

CURRICULUM VITAE

ROBIN R. HURST Ed.D., SPHR

Date of Preparation: 12/12/2020

PERSONAL INFORMATION

Name: Hurst, Robin R.

Office address: 1015 West Main Street, 3068
Richmond, Virginia 23284
804.828.8021 (phone)
804.828.1323 (fax)
email: rrhurst@vcu.edu

EDUCATION

Ed.D. (Human and Organizational Learning), August 2012, The George Washington University

M.A. (Human Resource Development), September, 1995, The George Washington University

B.A. (Geography), May, 1976, Mary Washington College (currently University of Mary Washington)

CERTIFICATIONS

DiSC Assessment Certification 2010

The Birkman Method Assessment Certification, 2007

Center for Creative Leadership 360 Assessments Certification, 2006

Instructional Design Certification, Darryl Synk and Associates, 2006

DDI (Development Dimensions International) Certified Facilitator, 2006

Six Sigma Black Belt, BHP Billiton/Destra Consulting, 2003-2004

Design for Six Sigma Training, Qualtec, 2004

Achieve Global Leadership Development Certification, 2002

Foundations of Employment Law, Northwestern University School of Law, 2001

SPHR Certification (Senior Professional in Human Resources), 1999-present

Overseas Assignment Inventory (OAI) Certified Administrator, 1996

Certified Myers Briggs Practitioner, 1995

Disney University, *Customer Service*, 1995

ACADEMIC APPOINTMENTS

Virginia Commonwealth University

August 2012 – present

School of Education

Associate Professor

May 2019 - present

Assistant Professor

August 2012- May 2019

Adult Learning faculty, and Coordinator, Adult Learning Master's Program and Urban Services Leadership – Adult Learning PhD in Education program. Beginning Fall 2021, Coordinator of BA in Human and Organizational Development.

Teach Overview of Human Resource Development, Design and Delivery of Adult Learning Programs, Consulting Skills for Adult Learning Professionals, Learning in Groups and Teams, Change Strategies for HRD Professionals, Capstone Seminar in Action Learning, Organizational Learning and Culture for HRD Professionals, Seminal Readings in Adult Learning (for Doctoral Students in Adult Learning). Advise Master's and Doctoral students and responsible for recruitment and coordination of the MEd in Adult Learning Master's Program, and PhD in Urban Services Leadership – Adult Learning. Also serve as advisor to Masters and PhD students. Currently serve as chair on six dissertation committees, as well as a committee member for one student.

**Virginia Commonwealth University
School of Education**

**Summer 2012
Summer 2010**

Adjunct Instructor

Taught Human Resource Development Overview, M.Ed. in Adult Learning program

**The University of Mary Washington
College of Business Administration**

August 2009 – December 2011

Adjunct Instructor

Taught upper level undergraduate courses in Human Resource Management, Organizational Behavior, Organization Development and Change

The Community College Workforce Alliance

2008 – 2012

Adjunct Faculty (non-credit)

Designed and facilitated workshops for organizations including Leadership Skills for Front-Line Leaders, Coaching, Handling Change and Transition, Facilitation Skills, Six Sigma Green Belt training, Fundamentals of Continuous Improvement, Leading Teams, Facilitation Skills for a Virtual Work Environment, and Orientation to Lean Six Sigma Manufacturing Processes.

Robins School of Business, University of Richmond

2008 – 2010

Adjunct Faculty, Executive Education (non-credit)

Designed, developed, and facilitated a variety of leadership development workshops for organizations including Ethical Decision-making for Leaders, Understanding cultural differences, Networking, and Ethics in the Workplace.

Other Work Experience

Burton~Fuller Management

2007 – 2012

Contract Consultant

Provided strategic human resource consulting, executive coaching, and compensation plans, organizational development, and training services to organizations including Fortune 500 companies, state and local government, and professional services organizations.

Reynolds Metals Company/Alcoa, Inc./Integrus Metals/Ryerson, Inc., 1996 – 2007

(Alcoa, Inc. acquired Reynolds Metals Company in 2000; Alcoa spun off Reynolds Aluminum Supply Company division as Integrus Metals in 2001; Integrus Metals was sold to Ryerson, Inc. in 2005)

Manager, Training and Organizational Development, Ryerson, Inc. 2005-2007

Co-managed team of four training and development professionals to develop and deliver performance interventions to managers and front-line employees in the areas of sales training, performance management, supervisory skills development, and leadership development in a variety of formats including web-based and classroom. Facilitated team development sessions for problem identification and resolution. Served as facilitator for multiple senior management groups.

Manager, Human Resources & Training & Development, Integrus Metals 2002-2005

HR manager for 16 branch locations (nine had a unionized hourly workforce), and managed all training and development activities for the company which included sales training, new hire orientation, Leadership and Supervisory Development, and the coordination of Six Sigma training. Coached both branch and senior managers in employee related issues. Member of HR Strategy team, and due diligence and integration team for Reynolds/Vincent Metal Goods merger into Integrus Metals.

Director, Human Resources & Employee Development, Reynolds Metals 2000-2002

Along with the Vice President of HR for Reynolds Aluminum Supply Company division, provided human resources support to 30 branch locations. This included employee/labor relations, compensation and benefits, staffing, and talent management. Developed strategic training and development business plan which aligned with corporate strategic plan and business objectives. Managed staff of three full-time and two part-time employees. Member of the HR integration team for merger with Alcoa, Inc.

Director, Human Resources, Emerging Markets, Reynolds Metals 1997 – 2000

HR Business Partner to division Vice President and General Manager and part of the strategic management team that developed and implemented expansion plans in Russia and China. Provided human resource support to both domestic and international employees that included international recruitment, policy development, compensation and benefits, and multi-cultural training and adaptation activities. Provided regular on-site support to employees in China, Russia, and Nigeria.

Manager, Training & Development, Reynolds International

1996-1997

Coordinated all professional development activities for division employees including multi-cultural training and adaptation activities for expatriates. Conducted on-site needs assessments, facilitated team-building sessions, and conducted training in areas such as

Coaching, Interviewing, Performance Management, Supervisory Skills (Chinese audience), and Marketing Strategy (Russian audience). Assisted VP of HR in employee relations with both domestic and international employees.

**The Management Institute, Robins School of Business, University of Richmond
1990-1996**

Marketing Manager (part-time)

Primary responsibility was consulting with corporate and government clients in the assessment and development of management and leadership development programs for their organizations.

AREAS OF SPECIAL INTEREST

- Agile, Digital, Learning Organization
- Organizational Culture Development
- Organizational Identity
- Organizational Change
- Organizational Learning and Learning Organizations
- Action Learning in Graduate Education
- Evaluation and Assessment of Training
- Study Abroad in Graduate Education

AWARDS

VCU SCHOOL OF EDUCATION AWARD

December 2016 Charles P. Ruch Award for Teaching Excellence

SCHOLARSHIP

REFERRED JOURNAL ARTICLES:

McDonough, J., Ham, W., Brooke, A., Wehman, P., Wright, T., Godwin, J., Junod, P., and **Hurst, R.** (2020). Health care executive perceptions of hiring and retention practices of persons with disabilities: Results from executive focus groups. *Rehabilitation Counseling Bulletin*. Sage: Thousand Oaks, CA.

Hurst, R. & Pattath, P. (2019). Organizational identity in acculturation in cross-border acquisitions: Implications for HRD practitioners in global M&A. *Human Resource Development International*, 22 (1), pp. 44-67. Published on-line 06 July, 2018. <https://doi.org/10.1080/13678868.2018.1488487>.

Hurst, R. (2014). The role of organizational culture in crossborder acquisitions: A look

at the process of acculturation. *Organizational Cultures: An International Journal*, 13 (3), pp. 67-80.

Hurst, R. (2013). HRD's role in cross-border acquisition acculturation: A case study of U.S. and Indian organizational culture and the impact on acculturation. *Special Issue: Human Resource Management (European)*, 13, (6), pp. 49-66.

Hurst, R. & Szabla, D. (2010). Acculturation in cross-border acquisitions: A theoretical framework for dissecting the process. *International Journal of Knowledge, Culture, and Change Management*, 9, (12), pp. 147-166.

Book Chapters:

Hurst, R. & Jackson, H. (proposal approved). *The agile, digital, learning organization: A transformation in organizational learning*. In Szabla, D. & Gorman, M. (Eds.), *Management Consulting in the Era of the Digital Organization*. Information Age Publishing: Charlotte, NC

Hurst, R. & Marquardt, M. (2019). Action learning, past, present, and future. In Skerit, O.Z, & Wood, L. (Eds.), *Action Learning and Action Research: Genres and Approaches*. Emerald Publications: London, UK.

Hurst, R., Tucker-Lloyd, J., & Miller, J. (2017). Raising the bar: Moving evaluation of training from the classroom into the business. In Frasad and Prasuhn (Eds.), *Handbook of Research on Training Evaluation in the Modern Workforce*. IGI Global: Hershey, PA.

Hurst, R. (2016). Study abroad in graduate adult learning curriculum: Enhancing learning through the lived-experience. In Rhoads and Milby (Eds.), *Advancing Teacher Education and Curriculum Development through Study Abroad Programs*. IGI Global: Hershey, PA.

BOOK REVIEWS

Allen, J. (2019). (in review). *The productive graduate student writer: How to manage your time, process, and energy to write your research proposal, thesis, and dissertation and get published*. Stylus Publishing: Sterling, VA. Teachers College Record, Columbia University Teachers College: New York, NY.

PRACTITIONER PUBLICATION

Hurst, R. (1996) Video interviewing: Take one. *HR Magazine*, November. SHRM: Alexandria, VA.

CONFERENCE PRESENTATIONS

- Jackson, H., **Hurst, R.** (2020). *Human resource development discourse: Labels in use. A mixed methods study of terms used by HRD practitioners and scholars.* Academy of Human Resource Development. Atlanta, GA.
- Hurst, R. (2019). *Action learning in graduate adult learning programs.* American Association for Adult and Continuing Education. St. Louis, MO.
- Hurst, R. (2019). *Action Learning Past, Present, and Future.* The 19th Annual Conference on Knowledge, Culture and Change in Organizations. Vancouver, BC, Canada.
- Tucker-Lloyd, J., **Hurst, R.** (2019). *Why I Matter - The Relationship between Job Crafting and Meaningful Work.* The Academy of Human Resource Development: Louisville, KY.
- Rolander, K., Lele, B. & **Hurst, R.** (2018). *Workforce development in Virginia: A secondary analysis of evaluation data from PluggedInVA.* American Association for Adult and Continuing Education: Myrtle Beach, SC.
- Jackson, H. & **Hurst, R.** (2018). *Labels in-use in HRD: A review of the HRD literature of terms and labels describing Human Resource Development.* Academy of Human Resource Development International Conference: Richmond, VA.
- Hurst, R., (2018). *The importance of change management in HRD initiatives.* Pre-Conference on Scholar-Practitioner Initiatives. The Academy of Human Resource Development International Conference: Richmond, VA.
- Hurst, R., (2017). *(Still) Defining human resource development and its competencies.* American Association for Adult and Continuing Education: Memphis, TN.
- Hurst, R. (2017). *Organizational culture in cross-border acquisitions: Convergence, crossvergence, or acculturation revisited.* University Forum for Human Resource Development Research: Lisbon, Portugal.
- Hurst, R. & Tucker-Lloyd, J. (2017). *Evaluation of training programs: A move to higher levels.* Academy of Human Resource Development. San Antonio, TX.
- Hurst, R. (2016). *Action learning in Graduate adult learning curriculum: An approach to student learning and reflection.* American Association of Adult and Continuing Education. Albuquerque, NM.
- Hurst, R. (2016). *Organizational identity and acculturation: The implications for HRD professionals in global M&A.* The University Forum for HRD Research and

Practice. Manchester Metropolitan University, Manchester, UK.

- Hurst, R. (2016). *Organizational identity in acculturation in cross-border acquisitions: The implications for HRD practitioners in global M&A*. The Academy of Human Resource Development. Jacksonville, FL.
- Hurst, R. (2015). *Study abroad in graduate adult learning curriculum*. The American Association of Adult and Continuing Education. Oklahoma City, OK.
- Hurst, R. (2015). *Study abroad in graduate HRD curriculum: Developing the next generation of leaders, or boondoggle?* The Academy of Human Resource Development International Conference. St. Louis, MO.
- Hurst, R. (2014). *Action learning in graduate adult learning programs*. American Association for Adult and Continuing Education, Charleston, SC.
- Hurst, R. (2014). *Acculturation in cross-border acquisitions: Is it possible?* University Forum for Human Resource Development Research and Practice, Edinburgh Napier University, Edinburgh, Scotland, UK.
- Hurst, R. (2014). *Organizational culture in cross-border acquisitions: Convergence, Crossvergence, or Acculturation?* Academy of Human Resource Development International Research Conference in the Americas, Houston, TX.
- Hurst, R. (2013). *Action Learning from the outside-in: Partnering graduate students with organizations to address real-world problems*. American Association of Adult and Continuing Education, Lexington, KY.
- Hurst, R. (2013). *HRD's role in cross-border acquisition acculturation: U.S. and Indian organizational culture and their impact on acculturation*. University Forum for Human Resource Development Research and Practice, University of Brighton, Brighton, UK.
- Hurst, R. (2013). *Convergence or crossvergence? Organizational culture and acculturation*. The 13th International Conference on Knowledge, Culture, and Change in Organizations, University of British Columbia, Vancouver, BC, Canada.
- Hurst, R. (2013). *A culture of learning and development and its influence in cross-border mergers and acquisitions acculturation*. The Academy of Human Resource Development International Research Conference in the Americas, Washington, D.C.
- Hurst, R. & Vona, M. (2010). *Marketing the Scholarly Practitioner*. New Horizons in Research Conference, The George Washington University, Ashburn, VA.

Hurst, R. & Szabla, D. (2009). *Acculturation in Cross-Border Acquisitions: A Framework for Dissecting the Process*. The 9th International Conference on Knowledge, Culture, and Change in Organizations, Boston, MA.

Hurst, R. (2009). *Societal and Organizational Culture's Influence in Cross-Border Acquisitions: Dissecting and Diagnosing the Process of Acculturation*. Doctoral Student Consortium, The Academy of Management, Chicago, IL.

INVITED PRESENTATIONS

Hurst, R. (2008). *Culture's Influences: A Mixed-Methods Study of the Role of Organizational Culture in Cross-Border Acquisitions*. Scholarly Writing Conference, The George Washington University, Washington, DC.

English, H., **Hurst, R.**, Wasden, C., & Wasden, M. (2007). *New Trends in Leadership*. IEDE Escuela de Negocios, Santiago, Chile.

Hurst, R. (2006). *The Multidimensional Aspects of Experiential Learning in Leader Succession Planning*. Adult Learning Student Symposium, The George Washington University, Washington, DC.

GRANTS

Internal Grants:

Hurst, R. (2013). Center for Teaching Excellence, Virginia Commonwealth University. *IPad Grant for Design and Delivery of Adult Learning Programs*. (not funded)

TEACHING AND ADVISING

COURSES TAUGHT

At VCU

ADLT 606 – Design and Delivery of Adult Learning Programs

ADLT 610 – Consulting Skills in Adult Learning Environments

ADLT 612 – Learning in Groups and Teams

ADLT 620 – Overview of Human Resource Development

ADLT 623 – Organizational Learning and Culture

ADLT 625 – Change Strategies for Adult Learning Environments

ADLT 702 – Seminal Readings in Adult Learning Literature (PhD seminar)

TEDU 651 – Topics Seminar in Leadership in Adult Learning Environments for PhD students

TEDU 651 – Topics Seminar – Study Abroad in Cuba: Adult Learning Environments in Cuba
ADLT 636 – Capstone Course in Action Learning

At University of Mary Washington

Human Resource Management
Organizational Behavior
Organizational Development and Change

DISSERTATIONS CHAIRED

Lele, Beatrice (2020). Chair. *Workforce Development: Utilizing Adult Learning Theories in the Classroom*. Virginia Commonwealth University.

Irene Lubker (2020). Chair. *Utilization of freely-available open access health information for continuing education and keeping current for making healthcare decisions by physicians in underserved communities*. Virginia Commonwealth University.

Jackson, Holly (2019). Chair. *Revealing the Human Resource Development Discourse: A Mixed Methods Study of Similarities and Differences in Academic and Practitioner Language, or Labels-in-Use*. Virginia Commonwealth University.

Julia Tucker-Lloyd (2019). Chair. *Leadership impacts on organizational culture in private schools*. Virginia Commonwealth University.

Madeline Goldman (2018). Chair. *The role of learning experiences, supports and barriers in career development for the graduate student*. Virginia Commonwealth University.

Priya Pattath (2017). Chair. *Health information seeking behavior of computer users with work-related musculoskeletal disorders: Implications for self-directed online ergonomic education training*. Virginia Commonwealth University.

Sandra Joy Casad (in progress). Chair. *Mucho Ha Cambiado (much has changed): Competing discourse in a transnational community of Uto-Aztecan people*. Virginia Commonwealth University.

Drumm, Katherine (in progress). Chair. *Student Success*. Virginia Commonwealth University.

McFarlain, Penelope (in progress). Chair. *Team Development and Learning Outcomes*. Virginia Commonwealth University.

Allen, Angela (in progress). Chair. *Green Jobs and Professional Development for Educators*. Virginia Commonwealth University.

Patterson, Nicole (in progress). Chair. *Hungary to graduate: An investigation of persistence among undergraduates experiencing food insecurities*. Virginia Commonwealth University.

DISSERTATION COMMITTEES

Vanessa Rastburger (2020). Committee Member. *An examination of trust and perceptions of collaboration in cross-sector partnerships with mandated and nonmandated partners*. Virginia Commonwealth University.

Kendra Cabler (2019). Committee Member. *A case study: Exploring the impact of extended diversity training on the development and application of cultural competence tools among higher education professionals*. Virginia Commonwealth University.

Jennifer Underwood (2019). Committee Member. *Impacts of gender-based violence and harassment on graduate students' academic functioning*. Virginia Commonwealth University.

Kathleen Daly Rolander (2018). Committee Member. *Identity negotiation in adult English learner's communities of practice*. Virginia Commonwealth University.

Valeriana Colon (2018). Committee Member. *International student participation in postsecondary U.S. English language programs*. Virginia Commonwealth University.

Mary Barnes (2018). Committee Member. *Understanding the sustainability of a planned change through an organizational learning lens*. The George Washington University.

Michael Rodgers (2016). Committee Member. *Prosecuting sexual assault in the military: Lawyers' strategizing discourse*. The George Washington University.

Elizabeth Marlow (2016). Committee member. *First year residents' conception of professionalism in practice as an MD*. Virginia Commonwealth University.

Mary Beth Sepelyak (2016). Committee Member. *The instructional technology resource teacher: A descriptive case study of deployment, use, and perceptions*. Virginia Commonwealth University.

Jessica McWade (2014). External reviewer and defense committee. *Visions of vision: An exploratory study of the roles college and university presidents play in developing institutional vision.* The George Washington University.

Harminder Rajan (2013). External reviewer and defense committee. *Examining organizational identity in a multinational company: An exploratory study of the role of national culture in two subsidiaries.* The George Washington University.

COMPREHENSIVE EXAM DEVELOPMENT AND REVIEWER

S. Joy Casad (2013)
Elizabeth Marlow (2014)
Valeriana Colon (2015)
Priyadarshini Pattath (2016)
Madeline Goldman (2016)
Irene Lubker (2016)
Julia Tucker-Lloyd (2016)
Kendra Caber (2018)
Jennifer Underwood (2018)
Holly Jackson (2018)
Nicole Patterson (2018)
Penelope McFarlain (2018)
Beatrice Lele (2019)
Katherine Drumm (2019)
Angela Allen (2019)
Amy Tloma (2021)
Kayla Diggs-Brody (2021)

SERVICE

MAJOR COMMITTEES

Department:

T&L Delagate to SOE Faculty Organization

August 2019 - September
2020

Search Committee Chair, T&L Administrative Assistant
and Office Manager

January 2019 – April 2019

T&L Department Budget Committee	September 2017 - present
Search Committee, for Chair- Department of Teaching and Learning	November 2014 to February 2016
T & L Department Finance Committee, VCU SOE	September 2012 to May 2014
T & L Department Awards Committee, VCU SOE	Spring 2013
T & L Department Retreat Planning Committee	2013, 2014
T & L Department Search Committee, VCU, Educational Specialist III	Fall 2013

School:

SOE Budget Committee	April 2020 – present
Peer Review Committee for Promotion and Tenure for Carol Schaff	May 2019 – September 2019
Search Committee Chair, Co-Director, Literacy Institute	September 2017 – May 2018
Junior Faculty Mentor, School of Education	September 2017 – December 2018; September 2019- May 2020
School of Education <i>Faculty Awards</i> Committee	May 2017
School of Education <i>Distinguished Dissertation Award</i> Review Committee	2015, 2016, 2017
PhD Policy Board	2013 - present
School of Education Publication Committee	Spring 2013 - Spring 2014

University:

Promotion and Tenure Task Force	September 2020 - present
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Peer Review Committee for promotion and tenure, Dr. Jean Bailey, School of Medicine	July 2019 – October 2019
iExcel course proposal reviewer	March – May 2019
VCU Rehabilitation Research and Training Center Training and Facilitation, <i>Using Concept Mapping For Data Analysis</i> workshop	May 2017
Provost's Committee for Global Education	August 2016 to May 2020
Faculty Senate (alternate)	September 2016 – May 2019
University Grievance Committee	September 2015 – May 2020
Search Committee, Associate Dean for Faculty Development, School of Medicine	October 2014 - November 2015
University Task Force for a PhD in Higher Education	September 2013 - May 2014

Regional:

Richmond Public Schools Career Academy Advisory Committee	November 2016 – June 2017
Refugee Entrepreneurial Project Committee (CREO)	2017 - 2018
Greater Richmond Chapter, Association for Talent Development Academic Advisor	2016 –present
External Program Reviewer, James Madison University	October 2020

National:

AAACE Conference Planning Committee	2016, 2017
AHRD Local Contact for 2018 conference	2017-2018
AHRD, Session Chair	2013, 2014, 2015, 2016, 2017, 2019

AAACE Conference volunteer	2013, 2014, 2015, 2016, 2017, 2018, 2019
UFHRD, Session Chair	2014, 2015, 2016, 2017

EDITORIAL ACTIVITY

Associate Editor, <i>Organizational Culture: The International Journal</i>	2014
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JOURNAL REVIEWS

Hurst, R. (2014). [Review of the paper *Family Culture and Business in Morocco*, *Organizational Culture: The International Journal*].

Hurst, R. (2013). [Review of the paper *Empowering Knowledge Sharing Behaviors at Workplace: The role and impact of organizational culture*, *Organizational Culture: The International Journal*].

Hurst, R. (2009). [Review of the paper *Towards a Global Definition of Best Practice in Change Management*, *International Journal of Knowledge, Culture, and Change Management*].

Hurst, R. (2009). [Review of the paper *Mobilizing the Poor for Decision Making*, *International Journal of Knowledge, Culture, and Change Management*].

CONFERENCE PRESENTATION REVIEWS

Academy of Management (2020). Six conference proposal reviews.

Academy of Management (2013). Six conference proposal reviews.

Organizational Learning, Knowledge, and Change Conference (2013). Two conference review proposals.

MEMBERSHIPS IN ORGANIZATIONS AND SOCIETIES

Professional:

Academy of Human Resource Development
Academy of Management
American Association of Adult and Continuing Education
Association for Talent Development (formerly ASTD), local and national member
Society for Human Resource Management, local and national member

Personal:

The Women's Club	2007 – present
Vice President, Human Resources and Board Member	2021 - present
Program Planning Committee	2009 – 2011
Membership Committee	2017 – present
Orientation committee	2019 – present
Chair, Orientation committee	2020 - present
 The World Pediatric Project	
Co-Chair, Treasures in Paradise fundraiser	2019
Co-host, Treasures in Paradise fundraiser	2007 – 2018, 2020