



Delores Rice, Ph.D.

Assistant Professor
Department of Educational Leadership
College of Education and Human Services
Texas A&M University – Commerce
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Education

Doctor of Philosophy, Adult Education/Human Resource Development, August 2011

Texas A&M University

Dissertation: The Career Experiences of African American Female Engineers

Advisor: Dr. Mary Alfred

■ Completed requirements for the College Teaching Certificate

■ Received the 2011 Graduate Student Research Award - Adult Education Research Conference

Master of Education, Counseling and Guidance in Student Affairs, May 2005

Texas State University-San Marcos

Bachelor of Science, Mechanical Engineering, August 1998

The University of Texas at Austin

Faculty Appointments

08/12 – Present

Educational Leadership, Texas A&M University - Commerce

Assistant Professor, Global eLearning

Editorial Board, Adult Learning Journal

Reviewer, Journal of Women and Minorities in Science and Engineering

Search committee member for Department Head, Higher Education and Learning Technologies

Search committee member for Assistant/Associate Professor in Education Technology

Dissertation Committee Member: Barbi Donehoo

Rosalyn Walker

Tim Newville

08/14 – 06/15

Program Coordinator, Master of Science in Global eLearning

Spearhead changes to curriculum and program name to positively increase visibility, enrollment and branding

Completed program assessment and curriculum audit with recommendations for program efficiency and effectiveness

Managed student program components including advising, graduation packets, and enrollment
Worked with external program vendors including Colloquy, McGraw Hill, and VitalSource for consistent content delivery to students
Managed vendor changes for the ePortfolio and eTextbooks
Marketed program to increase student enrollment
Created alumni survey to make overall program improvements based on student need and expectations

04/14 – 05/15

Appointment, University Strategic Planning Task Force
Developed goals and strategies for the Diversity Subcommittee and contributed to the other subcommittees highlighting the guiding principles
Presented proposal to the President's Advisory Council
Met with the Diversity Subcommittee to develop an inclusive plan for the 2015-2020 University Strategic Plan
Provided content for the university focus groups and survey and analyzed the data resulting from these sources

08/12 – 06/14

Program Coordinator, Texas Affordable Baccalaureate Program
Served on a team, in partnership with the Texas Higher Education Coordinating Board and South Texas College, to develop curriculum, learning outcomes, objectives and assessments for an affordable and accelerated degree
Delivered an innovative competency based learning program for the Bachelor of Applied Arts and Sciences in Organizational Leadership
Oversaw collaborations between TAMUC and STC faculty to design and develop curriculum for core content, professional electives and upper division coursework
Hired and assisted faculty with teaching and providing student centered instruction
Managed relationships with external vendors to build courses, deliver content in the LMS, identify complementary program resources, and design learning analytics, assessment and evaluation tools
Oversaw the Academic Coach and faculty in the program

Contributed to the content development of the following courses: Introduction to Business, Critical Thinking, Introduction to Criminal Justice, Business Information Systems, Macroeconomics, Supervision, Microeconomics, Organizational Behavior, Human Resource Management, Introduction to Finance, Statistics, Research Methods, Financial Accounting, Business Law, Entrepreneurship and Sociology

Developed content for the following courses: Issues in Organizational Leadership; Ethics, Behavior and Leadership; and Capstone

Program Launch Articles:

http://chronicle.com/blogs/wiredcampus/texas-rolls-out-an-affordable-baccalaureate-degree/50119?cid=at&utm_source=at&utm_medium=en

<http://www.texastribune.org/2014/02/05/new-degree-available-around-10k-books-included/>

Funding:

Faculty Research Enhancement Program

April 2015

Title: **Girls in STEM: Who Wants To Be An Engineer?**

Amount: \$9,710

Status: Awarded – fully funded

University Strategic Initiative Funding Request

March 2014

Title: **Engineering Identity Project: Research, Planning and Multimedia**

Amount: \$23,550

Status: Pending

College of Education and Human Services Development Grant

February 2014

Title: **Teaching Diversity and Social Justice in Adult and Higher Education**

Contexts

Amount: \$1,384

Status: Awarded \$600

College of Education and Human Services Development Grant

October 2013

Title: **Teaching Diversity and Social Justice: Space of Transformational Learning
and Best Practices**

Amount: \$5,327

Status: Not funded - purpose mismatch

College of Education and Human Services Development Grant

September 2013

Title: **Travel grant to present at the 2014 Hawaii International Conference on
Education**

Amount: \$2,552

Status: Awarded \$1200

08/10 – 08/11

Human Development, Austin Community College

Adjunct Faculty, Career Exploration and College Transitions Courses

Guide students through the process of career decision-making, educational planning, and job searching

Analyze personal career interests, values, and aptitudes; survey and research fields with related educational and training requirements; practice the decision-making process; and complete basic job search skills such as completing applications, writing letters of application, developing and using resumes, and interviewing

Teach students a comprehensive career planning process designed to assist the students in selecting a college major and developing career options

Utilize multimedia and interactive instructional methods including Blackboard, DISCOVER, occupational databases, and the ACC career website

08/05 – 06/08

McCombs School of Business, The University of Texas at Austin

Lecturer, BA101: Career Planning Strategies

Created course content and interactive activities for large class sections of approximately 110 students

Presented strategies to assist business students with planning, implementing, and evaluating their careers

Taught practical job search strategies and interviewing techniques

Managed course content and communication with students via Blackboard, Symplicity, and the online appointment system

08/02 – 07/04

College of Engineering, The University of Texas at Austin

Instructor, FIG Seminar

Led the student learning community and peer mentors by integrating academic, social, and developmental activities

Helped students connect with each other and with the university

Assisted first year students with transitioning from high school to college

Mentored students and matched them with resources to explore their intellectual interests and to accomplish their academic goals

Courses Taught

Texas A&M University-Commerce

TDEV 410	Utilizing Effective Instructional Techniques
TDEV 424	Transformation in Theory and Practice
TDEV 427	Developing Instructional Resources
TDEV 450	Practicum
TDEV 497*	Special Topics: Diversity In Education
TDEV 497*	Special Topics: Multimedia Implementation and Design
EDUC 401	Metacognition (6 sch)
EDUC 402*	Communication in a Global Context (6 sch)
EDUC 510	Utilizing Effective Instructional Technologies
EDUC 548	Designing and Evaluating Curriculum
BUSN 195	Introduction to Business
ORGL 397	Organizational Behavior
ORGL	Issues in Organizational Leadership (developing course content)
ORGL	Capstone Course (developing course content)
ORGL	Ethics, Behavior and Leadership (contributed to course content development only)

Texas A&M University-College Station

Teaching Assistant

EHRD 631	Foundations of Adult Education
EHRD 642	Program Development in Adult Education

Austin Community College

HUDE 0111	Transition to College Success
POFT 1310	Career Exploration

The University of Texas at Austin

BA101	Career Planning Strategies
FIG	Freshman Interest Group Seminar

* Developed course content

MAJOR DOCTORAL COURSES

EHRD 613	Career Development in HRD
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EHRD 623 Advanced Field Methods
 EHRD 616 Methods of Teaching Adults
 EHRD 621 Communication in HRD
 EHRD 622 Training Task Analysis
 EHRD 630 Adult Learning
 EHRD 651 Models of Epistemology & Inquiry in Educational Development (EHRD)
 EHRD 690 Theory of EHRD Research-Statistics 1& 2 & 3
 EHRD 622 Training and Development Task Analysis
 EHRD 655 Qualitative Research Methods
 EHRD 685 Directed Studies
 EDAD 601 College Teaching
 EHRD 656 Narrative Analysis
 EHRD 689 Special Topics: Adult Education, Globalization and Social Justice
 EHRD 690 Theory of Educational Administration: Research Design & Literature Review
 EHRD 642 Program Development in Adult Education

Research

09/15 – Current Texas A&M University – Commerce Commerce, TX
 Department of Educational Leadership
 Focus: Girls in STEM: Who Wants to be an Engineer?
 Project Investigator: Delores Rice, Texas A&M University-Commerce

09/13 – Current Texas A&M University – Commerce Commerce, TX
 Department of Educational Leadership
 Focus: **Teaching Diversity and Social Justice in Adult and Higher Education Contexts**
 Project Investigators: Delores Rice, Texas A&M University-Commerce
 Petra Robinson, Louisiana State University

06/10 - 08/11 Texas A&M University College Station, TX
 Department of Educational Administration and Human Resource Development
Graduate Research Assistant: Served as a researcher and reviewer while assisting the managing editor with the Adult Learning Journal
 Dr. Mary Alfred, Advisor

09/08 - 05/10 Texas A&M University College Station, TX
 Department of Educational Administration and Human Resource Development
Graduate Research Assistant: Sid W. Richardson Foundation Grant for *Math and Science Performance in Large, Diverse Urban High Schools*
 Dr. Kathryn McKenzie, Project Investigator

06/09 - 05/10 Texas A&M University College Station, TX
 Department of Educational Administration and Human Resource Development

Graduate Research Assistant: National Science Foundation Grant for *An Empirical Investigation of the Success Factors Impacting African American Students in Engineering and Technology at Historically Black Universities*
Drs. Felecia Nave, Fred Bonner, Mary Alfred, Chance Lewis, and Sherri Frizell,
Project Directors

Academic Publications

Rice, D. (2015). *The STEM Pipeline: Recruiting and Retaining African American Female Engineers*. Journal of Research Initiatives.

Rice, D., Bonner, F., Lewis, C., Alfred, M.V., Nave, F., & Frizell, S. (2015). *Reversing the Tide in Science, Engineering, Technology and Mathematics (STEM): Academically Gifted African American Students in Historically Black Colleges & Universities (HBCUs)*. Journal of Research Initiatives.

Rice, D. (Accepted). *Personal and Structural Challenges Influencing the Career Experiences of African American Female Engineers*.

Ballenger, J., **Rice, D.**, & Kim, J. (Accepted). *Comparative Analysis of Enrollment and Degrees Awarded in STEM Fields Among Gender, Race and Ethnicity in Doctoral Universities in Texas*

Rice, D., & Alfred, M. V. (2014). *Personal and Structural Elements of Support for African American Female Engineers*. *Journal of STEM Education*, 15(2), 40-49.

Lewis, C., Bonner, F., **Rice, D.**, Alfred, M.V., Nave, F., & Frizell, S. (Revise and Resubmit). *Reversing the Tide of Underachievement in Science, Engineering, Technology and Mathematics (STEM): Academically Gifted African American Students in Historically Black Colleges & Universities (HBCUs)*.

Hendricks, L., **Rice, D.**, Ball, L., & Ball, S. (2014). *Krokodil: A New Synthetic Drug Emerging Substance Use Prevention in American High Schools*. *International Journal of Education*, 2(1),

Robinson, P., **Rice, D.**, Stoddart, D., & Alfred, M. V. (2013). *Lifelong Learning in Jamaica: Coherent Pathways to Education*. *International Journal of Scholarly Academic Intellectual Diversity*, 15(1), 1-11.

Lewis, C., Bonner, F., **Rice, D.**, Cook, H., Alfred, M.V., Nave, F. & Frizell, S. (2011). African American, Academically Gifted, Millennial Students in METS Disciplines at Historically Black Colleges and Universities (HBCUs): Factors that Impact Successful Degree Completion. In W. Tate & Frierson, T. (Eds.), *Beyond stock stories and folktales: African American paths to STEM fields*. UK: Emerald Group Publishing.

Rice, D. Guest Editor. (Summer 2011). *Adult Learning*, 22(3).

Rice, D. Guest Editor. (Spring 2011). *Adult Learning*, 22(2).

McKenzie, K., Skrla, L., Scheurich, J., **Rice, D.**, & Hawes, D. (2011). *Math and Science Academic Success in Three Large, Diverse, Urban High Schools: A Teachers' Story*. *Journal of Education for Students Placed at Risk*, 16, 100-121.

Bonner, F., Alfred, M. V., Lewis, C. W., Cook, H., Villa, C. G., & **Rice, D.** (Summer 2011). Education Research Project: An Empirical Investigation of the Success Factors Impacting African American Students in Engineering and Technology at Historically Black Universities. (Eds.). *Review of Higher Education*.

Rice, D. (2010, June). *African American Women in the Workplace: Models of Career Development*. Proceedings of the 51st Annual Adult Education Research Conference (pp. 585-587): Sacramento, CA.

Rice, D. (2010, February). *Perspectives on the Career Development of African American Women*. In C.M. Graham (Ed.), *Proceedings of the Academy of Human Resource Development International Research Conference of the America* (pp. 2732-2739): Knoxville, TN.

Rice, D. (2009, Winter/Spring). [Review of the book *Faculty Success Through Mentoring*]. *Adult Learning*, 20(1-2), 41-42.

Rice, D. (2008, Summer/Fall). [Review of the book *What Teachers Need to Know About Numeracy*]. *Adult Learning*, 19(3-4), 50.

Rice, D., & Alfred, M. V. (revise and resubmit). *Black Greek-Letter Sororities and Adult Education*. *New Horizons in Adult Education and Human Resource Development*.

Rice, D. (2008, June). *A Historical Review and Introduction of Black Greek-Lettered Sororities to Adult Education*. Sixteenth Annual African Diaspora Adult Education Research Pre-conference Proceedings. St. Louis, MO.

Academic Presentations

Rice, D., & Robinson, P. (June, 2014). *Teaching Diversity and Social Justice in Adult and Higher Education*. Adult Education Research Conference: Harrisburg, PA.

Robinson, P., & Rice, D. (March, 2014). *Best Practices for Teaching Diversity and Social Justice*. American Association of Blacks in Higher Education (AABHE): Atlanta, GA.

Rice, D. (January, 2014). *African American Female Engineers: Personal and Structural Elements of Support*. Hawaii International Conference on Education: Honolulu, HI.

Rice, D. (March, 2013). *African American Female Engineers: Career Experiences and Challenges*. American Association of Blacks in Higher Education (AABHE): Atlanta, GA.

Rice, D. (2011, June). *The Career Experiences of African American Female Engineers*. 2011 Adult Education Research Conference (AERC): Toronto, Ontario, Canada.

Rice, D. (2010, November). *Black Women's Career Development: Dialogue in the Field*. American Association for Adult and Continuing Education (AAACE): Clearwater Beach, FL.

Rice, D. (2010, June). *African American Women in the Workplace: Models of Career Development*. Adult Education Research Conference (AERC): Sacramento, CA.

Rice, D. (2010, February). *Perspectives on the Career Development of African American Women*. Academy of Human Resource Development: Knoxville, TN.

Alfred, M. C. & Rice, D. (2010, February). *The Future of Human Resource Development: Perspectives and Research Agendas of Graduate Students*. Academy of Human Resource Development: Knoxville, TN.

Rice, D. (2009, November). *Black Women's Career Development: In Search of Relevant Theoretical Models*. American Association for Adult and Continuing Education, Commission of Professors of Adult Education: Cleveland, OH.

McKenzie, K., Scheurich, J., Skrla, L., & Rice, D. (2009, November). *Math and Science Academic Success in Four Large, Diverse, Urban High Schools*. University Council for Educational Administration: Anaheim, CA.

Rice, D. (2009, March). *Case Study: African American Engineers and Reasons for Leaving the Field*. Student Research Week: Texas A&M University.

Rice, D. (2008, June). *A Historical Review and Introduction of Black Greek-Letter Sororities to Adult Education*. 16th Annual African Diaspora Adult Education Research Pre-conference: St. Louis, MO.

Rice, D., & Alfred, M. V. (2008, November). *Introduction and Impact of Black Greek-Letter Sororities to Adult Education*. American Association for Adult and Continuing Education: Denver, CO.

Professional Experience

08/11 – Present	Digital Story Lab Executive Director/Founder Capture narratives that are often invisible or silenced in the dominant community Utilize video, picture and audio techniques to engage viewers/listeners with the narratives Target narratives that are focused on cultural learning and transformation Dedicate a specific line of narratives to provide an image for STEM (science, technology, engineering, and math) disciplines Secure funding and develop partnerships with other agencies to further the mission of the organization	Round Rock, TX
03/12 – 05/12	SEDL, Research and Evaluation Team Lead Design and oversee team strategy for collecting data at selected school sites Work with school liaison to ensure scheduling plan is implemented Assign team roles and make modifications to maximize team effectiveness Administer assessments and address team concerns	Austin, TX

- 08/11 – 10/11 SEDL, Research and Evaluation Austin, TX
Field Staff, Consultant
 Collected data for a large-scale randomized controlled trial study of reading and math curricula
 Administered individual and group assessments and surveys
 Tracked the collection of group assessments and surveys for reading and math
 Assisted in implementation of data collection plans at selected schools across the US
- 09/06 – 06/08 The University of Texas at Austin Austin, TX
Assistant Director, BBA Career Services, McCombs School of Business
 Created, implemented and directed marketing efforts for corporate recruiting of BBA students
 Developed, maintained and improved BBA-specific corporate relationships by coordinating with key functional areas within the business school
 Oversaw branding and development of corporate promotional materials
 Coordinated and developed the career component of the BBA internship program
 Provided project management and support for outreach initiatives such as the career fair, internship fair, diversity dinners and summer internship receptions
 Reviewed internship course surveys and maintained database with employers and students
 Business Week ranked BBA Career Services 2nd (out of 96) for undergraduate business career services and job placement
- 07/05 – 08/06 The University of Texas at Austin Austin, TX
Career Advisor, BBA Career Services, Ford Career Center
 Advised and educated undergraduate business students and alumni on career planning and job search strategies
 Coordinated and taught required career planning strategies course, BA101, to freshmen and transfer students
 Coordinated the mock interview marathon and etiquette dinners
 Supervised the front desk staff including hiring and training student workers
 Created, modified and presented workshops for BA101 and all undergraduate business students
 Worked with employers to develop recruiting plans to target students for full-time and internship opportunities
 Served as a liaison to student organizations and faculty to facilitate the interaction of students, recruiters, faculty and administration
 Edited and produced handouts and brochures for use by students, faculty and staff
 Represented the McCombs School of Business, BBA Career Services at professional conferences and career fairs
- 08/04 – 05/05 Texas State University San Marcos, TX
Graduate Research Assistant, Multicultural Student Affairs (MSA)
 Developed and implemented a scholarship program designed to positively impact student retention
 Met with scholarship recipients and provided support services for the students

Represented the MSA Office during campus programming and other sponsored events
Served as an advisor for the Underrepresented Student Advisory Council
Facilitated and coordinated a MSA focus group on student retention
Conducted diversity presentations for university seminar classes

- 08/02 – 07/04 The University of Texas at Austin Austin, TX
Career Advisor, Engineering Career Assistance Center
Counseled and assisted students in job search efforts and career services
Coordinated student involvement with the Externship Program
Supervised and trained college work-study students
Managed information sections of the ECAC web site
Compiled student placement and salary statistics for recent graduates
Advised and counseled students in the engineering Freshman Interest Group (FIG)
Created informational documents for ECAC programs and services
Created the ‘Orientation Introduction’ presentation for new student registration
- 09/01 – 07/02 The University of Texas at Austin Austin, TX
Assistant Co-op Coordinator, Engineering Career Assistance Center
Advised and assisted students and employers participating in the Engineering Co-op Program
Compiled, maintained and reported program statistics
Interacted with industry representatives, faculty and University administrators
Designed and distributed Co-op publications including the newsletter, student manual and informational mail-outs
Maintained student and employer records in compliance with Co-op, UT and University Extension policies
- 01/01 – 08/01 Richardson Independent School District Richardson, TX
Secondary Math Teacher
Presented and taught mathematics curriculum as assigned
Established and maintained standards of student behavior
Evaluated and recorded various aspects of students’ progress and reported to parents as needed
Planned lessons corresponding to subject area objectives while maintaining district and state requirements
- 06/00 – 07/00 The University of Texas at Austin Dallas, TX
Program Coordinator, University Outreach
Managed program components such as scheduling, communicating with students and parents and monitoring daily attendance
Organized and instructed the personal development component of the program
Facilitated journal writing for the student participants
Created and provided incentives for students
Supervised the program assistants

10/98 – 10/00

Agilent Technologies/Hewlett Packard

Colorado Springs, CO

Development Engineer

Designed and managed electromechanical probing products which involved replacing vendors to meet key project schedules

Communicated with functional areas to coordinate the release of hardware products to production

Established and maintained vendor relationships, created product structure and product documentation

Served as a campus recruiter on the undergraduate engineering college recruiting team

Professional Presentations

Panelist, 2010 Texas A&M University Chautauqua

Research Overview, 2010 New Graduate Student Orientation, Texas A&M University,

Interviewing Techniques and Professional Etiquette, Business Foundations

Program, McCombs School of Business

Internship Orientation, Presenter

Career Prep Week Panels on Industry Topics, Facilitator

Parents Weekend, Presenter, BBA Career Services

Recruiting Boot Camp for Marketing Students, Presenter

“Going Somewhere: Relocation Information,” BBA Career Services

Networking and Etiquette Dinner, Presenter

Putting Action in Social Action, Delta Sigma Theta Sorority, Incorporated

“Major Mania: ERB, SCM, MGMT,” Facilitator

“How to Work a Career Fair,” BBA Career Services

“Externships,” TxCEIA Annual Southwest Conference

“Time Management,” Freshman Interest Group

“What Glass Ceiling – A Woman Only Career Panel,” Panelist, UT Pan-Hellenic Council

Affiliations & Accomplishments

Advisory Board Member, DeSoto ISD T-STEM Academy

2015/2014: UCEA Film Festival Reviewer

Reviewer, Adult Learning Journal

Adult Education Research Conference

12th Annual Student Research Week - Second Place Taxonomy Prize, April 2009

Recipient, Graduate Representative Advisory Board Travel Award: 2010, 2009, 2008

Recipient, SACNAS Travel Award, Office of Graduate Studies, Fall 2008

Professional Mentor

Junior Achievement

Management Leadership Institute, Class of 2007

Negotiating Task Force Member, Delta Sigma Theta Sorority Incorporated, 2008-2013

Texas State Social Action Co-Coordinator, Delta Sigma Theta Sorority Incorporated, 2009-2014

Co-Chair, Texas Statewide Meeting/Red and White Days at the State Capitol: 2013, 2011, 2009

Site Committee Chair, Southwest Regional Conference: 2014, 2011, 2009