

HDCS OUTLOOK

FALL 2015 HDCS NEWSLETTER

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INNOVATION IS ALWAYS IN STYLE

Victor Costa Scholarship Fund Established

By Marilyn Jones

Innovation is one of the hallmarks of the University of Houston and is always in style, especially in the College of Technology. Named after the legendary fashion designer, the Victor Costa Scholarship

is the brainchild of his wife, Jerry Ann Woodfin Costa, who shared that she wanted the world to know more about him and his contributions to the fashion and merchandising industry while encouraging people to study fashion design. "I hope that the scholarship will get more people interested in what the University of Houston offers to its students," she said.



Victor Costa

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VISITING SCHOLAR DANILA ZINDATO EXPLORES SCENARIOS AND DESIGN WITH FORESIGHT

By Marilyn Jones



Danila Zindato

Danila Zindato, a PhD candidate from the Department of Design of the Polytechnic University of Milan, spent the summer as a visiting scholar in the UH Department of Human Development and Consumer Sciences (HDCS). Her research focuses on the role of scenarios in design and foresight.

Scenarios are data-based stories about plausible futures and are a part of the foresight 'toolbox'. Designers typically use scenarios during their design process, but usually for different purposes and in different ways than futurists. Danila had been developing a conceptual process model that explores the different roles and positioning of scenarios into the design processes.

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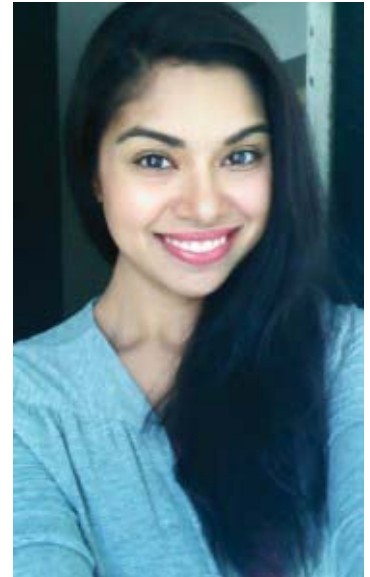
FORESIGHT



Simon Stewart



Omar Sahi



Fatema Tuz Zhora



John Sheehan

CONGRATULATIONS TO SPRING 2015 GRADUATES

By Andy Hines

Congratulations to our spring 2015 graduates: **Omar Sahi, John Sheehan, Simon Stewart, and Fatema Tuz Zhora.** It is a happy moment to see a student at the end of their journey and ready to launch, but a little sad as well. It is also worth noting that they are part of the biggest graduating class we have had so far since moving to the University of Houston main campus in 2007. The program also had eight graduates in fall 2014, so the 12 graduates for the 2014-15 academic year doubles our previous high of six at the main campus.

Omar has been very active in and out of the classroom, including spending a semester as a Graduate Assistant. I recall a somewhat skeptical

student in the beginning who has really come into his own as a futurist, beautifully drawing on and blending in his background in the arts. He just won third place at the Association of Professional Futurists (APF) Student Recognition Awards!

John has been with the program for several years, somehow balancing an incredibly demanding full-time job with his studies. He started with the week-long certificate, then got the four-course Graduate Certificate, and finally began moving all the way through the Master's Degree. He also referred a colleague who started with the program in fall 2015.

I met Simon as an undergrad where I came and gave a little talk on the future and that was the spark that encouraged him to join the program.

Simon managed the incredible feat of being a varsity track athlete while going through graduate school as well as being involved in running the family business back in Colombia.

Fatema joined us as a double major. She began in Project Management, took a foresight elective, and, as they say, the rest is history. She kept taking courses and eventually decided to go all the way and do the double major. It is such a compliment to the program that she found the courses and fellow students so compelling that she took on this challenge. We were certainly glad to have her perspective in the program.

We hope and anticipate that each will stay involved with the foresight community as they take their next steps!

HOUSTON FORESIGHT STUDENTS WIN APF STUDENT RECOGNITION AWARDS

By Andy Hines

The Foresight program at the University of Houston is proud to share that Houston Foresight graduate students won first, second, and third place of the Individual Graduate Student category of the Association of Professional Futurists (APF) Student Recognition program. Selecting the three entrants for this year was very tough as there were many excellent candidates. It was great to see the APF judges agreed with me that this was an outstanding selection of projects! So, let's congratulate our winners.

1st Prize: Justin Kugler, "The Future of Industrial Activity in Space."

Justin is a graduate student of Human Space Exploration Sciences at the University of Houston whose project was a part of the "World Futures" course and has taken other courses in the program. He is also the business development manager for industrial Research and Design at

the Center for the Advancement of Science in Space. It is very stimulating to have students from other programs in our classes —the program has been seeing more and more of this over the last few years and Justin really brought some incredible knowledge and experience to the classroom.

2nd Prize: Adam Cowart, "Alternatives Currencies, The Future of Societal Transactions."

Adam is a graduate student of Foresight at the University of Houston, a Senior Planning Manager for Loblaw Companies Ltd, and a writer. He already holds a M.B.A. and a M.F.A; his intellectual curiosity drove him to the Foresight program. He is already applying what he has learned in his current position. Adam has completed about half of the program and the program is grateful that it still has some time left with him.

3rd Prize: Omar Sahi, "The Future of News Media."

Omar just graduated from the University of Houston in the spring,

after completing an internship with UNESCO. He is also an artist working with new media and sculpture. Omar has developed a keen interest around speculating on how people communicate in the future. Omar was a graduate assistant in the Foresight program and a regular participant in activities outside of the classroom (as well as inside).

The students presented their papers at our annual "Best of Houston Foresight" session at the World Future Society in San Francisco on July 25, 2015. They were recognized that evening at the APF's Annual Awards program and received a Certificate of Achievement (and a resounding round of applause). Justin will receive a two-year student membership in APF or the registration fee for an APF meeting. Adam and Omar will receive a one year Student Membership in APF. All will be featured in the next Compass Newsletter and announced to the full APF membership.

ZINDATO

(continued from page 1)

Dr. Andy Hines, assistant professor in HDCS and coordinator of the foresight graduate and professional programs, is experienced in setting up and running scenario planning

projects. "Working with Dr. Hines provided clearer direction and a deeper understanding of which tools to borrow from foresight and to identify relationships between design and foresight to facilitate decision making", Zindato said during

a recent presentation to a team of faculty in the HDCS department. Her goal is to create a "systematization" among approaches and tools. This scenario framework will facilitate the development of a specific toolkit that is adaptable to different situations.

FORESIGHT

ALUM SURVEY: 95% REPORT THE “FORESIGHT PROGRAM CHANGED MY THINKING”

By Andy Hines

Perhaps the most striking finding of a recent survey of Houston Foresight alums was that 95% reported, “The foresight program has changed my thinking and positively influenced my life.” The faculty suspects most people who have been around the Foresight program are not surprised by this statement. There are so many stories of students and alums about how foresight has changed their lives. Nonetheless, it is striking to see the numbers — 95% is impressive.

The survey was conducted by then student Fatema Tuz Zohra as part of her Master’s project for the Foresight program. She was able to reach 90

of the 305 alums and 46 of them responded to the survey.

Another interesting finding was that 32% of respondents said they “got employed because of their foresight degree.” This equates to basically one in three students. This fits with a previous segmentation analysis of students suggesting that roughly 3/4ths to 1/3rd of students who come to the program are established professionals, and 1/4th to 1/3rd are new professionals — who are looking to establish careers as futurists. The established professionals are typically either looking to “futurize” their current position and organization or to branch out into something new involving foresight. Since they are

established, the Foresight degree does not typically lead to a new job for these “futurizers” but it sometimes does for those looking to branch out.

For the new professionals looking to become professional futurists, it seems a significant percentage of them are successful. We can assume that some of the 32% getting foresight jobs are from the “branching out” segment of the established, and that the rest are new professionals. Again, this fits with the anecdotal evidence, but it is nice to have the numbers to back it up. More to come from this most interesting and useful project!

EXTEND LIFE AFTER DEATH

By Nikki Courtney

Computer programmers are developing ways for people to live in cyberspace long past their deaths, through virtual avatars based on the deceased’s social media posts, or letters and videos left for unborn generations to see. Simon McKeown, of Teesside University, says that within 5 decades computers will be advanced enough to create ‘synthetic digital life’ based on people’s past movements, preferences and history on social media.

Pop-Culture expert Rob Weiner finds

the idea of posting letters or videos for future generations a great way of bringing a family tree to life, fleshing out printed names on paper of bygone ancestors.

“That’s really kind of awesome,” says Dr. Weiner. “I think that is a little less gimmicky than the avatar. You’re preserving kind of a family tradition.”

There is a website called SafeBeyond.com, created by Moran Zur, that is the first posthumous message delivery system.

U of H futurist Dr. Andy Hines sees cyber-immortality going beyond that.

“There’s an idea that we could essentially download our brains into the internet, and then you could re-embody in that virtual space,” says Dr. Hines.

Dr. Hines says it remains to be seen how many people are interested in an eternal cyber-self. He says as with most innovations, there will be some that are quick to try it out, and depending on their responses and reactions, more people may follow.

INTRODUCING FUTURISTS IN THE MEDIA

By Andy Hines

The Houston Foresight program is initiating a research project to track, collect and analyze mentions of futurists in the media. The goal is to gather evidence for how futurists are being talked about in the media. The initial idea for this project was suggested by APF member Natalie Ambrose in 2008.* In our Pro Seminar class, we have long been doing a module on coverage of futurists in the media that reviews a sample of articles about the field. We feel the time is right to launch a systematic effort here at the university, as it is more important than ever to the profession and we have a supply of capable students to do the work.

The project kicked off last spring with graduate student Gerold “Boo” Gafford. We experimented with different ways to find the mentions of futurists in the media. He devised a social media bot to capture mentions of futurists on Twitter and Reddit. We concluded, after reviewing results, that it was not a high-leverage approach and have tabled it for now. Simply creating a Google Alert for “Futurist” proved to be more useful.

The trial run on Google Alerts used the search term “futurist(s)” 1/1/2015 and 4/1/2015 resulted in approximately 800 unfiltered hits. Of these, 300 articles were filtered out because the body of the piece did not mention futurists (in a sidebar or header data) Thus, 500 pieces were

tagged and summarized. A preliminary sort made sure the piece related to futurists (taking out, for instance, the art movement or the band – 114 total hits). We also sorted out press releases (84) announcing presentations by futurists. Thus, we were left with 332

“The goal is to gather evidence for how futurists are being talked about in the media.”

articles written mentioning futurists, or This 3.6 pieces per day over the three-month time period.

In this semester’s project, two new students are involved, Will Williamson and Joe Murphy. There are three components to this project, based on how we organize our scanning process.

- Finding: We are continuing to use Google Alerts. Since Joe is a professional librarian, he is exploring other avenues to improve our search.

Collecting: The previous APF effort involved creating an annotated bibliography or abstracts of relevant articles. For this project, we decided to use the Diigo social bookmarking site (we are keeping it private...at least for now), which we used to collect scanning hits for our Student Needs 2025+ project.

- Analyzing: We are still working through how to analyze the results. For now, each piece is tagged with the following:

- o Name (of “futurist”)
- o Note if APF member
- o Note Whether organizational, consulting, academic, “wannabe”
- o Topic of piece
- o Article-specific tags
- o Tone of coverage: Positive – negative – neutral

We will regularly report on findings via the blog.

** The focus of this APF effort was broader – on futures in general (not just futurists as we are doing here). Some intermittent work was done on the project over the next few years, but the project lost momentum. Natalie and I did put together an annotated bibliography of interesting articles that were collected while the project operated.*

WELCOME TO THE NEW FALL 2015 FORESIGHT GRADUATE STUDENTS

By Andy Hines

The Foresight program is happy to announce that during fall 2015 the program achieved a record high number of students enrolled since the program moved to the University of Houston Main Campus. Fourteen new students started the Foresight program. The program would like to give them a warm welcome to the field and wish these new graduate students a lot of success on this new stage of their professional lives.



Gandhi Bhakthavachalam is a professional tennis player. He also works in a management position at a tech startup and recently graduated

from the University of Houston with a degree in Finance. He travels often around the U.S. for tennis. Gandhi's domains of interest are commercialized technology and economics. You can feel more than free to ask him questions or connect with him because he's always looking to reach out to new people.

Waylon Edens is from Texas and currently lives in Danbury. He works



at a local chemical company as a Scheduler/Planner. He has a Bachelor's degree in Industrial Manage-

ment and is pursuing this degree to further my development in his current field. He has a wife and three kids with two little dogs. He's interested in cars so do not be surprised if his topic selections have something to do with the automotive industry. He also enjoys fishing and golf. Waylon is also a veteran of the United States Air Force.



Madebo Fatunde is a writer and editor. He currently lives in Cleveland, Ohio with his

fiancé and Zoey, their Shiba Inu. They just moved there from the Washington, DC area where he did his undergraduate study at George Washington University. Joining the Houston Futures program is a continuance of his lifelong interest in futurism. He thinks of himself as a generalist with a

particular research interest in futures of media and text.

Wonhee Kang is Senior Vice President & Actuary and Financial Advisor of the Asian Region of International Insurance organization of Prudential Financial, Inc. based in Newark, New



Jersey. He began his career as an actuarial staff with Samsung Life Insurance Company in 1985. He

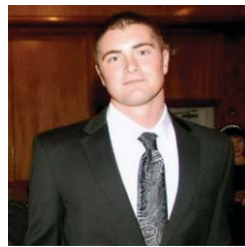
has worked in the life insurance industry for more than 30 years in the areas of actuarial, accounting, investment, product development, marketing, public relations, advertising, strategic planning, underwriting, risk management and mergers and acquisitions. Wonhee received a B.Sc. degree in Mathematics from Seoul National University, a M.S. degree in Accountancy from Baruch College, City University of New York, and a MBA degree from London School of Economics and Political Science, HEC School of Management and Stern School of Business of New York University, and completed the Advanced Management Program of Harvard Business School.

Eric Kingsbury has “futures” interests in the ethical issues and transformative potential of emerging technologies; the impact of robotics and automation in our micro- and macro-cosmic lives; transhumanism and the future evolution of species biological or oth-



erwise; radical economic, political, social and cultural change; the study of cautionary tales and the creation of positive future models; and much more. He organizes the Arizona chapter of the World Future Society, and he also has just joined the Association of Professional Futurists and the World Future Studies Federation. He blogs on the future at www.kiteba.com. Professionally, Eric works for Experian in technology product marketing and strategy. Academically, he has a MBA in International Management and a BA in English. Geographically, he lives in Phoenix, Arizona.

Stephen Layman is a graduate of Texas A&M University with a BA



in Maritime Business. His main interests are in the future of technology and energy, as well as their implementation methods. He is involved politically and economically with Houston local government and commerce. Recently, he has relocated to Longmont, CO. He is in the food and beverage service industry and has managed many bars and kitchens alike from Houston to Kansas City and now Colorado.



Terri Martin lives in Cincinnati, Ohio. She received her undergraduate degree in Fashion Design from the University of Cincinnati. She has worked as a designer for clothing and accessories for Target. She still likes to knit and sew as a hobby but she is currently working as a Trend Forecaster at an agency. Before she finished her bachelor degree she spent 10 weeks traveling around Europe and Africa.

Matt Palubicki was born in Minneapolis, grew up in Kansas and now lives in Dallas. He graduated from the University of Kansas with a degree in Opera and Broadcast Management Sells. He has three kids, ages 3, 6 and 9. Now Matt is the Chief Technology Officer of his company and with this program he is looking to learn foresights methods and apply them to his current job. He is also interested in emerging and disruptive technologies, health care and power.

The Foresight Program at the University of Houston focuses on forecasting and planning discontinuous and transformational change by analyzing rapid alterations in external environments and by using systems thinking to increase the chances of achieving preferred futures. For more information on the program, please visit <http://www.uh.edu/technology/departments/hdcs/graduate/fore/index.php>.

HUMAN RESOURCE DEVELOPMENT

UH'S HUMAN RESOURCE DEVELOPMENT LEADERSHIP NETWORK HOSTS 'LEARNING FROM FAILURE' FORUM

By Marilyn Jones

Failure is considered essential to learning. Leaders of global organizations have come to the conclusion that those that have the capacity to learn from failure have a resilience that is necessary in the increasing complex conditions and markets in which we live and work. This has become significant for how we execute strategy in our organizations.

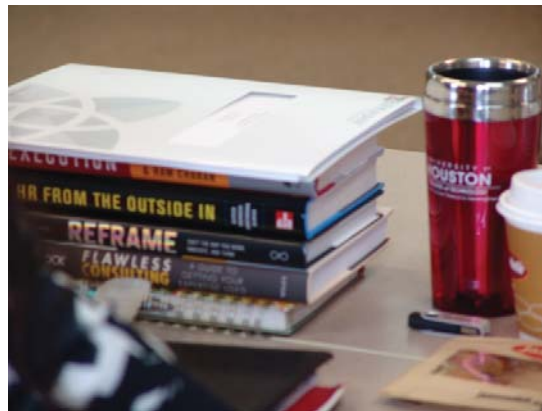
The University of Houston Executive Master's in Human Resource Development (ExHRD) program supports leaders in learning from their own failures in order to develop better change theories, frameworks, tools and approaches to achieve organizational learning effectiveness. The program uniquely develops participants to lead strategy execution by leveraging learning and change from a global perspective.

Introduced in 2009, the HRD Leadership Network, grew from a brown bag series hosted by the ExHRD program. The purpose was to create a learning space where discussions of "work" could be held using research and practice lens. Over time, the series of talks has engaged professionals from across the organization and industries on topics such as evidence-based HR, crew change, knowledge management, technical training, among other topics.

"Naming the series HRD Leadership

Network, emphasizes our experiential learning and knowledge sharing tradition and vision," said Dr. Consuelo Waight, associate professor, and director of the ExHRD program.

Dr. Robert Hausmann, ExHRD faculty member, moderated a lively discussion



with John Sheptor, former chief executive officer of Imperial Sugar, and Bill Kirton, a former senior engineer at BP. Dr. Hausmann emphasized that both "are experienced senior leaders who have 'been there' and are well versed in how failures evolve, how to prevent failures in organizations, and how to manage risk effectively in complex organizations."

About the HLN Presenters

John Sheptor, former CEO of Imperial Sugar

A transformative leader and organizational strategist, John Sheptor is an experienced global

chief executive and board member known for building the foundations for shareholder value gains at multibillion-dollar international companies. His career has included crisis management, start-up, turnaround and growth environments in the agribusiness, food and food ingredients, pharmaceutical, fine chemical, plastics, mining, automotive parts and health care industries. When a series of deadly explosions and resulting fires shut down Imperial Sugar Company's large sugar refinery at Port Wentworth, Ga., in early 2008, Sheptor took definitive actions to attend to the needs of the company's workers and families.

Bill Kirton, CEO Kirton Energy

As a major project manager in the Gulf of Mexico, in 2010, Bill was called into the Deep Water Horizon Crisis to build and manage a team of 100 people to design, build and execute the top kill, which was performed in late May 2010. Though the top kill was not successful in stopping oil flow the effort he led to build a team, design the equipment and perform an operation in 33 days (which in normal times, that would have taken BP 5 years to do) has been recognized in the industry as a leading model of innovation and learning during a crisis. Following that, Bill became the single point contact for the 300 lawyers representing BP in the Deep Water Horizon case.

STUDENTS LEARN TO MOVE FROM 'DOER' TO 'ACHIEVER'

By Jamie Thomas

Over the course of the semester, undergraduate Human Resource Development (HRD) students learn why training and development is a crucial piece to many organizations. One course objective in the HRD 3340 Introduction to Training and Development course is for students to focus on learning historical and current influences on organizational training. Guest lecturer R. Jason Ramos III, President and Founder of Competence IQ Company based in Magnolia, TX, joined the class to share a little insight into what makes trainings great and how students can keep building upon themselves.

Having served as a talent development professional for over two decades, including the management of global training and competency programs for several multinational companies, Ramos began with connecting students to their situation. "You are a negotiator," Ramos told students. This is because TD professionals are constantly working towards creating positive training experiences. Sometimes individuals are anticipating training needs within an organization and sometimes the needs are obvious. Ramos noted, "As you grow, you move from a 'doer' to an 'achiever,'" reminding students they are as much a part of the training process as they are a



Jason Ramos, left, and students from the HRD 3340 class.

facilitator. Continual learning is a key component to becoming an achiever.

Throughout the lecture Ramos shared ways in which training should be personally gratifying, result in good teams, and create opportunities to learn new processes. He also pointed out how important it is to try and avoid creating reactive trainings; rather, trainings should be strategic and anticipate needs ahead of time. Ramos touched on anticipating long term professional goals as well. He stated, "You cannot replace experience. Create a one to five to ten year plan and communicate it with your supervisor." This reminded students focusing on their own training is just as important

as the trainings they will create in their future organizations. For more information on program classes, please visit <http://www.uh.edu/technology/departments/hdcs/undergraduate/hrd/degree-requirements/>.

HUMAN RESOURCE DEVELOPMENT

DIVERSITY AND INCLUSION BECAME FOCUS WITH CAREER PROGRESSION

By Jamie Thomas

Commuting from Austin to Sugar Land became a weekly routine for Nydia Gonzalez in order to obtain her Master of Science in Executive Human Resource Development degree. Since graduating in 2013, Nydia's career has taken her to Fort Worth, Texas in her new role as the Vice President and Chief Diversity Officer with the Office of Diversity and Inclusion at John Peter Smith Health Network. She sat down with us this semester to reflect on her choice to join the program and how it prepared her for a new role.

Q: Why did you initially choose the Executive HRD program?

A: Over several decades, I have held senior diversity leadership positions with global responsibilities. Balancing an extensive international travel schedule and a traditional 2 – 2 ½ year graduate school program became increasingly difficult. I chose the Executive HRD program because:

- It was one year in length offering an opportunity to earn 36 hours in 3 semesters.
- The curriculum was delivered in a blended format utilizing both in-classroom and e-learning. This format was particularly useful to me as I was residing in Austin, at the time, and commuting on a weekly basis to Houston to participate in the program.
- The program was globally focused and included an international assignment.

Q: How did the Executive HRD program prepare you for your newest position?

A: I was a non-traditional age graduate student and the Executive HRD program provided an opportunity to study the most recent literature on organizational change, development, and leadership and performance improvement.

A key feature of the Executive HRD program is an action research project



Nydia Gonzalez

within a work setting. In my role as Chief Diversity Officer, I lead organizations through strategic and evidence based approaches to the diversity change process. Conducting a culture assessment to assess organizational current state and diversity readiness includes gathering qualitative and quantitative data and is similar to the action research component of researching and problem solving. Im-

plementing measurable diversity strategies to effect organizational change aligns with additional action research components of planning, taking and evaluating action. In both diversity management and action research, we are “practitioners as partners”.

Q: What lessons did you learn while in the program? Any advice for future students?

A: For those considering enrolling in and doing the program, it is important to select an action research project that you can sustain throughout the entire Executive HRD program. A project that allows diagnosis of an organizational issue or process that needs to be solved or changed, and one that stipulates specific interventions and measures of change can be readily applied to multiple concepts taught in the various courses of the Executive HRD curriculum.

Just as the pieces of a quilt have unique beauty, the people in our lives have unique personalities, talents and skills. I would encourage leveraging the opportunity to network and build relationships with the faculty and other students in your cohort.

HRD STUDENTS LEARN ABOUT INCLUSION AND EMPLOYEE ENGAGEMENT

By Estella Gillette

During the fall semester Human Resource Development (HRD) undergraduate students were able to learn a little about what happens behind the scenes at a big organization like the National Aeronautics and Space Administration (NASA). NASA is the United States government agency responsible for the civilian space program as well as aeronautics and aerospace research. Guest speaker Debbie Denton-Misfeldt spoke to the HRD 3340 Introduction to Training and Development classes about the Inclusion & Employee Engagement Program at NASA Johnson Space Center (JSC).

The objective of the program is to help leaders, as Denton-Misfeldt stated, "...in delivering strategic human resource business solutions for Center [JSC] success that build a capable, valued, and engaged JSC team." She

stressed the importance of knowing the business in which we work, knowing where the organization is headed, and knowing what is on the horizon for our own professional disciplines. It was also stressed the important role of the Human Resource (HR) professional in moving the organization, leaders, and employees toward embracing diversity as a business imperative.

Denton-Misfeldt shared about the experiences of the 50+-year-old JSC organization and its ongoing journey of cultural changes as it aligns itself with the changing work force, social, and environmental issues that influence its organizational strategies for accomplishing its human space flight mission. JSC has reached out to other major organizations in an effort to benchmark what others are doing to ensure inclusion and engagement of the workforce within their organizations. As a result,



Debbie Denton-Misfeldt

JSC's efforts include the establishment of the JSC Inclusion and Innovation (I&I) Council, which is comprised of senior staff members; I&I training and education for the workforce and all levels of management; and the establishment of Employee Resource Groups formed to enable employees to provide business contributions in the areas of JSC's recruitment, onboarding, and outreach.

Students noted how Denton-Misfeldt's presentation was extremely informative in what they, as human resource development professionals, can expect when they begin their careers as members of a very diverse and complex work force. Denton-Misfeldt has a 26-year career with JSC where she has worked in almost every functional area within the JSC HR Office. In addition to her current role as the Manager, Inclusion and Employee Engagement,

she leads JSC's Awards and Recognition effort and is a certified executive coach. She holds Bachelor of Science and Master of Public Administration degrees from Texas A&M University. She is married and is the mother of two wonderful daughters.

The Bachelor of Science in Human Resource Development is focused on developing professionals who assess, design, develop and evaluate workforce training and development for global organizations. Our graduates are current leaders in workforce training, career management, and organizational development professions that help organizations leverage intellectual capital toward performance. For more information on program classes, please visit <http://www.uh.edu/technology/departments/hdcs/undergraduate/hrd/degree-requirements/>.

HUMAN RESOURCE DEVELOPMENT

EXECUTIVE GRADUATE SHARING FIRST GENERATION EXPERIENCE

By Jamie Thomas

Originally from Laredo, a mid-sized town in South Texas, Ricardo Rodriguez prides himself in sharing his first generation experience. His natural drive for next level success stems from his personal experiences growing up and witnessing the unending hard work and sacrifices both his parents made while raising five children. At the age of 18, Rodriguez was presented with the opportunity to join Wells Fargo. He worked for the bank while simultaneously completing his undergraduate and graduate degrees.

Professionally Rodriguez grew from being a part-time teller well into supporting a macro level market as a business development officer. He says, "My strongest drive in any environment is in creating a sense of team, driving culture, and delivering true leadership values amongst any group. I actively give of my time with local organizations who also focus on developing individuals and the community." Rodriguez has given his time to the

Houston Hispanic Forum, Houston Hispanic Chamber of Commerce, National Society of Hispanic MBAs, and Hispanic Alliance for Career Enhancement.



Ricardo Rodriguez

In 2013 Rodriguez decided to return to school and pursue a graduate degree. He joined the second cohort of the Executive Master's in Human Resource Development (ExHRD) program. The Executive HRD program is a unique, one year accelerated experiential program that develops participants to lead strategy execution by leveraging learning

and change from a global perspective. Rodriguez sat down with us to share why he joined the program and what he hopes to accomplish with his next career goals.

Q: What is your current title and what company do you work for?

A: College Success Manager, College Readiness, with Houston Independent School District (HISD).

Q: When did you graduate?

A: December 2014

Q: Why did you join the Executive Human Resource Development program?

A: HRD is an area of business that many organizations are beginning to consider pivotal in their progressive efforts to continue KPI growth. Having been working with an organization for many years, I too was beginning to see the need for assessing the business. This included working with key stakeholders to implement sustainable initiatives that impacted our targeted customers both internal and external. The ExHRD piece

allowed me to not only learn through content but learn through experience as I actively worked through my graduate project in real time within my work environment. I also believed that the demographics of the cohort was going to combine many backgrounds of who we represent as people and as professionals. It is within a "cohort" style environment which we reflected, learned, grew together, and even shared learning pains along the way.

Q: What part of the program had the biggest impact on you?

A: Being able to apply knowledge/experience in real time within my work environment and vice versa back in the classroom allowed for an in depth understanding of all HRD concepts. Although my background was in banking, it was amazing to see that all members of the cohort were facing many of the same challenges even across industries. This piece gave me so much more confidence in beginning to explore career options outside of the organization. There were many "soft"

skills gained that were also very transferable that I knew I would be able to come into a role and drive change or build culture at a whole other level. While course content was extremely beneficial, I learned so much more from the experiential piece that each of us was taking on in the work place.

Q: What skills or lessons from the program were you able to carry over into your career?

A: Key lessons taken away from the program struck a chord in my personal values and vision. One aligns with the power of reflection. All courses encompassed a reflection piece in order to allow us as professionals to take a step back and truly listen to our surroundings. It is a piece which I now incorporate into one on one sessions, team meetings, and training sessions to gain perspective what will allow genuine engagement moving forward. One other skill was in the power of self-confidence. The program encompassed many pieces of collaborative yet self-learning which allowed me to lead projects, lead individuals, and lead change with the cohort and

in my work team. I now pride myself in being the public voice of stakeholders in any arena I may come across.

“The program encompassed many pieces of collaborative yet self-learning which allowed me to lead projects, lead individuals, and lead change with the cohort and in my work team.”

Q: What are you hoping to accomplish in your new position?

A: Going into HISD, I am entering a team/department that is still in the build out stages as they too are strategizing on the best initiatives that will impact college readiness for our

students and their families. Our team is tasked with influencing the following; college applications, FAFSA completions, College Exam

Prep and Scores, and Scholarships offered. The achievement gap is at a level in which immediate effective action needs to be put in place. Today, HISD has close to 70% minority populations in our schools and close to 50% who are at risk of not completing

their k-12 education. This is information that not only impacts our community from an educational level but also our economy as this leads to gaps in qualified talent in our workforce. At a macro level, I (along with our internal business partners) hope to influence sustainable culture within our campuses by driving collaborative targeted initiatives catered to all of our underrepresented populations in higher ed. These initiatives will be geared towards ensuring our on campus staff has the knowledge to equip our students on their college journey from the application process to college persistence beyond senior year. On a personal level, through sharing my own story, I hope to create opportunities and drive a vision of next level success with students and families that may not see the potential otherwise. At a micro level, I hope to drive opportunity and also drive a vision beyond a current state with all team and individuals that I come across.

HUMAN RESOURCE DEVELOPMENT

HRD INTERNS LEARN FROM SEASONED EXECUTIVES

By Jamie Thomas

What a better way to ensure students are learning than through a comprehensive internship opportunity? That is exactly what a few Human Resource Development (HRD) students took advantage of this past summer while spending their time with Jay Clancy. He is President of Clancy Learning and Strategic Ascent, is also an experienced learning professional and a community leader in Sugar Land, Texas.

Clancy is a University of Houston Human Resource Development alum, so he knows what it's like to be in the student's shoes. His career has been an ongoing quest to find better ways to learn, and generally to make life better on individual and societal levels. While being mentored by Clancy, students worked on project aimed at helping new HRD graduates becomes better consultants faster, thus taking them from theories to practice.

This project consisted of creating a series of content focused on creating effective learning and establishing a foundation for new graduates to enter practice as consultants. Students spent two days reviewing each topic area, would brainstorm potential ideas, and then worked towards creating effective learning material. In order to better

understand what potential clients would need from a consultant, students heard from industry executives on their organizational needs.

Michael Killingsworth, Vice President Learning and Organization Effective-



Students listening to HRD strategies from Jay Clancy.

ness Upstream Americas at Shell Oil Company, shared how learning is different at every company. He also noted how there's different delivery methods for technical and non-technical trainings. Killingsworth said, "You have to think about what is good for the learner. You don't just focus on the brain, you also focus on the heart and it creates a spiral effect." He went on to share how visuals, audio, and kinesthetics play a role in trainings.

The group was also visited by Fort Bend Independent School District

(FBISD) administrators Beth Martinez, Chief of Staff and Strategic Planning for the District, and Dr. Charles Dupre, FBISD Superintendent. Both shared on the complexity of a recent district rezoning, the task of continual stake-

holder management, and how strong measurements are needed to assess practices. In order to assess learning, the assessments need to be authentic. This applies to both in the classroom and to educators. Dupre noted, "It's important to evaluate, grow, and invest in the people directly under you." Sometimes this means adjustments and resets are needed after assessments are made.

Training and development are ways in which this can be accomplished.

For more information on program classes and internship opportunities, please visit <http://www.uh.edu/technology/departments/hdcs/undergraduate/hrd/degree-requirements/>.

NEW EXECUTIVES WELCOMED THIS FALL

By Jamie Thomas

The University of Houston Executive Human Resource Development (ExHRD) Program welcomed new students during an orientation and evening reception on Friday, August 21, 2015. The fall semester starts the fourth cohort for the executive program.

The eleven participants in the 2016 class are leaders of learning and change, serving in various capacities across their organizations, with diverse professional backgrounds such as corporate communication manager, business consultant, talent management specialist, learning and performance manager, and human resources. Their employers are as varied as their backgrounds, including Penske Truck Leasing, Oceaneering International, SK Engineering and Construction, Superior Energy Services, Inc., Chevron Corporation, Lowe's, Chevron Deepwater, and Universal American.

Recent graduate, Nydia Gonzalez (Executive HRD '13) said, "I was a non-traditional age graduate student and the Executive HRD program provided an opportunity to study the most recent literature on organizational change, development, and leadership and performance improvement." Another graduate, Ricardo Rodriguez (Executive HRD '14) noted, "Although my background was in banking, it

was amazing to see that all members of the cohort were facing many of the same challenges even across industries. This piece gave me so much more confidence in beginning to explore career options outside of the organization."

The one-year experiential program includes 12 courses, emphasizing immediate workplace application, which makes it unique. The primary delivery format is face-to-face, using Blackboard Learn and Adobe ® Connect, which are well suited for business travelers. Students begin the program in the fall and are enrolled for three semesters, one of which is a summer term. During the summer semester students will participate in a one-week cross-cultural international assignment.

The UH College of Technology at the main campus administers the program and classes are held at UH Sugar Land. For more information about the College of Technology Executive Master's in HRD program, please contact Dr. Consuelo Waight (Program Director) at cwaight@uh.edu or Janet Faulkner (Program Manager) at jfaulkne@central.uh.edu.



RETAILING AND CONSUMER SCIENCE

FLEXIBLE DELIVERY HELPS UNDERGRADUATE STUDENTS OBTAIN THEIR DEGREE

By Jamie Thomas

For Retailing and Consumer Science senior William Vespe, choosing a degree with a flexible delivery option was a no brainer. The San Antonio resident needed a degree program that accommodated his career as a business owner as well as his geographic location outside of the Houston area. Vespe recently sat down with us to discuss his motive behind joining the undergraduate program and how the knowledge and skills he has acquired will serve him after graduation.

Q: WHY DID YOU CHOOSE TO MAJOR IN RETAILING AND CONSUMER SCIENCE?

A: Living in San Antonio, I needed a major that would afford me some flexibility in being able to take some courses in a traditional manner and some via the distance education program. At the same time, I also wanted a major that would help me with better managing my business. I felt like the Retailing and Consumer Science major was a good compromise.

Q: ARE YOU WORKING WHILE ATTENDING SCHOOL?

A: Yes, I have been working. I am currently the President and Co-Owner of BCS ProSoft, a provider of business software solutions to small and medium sized companies.

Q: HOW WILL YOUR RCS DEGREE HELP YOU BECOME SUCCESSFUL AFTER GRADUATION?

A: The degree has given me a lot of insight into consumer’s buying process. Either Business-to-Consumer or Business-to-Business, there is always another person on the other side, and understanding their buying process helps me and my business.

Q: WHAT LESSONS HAVE YOU LEARNED IN THE CLASSROOM THAT WILL LAST INTO YOUR CAREER?

A: The biggest take away so far is



Photo courtesy of BCS ProSoft.

the power in understanding different personality types, and how those types view each other. In one of Dr. Marcella Norwood’s classes, we read “The Color Code” by Dr. Hartman, and it has stuck and become a part of the lessons I give our leaders and employees.

Q: WHAT WOULD YOU LIKE TO

BE DOING PROFESSIONALLY IN THE NEXT 10 YEARS?

A: In the next 10 years I am hopefully working on taking what I have learned, and developing the next round of leaders at my business to build upon the success we have enjoyed.

Q: WHAT ADVICE DO YOU HAVE FOR STUDENTS INTERESTED IN A RCS CAREER?

A: To future students interested in RCS, I would tell them that what they get out of the program is directly related to how much they put into it. The RCS program is built to give the student a great amount of flexibility that can allow them to learn a great deal about themselves and the retailing industry.

The Retailing and Consumer Science Program at the University of Houston is a unique on-campus/online undergraduate program for those seeking to understand consumers and retailing. It focuses on consumer-oriented business practices in the fields of retailing, technology entrepreneurship, retailing, e-tailing, sales, customer services, and public relations. Consumer orientation is key in meeting customer demand that drives business success. For more information on the program, please visit <http://www.uh.edu/technology/departments/hdcs/undergraduate/rcs/index.php>.

BLACK FRIDAY TIPS: INTERVIEW WITH BARBARA STEWART

Are you ready for Black Friday? Retailing and Consumer Science professor Dr. Barbara Stewart shared her insider tips on KHOU recently. *The contents below are adapted from the interview transcript.*

KHOU: How do you find the best deals to really save money?

Stewart: I think you have to prepare ahead of time. You need to know what your product is, you need to have budget. If you have multiple products, you can go online, go to stores, pre-shop, know the features you want and the retailer you're going to, have a plot planned, know which store you want to visit, and maybe even the layout of the store.

KHOU: Where can you typically find the best deals? What kind of products will give you the most bang for your buck?

Stewart: Well, they're hyping a lot of the consumer electronics, but that may not be the only place to find them.

KHOU: What else would you recommend? Did you say plotting out

the layout of the store?

Stewart: Yes, even the lay out of the store; it saves time. I would also recommend shopping with a friend so you can tag team. Somebody can stand in line, and somebody can seek the merchandise.

KHOU: This is serious business!

Stewart: It is serious business. It is both economic and it's a social enterprise.

KHOU: And you've studied it for a while now. Do you have any funny stories for us?

Stewart: I do, actually. The most prepared consumer I ever saw was shopping for apparel, and she showed up at the store in athletic shoes and a bathing suit, she wore trench coat over the top of that, and she wasn't standing in any dressing room lines. She kept modesty, and she was a retail winner.

KHOU: Wow. Just peeled off the trench coat to try things on there in the aisle.

Stewart: Yes, she just peeled it off, in full view, in the aisle.

KHOU: Unbelievable.

Stewart: She was serious.

KHOU: That's body confidence, seriously.

Stewart: [Laughs]

KHOU: The door busters: if you are first in line, is it worth it?

Stewart: If it is a product that you really want, and you saved for it and compared prices, maybe it is, but there is always a tradeoff between time and money.

KHOU: Before we go, exactly how do you do your homework properly for Black Friday?

Stewart: Go online, know what you want, know what your budget will hold, and do a comparison. You can do it on the retailer sites and on sites that do cross-comparisons.

KHOU: So you're not going in the store unprepared.

Stewart: It's not a day for wandering around. There are too many people.

For the complete interview, please visit <http://mms.tveyes.com/Transcript>.

SHARE THE GOOD NEWS ABOUT RETAIL AT UH

Retail supports 1 in 4 American jobs!* Demand for retail graduates far exceeds supply. Placement rates for graduates in Retailing and Consumer Science for internships and/or career positions is 100%.

Share the good news! Retailing and Consumer Science is a unique on-campus/online undergraduate program for those seeking to understand consumers and retailing. It focuses on consumer-oriented business practic-

es in the fields of retailing, fashion merchandising, technology entrepreneurship, e-tailing, sales, customer services, and public relations. We educate students; they transform the retail community!

No matter where students are in their academic careers, UH has a career path program with a Bachelor's in Retailing and Consumer Science and a Master's in Global Retailing as well as specialized certificate programs to

allow students to customize their studies and pursue their passions.

Take a look at this "Earn a Degree in Retailing and Consumer Science at UH" video at <https://www.youtube.com/watch?v=nE349xomYSS> to learn more and then share the good news with the students and employees with whom you work.

*National Retail Federation

RETAILING AND CONSUMER SCIENCE

NATIONAL RETAIL FEDERATION PROVIDES MULTIPLE BENEFITS FOR RETAILING STUDENTS



By Marilyn Jones

University of Houston retailing and consumer science sophomore, Monique Adenaike was awarded the National Retail Federation® (NRF®) Rising Stars Scholarship. She attended the Shop.org Digital Summit Student Program in Philadelphia, Pennsylvania, October 5 - 7, 2015 and connected with industry professionals who could help with her goal - to work as a retail buyer or merchandiser - a career for which she has begun preparing through her work experiences with Papaya Clothing,

Abercrombie and Fitch, and Pizza Hut. Monique's scholarship covered travel expenses for the student program including a career fair. According to the NRF website, the Rising Stars Scholarship was created to teach younger students about the variety of career opportunities available in the retail industry, and to encourage them to attend the NRF Foundation Student Programs early in their academic careers. Monique's enthusiasm for retailing and keen and willingness to learn were key reasons for her award.

University of Houston retailing and consumer

science (RCS), Kristen Whitcomb was also awarded a NRF Retail and Consumer Science scholarship travel stipend to attend the Shop.org Digital

Summit Student Program in Philadelphia.

"The National Retail Federation has provided multiple benefits to retailing students through virtual career fairs, subscriptions to retail industry news feeds, competitive events, professional conferences, and \$20,000 - \$30,000 in travel scholarships to participate in national forums and student programs," said Dr. Barbara Stewart. "Our students have many qualities that qualify them for success in retail. Among these is a willingness to work hard to achieve goals."

As UH retailing and

consumer science program student ambassador to the NRF student association, Natalia A Ochoa a senior in the program will lead promotional and networking activities targeted to students. "As a liaison, I will have a great opportunity to learn, network, and grow professionally. It is a great pleasure to represent The University of Houston, and as an ambassador I am excited about sharing what I learn and discovering new opportunities for the RCS department," said Natalia.

What's next for the NRF student association members? Four UH graduate students, Akshatha Chakkodubai Rao, Rakesh D. Salian, Sinem Tepe, and Karen Jacobs are preparing a competitive challenge to demonstrate that they have what it takes to get a product to market and on the shelves of national retailers. The competition will be showcased at Retail's Big Show, January 17-19, 2016, in New York City.

BISHOP BENEFITS FROM RETAIL INTERNSHIP

By Jamie Thomas

Aaron Bishop knows the value of being persistent. A native of Chicago, Illinois, he moved to Houston the summer after his high school graduation. After taking a couple years off from college he decided to start going back to school while working full time. When he did, Bishop enrolled in the Retailing and Consumer Science (RCS) program to earn his Bachelor's Degree. In order to maintain his work-life-school balance, he was primarily taking online courses. Finally reaching his senior year, Bishop needed to enroll in one of his first face to face courses of the program, Human Development and Consumer Science 4393 Internship in RCS. He admits, "This has been by far the most difficult semester to try and complete 3 courses at the University and to work full time." His efforts appear to be paying off both personally and professionally. Bishop sat down with us to give a little insight to his experience in the RCS Internship course.

Q: What is your current positions and for whom do you work?

A: I am currently the Global Sales Manager at Worldwide Oilfield Machine (W.O.M.), Inc.

Q: How long have you been with the company?

A: I have been with W.O.M. since January 2007, nearly nine years.

Q: Why did you choose to major in Retailing and Consumer Science?

A: I thought that retail and

consumer science was interesting. I have worked in the manufacturing sector for majority of my career and I am interested in expanding my knowledge on retail. The whole world thrives off of retail and marketing strategies to help increase the productivity of companies.

Q: Where are you completing your internship?

A: I am working as the Project Manager for W.O.M. This is a position that gets a lot of exposure to all aspects of the company. There is direct involvement in the orders placed from start to finish.

Q: How have you been able to apply course concepts directly to your internship?

A: Trying to find ways to make the processes more efficient has been my main focus. Anything to make the manufacturing process leaner is the optimal goal. This has been proved to save the company money and improve the relationships with the customers as well.

Q: What is the most valuable thing you have received from the internship experience?

A: I feel that being involved in the complete process of quoting an order to delivering it to the customers was a great experience. Being aware of all the activities required to complete a project has helped me better understand where some improvements could be made.

Q: How has the internship experience been overall?

A: It has been great. I have been



Aaron Bishop

making suggestions to the company and things have improved in some of the processes. I have implemented a project tracking dashboard which gives clear visibility of all the orders and where they are located in the manufacturing process.

Q: What advice would you give to other RCS students looking to get into an internship?

A: I think it is best to do an internship at a place where you like the work that you will be doing. It is a great opportunity to learn about the company and you could possibly secure a full time position with the company based on your internship performance. Start looking for a company where you can do the internship early so that you are not in a rush to decide on what company to go with.

The HDCS 4393 course is taught by Associate Professor Dr. Shirley Ezell. For more information about the class or to host an intern, please email SDEzell@Central.UH.EDU.

RETAILING AND CONSUMER SCIENCE

HOUSTONIANS AND STUDENTS GATHER FOR SALUTE TO RETAIL VIP RECEPTION

A roster of retailing and community giants gathered on the eve of the “Salute to Retail” 2015 luncheon and awards presentation to honor event honorees and student scholarship recipients. The reception was held at the home of Paige and Tilman Fertitta. Salute to Retail is a biennial, major fundraising event that supports student scholarships and other needs. This year’s honorees included Victor Costa (Fashion Designer, Legends Award), Julie Phillips Roberts (Fashion Retailer, Elizabeth Anthony Collection), Tamara Klosz Bonar (Fashion Event Producer, Matuszewski Productions), Lenny Matuszewski, Jr. (Fashion Event Producer, Matuszewski Productions), Bradley and Joanna Marks (Jewelry Retailers, IW Marks Jewelers), Pam Kuhl-Linscomb (Design and Lifestyle Retailer, Kuhl-Linscomb), Dan Linscomb (Design and Lifestyle Retailer, Kuhl-Linscomb), and Welcome Wilson, Sr. (Community Service) and Joanne Wilson (Community Service).

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DECA WINS BIG IN NYC



From L to R: Grace Brann, Marie Claire Topper, Ami Hazel, Orlando Herrera, and Natalia Ochoa.



From L to R: Amanda Garza, Orlando Herrera, Grace Brann, Amy Mai, Marie Claire Topper, Nia Mitchell, Yana Grodskaya, Maricela Jaramillo, Kristen Whitcomb, Natalia Ochoa, Betty Dominguez, Ami Hazel.

By Jamie Thomas

The University of Houston's Collegiate DECA student organization recently returned from the Collegiate Leadership Academy with a few wins under their belts. The conference was held November 12-14, 2015 in New York City and a group of 15 UH students, with majors ranging from Retailing and Consumer Science, to Marketing, to Communication, and even Finance, were able to attend the event. According to DECA.ORG, "[the] conference reinforces concepts taught in the Academic Cluster Areas supported by Collegiate DECA programs." These areas include, but are not

limited to: describing the role of financial institutions; explaining types of financial markets; discussing the impact of technology on the banking industry; explaining career opportunities in merchandising; explaining the relationship between customer service and distribution.

The largest interactive portion of the conference was the group case study competition which focuses on specific areas of industry. "Five different industry areas are available to attendees; each with site visits, presentations from business and industry professionals, and a team case study," according to DECA.ORG. These industries included: advertising in the big apple; fashion

merchandising and marketing; hospitality and culinary arts; international business and finance; sports entertainment and marketing. During the competition, groups are formed with students from a variety of the higher education institutions in attendance.

The UH students competed in three different categories. Two of the groups with UH students took first place in their categories. Marie Claire Topper and her non-UH group members took first place in the international business and finance industry category. The UH student group comprised of Ami Hazel, Grace Brann, Natalia Ochoa, and Orlando Herrera took first place in

the fashion merchandising and marketing industry category.

Overall, students gained invaluable experiences from attending and participating in the conference. The Houston chapter of Collegiate DECA is a student driven organization that serves in the Houston community and values competence, innovation, integrity, and teamwork. The organization prepares students for careers by integrating skills learned in the classroom into real world experiences by providing opportunities to explore a variety of fields. For more information on the student organization, please visit <http://www.uh.edu/tech/deca/>.

RETAILING AND CONSUMER SCIENCE

WOODS INTERNS WITH HOUSTON ROCKETS

By Jamie Thomas

Growing up in Vancouver, Canada might make a person a little less familiar with the accomplishments of the Houston Rockets, but that did not stop Mae Woods from making the most of her internship with the NBA team starting this last summer. Woods is a Master of Science in Global Retailing student who will be graduating in December from the program. The internship experience allowed her to combine concepts she has been learning in the classroom with real world experiences.

Woods's time with the basketball team mainly focused on corporate development and suites. She often spent time capturing data post games, sometimes creating PowerPoint presentations for potential customers with the information gathered. Woods noted, "All of the presentations in class made me more comfortable giving presentations for the Rockets."

Not all of her time with the team was focused on numbers and presentations. One intern task even included assembling 200 James Harden framed posters to be signed by the basket-

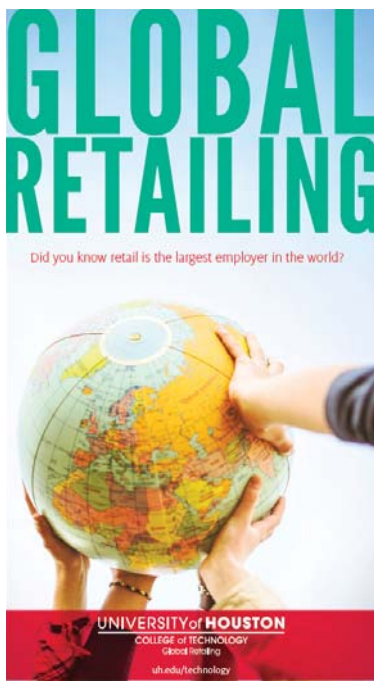
ball player. She was also able to attend the Rockets Partner Forum where old and current players attended.

Woods already has solid plans for life after graduation. She would like to work in a sports league office. Her goal, Woods said, "would be to expand the NBA practices into an international market." It sounds like with her education and experiences Woods will be successful no matter which direction she chooses to go. Her advice to future



Mae Woods

students? "Don't just focus only on retail because international business is a huge market. It's more than just retail," Woods stated.



DID YOU KNOW RETAIL IS THE LARGEST EMPLOYER IN THE WORLD?

The Master of Science in Global Retailing program offers dynamic opportunities that shape visionaries for a proactive retail workforce. Students are challenged to develop excellent critical thinking skills, financial analysis, cultural understanding and an executive framework for being successful in retail management at a global level. Program courses are offered one night a week in a shortened format where students can complete nine

credit hours a semester.

Courses include:

- Consumer Issues and Applications for Global Retailing
- Retail Management and Cross-Cultural Perspectives
- Global E-Tailing Systems
- Regional Retail Markets
- Global Retail Analysis of World Regions

Graduates are in high demand, with competitive salaries, and graduate prepared to impact retailing in the global

marketplace. Careers are diverse and rewarding and include the areas of global retail management, global procurement, buying and product development, global store design and international merchandising practices, global marketing and public relations, global consumer affairs and governmental relations, and international services. Motivated to learn more? Visit uh.edu/technology/programs/graduate/global-retailing to get started.

TECHNOLOGY STUDENTS PRESENT THEIR RESEARCH INNOVATIONS AT UH



Jingwei Cai

By Marilyn Jones

Conducting research gives students a competitive edge when they enter the professional world. Students look forward to Research Days at the University of Houston as an opportunity to apply their knowledge and demonstrate their inventiveness to the advancement of the future of science and technology. College of Technology faculty are actively involved with students as mentors.

Thirty-four undergraduate engineering technology and biotechnology students presented

the results of their research projects at UH's 11th Annual Undergraduate Research Day on October 22. A total of 175 UH students participated among 11 academic colleges.

The full listing of poster presentations and team members can be viewed at: <http://www.uh.edu/honors/undergraduate-research/uh-research/urday2015/2015%20URD%20Poster%20Listing.pdf>

During the Graduate Research Projects and Scholarship Day, which was held on October 30, four graduate students from the retailing and consumer science,

construction management, engineering technology, and biotechnology programs presented their research during the poster session.

Graduate research topics crossed a diverse range of consumer, electronic, and medical technologies, including:

- Jingwei Cai, The Role of Social Variables in U.S. Consumer Loyalty Regarding Chinese Consumer Electronics
- Ander Galisten, Can Super-resolution Imaging Improve Skin Cancer Detection on Handheld Devices?
- Manivka Mohan, Micro-direct Methanol Fuel Cell Enabled Green and Sustainable Wireless Sensor Network - Video:

<https://www.youtube.com/watch?v=ZADygtG-scl>

- Anne Wright, Postpartum Nurses' Personal Infant Feeding Experiences and Their Influence on Nursing Practice

Jingwei Cai is a Master of Science in Global Retailing student who will be graduating in December from the program. For more information on the MS Global Retailing program, please visit <http://www.uh.edu/technology/departments/hdcs/graduate/gr/index.php>.

RETAILING AND CONSUMER SCIENCE

SCHOLARSHIP

(continued from page 1)

When fully endowed, the Victor Costa Endowment Scholarship fund will provide approximately \$1,000 annually for a student who exhibits a creative flair and talent, while maintaining the academic standards set forth by the scholarship committee.

From concept and design through materials selection, production and manufacturing of garments, the fundamentals of the fashion industry are rooted deeply in applied technology. As an alumnus of UH, it is not surprising that Victor Costa ('58) is an inspiration to students in the retailing and consumer science program, which has a strong tie to the fashion

industry.

Growing up in the city of Houston, in the era of collectible "paper dolls", Victor Costa expressed an interest in fashion and design, drawing sketches of dresses worn by Hollywood stars. His childhood pastime of sketching dresses and making the paper versions paved the way to a long and successful career as a premiere fashion designer.

Costa left home to study design at the Pratt Institute in New York City during his senior year at UH and then studied in Paris, at the famous Ecole de la Chambre Syndicale de la Couture Parisienne. He credits the support and encouragement of former UH professor, Dr. Edwin B. Roberts.

After graduating, he left

for New York and became a designer for a bridal manufacturer. In 1965, he worked with the Suzy Perette line of dresses, often traveling to Paris as he learned to mirror the finest collections of haute couture designers. He successfully launched the Victor Costa Company in Dallas, Texas, in the early 1970's and became well known in fashion circles. His designs have been featured by retailers around the world, and modeled by celebrities. Costa became an admired icon in the fashion industry, an expert in imitating the work of some of the world's greatest designers. The publisher of the fashion industry's voice, *Woman's Wear Daily* (WWD), John Fairchild, referred to Victor

Costa as the "maestro copier" in his book, *Chic Savages*.

Through the generosity of legendary fashion designer Victor Costa and Jerry Ann Woodfin-Costa, innovation always will be in style. The Victor Costa Endowment Scholarship fund, pushes UH to the forefront of innovation, with creative, smart, driven, and innovative students sought after by industry.

Contact Vernon King, Director of Advancement, at veking@central.uh.edu, 713-743-4886, for more information and to make a gift to the endowment.



SALUTE TO RETAIL SCHOLARSHIP RECIPIENTS

The Retailing and Consumer Science Program at the University of Houston held its 2015 Salute to Retail luncheon and awards presentation November 17, 2015. Co-chairs for the fundraiser were Penny Loyd and Donna Vallone. Proceeds from the event benefit student

scholarships and the Star Endowment for Retailing and Consumer Science and Global Retailing at the University of Houston. These students were selected based on their professional and academic leadership.

BETTY DOMINGUEZ

Betty is a first generation college student and senior graduating in May 2016 from the Retailing and Consumer Science program. She has been active throughout her education in giving back and networking by participating in March of Dimes, the Houston Food Bank, UH's Collegiate DECA student organization, and is a National Retail Federation Member. She has also been on the College of Technology's Dean's List for her academic achievements. Betty has held positions with Academy Sports and Outdoors and Bank of America while attending school. Her goal upon graduation is to become a buyer or procurement professional.



SYDNEY GERGRACHT

Sydney is currently pursuing a double major in Master of Science in Global Retailing and Master of Science in Project Management and will graduate in May 2016. She is a member of DECA and the National Retail Federation, which have been beneficial towards developing her skills as a leader, team member, and future industry innovator. Her professional goals include working in international retail and marketing, as well as pursuing several entrepreneurial dreams that include an e-commerce business.



AMANDA GARZA

Amanda is currently in pursuit of her Masters of Science in Global Retailing and was the 2014-2015 President of UH's Collegiate DECA student organization. As a member of DECA, she has attended many leadership conferences, participated in case studies, and helped grow its membership. She was recognized with the Gold Diamond award, which is the highest level of leadership award at the collegiate level. Amanda has also been a member of the National Retail Federation, Golden Key International, and Phi Kappa Phi. Her long term aspiration is to apply her education, skills, and creativity to grow into a leadership role in the evolving world of women's wear fashion.



RAKESH SALIAN

Rakesh is a Master of Science in Global Retailing student. Throughout his educational journey he has spent time leading a team on a marketing project for a retailer, organizing college functions, and participating in numerous community service events for orphans and senior citizens. While working for the home furnishing retail company The Great Eastern Home as a Marketing Manager, Rak'esh's dream of having his own retail business one day was born. He will be graduating in December 2016.



SUGAR LAND WELCOMES HAUSMANN

By Jamie Thomas

The fall semester the Human Development and Consumer Science (HDCS) Department welcomed a new member to its faculty ranks. Dr. Robert Hausmann joined the department as a full time faculty member teaching for the Human Resource Development (HRD) program as well as assuming administrative duties for the department at the Sugar Land campus. Dr. Hausmann holds a Doctorate in Human and Organizational Learning from George Washington University, a Master's degree in Social-Organizational Psychology from Columbia University, a Bachelor's degree in Psychology from the Honors College of the University of Houston. Through his dissertation research, he investigated the ways in which inter-organizational networks and partnerships enable innovation and entrepreneurship.

In addition to his education, Dr. Hausmann has been a management consultant and researcher with over 17 years of experience in leadership

development and organizational change in complex organizations. He is the Managing Principal and Founder of Interaction Impact, LLC, a leadership development and management-consulting firm. The firm has enabled and catalyzed individual, team, and network



Dr. Robert Hausmann

interactions to enhance performance and learning. During his time in practice, Hausmann has developed and lead blended learning programs with an emphasis on improving strategic management and leadership development outcomes for multi-

national and government customers through participant-centered learning approaches, serious games, and simulations.

Prior to starting the consulting practice, Dr. Hausmann was Managing Director at CNA's Institute for Public Research, a non-profit think-tank in Washington DC, where he served as a senior research scientist. He has also served as an adviser to senior leadership in the White House, the Department of Defense, and the Intelligence Community. His expertise is in improving performance outcomes for organizations that work in high reliability contexts (i.e. unforgiving social and political environments, an environment rich with the potential for error, and where the scale of consequences are catastrophic). Hausmann has written over 25 monographs focused on leadership development, organizational change, and workforce development.

FEEL LIKE A FAKE?

By Julie Cohen

When do you think people will finally realize that you have no idea what you are doing and will expose you for the fraud that you are? If this is something you regularly think about yourself, then you may be experiencing "impostor phenomenon" – the

self-doubt of high-achieving people in which they consider themselves unqualified and incompetent, and feel as if the world has yet to unveil their illegitimacy. While the condition is felt more often by professional women, people from all walks of life have admitted to feeling like they are faking it and that it's only a matter of time

before they are found out. We'll talk about the causes of, and solutions to, impostor phenomenon on Radio Times today with career coach, Julie Cohen, and Holly Hutchins, associate professor of Human Resource Development at the University of Houston. Hear more at: <https://soundcloud.com/why-public-media/feel-like-a-fake>.

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