reviewed and updated safety program manual and corresponding documents
- Reviewed and conducted salary analysis and leave analysis
- Prepared and processed FMLA paperwork, and workers' compensation and disability claims
- Reviewed, selected, coordinated, and facilitated contracted training programs
- Updated personnel manual and policies
- Researched comparable recognition and incentives programs

PROFESSIONAL EXPERIENCE, CONTINUED

Research Affiliate, Center for Knowledge Solutions, University of North Texas, Department of Learning Technologies, January 2012 – present

- Provided research support for faculty
- Wrote and edited peer-reviewed publications for journals

Research Assistant, University of North Texas, Department of Learning Technologies, September 2008 – present

- Conducted and facilitated evaluation studies: needs assessment, employee engagement, membership
- Monitored and administered a discussion forum
- Reviewed and edited CTE curriculum
- Researched human resource development journals
- Selected topics as part of graduate and undergraduate course curriculum

Human Resources Assistant, Superior HR, Dallas
July 2010 – December 2011 (on a needs basis)

- Developed training materials summarizing FMLA regulations
- Developed and revised employee handbooks
- Rewrote job descriptions

Human Resources Clerk, Downstream Casino Employment and Training Center
June 2 - August 22, 2008

- Conducted pre-screen interviews
- Administered pre-employment tests (i.e. Math test)
- Assisted recruiters with the completion of new hire paperwork
- Monitored the front desk and answered phone calls

Human Resources Intern, Employment Office, Leggett & Platt, Incorporated
April 2 – May 10, July 16 – September 28, 2007

- Initiated and implemented the roll-out of the Vurv Express internal applicant tracking system
- Trained full-time employees to use the applicant tracking system
- Wrote and posted job advertisements to various online job boards
- Proofread and evaluated newspaper job advertisements
- Identified and researched recruiting sources and extracted resumes from job boards

LANGUAGE SKILLS

- Bulgarian (proficient)
- English (proficient)
- Spanish (advanced mid level-ACTFL OPI Certified)
- German (basic level)
- Hindi (basic level)