

## HRD Advisory Council

### ***Rita-Marie Conrad, Ph.D.***

Rita-Marie Conrad has been teaching, designing and consulting about online courses for the past decade. She has been the head of online instructional development and an online faculty member at the School of Information Studies at Florida State University as well as an online faculty member for FSU's Master's degree program in instructional systems in the College of Education. She has also taught online courses for Capella University and Nova Southeastern University.



Dr. Conrad consults on the design and implementation of distance learning courses, the management of technology-related projects, the use of technology in the classroom, and she has provided training to community college and university faculty. She is a frequent presenter on the topic of online instruction at various national forums such as the Learning Resources Network and the Annual Conference on Distance Teaching and Learning.

Rita-Marie Conrad is coauthor of *Faculty Guide to Moving Teaching and Learning to the Web*, which assisted faculty nationwide with decisions regarding the move of a course to the Web and is also the coauthor of *Engaging the Online Learner: Activities for Creative Instruction* published by Jossey-Bass.

She holds a Ph.D. in instructional systems design, with a specialization in distance learning, from Florida State University, a master's degree in educational media and computers from Arizona State University and a bachelor's degree in accounting from Illinois State University.

### ***Marguerite Foxon, Ph.D.***

Marguerite J Foxon Ph.D. has extensive experience in evaluation, performance improvement, and the design of leadership development programs. She has been with Motorola since 1993, and has global responsibility for the core leadership and management development curriculum. She also undertakes evaluation research within Motorola to assess transfer and organizational impact. Prior to coming to the United



States, she was National Director of Education with PriceWaterhouseCoopers for Australia, Indonesia and Papua New Guinea.

Marguerite has lived and worked in three countries, delivered conference presentations in nine, and authored or co-authored more than a dozen articles, three book chapters, and two books. She has been a Director with the *International Board of Standards for Training, Performance and Instruction* for the past 8 years, and she is currently heading the Board's team researching and developing evaluation competencies. She is listed in the *International Who's Who of Professionals* and in *Who's Who Among Executive and Professional Women*.

Marguerite received her PhD in Instructional Systems from Florida State University, and has three other graduate qualifications from Australia and New Zealand. Honors include twice winning the Outstanding Instructional Designer award from the Australian Institute of Training and Development, and the Association for Educational Communication & Technology's Robert de Keiffer International Fellowship for forging professional ties between the USA and Australia & New Zealand.

She works out of her home in Tallahassee, Florida, preferring the warm southern climate to the cooler Chicago weather where Motorola is headquartered. For fun she cycles, drives with the local Miata club, and travels.

### *Locke Haney, M.S.*

Mr. Haney is a Learning Consultant with IBM Business Consultant Services. He has over 25 years experience providing training and development to public sector, private sector, and not-for profit organizations. He also has 23 years experience with municipal government and over six years private sector consulting experience. For the last 6 years Mr. Haney has focused on developing and delivering training for Enterprise (ERP) software applications including SAP, PeopleSoft and Siebel.



Mr. Haney's areas of experience include training and development, facilitation, and general human resources management. He is graduate of the Adult Education/HRD Masters Degree program and the HRD certificate program, both from Florida State University. Mr. Haney spent many years as a volunteer leader with the American Society for Training and Development (ASTD) and he received the ASTD Torch Award in 1993.