Floyd F. Quinn, Ph.D.

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I. ACADEMIC/PROFESSIONAL BACKGROUND

Educational Background:

Degree	*Year*	*University*	*Major*	*Thesis/Dissertation*
Ph.D.	2011	Texas State University	Adult, Professional and Community Education	The Effects of Employment Development and Other Factors on Intention to Stay Among Employees of Four-year, Public Institutions of Higher Education in Texas
Ed.M.	1993	Boston University	Human Services/Human Resource Education	
B.S.	1981	University of Tampa	Biology	

Professional Experience:

Position	*Entity*	*Dates*
Associate Professor of Practice – McCoy College of Business	Texas State University	2024
Assistant Professor of Practice – McCoy College of Business	Texas State University	2018 to 2024
University Lecturer – McCoy College of Business Administration	Texas State University	2015 to 2018
Adjunct Lecturer – Management in the H-E-B School of Business and Administration; Adult Degree Completion Program in the School of Extended Studies	University of the Incarnate Word	2012 to 2015

Position	*Entity*	*Dates*
Adjunct Lecturer – Occupation, Workforce, and Leadership Studies in the College of Applied Arts; Counseling, Leadership, Adult Education, and School Psychology in the College of Education; University Seminar in University College	Texas State University	2013 to 2015
Senior Administrator and MBA Program Director	Texas Health and Science University	2013 to 2014 (9 month contract)
Associate Director, Human Resources	Texas State University	2005 to 2012
HR Consultant	Texas State Auditor's Office	2001 to 2005
Director of Human Resources	Surrey, Inc.	1999 to 2001
Divisional Human Resources Manager	CCI/TRIAD	1994 to 1999
Various	U.S. Army	1982 to 1993

I held a wide variety of positions during eleven years of active military service including Company Commander, Assistant Operations Officer, Brigade Training Officer (for approximately 3500 soldiers), and Battalion Personnel Officer (for approximately 600 soldiers). Among my other project-related accomplishments, I negotiated and contracted for civilian relocation services during the military drawdown and returned the Heilbronn Military Community to German authorities. I served with distinction during Operation Desert Shield and Operation Desert Storm. I departed military service with an honorable discharge at the rank of Major (O-4).

Other Professional Credentials (licensure, certification, etc.):

Certification	*Entity*	*Dates*
Professional in Human Resources (PHR)	Human Resources Certification Institute	1996 to 2027
Certified Professional (SHRM-CP)	Society for Human Resource Management	2015 to 2027

Professional Development:

Classes Attended	*Dates*
Camp Canvas: Connect and Engage for Student Success	May 21, 2020
Camp Canvas: Choose Your Own Adventure	May 21, 2020
Camp Canvas: Canvas Essentials	May 20, 2020

Classes Attended	*Dates*
Their Cheating Hearts: Tips for Maintaining Academic Integrity While Teaching Remotely	April 8, 2020
2019 McCoy College Research Networking Event	March 8, 2019
McCoy College Research Jumpstart	November 10, 2017
MCTRI (Multicultural Curriculum Transformation and Research Institute) Workshop	May 22-26, 2017
M-Plus Stats Camp (with Todd Little)	January 5-7, 2017
US 1100 Instructor Development	August 2016
Adaptive Learning (Cengage Webinar)	April 2015
US1100 Instructor Development	January 2015
Applying the QM Rubric (Quality Matters)	January 2015
Designing Your Online Course (Quality Matters)	November 2014
EAP (UIW) Faculty Development	October 2014
Theory Construction and Model Building: A Foundation	October 2014
Teaching Large Classes: Successful Strategies for Engaging Students	October 2014
Making an Impact With Your Research	October 2014
Dean's Seminar on Teaching and Learning in the First Year of College	September 2014
US 1100 Instructor Development	August 2014
US 1100 PACE and ePortfolio	August 2014
US 1100 Instructor Development	May 2014
Writing Up Results	April 2014
Linear Regression	March 2014
Creative Teaching Activities	March 2014
Bivariate Correlation	March 2014
Model Building	February 2014
Effective Assessments	February 2014
Introduction to Quantitative Research	February 2014
EAP (UIW) Faculty Development	February 2014
Survival Skills for Online Teaching	August 2013
Altmetrics and Academic Social Media for Faculty	April 2013
Using Data to Improve Course Outcomes	April 2013
EAP (UIW) Faculty Development	October 2012
Building and Implementing Mobile Learning	July 2012
EAP (UIW) Faculty Development	February 2012
Recovery of Missing Data	October 2011
Logistic Regression Analysis	May 2011
Item Response Theory	May 2011
Conducting Effective Research	March 2011
Introduction to Structural Equation Modeling	May 2010
Advanced Topics in Equation Modeling	May 2010
Regression-based Tests for Mediation and Moderation	May 2010
Maximizing Your Leadership Potential	April 2010
Making the Most of Your Classroom Design	April 2010

Conferences Attended	*Dates*
HRSouthwest	October 2023

South Texas Human Resources Symposium — February 2018
University of New Mexico & New Mexico State University — April 2015
Daniels Fund Ethics Initiative Teaching Business Ethics Workshop

II. TEACHING

Courses Taught:

Texas State University, San Marcos, TX 78666

US 1100	University Seminar	Fall 2007- Fall 2010, Fall 2014, Spring 2015, Fall 2016
ADED 5330	Managing Adult Education	Summer 2012 (co-instructor), Spring 2014, Summer 2015
BA 5351	Organizational Performance for Competitive Advantage	Fall 2023
ED 7324	Program Planning	Summer 2012 (co-instructor)
ED 7351	Beginning Quantitative Research	Spring 2013 (co-instructor)
ED 7312	Leadership and Organizational Change	Spring 2013 (visiting lecturer)
ED 7364	Team Development in Education	Summer 2016
CATE 3340	Occupational Skills for the 21st Century (Hybrid)	Spring 2013
MGT 4378	Training and Development	Fall 2015 (2), Fall 2017, Fall 2018, Fall 2019
MGT 5338	Human Resource Development	Fall 2015, Fall 2016, Fall 2017, Summer 2019, Fall 2019, Fall 2021, Spring 2023
MGT 4372	Effective Leadership	Fall 2024, Fall 2025
MGT 4373	Human Resource Management	Spring 2016 (2), Fall 2016 (2), Spring 2017 (2), Summer 2017, Fall 2017, Spring 2018, Summer 2018, Fall 2018, Spring 2019, Summer 2019, Fall 2019, Spring 2020, Fall 2020, Spring 2021, Fall 2021, Spring 2022, Fall 2022, Spring 2023, Fall 2023, Spring 2024, Summer 2024, Fall 2024, Spring 2025, Fall 2025
MGT 4375	Organizational Behavior and Human Behavior	Summer 2018, Fall 2021, Spring 2024
MGT 4390	Effective Teams and Groups	Summer 2018
MGT 4380	Compensation Management	Spring 2016, Spring 2017, Spring 2019, Spring 2022, Spring 2023,

		Spring 2024
MGT 5336	Compensation and Benefits	Spring 2016, Spring 2017, Spring 2018, Fall 2018, Fall 2019, Spring 2020, Spring 2022
MGT 5380	Group Dynamics	Summer 2017
MGT 5314	Organizational Behavior	Spring 2018, Fall 2022, Fall 2024

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ADMN 6360	Management Concepts and Issues	Fall 2012
BMGT 6311	Human Resource Management	Fall 2012, Spring 2013
BMGT 3340	Management Theory and Practice	Fall 2012
BMGT 3354	Human Resource Management	Fall 2012, Spring 2013
BMGT 4340	Management Skills	Spring 2013
BMGT 4355	Organizational Behavior	Summer 2015
ADMN 6375	Strategic Planning and Policy	Spring 2013
BMDS/BMGT 6340	Business Research/Analysis	Summer 2013, Fall 2014 Spring 2015
ADED 6388	Effective Teams and Groups	Spring 2014, Spring 2015
ADED 6381	Adult Learning and Development	Fall 2014, Summer 2015
BMGT 6380	Quantitative Methods	Spring 2015

Outside U.S.

Vienna University of Economics and Business (Wirtschaftsuniversität Wien, Austria) – Business Ethics and Social Responsibility – Summer 2009

Guest Lecture – Virtual Groups – Malardalens University, Vasteras, Sweden – October 7, 2021

Guest Lecture – Managing Virtual Groups – Malardalens University, Vasteras, Sweden – October 6, 2022

Guest Lecture – Managing Virtual Groups – Malardalens University, Vasteras, Sweden – October 22, 2024

Graduate Theses/Dissertations or Exit Committees:

Dissertation: Texas State University
Committee Member – Humberto Santos - 2021

Honors Thesis: Texas State University
Supervisor – Leanna Mouton – 2018
Supervisor – Andrea Hernandez – 2022
Supervisor – Adriana Vega - 2025
Senior Honors Project: University of the Incarnate Word

Supervisor - Jonathan Aur - 2013

Courses Prepared and Curriculum Development:

In addition to the development of courses listed above:

Serve on the University of the Incarnate Word Extended Academic Programs Curriculum Committee for 2015-2016

Designed and developed curricula for two MBA programs (General MBA and MBA in Healthcare Management) which serve as the initial program offerings of the newly established College of Business Sciences at Texas Health and Science University. Prepared, submitted, and received approval of these programs from the institution's accreditor, ACICS. Served as the college's first director and acting Dean.

Designed, developed and produced special topics courses in the areas of training and development and strategic compensation as initial offerings for a human resources management concentration for the MBA. These courses are currently being considered for the University of the Incarnate Word Fall 2015 course catalog. Future courses under consideration include recruiting and employment, employee and labor relations, and human resources metrics and analysis.

Participated in the development and deployment of the online ethics training program at Texas State University. My staff and I developed content and evaluative questions associated with ethical concepts and practices in human resources. We also evaluated the content quality and instructional interface of the online course prior to implementation and general use by staff and faculty.

Mentoring:

Assigned and trained a faculty intern instructor for the US 1100 common course for freshman (Spring 2015)

Guided two student mentors in support of the US 1100 common course for freshman (Fall 2014)/ (Spring 2015)

Guided and evaluated students from the departments of Management and Public Administration during academic internships with the Texas State Office of Human Resources – 2006 to 2012

III. SCHOLARLY/CREATIVE

Books:

Quinn, F., Napier, R., & Gershenfeld, M. (2025) *Groups: Theory and Experience* (8th ed.) Cambridge, Cambridge University Press.

Texas Human Resources Management Statutes Inventory – 2004/2005 Biennium (reference book - co-author). Texas State Auditor's Office, 2004.

Book Chapters:

Quinn, F., & Thorne, D. (2014). Effective communication with stakeholders (Chapter 5, pp. 108-134), in *Handbook of Research on Marketing and Corporate Social Responsibility*, edited by Ron Paul Hill and Ryan Langan, Edward Elgar Publishing. doi: 10.4337/9781783476091.00012

Published Articles:

Refereed:

Mouton, L., & Quinn, F. (2024) Accessibility and inclusivity: Theme parks present their own challenges. *Critical Theory and Social Justice Undergraduate Research Journal*, 12(1), 70-88.

Quinn, F., Thorsteinsson, E., & Weaver, N. (2020). Workers weigh-in on the issue of portable benefits. *Journal of Public Affairs, 21*(1), 1-10.

Quinn, F. (2020). The use of Facebook and other social media platforms in social science research. *Sage Research Methods Cases*. Retrieved from https://methods.sagepub.com/case/use-of-facebook-and-other-social-media-platforms-social-science-research?fromsearch=true

Quinn, F. (2018). Terms “employee relations” “online education” and “Jurgen Habermas” in Robert W. Kolb (Eds.), Encyclopedia of Business Ethics and Society. Thousand Oaks, CA: SAGE Publications, Inc.

Thorne, D., & Quinn, F. (2018). Terms “in-kind contribution” and “violence in the workplace” in Robert W. Kolb (Eds.), Encyclopedia of Business Ethics and Society. Thousand Oaks, CA: SAGE Publications, Inc.

Quinn, F. (2018). Human resource development, ethics, and the social good. New Horizons in Adult Education and Human Resource Development, 30(2), 52-57.

Quinn, F. (2017). Factors affecting perceptions of self-value among employees of child welfare agencies. *Child Welfare, 95*(5), 39-58.

Thorne, D., & Quinn, F. (2017). Supplier resources in the sharing economy: Three regulatory concerns. Journal of Marketing Channels, 24(1-2), 73-83.

Thorne, D., & Quinn, F. (2016). Private governance in the supply chain. *Journal of Marketing Channels, 23*(1-2), 11-21.

Quinn, F., Miller, B., & Thorne, D. (2015). Diversity management and public orientation as predictors of service orientation in higher education. *Journal of Higher Education Management, 30*(1), 131-146.

Quinn, F., & Thorne, D. (2014). The influence of organizational effectiveness and other correlates on the job satisfaction of staff employees at four year institutions of higher education. *Business Studies Journal, 6*(2), 67-84.

Quinn, F., Reardon, R., & Price, L. (2013). The effects of employment development and other factors on job satisfaction among staff employees of four-year institutions of higher education. *Journal of Higher Education Management, 28*(1), 81-94.

Non-refereed:

Quinn, F., & Thorne, D. (July/August 2014). Reviewing golf lessons for business enterprises. *Ivey Business Journal*, located at http://iveybusinessjournal.com/publication/reviewing-golf-lessons-for-business-enterprises/

Quinn, F. (1988). Threat smoke: Balanced, mobile, offensive. *Army Chemical Review*, January, 9-10.

Articles Submitted for Publication:

Refereed:

Articles in Progress:

Reports:

A Biennial Report on Recommended Changes to the State's Compensation System for Fiscal Years 2004-2005 (co-author). Texas State Auditor's Office, 2005.

An Annual Report on Full-Time Classified State Employee Turnover for 2004 (co-author). Texas State Auditor's Office, 2004.

A Salary Parity Study of the State's Property Management Employees (co-author). Texas State Auditor's Office, 2004.

Articles Reviewed:

July 2016, "Impacts of organizational knowledge sharing practices on employees' job satisfaction: Mediating roles of learning commitment and interpersonal adaptability" for the Journal of Workplace Learning

April 2015, "Ethics in the supply chain: Follow-up processes to audit results" for the *Journal of Marketing Channels*

February 2015, "Sustainable supply chain management and the end-user" for the *Journal of Marketing Channels*

Reader comment of editorial, "A Step Ahead of Trouble," by John Sullivan, *Workforce Management*, May 2007.

Media:

Interviewed by Caden Mays, CA$H Radio, on workplace benefits available to part-time employees, March 26, 2021.

Interviewed by Latisia Keahey, KMBT 12NewsNow, on the gender pay gap, August 26, 2021

Presentations:

Type	*Topic*	*Event*	*Date*
Conference Presentation	The Marshmallow Challenge	Texas State University	March 24, 2023
Faculty Development	Online Exams: Your Guide to Increased Online Security	Texas State University	January 20, 2023
Guest Lecture	Power and Politics in Organizations	Malardalens University	November 29, 2021
Research Seminar	Virtual Groups	Malardalens University	December 1. 2021
Guest Lecture	Virtual Groups	Malardalens University	October 30, 2021
Faculty Development	Using Social Media to Pursue and Promote Your Professional Agenda	Texas State University	November 2020
Conference Presentation	U.S. Workers Weigh-in on the Issue of Portable Benefits	Academy of Business Research	March 2020
Networking Circle Leader	Group Effectiveness	2020 Women in Science and Engineering, Texas State University	March 2020
Faculty Development	Using Social Media to Pursue and Promote Your Professional Agenda	Texas State University	March 2019
Conference Presentation	Factors Affecting Perceptions of Self-Value among Employees of Child Welfare Agencies	2018 Frontiers in Service Conference	September 2018

Type	*Topic*	*Event*	*Date*
Faculty Development	Using Social Media to Pursue and Promote Your Professional Agenda	Texas State University	February 2018
Conference Presentation	The Marshmallow Challenge	2017 Women in Science and Engineering, Texas State University	April 2017
Conference Presentation	The Effects of Organizational Effectiveness, Quality of Work, and Compensation on Job Satisfaction Among Staff Employees of Four Year Institutions of Higher Education	6th Annual General Business Conference, Sam Houston State University	April 2014
Conference Presentation	The Effects of Employment Development and Other Factors on Job Satisfaction Among Staff Employees of Four Year Institutions of Higher Education	CUPA-HR Lone Star Chapter Annual Conference	February 2014
Lecture	The Effects of Employment Development and Other Factors on Job Satisfaction Among Staff Employees of Four Year Institutions of Higher Education	Guest lecture-Texas Health and Science University Student Government Association	October 2013
Faculty Development	Designing and Delivering Online Instruction	Texas Health and Science University	August 2013
Invited Talk	How to Realize a Successful Dissertation	Dr. Sarah Nelson	Spring 2012
Invited Talk	Steps Toward a Successful Dissertation	Dr. Robert Reardon	Spring 2012
Lecture	Indirect Compensation – A Discussion of Employee Benefits Programs	Ms. Lisa Chrans	Spring 2012
Invited Talk	Steps Towards a Successful Dissertation	Dr. Clarena Larrota	Fall 2011

Type	*Topic*	*Event*	*Date*
Conference Presentation	The Effects of Employment Development and Other Factors on Intention to Stay Among Employees of Four Year Institutions of Higher Education in Texas	International Research Conference For Graduate Students Texas State University	November 2011
Conference Presentation	Factors Affecting Employee Retention at Public, Higher Education Institutions in Texas	Texas Higher Education Human Resources Association (THEHRA)	January 2011
Conference Presentation	An Annual Report on Full-Time Classified State Employee Turnover for 2004	Texas State Human Resources Association (TSHRA)	July 2004
Conference Presentation	Legislative Update	THEHRA	Numerous from 2001 to 2004

Corporate Training Developed and Conducted:

Title	*Date*
Drug Testing (Texas State)	4 sessions in 2010
Managing@TXSTATE	12 sessions from 2006 to 2012
The Legislative Process	2 sessions from 2004 to 2005
Human Resources for State Agencies	Multiple sessions from 2002 to 2005
Resume Writing	1 session in 1994
Conflict Resolution	Multiple sessions from 1994 to 1995
Leadership	Multiple sessions from 1994 to 1995
Stress Management	Multiple sessions from 1994 to 1995
Group Problem Solving	Multiple sessions from 1994 to 1995
Project Management	Multiple sessions from 1994 to 1995
Sexual Harassment	Multiple sessions from 1994 to 1999
Performance Management	Multiple sessions from 1994 to 1999
Interviewing Skills	Multiple sessions from 1994 to 1995
Abilene Paradox	Multiple sessions from 1994 to 1995

Consultancies:

University of the Incarnate Word - review, revision and development of Human Resources policies in preparation for SACS re-accreditation.	April 2014 to June 2014

Funded Grants and Contract:

Equity and Access Diversity Initiative grant in the amount of $5,000 to fund the purchase of a 12-month contract with Yahoo HotJobs. The purpose of the contract was to extend the reach of employment advertising to improve the heterogeneity of staff applicant pools.

A 2017 McCoy College of Business Administration Research Grant in the amount of $1,680. The purpose of the grant is to pursue research associated with portable benefits for workers engaged in the sharing economy.

Fellowships, Awards, Honors:

2024 Outstanding Graduate Faculty Award (MBA Program) – McCoy College of Business – Texas State University

Superior Merit Award (2020-2021 Student Chapter Merit Award) – Society for Human Resource Management

Alpha Chi (Iota Chapter) Favorite Professor of 2021 – Texas State University

2018-2019 Stephany Goodbread Faculty Advisor of the Year Award – Texas State University & The Honors College

2018-2019 Undergraduate Research Fellowship (Leanna Mouton) – Texas State University & The Honors College

2016 College Achievement Award for Excellence in Scholarly/Creative Activities – Texas State University, Department of Management

2018 College Achievement Award for the Presidential Award for Excellence in Scholarly/Creative Activities – Texas State University – Department of Management

Jerome L. Neuner Award for Excellence in Professional-Scholarly Publication which is for the superior article in The Journal of Higher Education Management - *Diversity Management and Public Orientation as Predictors of Service Orientation in Higher Education, 30*(1), 2015.

IV. SERVICE

Texas State University:

Standing Committees	*Position*	*Dates*
Management Department Curriculum Committee	Member	2023 to present
Council of Funded Research	Advisory Member	2010 to 2012
Management Advisory Group	Member	2010 to 2012
University Survey Committee	Member	2010 to 2012
Research Design and Analysis Group	Member	2010 to 2012

Standing Committees	*Position*	*Dates*
Graduate House of Representatives	Member	2009 to 2010
Administrative Staff Services Committee	Advisory Member	2009 to 2012
Extended Business Services Council	Member	2005 to 2012
Equity and Access Investigating Committee	Member	2005 to 2012
FSS Diversity Committee	Member	2005 to 2009

Other

Faculty Mentor	2025 Hackoffice International Competition	April 10-11, 2025
Reviewer	2024 SMA Annual Conference	April 15, 2024 to May 15, 2024
Member	Proposal Committee	July 5, 2023 to present
Reviewer	Journal of Management Studies	May 17, 2023
Panel Chair	Honors College Thesis Presentations	November 18, 2022
Member	Management Chair Search Committee	January 3, 2022 to April 14, 2022
Poster Judge	15th Annual Undergraduate Research Conference	April 23, 2021
Faculty Mentor	Hackathon 2021 Virtual Global Project Teams 12 universities, 11 countries Malardalen University, Sweden	April 15-16, 2021
External Examiner	ACE Business Courses, University College Cork	August 21, 2020 to present
Judge	Summer 2020 Capstone Presentations	July 14, 2020
Poster Judge	14th Annual Undergraduate Research Conference	April 23, 2020
Poster Competition Judge	Eleventh Annual International Research Conference for Graduate Students	November 5, 2019
Course Coordinator	MGT 4373 Human Resource Management	August 19, 2019 to present

Textbook Reviewer	SAGE Publications – "Strategic Compensation and Talent Management: Lessons for Managers"	March 2, 2019
Undergraduate Marshal	Fall Commencement	May 12, 2018
Poster Judge	12th Annual Undergraduate Research Conference	April 20, 2018
Panel Chair	Ninth Annual International Research Conference for Graduate Students	November 8, 2017
Poster Competition Judge	Undergraduate Research Conference	April 21, 2017
Panel Chair	Eighth International Research Conference for Graduate Students	November 16, 2016
Poster Competition Judge	Undergraduate Research Conference	April 22, 2016
Faculty Advisor, SHRM Student Chapter	Department of Management	September 1, 2015 to present
Reviewer, Conference Proposals	2015 AERA Division D Graduate Student In-progress Research Gala	February 1, 2015
Designated Doctoral Faculty	Counseling, Leadership, Adult Education & School Psychology	February 13, 2014 to December 31, 2016
Faculty Judge	Occupation, Workforce, and Leadership Studies Graduate Forum (College of Applied Arts)	Spring 2013
Session Chair	6th Annual General Business Conference, Sam Houston State University	April 11, 2014
Panel Chair	Sixth Annual Research Conference for Graduate Students	November 6, 2014

Community Organizations:

Associations	*Position*	*Dates*
Literacy Austin	Tutor	2007 to 2008
Austin Supported Employment and Rehabilitation Technology (ASERT) Program Disability Assistance of Central Texas	Committee Member	2003 to 2005
Austin Travis County Mental Health Mental Retardation Center	Business Advocate	2002 to 2005
Austin State School	Business Advocate	2002 to 2005
Texas School for the Blind and Visually Impaired	Business Advocate	2002 to 2005
Texas Rehabilitation Agency	Business Advocate	2002 to 2005

Professional Organizations:

Current Associations	*Position*
SHRM – Southwest Florida Chapter	Regular Member
American Educational Research Association (AERA)	Regular Member
Society for Human Resource Management (SHRM)	Professional Member
Society for Chaos Theory in Psychology and Life Sciences	Group Member
National Institute on the Assessment of Adult Learning	Group Member
Higher Education Teaching and Learning	Group Member
HR Sigma	Group Member

Past Associations	*Position*	*Dates*
Hill Country Human Resource Management Association (HCHRMA)	Member	2007 to 2012
College and University Professional Association – Human Resources (CUPA-HR)	Member	2007 to 2012
Austin Human Resource Management Association (AHRMA)	Member	2013 to 2014
College of Education Doctoral Student Organization (COEDSO)	Member	2008 to 2011
Texas Higher Education Human Resources Association (THEHRA)	Member	2005 to 2012

Texas State Human Resources Association (TSHRA)	Member, Chair	2002 to 2005 Chair (2003- 2004)

Academic Societies:

	Inducted
Beta Beta Beta (Tri Beta Biological Honor Society)	1979
Alpha Chi National Honor Scholarship Society	2010
Golden Key International Honour Society	2010