# The University of Texas at Tyler
# Human Resource Development (HRD)
# Ph.D. Program Handbook
# Fall 2021



**The University of Texas at TYLER**

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# Introduction

From a practice perspective, human resource development (HRD) is a process for developing and unleashing human expertise through organization development and personnel training and development for the purpose of improving performance. From a theoretical and research perspective, HRD is mechanisms of shaping individuals' values and beliefs and skilling through learning-related activities to support the performance of the host institutional system. Careers in this field are available in business, nonprofit, educational, and governmental settings.

The HRD program provides students the opportunity to combine study and related experiences to develop, apply, analyze, synthesize, and evaluate knowledge of the purposes, practices, issues, and problems of work and organizational performance. Students also can learn how to design, deliver, and evaluate effective training and development programs.

The University of Texas at Tyler's doctoral program in human resource development is designed to develop scholars who will advance the profession and serve as leaders in higher education, government, and industry.

**Doctoral Program Outcomes**

The graduates of this program will be able to contribute to research and application in the areas of improving individual, group/team, and organization performance, developing leadership talent within organizations, and leading and facilitating change in organizations with culturally diverse workforces.

The doctoral program outcomes for candidates who successfully complete the program:

1. Integrate knowledge from HRD and related disciplines to support the development of researchers and scholars for diverse settings;
2. Conduct original research in HRD to contribute to research, theory and practice;
3. Create, synthesize and disseminate original research about the discipline in a variety of publication and conference venues;
4. Enhance HRD leadership capability in a variety of workplace settings including business and industry, education, and healthcare; and,
5. Collaborate with national and international leaders to promote the discipline.

*Rankings*

In 2019, humanresourcesmba.net placed UT Tyler as first for the most affordable Ph.D. program.

## Message from PhD Program Coordinator, Dr. Kim Nimon

I am thrilled that you have decided to pursue your terminal degree here at The University of Texas at Tyler. For most of you, this will be a once in a lifetime journey. I think it is important to remember that the journey is part of the destination. While I cannot promise that there will not be bumps along the way, I can promise that the program is designed to shape and develop your abilities to become a scholar or scholar-practitioner in the field of HRD.

While we have designed the program to optimize your time and energies, I hope that you will take advantage of every opportunity to expand your knowledge and seize opportunities to work with the faculty beyond what is required in classwork. You have the opportunity to work with leaders in the field of HRD as UT Tyler faculty regularly serve in leadership roles in the Academy of Human Resource Development (AHRD) as well as editors, issue editors, and contributors for AHRD sponsored journals including *Human Resource Development Quarterly, Human Resource Development International*, *Advances in Developing Human Resources*, and *Human Resource Development Review*.

In addition to working with our expert faculty, I hope you will take advantage of getting to know our UT Tyler alum. As you will see, our graduates are representing UT Tyler well and leading the field in institutions all around the United States. I am blessed to see how our alum stay connected and support each other as they seek to make a difference in society by developing and helping employees reach their full potential.

As you embark on this academic journey, please take care of your emotional, physical, and spiritual needs. Make quality time to stay connected with family and friends. Commit to a regimen of being physically active. Stay connected spiritually. While it will be easy to let any of these needs go unmet, I believe the time you devote to your PhD coursework and dissertation will be multiplied if you maintain balance in your life.

Know that all the faculty are here to help you succeed. If at any time you don't feel that way, please reach out to me, Dr. Tom Roberts, Director of Graduate Programs, and Dr. Krist Swimberghe, Interim Dean Soules College of Business.

# General Requirements

**Residency Requirements**

Under Texas state law, an applicant or enrolled student is classified either as a resident of Texas, a nonresident, or a foreign student. Residency for admission and tuition purposes at a public college or university in Texas is different from residency for voting or taxing purposes. For more information about establishing residency, visit the [Admissions website](#).

**Registration Requirements**

The minimum credit hour load to be considered a full-time graduate student is nine semester hours during the fall, spring, or the summer semester. The maximum credit hour load permitted is 12 semester hours during the fall, spring, or summer semester. Enrollment status is defined in terms of semester credit hours.

**Credit Hour Requirements**

The Ph.D. in HRD is a 60-hour program beyond the master's degree, culminating in a dissertation. For all University requirements for the Ph.D. degree, please refer to the [Doctoral Policies section](#) of the Graduate Policies and Programs chapter.

**Degree Plan**

For the most up-to-date information, please visit the [HRD graduate catalog](#).

**Academic Advising**

The Soules College of Business has two full-time graduate academic advisors. Academic advisors provide course information to ensure timely course registration and graduation. Updated information on how to contact them can be found on their website [here](#).

**Class Schedule**

The Ph.D. in HRD is not an online program; however, we do use an executive format program whereby students only meet five times a semester: Three classes (three credit hours each, fall and spring) and two classes (three credit hours each, summer) will meet five times per semester, four times in the summer. The balance of required class time will be completed via online and project-based formats.

**Academic Integrity**

Students are responsible for upholding academic integrity in all submitted academic work. Plagiarism is a serious matter; students suspected of academic dishonesty may be subject to disciplinary action.

Information about general UT Tyler academic dishonesty policies can be found here.

*Soules College of Business Statement of Ethics:*

The ethical problems facing local, national and global business communities are an ever-increasing challenge. It is essential the Soules College of Business help students prepare for lives of personal integrity, responsible citizenship, and public service. In order to accomplish these goals, both students and faculty of the Soules College of Business at The University of Texas at Tyler will:
- Ensure honesty in all behavior, never cheating or knowingly giving false information.
- Create an atmosphere of mutual respect for all students and faculty regardless of race, creed, gender, age or religion.
- Develop an environment conducive to learning.
- Encourage and support student organizations and activities.
- Protect property and personal information from theft, damage and misuse.
- Conduct yourself in a professional manner both on and off campus.

Furthermore, the Soules College of Business strongly adheres to the UT Tyler Honor Code:
> *"Honor and integrity that will not allow me to lie, cheat, or steal, nor to accept the actions of those who do."*

**Class Weekend Expectations**

As students of the Soules College of Business, students are expected to dress in a professional manner at class weekends. Business casual attire is expected of all students during classes.

Some printing is available on campus; however, it is strongly advised that students print materials before coming to campus. Each student receives $25 in Pharos Dollars in the Fall, Spring, and Summer to be used for printing in the on-campus computer labs and in the library. You can visit an Account Management Center located in the Library across from the circulation desk or on the second floor between the University Center and Administration Building. You can check your Pharos account balance through this device. You can also log on to the P2 Portal and get a statement of your Pharos account.

For the Fall and Spring semesters, lunch will be provided on Saturdays during the one-hour break in between the 8:00am and 1:00pm classes. During these lunches, the PhD student advisory team coordinate "Lunch n Learns" where faculty, students, and guests discuss various topics pertinent to PhD students. These lunches are optional but highly encouraged.

*Transportation*

Tyler has its own regional airport, but many out-of-town students find better airfare options and affordable prices flying in and out of Dallas/Fort Worth (DFW) or Dallas Love Field (DAL). Also, while Uber and Lyft do operate in Tyler, options are limited.

*Lodging*

Many students travel to Tyler for class weekends and choose to stay at the following hotels where student rates may be available. Be sure to call the hotel to inquire about specific rates for UT Tyler HRD PhD students.

| | |
|---|---|
| **Staybridge Suites** <br> 2759 McDonald Rd <br> Tyler, TX 75702 <br> (903) 566 - 1100 <br> Code: UT Tyler | **Hilton Garden Inn** <br> 220 E. Grande Blvd <br> Tyler, TX 75701 <br> (903) 509 - 1166 <br> Code: PHDspaceHRD |
| **Fairfield Inn** <br> 309 W. Heritage Dr. <br> Tyler, TX 75703 <br> 903-561-3300 <br> Call and ask for UTT rate | **Homewood Suites by Hilton** <br> 3104 Golden Road <br> Tyler, TX 75701 <br> (903) 593 - 7880 <br> Code: PHDspaceHRD |

**Performance Standards**

Continued registration is contingent upon the student maintaining a 3.0 (on 4.0 scale) or higher GPA. To remain in good standing in the HRD Ph.D. program, a student may earn no more than one C grade regardless of their overall GPA. A second C grade or any one grade below a C will subject the student to dismissal from the Ph.D. program in HRD at the discretion of the program coordinator and the Dean of the Soules College of Business. For further information, see the graduate policies in the UT Tyler course catalog.

# Doctoral Program Milestones

Students entering the program in Fall 2021 can complete the doctoral program coursework in 2 years. Towards the end of coursework, students select their Dissertation Chair. The Dissertation Chair will lead students through the process of inviting the remaining members of the Dissertation Committee. Students must select the Dissertation Chair before inviting any other committee members. At the end of year 2, students complete the proficiency exam. Upon successful completion, students are recommended for doctoral candidacy. Students begin their dissertation at the beginning of the third year and have up to 5 years to complete the dissertation after admittance to candidacy. The Graduate School offers a great overview of the dissertation process here.

See the timeline below for key doctoral program milestones and links to important forms. A description of each form and the preliminary examination questions are on the following pages.

| Year 1 | Year 2 | Years 3 + |
|--------|--------|-----------|
| Complete Coursework | | • Prepare and Submit Dissertation Proposal<br>• Approval of Dissertation Proposal<br>• IRB Approval |
| **End of Year 2**<br>• Work with HRD Graduate Faculty to appoint dissertation committee<br>• Complete Preliminary Examination<br>• Recommendation for Candidacy | | • Dissertation<br> o Schedule Oral Defense<br> o Dissertation Acceptance |

*Note.* Students have 5 years to complete the dissertation after admittance to candidacy. Students coming into the program in Fall of 2021 must complete a minimum of 12 dissertation credits. Students have a maximum of 9 years to complete the doctoral program.

# 2021 PhD in HRD Coursework Schedule

**Year 1 Coursework**

| Semester | Course |
|----------|--------|
| Fall | HRD 6350: Disciplined Inquiry in HRD |
| | HRD 6351: Univariate Statistics |
| | HRD 6388: Talent Management and Development |
| Spring | HRD 6312: Contemporary Issues in the HRD Literature |
| | HRD 6355: Multivariate Statistics |
| | HRD 6366: Seminar on Organization Change & Development |
| Summer | HRD 6343: Foundations of Qualitative Research |
| | HRD 6314: Organizational Intervention Approaches |

**Year 2 Coursework**

| Semester | Course |
|----------|--------|
| Fall | HRD 6334: Organizational Consulting |
| | HRD 6352: Structural Equation Modeling |
| | HRD 6353: Advanced Qualitative Research in HRD |
| Spring | HRD 6310: Advanced Theoretical Foundations of HRD |
| | HRD 6359: Research Seminar in HRD |
| | HRD 6377: Leadership Theory and Practice |
| Summer | HRD 6360: Proposal Development |
| | HRD 6391: Advanced Topics in HRD |

Check here for the most up to date coursework schedule.

# Doctoral Forms

The Doctoral Program Milestones timeline includes links to all the forms that are required to be submitted to The Graduate School by the Program Coordinator during the student's tenure at UT Tyler. After filling out the form, sign it as required and submit to The Graduate School. If you have any questions about the forms, please contact The Graduate School, GradForms@uttyler.edu.

**STUDENTS**: Although most of these forms are initiated by your Dissertation Chair or Program Coordinator, **YOU** are responsible for ensuring that forms are filed in a timely manner. Please read and follow the directions on each form when completing.

Below is a brief description of each of the forms:

**Appointment of Dissertation Committee**
This form is used to nominate members of the student's dissertation committee or to change membership of an existing committee.  Committee membership must be approved by the Dean of The Graduate School. The process of selecting committee members is not typically initiated until students have completed the first two years of coursework.

**Proficiency Examination Report and Recommendation for Candidacy**
This form is used to report the results of Preliminary Exams to The Graduate School and to certify advancement to candidacy.  Students may not take their proficiency examination until the dissertation committee has been established.

**Approval of Dissertation Proposal** (*see Appendix*)
This form, once completed by the dissertation chair, certifies that the dissertation committee has approved the proposal by the Ph.D. student. This form is **NOT** submitted by the student, but must be submitted by the dissertation chair, along with the proposal, to the director of the program.

**Request to Schedule Oral Defense**
This form is used to set the date for the Oral Defense.  It must be submitted to The Graduate School along with the Approval of Dissertation Draft and a complete draft of the dissertation no later than 10 working days before the proposed date of the Oral Defense.

**Final Oral Defense Report**
This form certifies that the student has successfully defended an acceptable dissertation.  The form must be submitted to The Graduate School within 5 working days of the completion of the final Oral Defense.

Updated 6/1/2021

# Doctoral Preliminary Exam Questions

The Ph.D. in HRD comprehensive/preliminary exam will be a take-home written document that conforms to APA 7<sup>th</sup> edition and will not exceed 51 double-spaced pages of text (exclusive of references, tables, and figures). All references, tables (if any), and figures (if any) should be placed at the end of the document according to APA 7<sup>th</sup> edition requirements. To further assist with formatting, each question can be considered a separate chapter with its own headings starting at level 1. However, please ensure that page numbering is consecutive across the responses to the questions, if using a chapter format (i.e. number pages 1 – 51 plus references, tables, and figures).

This is an independent examination and you are not allowed to work collaboratively or seek the assistance of others' expertise, nor are you allowed to have your exam copy edited and proofed. The University of Texas at Tyler academic dishonesty policy will be strictly applied to this examination. The format will include the following four questions designed to help further the progress toward the proposal development milestone in the program.

Question 1: Articulate the phenomenon of your research interest and describe why it is compelling, appropriate, and relevant to the field of HRD (Approximately 5 - 8 pages).

Question 2: Provide a comprehensive (yet abbreviated) synthesis of the literature on the phenomenon of your research interest and clearly identify the gap(s) that require further research. Conclude by identifying the gap that you seek to address with your study (Approximately 15 – 20 pages).

Question 3: Based upon the gap that you have articulated in Question 2, please describe the research design that you will employ and your rationale for that design choice. Further, describe and discuss your proposed approaches to data collection, analysis, and how you will address issues associated with reliability and validity from either a qualitative or quantitative approach (Approximately 10 – 15 pages).

Question 4: Imagine that you have completed your study. Describe how your study contributes to the field of HRD and broadly to the content domains within a business college context from research, theory, and pragmatic perspectives. In other words, given that your Ph.D. is being obtained from a college of business with a concentration in HRD and organizational change, articulate the contributions of your study to the field of HRD and to broader business domains from research, theory, and practice perspectives (Approximately 5 – 8 pages).

# Doctoral Preliminary Exam Grading

**Grading**

Full Pass = All four questions have been satisfactorily addressed in a full pass.

Partial Pass = Three of four questions have been satisfactorily addressed, which has resulted in a partial pass. The student will be expected to rewrite the one failed question during a retake. The schedule for the retake to be determined.

Fail = Two or more questions have not been satisfactorily addressed resulted in a fail. The student will be expected to retake the full exam. The schedule for the retake to be determined.

Failure to retake the exam, in partial or full format by the specified deadline, will result in termination from the Ph.D. program.

# Human Resource Development (HRD) Dissertation

After successful completion of coursework and the preliminary exam, students are required to complete a dissertation to successfully complete the PhD program. The dissertation is a comprehensive research study in your primary research interest area. The dissertation can be conducted through quantitative, qualitative, or a mixed-methods approach. Ultimately, the dissertation creates new knowledge in the HRD field. Students can choose the traditional doctoral dissertation or a multi-paper doctoral dissertation. See the table below for more details.

| **Traditional Doctoral Dissertation** | <ul><li>Deliverable is a summary of the research approach and findings.</li><li>The traditional dissertation includes an abstract and five chapters, plus references:<ul><li>Abstract</li><li>Chapter 1: Introduction</li><li>Chapter 2: Literature review</li><li>Chapter 3: Methodology</li><li>Chapter 4: Results</li><li>Chapter 5: Discussion</li></ul></li></ul> |
|---|---|
| **Multi-Paper Doctoral Dissertation** | <ul><li>The multi-paper dissertation must contain three papers but may contain more.</li><li>At least two of the papers must report on empirical studies.</li><li>At least two of the papers must be accepted for publication by the time of the dissertation defense. The remainder must be under peer-review with a peer review journal.</li><li>All papers must be publishable in a peer-reviewed academic journal.<ul><li>Acceptable journal outlets include the Soules College of Business journal list and the current Australian Business Deans Council list.</li><li>Other journal outlets must be approved by the graduate faculty in the UT Tyler HRD department and the dissertation committee.</li></ul></li><li>The papers must be developed while the candidate is in the UT Tyler HRD PhD program.</li><li>The doctoral candidate may collaborate with UT Tyler HRD faculty and students in the development of their papers providing that the doctoral candidate is the<ul><li>Sole author of at least one of the papers</li><li>Lead author of at least two of the papers</li></ul></li></ul> |

View completed Human Resource Development Dissertations.

For more information, visit the UT Tyler Dissertation Center.

# Graduate School Financial Assistance

Tuition payments are due the Friday before the start of the semester, by 5:00PM CST.

Eligible students may enroll in one of the three installment plans: four-installments, three-installments, or the two installments payment plan. Installment plans cover the expenses for tuition and fees. Eligible students may sign up in the myUTTyler Student Center in the Finances section, then click on account inquiry.  Further information can be found here.

Graduate students are highly encouraged to apply for the numerous financial assistance options available at UT Tyler:

**Graduate Fellowship**

Full-time domestic and international students are encouraged to apply for the New Graduate Fellowship to earn a $1000 award. With this award, non-Texas residents also qualify for in-state tuition during their first academic year of graduate study. Visit the Financial Support page for more details on qualifications, additional benefits, and to apply. The award may be renewable.

**Academic Affairs Teaching Assistantship**

Ph.D. students are eligible to apply for a Graduate Teaching Assistantship after coursework is completed, which includes a stipend depending on experience.  Interested students should work with the program chair to initiate the process.  Further information can be found here.

**Scholarships**

Scholarships are granted to students on a yearly basis. The Soules College of Business offers scholarships to returning students. Typically, scholarship applications are due at the end of the spring semester and awarded for the following academic year. More information can be found on the scholarships website.

Additionally, if students are concerned with their financial aid package, they are encouraged to reach out to scholarships@uttyler.edu.  Oftentimes, the staff will be able to work with you on an individual basis.

**Grants**

Every year UT Tyler offers internal grants for faculty, students, and staff engaging in research. Grant proposals are due in mid-spring and granted for the following academic year. Please see the Office of Research and Scholarship website for more information.

The following websites also offer grant opportunities for individuals engaging in research:
- [Academic of Human Resource Development (AHRD)](#)
- [American Education Research Association (AERA)](#)
- [Society of Human Resource Management (SHRM)](#)
- [Society of Industrial Organizational Psychology (SIOP)](#)

**Elevate**

The UT Tyler Advancement office offers opportunities for students, faculty, and staff to crowdsource funding for various projects. To submit an application, please [visit this link](#). Students are highly encouraged to work with faculty before initiating an application.

**Grad School 180**

[Grad School 180](#) is an annual competition at the University of Texas at Tyler. All graduate students are invited to participate by presenting the significance of your research interest in 180 seconds. Cash prizes are available to winners.

## Important Information

**Human Resource Development Ph.D. Program Orientation**

Students are required to attend a half day **mandatory** Human Resource Development Ph.D. Program Orientation program. The orientation will be held on campus on the first day of your first class. Look for more information near the beginning of the semester.

**Graduate Student Orientation**

Visit the Graduate Student Orientation page to find out general information regarding financial aid, library services, scholarships, Canvas, and the Graduate Student Association (GSA). Be sure to complete Canvas 101 to learn how to navigate the learning management system to access course assignments and materials. Pay attention to the collaboration tools, like Zoom, which are used by professors and students to collaborate when away from campus.

**Course Catalog**

Visit the Human Resource Development Ph.D. course catalog for more details on program requirements. The course catalog provides the most up to date and accurate information about the program.

**Faculty**

As a student in the Human Resource Development Ph.D. program, you will work with professors with varying interests and research experience. View Department of HRD faculty bios here.

**Campus Bookstore**

Order textbooks for all your courses through the campus bookstore. Orders can be placed online or visit the store for in person shopping.

**Parking**

Visit the cashier's office to purchase a parking permit.  However, parking is not enforced after 5pm and on the weekends so it is up to the student whether they want to purchase a parking pass.

**Graduate Student Business Cards**

Order graduate student business cards to network during conferences.

**UT Tyler Patriot Printing**

Visit the on campus full-service copy center for all your printing needs.

**Cowan Center**

The Cowan Center is a performing arts center located on campus that hosts a variety of professional touring performance events throughout the year. There are special discounts for students. To reserve your tickets, call (903) 566-7424. For a current performance schedule [view here](#).

**UT Tyler Discount Program**

The UT Tyler discount program creates opportunities for businesses to connect with students by offering discounts on products and services. [View the website](#) for a full list of discounts.

**Zoom**

All UT Tyler students have access to a free Zoom business account. Create your free business [account here](#).

**Patriot Email**

All UT Tyler students receive a [Patriot email account](#) for important school communications. Check your Patriot email every day, as this serves as the only official electronic communication source the University has for corresponding with students. All financial and academic notices will be sent through your Patriot email account.

# Professional Associations and Conferences

We encourage doctoral students to attend conferences, present posters and papers, and build your network during your doctoral studies. Students can contact the Soules College of Business to apply for stipends to assist with conference registration fees.

The following conferences are recommended for Human Resource Development Ph.D. students. Visit each site for submission deadlines and upcoming conference locations.

Academy of Human Resource Development (AHRD)

> Ph.D. students are eligible to submit for the Dissertation of the Year Award. Visit the conference website for criteria and submission deadlines.

Academy of Management (AOM)

East Texas Research Conference

> The **East Texas Research Conference** is held each spring at UT Tyler. All Human Resource Development Ph.D. students are encouraged to submit a proposal to the East Texas Research Conference. The Soules College of Business historically has paid the registration fees for proposals (paper or poster) accepted.

Society of Industrial and Organizational Psychology (SIOP)

Southwest Academy of Management

Southern Management Association (SMA)

> The SMA hosts an annual Doctoral Consortia for early stage and late stage doctoral students. The consortia are a wonderful opportunity to network with faculty and students, as well as learn the keys to successful research, teaching, and service.

The PhD Project hosts an annual conference and provides resources and a support network for Black/African-American, Latinx/Hispanic-American and Native American students interested in pursuing business doctoral degrees.

## Doctoral Programs FAQ's

**Q: I have not taken statistics in over 10 years. What can I do to prepare for doctoral level statistics courses?**

A: In the summer before your first fall semester, Dr. Nimon will offer a set of statistics primer modules as a refresher on key terms and concepts. The modules are optional and can all be completed online. Students are encouraged to review the content and complete the activities. Bonus points are awarded for successful completion of activities.

**Q: What are the recommended search engines to find published peer reviewed research?**

A: Most students use the UT Tyler Library Swoop Search and Google Scholar search engines to locate published research.

**Q:  What happens if I earn a C in a course?**

A: According to the UT Tyler catalog, "To remain in good standing in the HRD Ph.D. program, a student may earn no more than one C grade regardless of their overall GPA. A second C grade or any one grade below a C will subject the student to dismissal from the Ph.D. program in HRD at the discretion of the program director and the Dean of the Soules College of Business".

A: A student may repeat any course previously taken at UT Tyler that would not normally be repeatable for credit if the last grade received in the course was a "C", "D" or "F" for master's and Ph.D. students (UT Tyler catalog).

**Q: How long is coursework?**

A: A full-time student will complete their course work in two years, including summers.

**Q: How long does it take an individual to graduate with a Ph.D. in HRD from UT Tyler?**

A: On average, if students remain full-time, they can graduate with their doctorate within five years of starting the program.

**Q: What happens if I do not turn in all class assignments by the end of the semester?**

A: Your end of semester grades are based on the timely and successful completion of assignments.

**Q: Who can be on my dissertation committee?**

A: Students must have 3 committee members in total (including chair); all must have Graduate Research Faculty status. Dissertation committee membership must include at least two UT Tyler HRD faculty. Dissertation committee members may include a member external to UT Tyler subject to approval from the Graduate School. See the [graduate school website](#) for more information and page 7 of this document for further insight.

**Q: How long does a student have to complete their dissertation once they are a doctoral candidate?**

A: According to the [UT Tyler catalog](#), students have a total of five years to complete their dissertation once they have been admitted to candidacy.

**Q: What should I wear for my dissertation defense?**

A: Please wear business casual for all professional activities related to the dissertation process.

**Q: What is a dissertation defense like?**

A: Typically, a dissertation defense includes a presentation by the Ph.D. candidate over their dissertation or articles followed by Q&A by faculty and other guests. Students can invite guests to the defense. After Q&A, the student is asked to leave the room so that the faculty can determine whether the student passes. Also see the [guidelines for the conduct of a dissertation defense](#) published by the Graduate School.

Additional questions?

Contact Dr. Nimon at [knimon@uttyler.edu](mailto:knimon@uttyler.edu).

Follow us on [LinkedIn](#)®

## Human Resource Development Ph.D. Alum in Higher Education

Many of our program graduates have successfully secured positions in higher education. See placements of HRD Ph.D. graduates below.

| Graduate | Institution | Department/Position |
|---|---|---|
| **Dr. Beth Adele** | Oklahoma City University | Director and Assistant Professor Mass Communications |
| **Dr. James Aller** | Georgia Southwestern State University | Associate Professor Management |
| **Dr. Julia Barrios** | University of Dallas | Assistant Professor Management |
| **Dr. Marvin Bontrager** | Georgia Gwinnett College | Assistant Professor Management |
| **Dr. Bryn Brown** | Tarleton State University | Assistant Professor Management |
| **Dr. Tammy Burnette** | Tyler Junior College | Professor and Department Chair, Healthcare Technology and Medical Systems |
| **Dr. Sam Carrell** | The University of Texas at Tyler | Associate Registrar |
| **Dr. Silvana Chambers** | University of Houston-Clear Lake | Assistant Professor Management |
| **Dr. J. Mark Clardy** | University of Houston-Clear Lake | Assistant Professor Healthcare Administration |
| **Dr. Joy Cooper** | Texas A&M University at Texarkana | Assistant Professor Management |
| **Dr. Rosemary Cooper** | The University of Texas at Tyler | Executive Director of Career Success |
| **Dr. John Dexter** | Troy University | Assistant Professor Management |
| **Dr. David Fowler** | Lander University | Assistant Professor |
| **Dr. Ashley Hall** | Stephen F. Austin State University | Assistant Professor Business Communication/Legal Studies |
| **Dr. Gregg Keiffer** | Houston Baptist University | Assistant Professor and Interim Dean, Management |
| **Dr. Thomas Kramer** | PennState Mont Alto | Lecturer, Baccalaureate Business Program |
| **Dr. Abbie Lambert** | University of Central Oklahoma | Assistant Professor Management |

| Graduate | Institution | Department/Position |
|---|---|---|
| **Dr. Ame Lambert** | Portland State University | VP, Global Diversity & Inclusion |
| **Dr. Ben LeVan** | Charleston Southern University | Associate Professor<br>Business Administration |
| **Dr. Mary Lynn Lunn** | University of Richmond | Visiting Instructor<br>Management |
| **Dr. Jon Musgrave** | Morehead State University | Assistant Professor of Management |
| **Dr. Mandolen Mull** | Rockford University | Chair and Assistant Professor<br>Management |
| **Dr. John Dexter** | Troy University | Assistant Professor<br>Human Resource Development |
| **Dr. Elva Resendez** | Purdue University | Vising Assistant Professor<br>Management |
| **Dr. Jeff Risinger** | Ohio State University | SVP of Talent, Culture, and Human Resources |
| **Dr. Kevin Sanford** | Los Angeles Valley College | Assistant Professor<br>Business |
| **Dr. Kristin Scott** | McNeese State University | Assistant Professor<br>Management |
| **Dr. Judy Sun** | The University of Texas at Tyler | Associate Professor<br>Human Resource Development |

## Student of the Year

Each year the faculty present a "HRD PhD Student of the Year" award to a current outstanding student who has demonstrated academic excellence as well as service to the College, University, or profession at large.  Awards are conferred at the end of the academic year. Recipients receive an academic medal to be worn at graduation. The following students are past award winners:

2014-2015 – Sam Carrell

2015-2016 – Gregg Keiffer

2016-2017 – Mandolen Mull and Julia Barrios

2017-2018 – Marvin Bontrager

2018-2019 – Silvana Chambers

2019-2020 – Katherine Stone

2020-2021 – Joanna Norman

# Dissertation Awards

Students have received awards for outstanding dissertations from the following sources:

**Esworthy Malcolm S. Knowles Dissertation of the Year – Academy of Human Resource Development**

2020 – Jennifer Duplessis, Winner

2019 – Silvana Chambers, Winner

2018 – William S. Carrell, First Runner-Up

2017 – Ben LeVan, Winner

2014 – Paula E. Anthony-McMann, Winner

2012 – Judy Yi Sun, Winner


**Leo and Margaret Goodman-Malamuth Dissertation Award – American Association of University Administrators**

2021 – Kristin S. Scott, Winner


**Workplace Learning SIG Exemplary Dissertation Award – American Education Research Association**

2018 – William S. Carrell, Winner

Appendices

# The University of Texas at Tyler

## The Graduate School—Human Resource Development

### Approval of Dissertation Proposal

The proposal must be approved no later than the beginning of the fifth year of study in order for the student to remain in good academic standing. This form is to be filed in the student folder.

Student name (last, first, MI) _____ Student ID # _____

Address Line 1 (street, apt.) _____

Address Line 2 (city, state, zip) _____

Program: Ph.D. in HRD    Semester/Year Student Entered Program _____

Date advanced to candidacy _____

Date proposal approved _____

Proposal Title _____

| Committee Member | Signature | Approved | Not Approved |
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Approval

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Director of Doctoral Program (please print) Signature                                              Date

UT Tyler HRD doctoral graduates are actively contributing to the HRD body of knowledge. See below for some recent publications of program alumni.

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**Revision history**

| Date | Revisions |
|---|---|
| July 2020 | Document created. |
| June 2021 | Changed hyperlink to current course catalog |
| | Verified all hyperlinks |
| | Updated/verified graduate placements |
| | Added section on dissertation awards |
| July 2021 | Updated graduate placements |
| | Updated alum publications |