

ROSE OPENGART, Ph.D.

Madison, AL 35758

Cell: (256) 603-7279 RoseOpengart@yahoo.com

SUMMARY OF QUALIFICATIONS

*Over 10 years of experience in Human Resources Management and Career Coaching
 Research and analysis
 Extensive public speaking experience
 Communication with people of diverse levels and backgrounds*

EDUCATION

AACSB Post-Doctoral Bridge Program (PDBP**), University of Florida, 2010
 Hough Graduate School of Business, Warrington College of Business Administration
 Major: Management and Marketing

**AACSB International provides the oversight, approval, and endorsement of the PDBP program. A PDBP graduate is classified by AACSB as Academically Qualified (AQ) in Management and Marketing.

Ph.D. Human Resources and Organizational Development, The University of Georgia, 2003
 M.S. Management, Virginia Tech, Pamplin College of Business, 1995
 B.A. Psychology, Boston University, Cum Laude, 1990

ACADEMIC EXPERIENCE

<u>Strayer University</u> , Huntsville, AL	2010-present
Teach the following courses:	
<ul style="list-style-type: none"> • Human Resources Management (graduate class) • Organizational Behavior (graduate class) 	
<u>Faculty Mentor</u> , Northcentral University (Online), Prescott Valley, AZ	2010-present
Teach the following courses:	
<ul style="list-style-type: none"> • Human Resources Management • Recruitment and Human Resources Information Systems • Compensation Issues in HRM • Labor Relations 	
<u>Adjunct Faculty/ Director of Internships</u> , The University of Alabama, Huntsville, College of Business	2005- 2007
<ul style="list-style-type: none"> • Developed and managed internship program for business school • Taught Principles of Management; Developed and taught Career Development class • Advised students as student SHRM Faculty Advisor • Assisted students to develop resumes and cover letters 	
<u>Adjunct Faculty Positions:</u>	
Strayer University, Huntsville, AL	2010
<ul style="list-style-type: none"> • <i>Strategic Human Resource Management</i> 	
Vanderbilt University, Nashville, TN,	2006
<ul style="list-style-type: none"> • <i>Leadership Theory (Masters/Ph.D. class)</i> 	
University of Alabama at Huntsville, Huntsville, AL, 2005-2007	
<ul style="list-style-type: none"> • <i>Career Development</i> • <i>Principles of Management</i> 	
Athens State University, Athens, AL	2005

<ul style="list-style-type: none"> • <i>Human Resources Management</i> • <i>Organizational Behavior</i> 	2004
Mercer University, Atlanta, GA,	
<ul style="list-style-type: none"> • <i>Human Resources Management (MBA class)</i> 	2003
The University of Georgia, Athens, GA	
<ul style="list-style-type: none"> • <i>Career Development (Masters level class)</i> 	2002-2003
Athens Technical College, Athens, GA	
<ul style="list-style-type: none"> • <i>Principles of Management</i> 	2001-2002
Brenau University, Gainesville, GA	
<ul style="list-style-type: none"> • <i>Introduction to Sociology</i> 	

ADDITIONAL EXPERIENCE

<u>President</u> , Career Partners, Madison, AL	2004- current
<ul style="list-style-type: none"> • Coach adults and young adults in career transition regarding job search, interviewing, and career development; including writing strategic resumes and cover letters. 	
<u>Workforce Analyst/Organizational Development Specialist</u> ,	2007
NASA/ASRI, Marshall Space Flight Center, Huntsville, AL	
<ul style="list-style-type: none"> • Assist NASA Office of Human Capital in developing strategic analyses and workforce recommendations • Identify critical workforce requirements and competencies; analyze trends; project future workforce needs • Solve complex organizational problems and implement change • Develop objectives and strategies to mitigate skill or capability gaps • Identify client needs, interpret data, assist leaders in change management 	
<u>Newspaper careers columnist</u> , The Huntsville Times, Huntsville, AL	2004- 2006
<ul style="list-style-type: none"> • Wrote weekly column "Workplace Wisdom" in business section on career management 	
<u>Career Consultant</u> , Ricklin-Echikson Associates	2002 - 2004
<ul style="list-style-type: none"> • Consulted with relocating spouses, including: • Conducted career assessments using Myers-Briggs and Strong Interest Inventory • Developed resumes and cover letters • Prepared clients for interviews 	
<u>Graduate Assistantship</u> , The University of Georgia, Athens, GA	1998 - 2001
<ul style="list-style-type: none"> • Coordinated and taught in graduate level human resource certificate program 	
<u>Employment Manager</u> , American Speech-Language-Hearing Association, MD	1995 - 1997
<ul style="list-style-type: none"> • Recruited, screened, interviewed, and selected candidates • Evaluated jobs and determined salary levels; conducted salary surveys • Advised managers on effective recruiting methods and other HR issues • Advanced affirmative action efforts by expanding outreach and analyzing trends • Prepared and analyzed records of recruiting/personnel movement; EEO Coordinator • Developed and maintained personnel budget • Trained managers and employees on various issues 	
<u>Human Resources Specialist</u> , Rocco, Inc., Harrisonburg, VA	1995
<ul style="list-style-type: none"> • Recruited, interviewed and selected employees • Employee relations and training • Developed company policies and procedures • Administered compensation and benefits 	
<u>Operations Manager</u> , Roses Stores, Inc., Waynesboro, VA	1993
<ul style="list-style-type: none"> • Managed all store operations, employees, hiring, and training 	

- Monitored all incoming and outgoing merchandise and front-end operations
- Residential Instructor, Pleasant View Homes, Broadway, VA 1991-1993
- Trained residents by determining/identifying needs, developing and implementing training programs, and evaluating success of programs and levels of learning

AWARDS

- “Cutting Edge Award” for *The Outstanding Conference Paper of 2003*, Academy of Human Resource Development, 2004
- Dissertation of the Year Award, Finalist, American Society for Training & Development, 2004
- Article selected for publication in *The E-Learning Yearbook*, McGraw-Hill, 2001

CERTIFICATION AND PROFESSIONAL ACTIVITIES

- Reviewer of manuscript proposals for the following journals: (2000 – current)
 - Academy of Management Executive, Ad Hoc Reviewer
 - Human Resource Development Review
- Earned PHR, Professional in Human Resources Certification (1995)
- Committees, Academy of Human Resource Development
 - Associate Chair, 2003, 2004
 - Committee member, Outstanding HRD Academic Program Committee, 2004, 2005, 2006

PROFESSIONAL MEMBERSHIPS

- Academy of Human Resource Development (AHRD)
- Academy of Management (AOM)
- Society For Human Resource Management (SHRM)

PUBLICATIONS

- Opengart, R. (2007) Emotional intelligence in the K-12 curriculum and its relationship to American workplace needs: a literature review. *Human Resource Development Review*, 6 (4), 442-459.
- Opengart, R. (2005). Emotional intelligence and emotion work: examining constructs from an interdisciplinary framework. *Human Resource Development Review*, 4 (1), 49-63.
- Opengart, R. & Short, D. (2002). Agentes libres, empleabilidad e impacto en la firmas. *Conocimiento Y Direccion*, (50), 18-22.
- Opengart, R. & Short, D. (2002). Free Agent Learner: The new career model and its impact on human resource development. *International Journal for Lifelong Education*, (21) 3, 220-233.
- Opengart, R. (2001). Organizational Development (OD) in Prisons. *Public Administration Quarterly*, 25 (2), 138-155.
- Short, D. & Opengart, R. (September, 2000). It's a Free Agent World. *Training and Development*, 5 (9), 60-66. Also published in *The E-Learning Yearbook*, McGraw-Hill, 2001.

PRESENTATIONS

- Opengart, R. (2007). *Managing Your Career Development – Tools in Your Arsenal*. Missile and Space Intelligence Center. Huntsville, AL.
- Opengart, R. (March, 2007). *Emotional intelligence in the K-12 curriculum and its relationship to American workplace needs: a literature review*. AHRD, Academy of Human Resource Development annual conference. Published in proceedings.
- Opengart, R. (March, 2004). *Women Managers: Learning about Emotional Expression in the Workplace*. AHRD, Academy of Human Resource Development annual conference. Published in proceedings.
- Opengart, R. (February, 2003). *Emotional intelligence and emotion work: A delineation of meanings*. AHRD, Academy of Human Resource Development annual conference. Published in proceedings. Also published in Cutting Edge Papers: The Outstanding Conference Papers of 2003.
- Opengart, R. (August, 2002). Association for Manufacturing Excellence (AME) seminar on mentoring. Atlanta, GA. *Learning Styles and Mentoring for Women*. (Invited presentation).
- Opengart, R. & Bierema, L. (March, 2002). *Emotions in women's career development: A merging of literatures*. AHRD, Academy of Human Resource Development annual conference. Published in proceedings.
- Short, D. & Opengart, R. (March, 2001). *Re-inventing Training for the 21st Century Employee*. ASTD, American Society For Training and Development annual conference.
- Short, D. & Opengart, R. (March, 2001). *Free Agent Learners: The New Career Model and its Impact on HRD*. AHRD, Academy of Human Resource Development annual conference. Published in Proceedings.
- Opengart, R. (April, 2000). *The Beauty Ideal: A Feminist Historical Analysis*. SEWSA, Southeastern Women's Studies Association annual conference.
- Opengart, R. & Callahan, M. (March, 2000). *Human Resource and Organization Development Program Brochures: What Prospective Students Want*. AHRD, Academy of Human Resource Development annual conference. Published in proceedings.

COMPUTER SKILLS

- Microsoft Word, Excel, Power Point, Blackboard, various databases