

Marie W. Watts

Media Kit

**www.mariewatts.com
marie@mariewatts.com**



Stories about life



MARIE W. WATTS
— WRITER —

MARIE W. WATTS BIOS AND RESUME

SHORT BIO

Marie W. Watts is a former employment discrimination investigator and human resource consultant. Coauthor of *Human Relations*, 4th ed., her work has also been published in the *Texas Bar Journal* and the *Houston Business Journal*, as well as featured on *Issues Today*. Marie and her husband live on a ranch in central Texas. In her spare time, she is a volunteer first responder, supports a historic house, and hangs out with her grandsons.

LONG BIO

Marie W. Watts is a former employment discrimination investigator and human resource consultant with over twenty-five years of experience. She has trained thousands of employees to recognize one's own biases and prejudices and avoid discriminating against others in the workplace, and she has coauthored a textbook about it: *Human Relations*, 4th ed. Additionally, her work has been published in the *Texas Bar Journal* and the *Houston Business Journal*, as well as featured on *Issues Today*, syndicated to 119 radio stations, NBC San Antonio, Texas, and TAMU-TV in College Station, Texas.

In pursuit of justice in the workplace, Marie been from jails to corporate boardrooms seeing the good, the bad, and the ugly of humans at work. She now brings her experiences to life in her works of fiction.

She and her husband live on a ranch in central Texas. In her spare time, she supports a historic house and hangs out with her grandsons.

PROFESSIONAL EXPERIENCE

Whittlesey Landscape Supplies and Recycling HR Manager 2017 to 2019

Developed and managed an effective human resource department as well as initiated safety and health plans and programs.

Marie W. Watts and Associates

President

1998 to 2017

Conducted training in Equal Employment Opportunity, leadership, team building, supervisory skills, creativity, time management, interviewing skills, conflict resolution, and presentation skills and performed EEO investigations in the federal and private sector. Advised small businesses on human resource issues.

River Oaks Imaging and Diagnostics

Human Resource Director

2001 to 2002

Responsible for all aspects of Human Resource activities for an outpatient medical imaging facility with approximately 600 employees at multiple locations.

Petroleum Geo Services

Employee Relations Manager

1999-2000

Supervised daily activities of benefits, compensation, recruiting, employee relations, ex-patriot administration, workers' compensation, and office safety for approximately 800 U.S. based onshore employees.

Equal Employment Opportunity Commission

Supervisor/Investigator

1988 to 1998

Supervised and coordinated activities of investigators assigned to the legal unit that resulted in critical cases being more rapidly resolved. Gave over 200 presentations to a variety of local groups on EEO issues that resulted in more voluntary legal compliance in the Houston District. Planned and conducted employment discrimination investigations, prepared recommendations, and negotiated settlements and conciliations. Routinely processed over 100 cases yearly as an investigator.

EDUCATION

MBA University of Houston

BA University of Texas at Austin

PROFESSIONAL CERTIFICATIONS AND ACCOMPLISHMENTS

Senior Professional in Human Resources (SPHR) certification from the Human Resource Accreditation Institute.

Certified Mediator, State of Texas.

BOOKS AND ARTICLES PUBLISHED

BOOKS

Watts, Marie W. *Rapture by Revenge: Warriors for Equal Rights*. Muldoon, TX: Las Tortugas Press, 2022.

Watts, Marie W. *Only A Pawn: Warriors for Equal Rights*. Muldoon, TX: Las Tortugas Press, 2020.

Watts, Marie W. *The Cause Lives: Warriors for Equal Rights*. Muldoon, TX: Las Tortugas Press, 2019.

Dalton, Marie, Dawn Hoyle, and Marie W. Watts. *Human Relations*, 4th ed. Mason, OH: Cengage Learning, 2011.

Watts, Marie W. *La Grange: Images of America*. Charleston, SC: Arcadia Publishing, 2008.

Watts, Marie, and Joy Darien. *An American Salad*. Austin, TX: Turnkey Press, 2003.

ARTICLES

Watts contributed twenty-one articles in the column “Footprints of Fayette” regarding the history of Fayette County between 2009 and 2022. The articles were published by the Fayette County record and can be found online at http://www.fayettecountyhistory.org/footprints_index.htm

Watts, Marie, “Why I Chose Vaccination,” *The Fayette County Record*, January 26, 2021.

Watts, Marie, “Understanding Institutional Discrimination,” *The Fayette County Record*, October 23, 2020.

Watts, Marie, “The Limits of Free Speech,” *The Fayette County Record*, July 10, 2020.

Watts, Marie, “Tools for Success in a Diverse Environment,” *The Fayette County Record*, July 3, 2020.

Watts, Marie, “Moving Forward: The Stereotyping Conundrum,” *The Fayette County Record*, June 19, 2020.

Watts, Marie, “Moving Forward: Tackling Bias and Prejudice,” *The Fayette County Record*, June 12, 2020.

Watts, Marie, “Shopping Anxiety,” *The Fayette County Record*, April 24, 2020.

Watts, Marie, “Local a Witness to History in Cuba,” *The Fayette County Record*, December 23, 2016.

Watts, Marie, "Mental Illness: One Size Does Not Fit All," *The Fayette County Record*, July 3, 2015

Watts, Marie, "The Newest Piece of the Faison House," *The Fayette County Record*, November 21, 2014.

Watts, Marie, "A Look at Faison Home Architecture," *The Fayette County Record*, October 31, 2014.

Watts, Marie, "Old Jail Has Plenty of Tales to Tell," *The Fayette County Record*, August 22, 2008.

Watts, Marie, "The High Sheriffs of the Old Fayette Jail," *The Fayette County Record*, September 7, 2007.

Watts, Marie, "Like It or Not, Chicken Ranch Part of Our History," *The Fayette County Record*, July 27, 2007.

Watts, Marie, "Gypsies, Tramps and Thieves," *The Fayette County Record*, June 15, 2007.

Dupont, Janelle, and Marie Watts, "Hunters Cache in on Small-Town Treasures," *Texas Co-Op Power Magazine*, July, 2005.

Watts, Marie W., "Disability Awareness Training." *The Journal of the Kansas Bar Association*, April, 1994.

Watts, Marie W., "Overcoming Biases." *Texas Bar Journal*, September, 1992.

Watts, Marie W., "Classroom Crisis Could Create Labor Shortage." *Houston Business Journal*, March 7, 1988,

Watts, Marie W., "Employee Assistance Programs Help Employers Recover Troubled Employees." *1960 Sun*, March 13, 1985.

PAST PUBLICITY

An American Salad, a novel about diversity and starting over, was featured by the following in 2003:

San Antonio Living	NBC Channel 4 San Antonio, Texas
Houston Business Journal	Houston, Texas
LowDown	WDVR Delaware Valley Radio
KAMU Magazine	TAMU-TV College Station, TX
City View	ABC Channel 13 Houston, Texas
KCBR-AM	Colorado Springs, CO
The Morning Drive	KCRS-AM Odessa, Texas
KVIL-FM	Dallas, Texas
KWTX-FM	Waco, Texas
Colette's Coffee House,	Lithonia, Georgia
Book Crazy Radio	
Borders Bookstores	Houston, Texas
New Pittsburg Courier	Pittsburgh, PA
The Baytown Sun	Baytown, Texas

The Warriors for Equal Rights Series: 2018 to Present

[Fayette County Record Video Interview](#) February 11, 2019

[Inside The Minds of Authors](#) December 4, 2020

[Chat and Spin Radio](#) November 29, 2020 at 2 hours 18 minutes and 30 seconds

[Authors on the Air](#) Podcast October 23, 2020

[Mentoring Developers](#) Podcast March 30, 2020

POSSIBLE INTERVIEW QUESTIONS

I'm a flexible person and good at thinking on my feet! I gained this from training thousands of individuals on diversity and the equal employment opportunity law and taking questions from the audience. You can ask me any questions you want, but here are a few questions you could ask:

1. Does everyone have biases and prejudices?
2. What should I do to do to control my biases and prejudices?
3. What should I do if someone accuses me of being prejudiced?
4. What should I do if someone says something I feel is prejudiced?
5. What should I do if I feel discriminated against at work?
6. Why is a diverse work force important?
7. Minorities can't be biased, can they?
8. What role does power play in discrimination?
9. How does empathy play a part in understanding those different from me?
10. What is stereotyping?
11. What is the writing life like?