AHRD
Academy of Human Resource Development
Leading Human Resource Development Through Research

2020 AHRD
International Research Conference in the Americas

February 26-29, 2020 | Atlanta, Georgia, U.S.A.

Non-Refereed Paper Descriptions

www.ahrd.org

Non-Refereed Sessions. Fit into three types of sessions presented at AHRD, each described below. *Note:* A brief description of each scheduled session is available in the mobile app for the conference or in the "Non-Refereed Submission Descriptions" document available from "Conference Central" on the AHRD website (www.ahrd.org).

F **FOCUS Sessions** offer an in-depth focus on a specific topic area. These might be colloquia, expert panel discussions, or other kinds of session designs that foster scholarly exploration.

PD **A Professional Development Workshop (PD)** provides the opportunity for colleagues to share knowledge and expertise that fosters professional development around capabilities to support research, theory-building, and/or scholarly practice.

H **HRDtalk** offer the opportunity to explore a unique perspective that promotes new insight for HRD practice, tells a compelling story that can change how HRD research is interpreted and impacts the world through HRD practice, and shares innovative HRD practice ideas to help participants to grow. HRDtalk sessions are brief presentations intended to educate interested colleagues on innovative HRD practice based on scholarship.

Non-Refereed Paper Descriptions

PD NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Buckhead A*

**Problem-based learning: Using authentic performance problems
to inductively teach and promote active learning in HRD
Session ID: 732544**

This professional development workshop provides hands-on
experiences using problem-based learning (PBL). PBL uses
real-world, authentic problems to facilitate active learning,
collaborative problem solving, critical thinking, and real-time
knowledge exploration. Barrows (1994) implemented a PBL
curriculum at Southern Illinois School of Medicine (SIUSOM),
and since its onset to the present day, the university has been
recognized for this innovative pedagogy. While PBL has been
adopted by K-16 and medical schools, PBL is less understood
and utilized in the field of Human Resource Development. This
session is based on the successful Essentials of PBL Workshop
provided by SIUSOM for over 20 years.

Heeyoung Han, Southern Illinois University School of Medicine
Boyung Suh, Southern Illinois University School of Medicine

PD NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Savannah*

**Beyond Implications: New Ways to Theorize HRD in Research
and Publications
Session ID: 734057**

This highly interactive workshop explores the process of
theorization as a way of generating new knowledge and writing
for publication. We pose questions in conversation format to
discuss various issues such as worldviews, context, culture and
power, and how these issues influence the way we theorize.
Participants will work individually and in small groups to
practice theorizing. The session is appropriate for scholars and
doctoral students who are interested in learning more about
how theorizing helps develop a focused and sustained research
agenda over time. The workshop will also include 'writing for
publication' hints and tips.

Jamie Callahan, Newcastle Business School, Northumbria University
Carole Elliott, Roehampton University
Sharon Mavin,Newcastle University

Thursday, February 27 | 3:45-5:15pm

F NON-REFEREED FOCUS SESSION | *Heritage A*

In a different tongue: The experience of HRD faculty born abroad who teach in the United States
Session ID: 734938

We invite everyone interested in international and cross-cultural aspects of HRD to join our panel of HRD faculty members and reflect on the experience of teaching learning, and working in a language other than the one we were born and raised into. Far from being a neutral means of expressing objective facts, language shapes our ways of thinking, speaking, and writing in profound ways. We raise the question how the use of US English in our field provides access to perspectives that might be hidden to mono-lingual speakers but are open to those whose understanding is framed by additional language worlds.

K. Peter Kuchinke, University of Illinois at Urbana-Champaign
Alexandre Ardichvili, University of Minnesota
Maria Cseh, George Washington University
Khalil Dirani, Texas A&M University
Heeyoung Han, Southern Illinois University Medical School
Jia Wang, Texas A&M University

Friday, February 28 | 8:30 - 10:00am

F NON-REFEREED FOCUS SESSION | Buckhead A

Evidence of HRD Espoused vs Worlds-in-Action. What Could This Lend When It Comes to Discussions About Our Future? Session ID: 734944

This session will begin with an interactive discussion of views regarding HRD's disciplinary identity. The facilitators will then shift to a recent study that considered arguments for and against defining HRD, while also elevating the conversation to an exploration of what is shared and what makes the discipline's members unique. Responses from the beginning of the session will then be explored in relation to the study's proposed concept of HRD's disciplinary identity, influenced by Li's (2009) lens of disciplinary identity and elements of Gee's (1999) theory of Discourse. The session will conclude with a scholarly discussion around implications for future.

Holly Jackson, Virginia Commonwealth University
Robin Hurst, Virginia Commonwealth University

Non-Refereed Paper Descriptions

F NON-REFEREED FOCUS SESSION | *Savannah*

Leading or Misleading HRD Research? Testing the NHRD Claims with China's HRD Policies 1949-2019
Session ID: 735426

The idea of national HRD (NHRD) continues to appear in the HRD literature with a-theoretical conception, questionable methodologies, and problematic reasoning. Based on a recent theory attributing HRD as shaping and skilling mechanisms, this session shares China's national HRD policy practices to test the NHRD claims. The 70-year history of China's HRD policies (1949-2019) shows that none of China's major policy outcomes can be described or explained by the NHRD claims. "Extraordinary claims require extraordinary evidence." Join this session to discuss and debate on resulting propositions derived for better understanding the NHRD claims and alternative theory development approaches.

Greg Wang, The University of Texas at Tyler

Friday, February 28 | 8:30 - 10:00am

PD NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Heritage A*

**Academic writing for novices: A roadmap to publishing
Session ID: 735709**

The purpose of this professional development workshop is to
describe and explore a roadmap to preparing a first publication
and a research agenda. This interactive session will provide
graduate students and other early career scholars an overview of
different types of papers frequently found in academic journals
and discuss approaches to writing for both peer reviewed and
non-peer reviewed sections. It will also engage participants in
discussion about how to build and execute a research agenda.

Jeremy Bohonos, Buffalo State College
Jill Zarestky, Colorado State University
Tonette Rocco, University of Minnesota
Sunny Munn, Florida International University
Stephanie Sisco, University of Minnesota
Joshua Collins, University of Minnesota

Non-Refereed Paper Descriptions

F NON-REFEREED FOCUS SESSION | *Buckhead A*

Looking for a meaningful conversation?Experience a Mentoring Episode with an Expert Scholar and with Peers!
Session ID: 738293

This session offers attendees an opportunity to engage in a meaningful conversation with renowned experts and peers in the field of HRD. The session is designed with two objectives: (a) to enable the attendees at the AHRD conference to network with expert HRD scholars and peers who share a common research interest on a topic of HRD; (b) to offer an opportunity to the attendees at the AHRD conference to experience a meaningful interaction (i.e., mentoring episode) about a work-in-progress research study with one of the expert HRD scholars on the panel and with peers. The experts and peers would take an appreciative and constructive approach to providing feedback to the participants during the mentoring episodes.

Rajashi Ghosh, Drexel University

Friday, February 28 | 1:30 - 3:00pm

F NON-REFEREED FOCUS SESSION | *Savannah*

Exploring the Basics of Qualitative Data Analysis
Session ID: 734071

Currently, there are a wide range of analytic approaches to qualitative research with little consensus on how to complete rigorous analyses. To tackle this issue, the AHRD's Qualitative SIG invites Dr. Jessica Lester, a well-known qualitative methodologist from Indiana University, to provide an overview of qualitative data analysis as a workflow support to qualitative research. Coupled with a workshop on qualitative data analysis, this focus session will provide a general overview of qualitative research and the various qualitative analytic approaches that are possible. Attention will be given to how various theoretical orientations shape the analysis and interpretation of qualitative data.

Yonjoo Cho, Indiana University
Jessica Lester, Indiana University

Non-Refereed Paper Descriptions

F NON-REFEREED FOCUS SESSION | *Heritage A*

Congratulations!!! You've got a Revise and Resubmit! Now What?: Meet the Editors Panel on "How to Successfully Revise your Manuscript for Publication"
Session ID: 736114

This panel session will be led by editors and associate editors of the four journals sponsored by the AHRD. This focus session is designed with two objectives: (a) to introduce each journal to the audience, including its aims and scope, the review process, review criteria, and submission guidelines; and (b) to provide practical guidance on how to successfully navigate the Revise and Resubmit process that will lead to publications in these journals.

Robert Yawson, Quinnipiac University
Rajashi Ghosh, Drexel University
Thomas Reio, Florida International University
Jia Wang, Texas A&M University
Jessica Li, University of Illinois at Urbana-Champaign
Marilyn Byrd, University of Oklahoma

Non-Refereed Paper Descriptions

PD NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Buckhead A*

**Qualitative Data Analysis: Moving Beyond Codes to Grounded
Interpretations**
Session ID: 734070

Qualitative data analysis is one of the challenging tasks in the
qualitative research process. To tackle this issue, the AHRD's
Qualitative Inquiry SIG invites Dr. Jessica Lester, a well-known
qualitative methodologist from Indiana University, to introduce
ways to move from coding to categorizing to making broader,
meaningful interpretations. Coupled with a focus session on the
basics of qualitative data analysis, participants in this workshop
will learn the practices that are common to conducting a thematic
analysis – the mainstay and most common approach to qualitative
analysis. While sample data will be provided, participants are
encouraged to bring their own qualitative data.

Yonjoo Cho, Indiana University
Jessica Lester, Indiana University

Non-Refereed Paper Descriptions

PD NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Savannah*

**Developing Learner Personas: Incorporating Empathy and Data
in Strategic Design
Session ID: 735960**

Explore how learner personas enhance the quality and
engagement of your learning design. Content and coverage
often drive design, and it is easy to lose sight of the learners
and their overall learning experience. Creating well-researched
learner personas is one way to increase learner empathy and
embed situational awareness in the design process. Using a
learner persona development toolkit, you will work in small groups
to build a persona using sample learner data (population data,
focus group transcripts, and interview transcripts). Apply the skills
gained from this session to your next learning design project.

Jeanne Koehler, State Farm

F NON-REFEREED FOCUS SESSION | *Heritage A*

Book Club
Session ID: 735550

This session will take the form of a book club to provide participants with the opportunity to engage in an alternative form of social and intellectual exploration. Prior to the conference, prospective participants will be asked to read the novel You Will be Safe Here, by Damian Barr. Participants' experiences of reading the novel, and their interpretation of it, will provide the basis for discussions around HRD's embeddedness within the socio-political context and how HRD might respond to the challenges represented by the novel's themes. The session will be facilitated by the session sponsors, and conclude with a plenary discussion addressing the benefits and challenges of embedding processes such as book club in the workplace, classroom, or online teaching environment.

Carole Elliott, Roehampton University
Jamie Callahan, Newcastle Business School, Northumbria University
Robin Grenier, University of Connecticut
Kristi Kaeppel, University of Connecticut
Jessica Lester, Indiana University

Friday, February 28 | 3:30 - 5:00pm

H   NON-REFEREED HRDTALK | *Oglethorpe*

HRDtalk - Personality Testing in HRD – Six Sensemaking Strategies for Professional Practice
Session ID: 739554

Although HRD professionals enjoy the use of personality tests as tools of practice, the appeal of these tests to some is harshly criticized by others. Tests attract through optimistic descriptions and ease-of-use while often lacking psychometric robustness. Despite this, the personality-testing market is booming, and HRD professionals frequently use personality tests in training and executive coaching. During this HRDtalk, I will illustrate six sensemaking strategies – derived from qualitative research – that describe practical approaches to personality-test use. By making you aware of these strategies, and the choice that you have, I hope to encourage reflective, ethical, and effective practice in HRD.

Lawrence Salone, Louisiana State University
Henriette Lundgren, The George Washington University
Jinfang Liu, University of Minnesota

(H) NON-REFEREED HRDTALK | *Oglethorpe*

HRDtalk - What Confucius says to HRD? Big having or small having? big learning or small learning? big happiness or small happiness?
Session ID: 7839758

In this fast changing world, nobody knows what will happen in the future. Nations, organizations, leaders, educators, and HRD professionals are all struggling for their own survival. People can only "follow Google and Buddha" to seek the solutions from technology and meditation (Petrie, 2015, p.20). However, as an old Chinese saying said, like a clay Budda crossing a river, the Budda is hardly able to save oneself, let alone assist others. Despite the uncertainty of the world, Confucius described two kinds of HRD systems: big HRD and small HRD. Which kind of HRD are we doing now?

Jinfang (Jackie) Liu, University of Minnesota

Friday, February 28 | 3:30 - 5:00pm

H NON-REFEREED HRDTALK | *Oglethorpe*

HRDtalk - Mental Health: The One Trillion Dollar Cost to The US Economy
Session ID: 717549

Mental illness (MI) costs US employers 1 trillion dollars each year in lost productivity. The impact of mental illness in the workplace includes but is not limited to loss of productivity, presenteeism, absenteeism, stress and burnout, attrition, and other health related problems. Absenteeism and presenteeism cost US employers an average of 11 lost days and approximately 4% production capacity each year. This session will discuss the risk to employers and identify viable solutions that impact these trends. Attendees will leave with an increased awareness of and solutions for mental health issues in the workplace.

Lawrence Salone, Louisiana State University

F NON-REFEREED FOCUS SESSION | *Buckhead A*

A Cross-SIG Proposal on Research Collaboration Networking for the 2020 AHRD Conference Sponsored by the China, India, and Korea SIGs of AHRD
Session ID: 737454

Cross-cultural collaboration has been popularly employed in Human Resource Development (HRD) for its advantage of highlighting the unique cultural and socioeconomic elements of each country or culture. Based on the co-sponsorship of the Academy of Human Resource Development (AHRD) country-specific SIGs (China, India, and Korea), this session aims for participants to expand professional network and encourage research/teaching collaboration by using a speed dating approach that provides opportunities to talk with each other. Participants will briefly chat with their partners on their research and teaching interests, select a preferred partner, and then discuss a collaboration plan.

Sanghamitra Chaudhuri, Metropolitan State University
Sehoon Kim, University of Minnesota
Gary McLean, Assumption University, Bangkok
Jie Ke, Jackson State University

Non-Refereed Paper Descriptions

PD NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Savannah*

**Propensity Score Analysis in HRD Quantitative Research
Session ID: 737626**

This interactive professional workshop will demonstrate propensity score analysis (PSA) and discuss implications within the context of human resource development (HRD) research. HRD research often incorporates group comparison analysis. Yet, HRD researchers may be constrained to analyzing non-equivalent groups due to issues such as data accessibility, convenience considerations, or regulatory limitations. Statistical analysis of non-equivalent groups can lead to inaccurate research results. PSA is a statistical analysis that utilizes the covariates of the collected data to estimate the likelihood of group assignment and simulate randomized group assignment. Thus, PSA provides HRD researchers a statistical method to manage non-equivalent group comparisons.

Greggory Keiffer, Houston Baptist University
Bryn Hammack-Brown, Tarleton State University
Kim Nimon, The University of Texas at Tyler
Thomas Kramer, Penn State University Mont Alto

F   NON-REFEREED FOCUS SESSION | *Heritage A*

Team Learning for Innovation and Knowledge Generation
Session ID: 738070

This interactive professional workshop will demonstrate propensity score analysis (PSA) and discuss implications within the context of human resource development (HRD) research. HRD research often incorporates group comparison analysis. Yet, HRD researchers may be constrained to analyzing non-equivalent groups due to issues such as data accessibility, convenience considerations, or regulatory limitations. Statistical analysis of non-equivalent groups can lead to inaccurate research results. PSA is a statistical analysis that utilizes the covariates of the collected data to estimate the likelihood of group assignment and simulate randomized group assignment. Thus, PSA provides HRD researchers a statistical method to manage non-equivalent group comparisons.

Teams are central to work today because of the need for people with diverse thinking and expertise to tap into one another's ideas and work collaboratively toward innovation and knowledge generation. Join Teachers College faculty, graduates, and doctoral candidates —Victoria Marsick, Stacey Robbins, Nicholas Pelzer, Elizabeth Robinson, Sheryl Sleeva—to interactively discuss: How scholars conceptualize innovation team learning—its context, processes, practices, leadership, culture, conditions; What is known from research on innovation teams; Key variables in team learning research literature and studies underway; Role of context, e.g., sector, industry, worker, technology, cultures, boundary crossing; Implications for HRD—research and practice?

Victoria Marsick, Teachers College, Coluimbia University
Nicholas Pelzer, The Wallace Foundation
Stacey Robbins, Seattle University
Elizabeth Robinson, Healthcare Consultancy Group
Sheryl Sleeva, Columbia University

F   NON-REFEREED FOCUS SESSION | *Heritage B*

Challenges in Needs Assessment
Session ID: 739633

Continued teaching of needs assessment takes place in HRD and adult education programs. Few deal with challenges to implementation. This Focus Session deals with the neglected process of needs assessment. Through the highlighting of three needs assessment case studies – in higher education (Y. Cho), in a multinational organization (G. McLean), and in a privately-held company (S. Williams) – participants and audience members will identify challenges and solutions. Participants and audience members will then be asked to develop plans for a future needs assessment and will identify potential obstacles and solutions.

Darlene Russ-Eft, Oregon State University
Yonjoo Cho, Indiana University
Gary McLean, McLean Global Consulting
Sandra Williams, Northeastern Illinois University

F   NON-REFEREED FOCUS SESSION | *Oglethorpe*

Contribution of researchers from Asia to the discipline of HRD: current status and future priorities
Session ID: 738252

The objective of this panel discussion will be to highlight and reflect upon the contribution of researchers from Asia to HRD research in terms of theory, methodology, and scope of HRD research. The panel will then discuss what researchers from Asia need to do to consolidate their contribution and be relevant in the field of HRD in the future. The goal is two-fold. One, the session will discuss the level of maturity of HRD as a discipline in Asian countries. Two, it will draw attention to the growing contribution of researchers from Asia to the discipline of HRD.

Malarvizhi Hirudayaraj, Rochester Institute of Technology
Vishal Arghode, Indian Institute of Management Nagpur

Non-Refereed Paper Descriptions

F   NON-REFEREED FOCUS SESSION | *Heritage A*

Interested to help AHRD organize International Research Conference in Asia?Meet the International Conference Coordinator and Host Team Panel
Session ID: 738295

Leading this panel session will be past conference coordinators who have experience helping AHRD organize international research conferences in Asia as well as a conference team representative from the host countries of the most recent Asian conferences (India, Thailand, Vietnam). It has two objectives: (a) to share lessons learned from organizing international conferences and identify conference themes highlighting the HRD topics most relevant in different regions in Asia; and (b) to encourage AHRD members to volunteer for the international conference coordinator role. The session will benefit those who want to become more engaged in contributing towards enhancing AHRD's global presence.

Rajashi Ghosh, Drexel University

Saturday, February 29 | 10:30 - 12:00pm

PD   NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Oglethorpe*

Competency Models 101: What are they? How do you develop them and validate them? How do HRD professionals apply them? Session ID: 739011

One of the key challenges of HRD professionals is equipping workers with the skills to survive ongoing change in the workplace. One tool for doing so is competency models, which outline the skills and knowledge needed in particular jobs. This workshop introduces you to competency models and their uses. After completing it, you should be able to describe competency models and, in general terms, how to develop them, and explain how to use them to devise academic programs, plan training curricula, certify individuals in particular lines of work; guide individual development efforts, and advise management on skills-related issues.

Saul Carliner, Concordia University

F NON-REFEREED FOCUS SESSION | *Savannah*

Mind the Gap – On the Transformation of Professional Practice in HRD
Session ID: 739436

HRD is no longer expected to be the sole agency for facilitating and delivering learning and development; instead, it is diffused and integrated into a broad range of leadership and supervisory roles. What is and what should be the role of HRD and its professional practitioners in their current environment given this need for transformation? We want to discuss this and related questions with you during our interactive FOCUS session, for which we have invited a number of panelists. Each panelist will offer a different perspective on the transformation of HRD, and its potential impacts for academic and organizational life.

Henriette Lundgren, The George Washington University
Michael Leimbach, Wilson Learning Worldwide
Ellen Scully-Russ, The George Washington University
Darren Short, GoDaddy Learning
Richard J. Torraco, University of Nebraska - Lincoln

F NON-REFEREED FOCUS SESSION | *Buckhead A*

HRD and Medical Education for Human and Organizational Potential
Session ID: 739468

One can characterize both the human resource development (HRD) field and the medical education field as a field of study and practice advancing human and organizational potential. In this focus session, facilitators will introduce recent and ongoing medical education research and practices to HRD scholars and practitioners. The session aims to guide the participants' research and practice that can connect the two fields. It will use small group discussions to cover interdisciplinary research agendas with the participants. The authors hope that sharing of current topics in the medical education field will stimulate the intellectual curiosity of HRD scholars and practitioners.

Boyung Suh, Southern Illinois University School of Medicine
Heeyoung Han, Southern Illinois University School of Medicine

Saturday, February 29 | 1:30 - 3:00pm

F   NON-REFEREED FOCUS SESSION | *Oglethorpe*

Publishing Non-Empirical Research Successfully
Session ID: 739589

Sponsored by Human Resource Development Review (HRDR), this FOCUS Session aims to provide specific guidance on how to publish findings from non-empirical research conducted using approaches other than quantitative, qualitative, or mixed research methods designs. The HRDR editorial team will discuss criteria for evaluating literature reviews and conceptual/theory articles. We will also highlight common problems we have identified in HRDR submissions. Finally, we will offer tips on how to develop publishable manuscripts. This session will benefit students and scholars who are interested in turning their literature reviews and conceptual research into journal publication.

Jia Wang, Texas A&M University
Yonjoo Cho, Indiana University
Mina Beigi, University of Southampton
Meera Alagaraja, University of Louisville

Saturday, February 29 | 1:30 - 3:00pm

F   NON-REFEREED FOCUS SESSION | *Buckhead A*

Connecting Adult Learning and Knowledge Management for Organization Change
Session ID: 739594

This session brings together an international slate of authors to consider how to effectively advance learning and change by linking the fields of adult learning and knowledge management. This work is not only academic, but also these ideas are behind an international collaboration to improve learning and teaching at European universities while simultaneously changing the culture of higher education to promote faculty innovation. This session will explore how to bring robust ideas together to advance learning and change in multiple settings.

Laura Bierema, University of Georgia
Moncia Fedeli, University of Padua

Saturday, February 29 | 1:30 - 3:00pm

PD NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Savannah*

**My Favorite Assignment—Sharing our collective knowledge
with one another
Session ID: 739613**

In this workshop we are providing a space to focus on teaching.
Faculty will bring their favorite assignment, including teaching
materials, and showcase an innovative teaching technique.
This session is targeted primarily at those who are teaching
human resource development courses. We hope to have faculty
at multiple levels and types of positions, those teaching both
online and face-to face, to share our collective knowledge and
celebrate innovation in teaching. Designed as a true workshop
experience, participants will leave the session with a portfolio of
creative solutions for their classroom

Rose Opengart, Texas A&M
Katherine Rosenbusch, George Mason University

PD NON-REFEREED PROFESSIONAL DEVELOPMENT
WORKSHOP | *Heritage B*

What It Means to Be a Scholar-Practitioner in Human Resource Development
Session ID: 738214

The HRD scholar-practitioner is a role that bridges evidence-based research to practice and connects practical insights to research and theory development. This workshop will examine what it means to work as an HRD scholar-practitioner. Participants will engage in dialog with experienced scholar-practitioners as well as engage in sample scholar-practitioner projects to build their professional skills. The workshop will examine what it means to work as a scholar-practitioner and how this way of working fits within in HRD and would especially be of interest to master's students, first-time attendees and anyone whose interest and passion is aligned with becoming a scholar-practitioner.

Sarah Minnis, Western Carolina University
Jason Moats, TEEX Emergency Services Training Institute

PD NON-REFEREED PROFESSIONAL DEVELOPMENT WORKSHOP | *Heritage A*

Communities of Practice – Faculty Learning and Development SIG Community of Practice Charrette
Session ID: 739647

This session will focus on sharing of our SIG Community of Practice course shell created by the Faculty Learning and Development special interest group. This course shell was designed as a resource repository for AHRD SIG members to share of their knowledge in areas such as: research, teaching, community service, and career development. This course shell will be a resource to all faculty and provide a mode of sharing resources, creative teaching strategies, and monthly teaching tips. The charrette will allow for faculty to have a voice and ownership of the COP site.

Marie Valentin, Our Lady of the Lake University
Celestino Valentin, Our Lady of the Lake University

Non-Refereed Paper Descriptions

**F**   NON-REFEREED FOCUS SESSION | *Buckhead A*

Uncover the mystery of the AHRD SIGs
Session ID: 739521

This session will highlight the various special interest groups available to AHRD members. We will overview each SIG and discuss the benefits of being an active member of the group. We will do a round of speed dating with each SIG chair so the audience gets to know the entire group and what is available. We will also brainstorm ideas for the future direction of the SIGs.

Katie Rosenbusch, George Mason University

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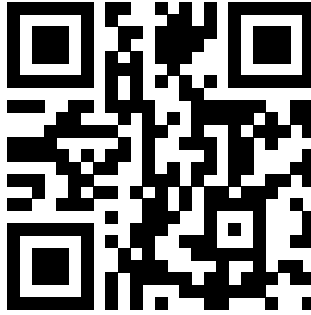
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