VITA
ANGELA K. MILES, Ph.D., SPHR, ARM

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North Carolina A&T State University (NC A&T SU)
School of Business and Economics (SOBE)
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STATEMENT OF INTERESTS AND EXPERIENCE

My research interests include organizational stress, quality of work life issues, office ergonomics, spirituality in the workplace, employment law, voluntary turnover and cross-cultural management. My professional experience includes financial planning and analysis, marketing operations, risk management and insurance, human resource and budgetary management, and educational instruction in global telecommunication, consumer product, banking and academic industries.

EDUCATION

Doctor of Philosophy, *Florida State University*, Tallahassee
Major: Organizational Behavior, Support Area: Risk Management and Insurance/Legal Studies

Master of Business Administration, *University of Wisconsin-Madison*
Concentration: Finance, Emphasis: Risk Management and Insurance
Advanced Opportunity Fellowship, 1987
Consortium for Graduate Study in Management Fellowship, 1986

Bachelor of Arts, *University of Virginia*, Charlottesville
Major: Economics, Minor: Psychology

EXECUTIVE EDUCATION

Harvard Case Teaching, *Harvard Business School*
Strategic Human Resource Planning, *University of Michigan*

HONORS AND AWARDS

2012-2013 Society for Human Resource Management (SHRM) Outstanding Student Chapter, North Carolina A&T State University (Advisor)

2013 SHRM Southeast Graduate Case Competition Winner, North Carolina A&T State University (Advisor & Coach)

2013 Leaders of Tomorrow Program Business Case Competition, Third Place Winner, Raleigh-Durham Chapter, National Black MBA Association (Case Competition Coaching Team)

2012 Leaders of Tomorrow Program of the Year – Raleigh-Durham Chapter, National Black MBA Association (Case Competition Team Coach)

2011 Most Innovative Session Recognition, Southern Management Association Conference

2010 School of Business & Economics, NC A&T SU, Teaching Excellence Award Nominee

2008-2009 NC A&T State University Student Organization Advisor of the Year

Guest Editor, *Culture and Religion*, 2008, Vol 9, No 3

2008 & 2009 NC A&T SU, School of Business & Economics, Junior Faculty Teaching Excellence Award

Outstanding Reviewer – Organizational Behavior Division. Academy of Management Conference, August 2006, Atlanta, GA.

Best Paper *Proceedings*, Management Spirituality and Religion, Academy of Management Conference, August 2005, Honolulu, HA.

Beta Gamma Sigma, Florida State University

PUBLICATIONS AND CONFERENCE PRESENTATIONS

Refereed Journal Articles

"Workplace Values: Cross-cultural Insights from the Service Industries," Sally Sledge and Angela K. Miles, *Journal of Comparative International Management*, 2012, Vol 15, No. 1, 50-67.

"Punishing Employees for Off-Duty Social Networking Activities: What are the Potential Legal Repercussions to the Private Employer? ", Marka Fleming and Angela K. Miles, *ALSB Journal of Employment and Labor Law (Academy of Legal Studies in Business)*, 2012, Vol 13, No. 1, 1-22.

"The Legal Ramifications for Employers when Job Candidates Misrepresent Credentials to Secure Employment Positions", Marka Fleming and Angela K. Miles, *ALSB Journal of Employment and Labor Law (Academy of Legal Studies in Business)*, 2012, Vol 13, No. 1, 22-43.

"Going Green: Exploring Customer Preferences in the Hotel Industry", Matrecia S. L. James, Angela K. Miles, Millicent Nelson, Sally Sledge and Sidika Nihal Colakoglu, *International Journal of Sustainable Strategic Management*, 2011, Vol 3, No. 2, 93-108.

"The Interactive Effects of Spirituality and Trait Cynicism on Performance", Matrecia S. L. James, Angela K. Miles, and Terry Mullins, *Journal of Management, Spirituality & Religion,* 2011, Vol 8, No. 2, 165-182.

"A Comparison of Employee Job Satisfaction in the Service Industry: Do Cultural and Spirituality Influences Matter?, Sally Sledge, Angela K. Miles and Maartje van Sambeek, *Journal of Management Policy and Practice,* 2011, Vol 12, No. 4, 126-145.

"The Relationship Between Person-Environment Fit, Control, and Strain: The Role of Ergonomic Work Design and Training", Angela K. Miles and Pamela L. Perrewé, *Journal of Applied Social Psychology,* 2011, Vol 41, No. 4, 727-770.

"Retaliation: Legal Ramifications and Practical Implications of Discriminatory Acts in the Workplace", Angela Miles, Marka Fleming and Arlise P. McKinney, *Equality, Diversity and Inclusion: An International Journal,* 2010, Vol 29, No. 7, 694-710.

"Legal Illustrations of Workplace Gun Laws and Their Implications on Employers and Human Resource Managers", Marka Fleming and Angela K. Miles, *ALSB Journal of Employment and Labor Law (Academy of Legal Studies in Business),* 2009, Vol 11, No. 2, 104-123.

"Satisfaction, Service and Culture: Cross-Cultural Reflections from the Hotel Industry", Angela K. Miles and Sally Sledge, *Tourism, Culture & Communication,* 2009, Vol 9, Issue 3, 165-179.

"Gender Differences in US Performance Measures for Personnel Selection", Arlise P. McKinney and Angela Miles, *Equal Opportunities International,* 2009, Vol 28, No 2, 121-134.

"Considering Retaliation as a Legal Deterrent for Terminating Underperforming Employees and its Impact on Settlement and Litigation Costs", Angela Miles and Marka Fleming, *Journal of Law and Business,* 2008, Vol 15, 45- 61.

"Linking Spirituality to Workplace Benefits: An Analysis of the Brazilian Candomblé", Angela K. Miles, Sally Sledge and Samuel Coppage, *Culture and Religion,* 2008, Vol 9, No 3, 211-232.

"What Role Does Culture Play? A Look at Motivation and Job Satisfaction Among Hotel Workers in Brazil", Sally Sledge, Angela K. Miles, and Samuel Coppage, *International Journal of Human Resource Management,* 2008, Volume 19, Issue 9, 1667-1682.

"Beyond Self-Efficacy: Interactive Effects of Role Conflict and Perceived Collective Efficacy in a Health Care Environment", Kelly L. Zellars, Wayne A. Hochwarter, Pamela L. Perrewé, Angela K Miles, and Christian Kiewitz, *Journal of Managerial Issues,* 2001 Volume 13, Issue 4, 483-499.

"Coping with Diversity Stress: A Cross-cultural Perspective", Angela K. Miles and Sharon L. Segrest, *Business Research Yearbook: Global Business Perspectives,* 2000, Volume 7, 279-283.

"Bed and Breakfast Homes: A Life of Leisure or a Stressful Encounter?", Angela K. Miles and Darla J. Domke-Damonte, *New England Journal of Entrepreneurship*, 2000, Volume 3, Issue 11, 57-66.

"Following the Crowd: Social Influence and Distance Education Technology Usage", Sharon L. Segrest, Darla J. Domke-Damonte, Angela K. Miles, William P. Anthony, *Journal of Organizational Change Management*, 1998, Volume 11, Issue 5, 425-445.

Published Teaching Case

*"*The Price of Protection", Angela Miles, Alice Stewart and Don Jones, in *Sowing Seeds for Creative Solutions: Cases from the Sales Field*, North Carolina A&T State University School of Business and Economics, Eagle Press, Solon, Ohio, ed. Jacqueline Williams, 2007, 31-50.

Published Refereed Book Chapter

"Ergonomic Training and Organizational Stress: Implications for Human Resource Professionals", Angela K. Miles and Pamela L. Perrewé, in *New Directions in Human Resource Management; A Volume in Research and Management*, Schriesheim and Neider, eds. Information Age, 2003, 65-89.

Refereed National Conference Proceeding (with presentation)

"Linking Spirituality to Workplace Performance: A Qualitative Study of the Brazilian Candomblé", Angela K. Miles, Sally Sledge and Samuel Coppage, accepted for presentation and publication, ***Best Paper*** *Proceedings*, Academy of Management Conference, August 2005, Honolulu, HI.

Refereed Conference Proceedings (with presentations)

"Examining the Skills Gap: Academic and Managerial Implications of Workforce Preparation for the Knowledge Economy", Susan M. Houghton, Angela K. Miles, Shona Morgan, Sally Sledge, Alice Stewart, Fran Stewart, and Charlie Wilson, paper symposium accepted for presentation and publication, ***Proceedings***, Southern Management Association meeting, November 2013, New Orleans, LA.

"Environmental Sustainability: Green Management Influence on Consumer Patronization and Recommendation", Matrecia S. L. James, Angela K. Miles, Sally Sledge, and Arlise P. McKinney, paper accepted for presentation and publication, ***Proceedings,*** Southern Management Association meeting, November 2013, New Orleans, LA.

"Playing Nice: Who's Responsible for Managing Diversity and Facilitating Inclusion?", Flavia L. Eldemire, Merlyn A. Griffiths, Kartik Kadiyala, Arlise P. McKinney, Angela K. Miles, and T. Nichole Phillips, paper symposium accepted for presentation and publication, ***Proceedings,*** Southern Management Association meeting, November 2013, New Orleans, LA.

"Developing Ethically & Culturally-Intelligent Leaders", Charlie Wilson, Alice Stewart and Angela K. Miles accepted for presentation and publication, ***Proceedings,*** Southern Management Association Meeting, October 2012, Ft Lauderdale, FL.

"The Significance of Scholarship: Teaching and Learning versus Disciplinary Research" paper and symposium – The Scholarly Brand: Implications of Subject Matter and Methodological Choice in the Pursuit of Academic Freedom, Angela K. Miles, Alice C. Stewart, Matrecia S. L. James, and Millicent F. Nelson accepted for presentation and publication, *Proceedings* at the Southern Management Association Conference, November 2011, Savannah, GA***. Most Innovative Session Recognition***

"Workplace Values: Cross-Cultural Insights from the Service Industries", Sally Sledge and Angela K. Miles accepted for presentation and publication, *Proceedings,* Academy of International Business - Northeast Conference, October 2011, Atlantic City, NJ.

"A Comparison of Employee Job Satisfaction in the Service Industry: Do Cultural and Spirituality Influences Matter?, Sally Sledge, Angela Miles and Maartje van Sambeek accepted for presentation and publication, *Proceedings,* Academy of International Business - Southeast Conference, October 2010, St. Petersburg, FL.

"Going Green: Exploring Customer Preferences in the Hotel Industry", Matrecia S. L. James, Angela K. Miles, Millicent Nelson, Sally Sledge and Sidika Nihal Colakoglu, accepted for presentation and publication**,** *Proceedings***,** Southern Management Association Conference, October 2010, St. Petersburg, FL.

"An Exploration of the Interactive Effects of Spirituality and Trait Cynicism on Performance", Matrecia James and Angela K. Miles, accepted for presentation and publication, *Proceedings,* Southern Management Association Conference, November 2009, Ashville, NC.

"Values in the Workplace: A Look at Hotel Workers in Mexico and the United States", Sally Sledge and Angela K. Miles accepted for presentation and publication, *Proceedings,* Academy of International Business - Southeast Conference, November 2008, St. Petersburg, FL.

"Workplace Values: The Case of Hospitality Workers in Brazil and Spain", Sally Sledge and Angela K. Miles accepted for presentation and publication, *Proceedings,* Southern Management Association Conference, November 2008, St. Petersburg, FL.

"Gender differences in academic selection criteria and adverse impact potential", Arlise P. McKinney, Angela K. Miles and Crissie Frye accepted for presentation and publication, *Proceedings,* Southern Management Association Conference, November 2008, St. Petersburg, FL.

"Spirituality, culture and workplace values: An examination of the Brazilian Candomblé", Angela K. Miles, Sally Sledge, and Samuel Coppage, accepted for presentation and publication, *Proceedings,* Academy of International Business SE U.S.A Annual Conference, November 2007, Nashville, TN.

"A look at job satisfaction in the Hotel Industry: Some insights from a cross-cultural study", Sally Sledge, Angela Miles, and Samuel Coppage, accepted for presentation and publication, *Proceedings,* Southern Management Association Conference, November 2007, Nashville, TN.

"Expressed Emotion as a Social Influence Tactic", Matrecia S. L. James and Angela K. Miles, accepted for presentation and publication, *Proceedings,* Southern Management Association Conference, October 2006, Clearwater Beach, FL.

"Satisfaction, Service and Culture: Reflections from the Hotel Industry in Brazil, Mexico and Spain", Angela K. Miles and Sally Sledge, accepted for presentation and publication, *Proceedings,* Academy of International Business SE U.S.A Annual Conference in Clearwater Beach, FL, October, 2006.

"Talking While Driving (TWD): A Conceptual Exploration of In-vehicular Cell Phone Use on Sales Force Job Performance", Angela K. Miles and Jacqueline A. Williams, accepted for presentation and publication, *Proceedings,* The Frontline Initiative: A Conference in Sales and Customer Relationship Marketing and Management, April 2005, Greensboro, NC.

"Spirituality in the Workplace: Lessons for Managers from the Brazilian Candomblé", Angela K. Miles, Sally Sledge and Samuel Coppage, accepted for presentation and publication, *Proceedings,* Southern Management Association Conference, November 2003, Clearwater Beach, FL.

"Do Motivators Really Motivate: Evidence from the Hotel Industry in Brazil", Sally Sledge and Angela K. Miles, accepted for presentation and publication, *Proceedings,* Southern Management Association Conference, November 2003, Clearwater Beach, FL.

"I Can do it, but Can my Group do it? The Impact of Group Efficacy Beliefs and Perceived Control on Coping, Cognitive, and Effective Reactions", Kelly L. Zellars, Pamela L. Perrewé, Angela K. Miles, and Eric W. Ford accepted for presentation and publication, *Proceedings,* Southern Management Association Conference, November 2000, Orlando, FL.

"Stress: An Equity Sensitivity Perspective", Deondra S. Conner, Scott C. Douglas and Angela K. Miles, accepted for presentation and publication, *Proceedings,* Eastern Academy of Management Conference, May 2000, Danvers, MA.

"Collective Efficacy: A Moderating Relationship Between Job Stressors and Organizational Outcomes in Hospitality, Angela K. Miles and Robert Brymer, accepted for presentation and publication, *Proceedings,* Southern Management Association Conference, November 1999, Atlanta, GA.

"Bed and Breakfast Homes: A Life of Leisure or a Stressful Encounter?" Angela K. Miles and Darla J. Domke-Damonte, accepted for presentation and publication, *Proceedings,* Southern Management Association Conference, November 1998, New Orleans, LA, 398-400.

"Should I Be Committed: The Interactive Effects of Perceptions of Organizational Politics and Commitment on Job Tension and Intent to Turnover", Wayne Hochwarter, Pamela L. Perrewé, Rachel Guercio, Sean Way, Angela K. Miles, accepted for presentation and publication, *Proceedings*, Southern Management Association Conference, November 1998, New Orleans, LA, 90-92.

"Workforce Under-utilization: An Antecedent to Voluntary Turnover" Angela K. Miles, accepted for presentation and publication, *Proceedings*, Southwest Academy of Management Conference, March 1998, Dallas, TX, 108-112.

Best Paper Award, Student Division, Organizational Studies Track, "The Ergonomics-Organizational Stress Relationship", Angela K. Miles, accepted for presentation and publication, *Proceedings*, Southern Management Association Conference, November 1997, Atlanta, GA, 82-84.

National Conference Presentations, Workshops and Caucuses

"Identifying Student Cheating Behaviors and Developing Strategies/Techniques to Deter Cheating" , Millicent F. Nelson, Matrecia S.L. James, Angela Miles, Daniel L. Morrell, Sally Sledge, Garry L. Adams, Jennifer Collins, Krisha M. Coppedge, Angela Murphy, Alice C. Stewart, and Velvet L. Weems-Landingham, Professional Development Workshop accepted for presentation at the Academy of Management Meeting, August 2013, Orlando, FL.

"The Impact of Women Leaders on the Continuation, Transformation and Study of Capitalism", Matrecia S.L. James, Angela Miles, Millicent F. Nelson, Jennifer Collins, Sally Sledge, and Carolyn Turknett, caucus accepted for presentation at the Academy of Management Meeting, August 2013, Orlando, FL.

"Academic Integrity of Millennial College Students: the Impact of Religion and Spirituality", Millicent F. Nelson, Matrecia S. L. James, Angela K. Miles, Daniel L. Morrell, and Sally Sledge, paper accepted for presentation at the Academy of Management Meeting, August 2012, Boston, MA.

"Are we Missing the Mark? Designing and Assessing Management Curricula", Arlise P. McKinney, Erica Small, Angela K. Miles, Matrecia S. L. James, Millicent F. Nelson, Alice Stewart, Jennifer Oyler, Chrissie M. Frye, Stephanie Newell, Stephanie Newell, Kay Keels, Darla Domke-Damonte, and Janice Black J. and Professional Development Workshop accepted for presentation at the Academy of Management Meeting, August 2012, Boston, MA.

"The Dark Side of the Informal Economy: Unnoticed, Ignored or Condoned", Matrecia S. L. James, Angela K. Miles, Millicent F. Nelson, Jennifer B. Collins, Sally Sledge and Arlise P. McKinney, caucus accepted for presentation at the Academy of Management Meeting, August 2012, Boston, MA.

"Selecting and Developing Sourcing Professionals to address Health Care Value", Shona Morgan and Angela K. Miles, paper accepted for presentation for the Management Faculty of Color Annual Conference, Murfreesboro, TN, June 2012.

“Multiple Experiential Learning Perspectives: A Look at Business Education as West Meets East", Angela K. Miles, Sally Sledge, Matrecia S. L. James, Millicent Nelson, Arlise McKinney and Alice Stewart, caucus accepted for presentation at the Academy of Management Meeting, August 2011, San Antonio, TX.

"Academia as a 2nd Career: Minority Faculty Perspectives on Motivation Before and After the PhD", Gary Adams, Jeff Brice, Peggy Daniels Lee, Angela K. Miles, Millicent Nelson, Violet Weems, symposium accepted for presentation at the Academy of Management Meeting, August 2011, San Antonio, TX.

"Managing the Tenure Process: Getting Past No", Jeff Brice, Matrecia S. L. James, Peggy Daniels Lee, Arlise McKinney, Angela K. Miles, Angela Murphy, Millicent Nelson, Sally Sledge, Professional Development Workshop accepted for presentation at the Academy of Management Meeting, August 2011, San Antonio, TX.

“Employment Issues in Immigration”, Millicent F. Nelson, Angela K. Miles, Matrecia S. L. James and Arlise P. McKinney, accepted for presentation at the Management Faculty of Color Annual Conference, Newark, NJ, June 2011.

“Workplace Diversity from the Majority Perspective?”, Millicent F. Nelson, Jeff Brice, Angela K. Miles, Matrecia S. L. James and Arlise P. McKinney, accepted for presentation at the Management Faculty of Color Annual Conference, Newark, NJ, June 2011.

“Caring with a Conscience: How Do We Teach Dare to Care in the Classroom?" Sally Sledge, Angela K. Miles, Sidika Nihal Colakoglu, Matrecia S. L. James, Joan McMahon, Millicent Nelson, and Alice Stewart, caucus accepted for presentation at the Academy of Management Conference, August 2010, Montreal, Canada.

“Downsizing and Hiring during an Economic Crisis”, Millicent F. Nelson, Jeff Brice and Angela K. Miles, accepted for presentation at the Management Faculty of Color Conference, June 2010, East Lansing, MI.

“Green Matters in Turbulent Times: The Impact of Responsible Leadership?” caucus acceptance at Academy of Management Conference, August 2009, Chicago, IL, organizer Matrecia James with Jennifer Bowers-Collins, Joe McCann, Millicent F. Nelson, Angela K. Miles and Sally Sledge.

“Spirituality and Technology: An exploratory study of attitudes about technology in the northeast of Brazil”, Samuel F. Coppage, Angela K. Miles, and Sally A. Sledge, accepted for presentation at the International Academy of Business and Public Administration Disciplines Conference, January 2009, Orlando, FL.

“The Reality, Fallacy & Morality of Immigration: Where do we go from here?” caucus acceptance at Academy of Management Conference, August 2008, Anaheim, CA, organizer Angela K. Miles with Myrtle Bell, Channelle James, Matrecia James, Millicent F. Nelson, Sally Sledge.

"Immigration: The questions we ask regarding social issues", Angela K. Miles, paper and symposium – Immigration: Unexplored Issues in the Academy, accepted for presentation at the Academy of Management Conference, August 2008, Anaheim, CA.

"Retaliation Suit? Not in my shop – The rise and the implications as a termination deterrent", Angela K. Miles, Marka Fleming and Arlise McKinney, accepted for presentation at the Academy of Management Conference, August 2008, Anaheim, CA.

"The Ups and Downs of the Organizational Cynicism-Job Strain Relationship", Matrecia S. L. James, Angela K. Miles and Jennifer Bowers, accepted for presentation at American Psychological Association convention, August, 2008, Boston, MA.

"Expressed Emotion as a Social Influence Tactic", Matrecia S. L. James and Angela K. Miles, symposium - When Emotion is no Longer (Merely) Feelings: The Social Role of Emotion in Organizations, accepted for presentation at the Academy of Management Conference, August 2007, Philadelphia, PA.

"Religion and Work: Developing a Research Program in an Understudied Area", James King, Angela Miles, Sally Sledge, and Erica Lawrence, Professional Development Workshop accepted at the Academy of Management Conference, August 2007, Philadelphia, PA.

"Spirituality in the Classroom", Sally Sledge, Angela Miles, James King, Joan McMahon, and Pam Pringle, caucus accepted at the Academy of Management Conference, August 2007, Philadelphia, PA.

"Do Motivators Motivate Similarly Across Nations? Deliberations from the Hotel Industry", Angela Miles, Sally Sledge and Samuel Coppage accepted for International Management Division Paper Development Workshop at the Academy of Management Conference, August 2006, Atlanta, GA.

"Spirituality Across the Discipline: How Can We Incorporate Spirituality Research into the Management Discipline?", Gary Barker, Joan McMahon, Angela Miles, Sally Sledge and Alice Stewart, caucus accepted at the Academy of Management Conference, August 2006, Atlanta, GA.

"Can I Get a Chair that Fits? An Examination of Ergonomic Design and Training on Person-Environment Fit, Control and Strain", Angela K. Miles and Pamela L. Perrewé, accepted for presentation, Academy of Management Conference, August 2001, Washington DC.

"Coping with Diversity Stress: A Cross-cultural Perspective", Angela K. Miles and Sharon L. Segrest, accepted for presentation, International Academy of Business Disciplines, March 2000, Las Vegas, NV.

Scholarship Award, "Beyond the Concrete Ceiling: The Ascension of African Americans in Academe – Our Research and Careers as Outsiders Within; Focus: The Challenge of GenX and the Echo Boom ", Angela K. Miles, accepted for presentation, National Black MBA Conference, September 1999, Anaheim, CA.

"An Examination of Ergonomic Training on Organizational Strain: A Person-Environment Fit Perspective", Angela K. Miles and Pamela L. Perrewé, accepted for presentation, Academy of Management Conference, August 1999, Chicago, IL.

Top Student Paper Award, Organizational Communication & Information Systems Track, "Following the Crowd (or, Doing What I Think Others Think I Should Do): Social Influence and Distance Education Technology Usage", Sharon L. Segrest, Darla J. Domke-Damonte, Angela K. Miles, William P. Anthony, accepted for presentation, Academy of Management Conference, August 1998, San Diego, CA.

Regional Conference Presentations

"Retaliation: A Legal Deterrent to Firing Underperforming Employees", Marka Fleming and Angela K. Miles, accepted for presentation at the Southeastern Academy of Legal Studies in Business Conference, November 2007, Memphis, TN.

"To Use or Not to Use? Work Family Initiatives Relative to Career Image Perception", Angela K. Miles and Sharon L. Segrest accepted for presentation, Southern Management Association Conference, November 2002, Atlanta, GA.

"A Cross-Cultural Examination of Perceived Stress", Sharon L. Segrest, and Angela K. Miles, accepted for presentation International Federation of Scholarly Associations of Management Conference, July 2002, Queensland, Australia.

LEADERSHIP AND SERVICE

Profession
Society for Human Resource Management,
* Item Writer for SHRM Assurance of Learning Assessment Exam
* Subject Matter Expert for Resetting Pass Rate for SHRM Assurance of Learning Assessment Exam - 2013

Reviewer:
Journal of Organizational Change Management
Journal of Operations Management
International Journal of Human Resource Management
African Journal of Business Management
Canadian Journal of Administrative Sciences
International Journal of Hospitality Management
Various Texts
Southwest Academy of Management Conference
International Western Academy of Management Conference
Western Academy of Management Conference
Southern Management Association Conference
Academy of Management Conference

Community
Board Member/Coach/Panelist/Presenter to various groups serving K-12, undergraduate, and graduate students, healthcare members & caregivers

University
Various committees at the Department, School of Business and Economics and University Levels

Faculty Advisor, **Society for Human Resource Management**, North Carolina A & T State University Student Chapter
* 2012-2013 SHRM Outstanding Student Chapter
* 2013 SHRM Southeast Graduate Case Competition Winner
* Superior Merit Award, 8 consecutive years, 2006-2013
* North Carolina Distinguished Chapter Award, 7 consecutive years, 2006-2012
* Third Place NC HR Games – 2008
* Host 2009 NC State HR Games

PROFESSIONAL DESIGNATIONS AND ASSOCIATIONS

Senior Professional in Human Resources (SPHR) Professional Certification
Management Faculty of Color Association, President
Society for Human Resource Management
Human Resource Management Association of Greensboro
Beta Gamma Sigma
Academy of Management
Associate in Risk Management (ARM) Professional Designation
Southern Management Association, Former Board Member
Raleigh/Durham Chapter, National Black MBA Association, Former Chapter President
University of Virginia Alumni Association
Florida State University Alumni Association

ACADEMIC EXPERIENCE

Associate Professor of Management, ***NORTH CAROLINA A&T STATE UNIVERSITY, Greensboro,*** **School of Business and Economics**
Assistant Professor of Management, ***OLD DOMINION UNIVERSITY, Norfolk, VA,*** **College of Business and Public Administration**
Instructor, ***UNIVERSITY OF FLORIDA,*** Continuing Education
Visiting Assistant Professor of Management, ***UNIVERSITY OF NORTH CAROLINA AT CHARLOTTE*****, Belk College of Business Administration**

INTERNATIONAL EXPERIENCE

Study, Teaching & Research Opportunities in China, Europe and South America

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BUSINESS EXPERIENCE

NORTEL NETWORKS, Research Triangle Park, NC
FORD MOTOR COMPANY, Detroit, MI
BANK of AMERICA, Charlotte, NC