

Francis Hamilton **8-15-11**
Collegium of Behavioral Science
Eckerd College
4200 54th Ave South
St Petersburg, FL 33711
(727) 864-8063 Office (727) 864-7967 Fax (813) 920-7818 Home
hamiltfe@eckerd.edu

EDUCATION

- Doctor of Philosophy in Business Administration** 2005
University of South Florida (AACSB), Tampa, FL
Concentration: Interdisciplinary Business
Support Concentrations: Communication, Industrial/Organizational Psychology
- Master of Science** 1974
University of Southern California, Los Angeles, CA
Concentration: Public Administration
- Bachelor of Science** 1970
Kent State University, Kent, Ohio
Concentration: History/Psychology

RESEARCH AND PUBLICATIONS

Refereed Publications

- Hamilton, F. (2010). Leading, organizing and managing social change for companion animals. *Anthrozoos*, 23(3), 277-292 (September 2010)
- Hamilton, F. (2008). Servant-Leadership. In A. Marturano & J. Gosling (Eds.) *Key Concepts in Leadership Studies* (pp. 146-150). London: Routledge.
- Hamilton, F. & Ritch, S. (2006). Ethics in the first person: Applying adult transformative learning. *The Journal of Ethics in Leadership*, 2(1), 78-94 (Fall 2006).
- Bean, C. & Hamilton, F. (2006). Leader framing & follower sensemaking after downsizing. *Human Relations*, 59(3), 321-349 (March 2006). *2006 Emerald Management Citations of Excellence Award Top 50 Articles in Business and Economics Journals*
- Hamilton, F. & Bean, C. (2005). The Importance of Context, Belief and Values in Leadership Development. *Business Ethics: A European Review*, 14(4), 336-347 (October 2005).
- Locander, William; Hamilton, Frank; Ladik, Daniel; Stuart, James (2002). Developing a leader-rich culture: The missing link to creating a market-focused organization. *Journal of Market-Focused Management*, 5(2), 149-163 (June 2002).

Book Reviews

Practicing Servant-Leadership: Succeeding through trust, bravery, and forgiveness (Book review of L. Spears and M. Lawrence book of same title). *Academy of Management Review*, 30(4), 875-877 (October 2005).

Friendly Fire (Book Review of Scott Snook's *Friendly Fire*). *Academy of Management Review*, 28(1), 158-160 (January 2003).

Other Publications

Hamilton, F. (2007) 'Servant Leadership: Organizing communities to solve a challenge' *Public Affairs (PA) Times*, 30(5), 4 (May, 2007)

Published Conference Proceedings (Refereed)

Bohlander, K. & Hamilton, F. (2011). "Learning in the first person: Using student-written case studies to gain knowledge from personal experience" 38th Annual Organizational Behavior Teaching Conference (OBTC), Marquette University, Milwaukee, WI.

Hamilton, F. (2010). "Do you want to be a servant? Greenleaf's Jefferson House comes alive" 2010 Annual Roundtables of Leadership Research and Practice, Regent University, Norfolk, VA

Hamilton, F. & Ritch, S. (2005). "Ethics in the first person: Applying adult transformative learning," *Illuminating Ethical Leadership: Faculty and Administrative Roles*, Kennesaw State University.

Hamilton, F. & Bean, C. (2004). "The Significance of Context in the Process of Leadership Development," Third International Studying Leadership Conference, University of Exeter (UK).

Hamilton, F. & Bean, C. (2003). "Front Stage 24/7: Leadership Development in Post-Industrial Organizations," Second International Studying Leadership Conference, University of Lancaster (UK).

Bean, C. & Hamilton, F. (2003). "Flexibility for Whom? Leader Framing & Follower Sensemaking After Downsizing," Second International Studying Leadership Conference, University of Lancaster (UK).

Hamilton, Frank; Locander, William; Murray, Alice; Woodward, Laurie (2002). "Teaching What We Practice: Developing a Holistic Leadership Studies Program," National Leadership Conference, San Antonio, TX.

Research in Progress

Hamilton, F. Targeting a solution to reduce animal euthanasia: A tale of two cities. Revise and resubmit *Animals and Society*, special issue.

Hamilton, F. Do you want to be a servant? Greenleaf's Jefferson House comes alive. Targeted for *The Journal of Servant-Leadership*.

Dissertation

Developing a Shared Mental Model: Operationalizing Servant-Leadership at Synovus Financial

Conference Presentations (refereed)

“Learning in the first person: using student-written case studies to gain knowledge from personal experience” 37th annual Organizational Behavior Teaching Conference, Marquette University (June, 2011), Milwaukee, WI.

” Targeting a social problem to reduce animal euthanasia: A tale of two cities” 2011 Annual Southern Sociological Society (April, 2011), Jacksonville, FL

” Targeting a solution to reduce animal euthanasia” 10th “Thinking about Animals’ International Critical Animal Studies Conference (March, 2011) Brock University, St Catharines, Ontario, Canada

“Do you want to be a servant? Greenleaf's Jefferson House comes alive” 2010 Annual Roundtables of Leadership Research and Practice (May 2010) Regent University, Norfolk, VA

“The impact on selling and marketing of virtual offices and workplace isolation: A cross-disciplinary approach” Special Session - Panel, 2008 Academy of Marketing Science Annual Meeting (May 2008) Vancouver, BC

“Organizing and Managing social change for companion animals – One county's story” 2008 Annual Southern Sociological Society Meeting (April 2008) Richmond, VA

“Alleviating Poverty through Business Strategy” Professional Development Workshop panel at the Academy of Management Annual Meeting (August 2007) Philadelphia, PA

“Growing Servant-Leaders: Eckerd College's Quest for Meaning Course” Presented at the 17th Annual International Conference of the Greenleaf Center for Servant Leadership (June 2007) Dallas, TX

“Social Entrepreneurship: An exercise of servant-leadership?” Presented at the Fifth International Studying Leadership Conference (December 2006) Cranfield University (UK)

“Organizing Communities to solve a challenge” Presented at Walden University Conference on Social Change (October 2006). Baltimore, MD

“Ethics in the First Person: Applying Adult Transformative Learning” Presented at the Conference on Illuminating Ethical Leadership (October 2005). Atlanta, GA.

“Developing Servant-Leaders: The Synovus Way” Presented at Practicing Servant-Leadership, the 15th Annual International Conference of the Greenleaf Center for Servant-Leadership (June 2005), Indianapolis, IN

“The Significance of Context in the Process of Leadership Development” Presented at the Third International Studying Leadership Conference (December 2004) University of Exeter (UK)

“Management Issues: The who’s and what’s of running a large scale feral cat sterilization program” Presented at International Conference on Homeless Animal Management and Policy, (August 2004) Orlando, FL

“How ethics applies in teaching and modeling undergraduate development: Applying transformational learning” Presented at the American Marketing Association Summer Educators Conference (August 2004) Boston, MA

“Front Stage 24/7: Leadership Development in Post-Industrial Organizations” Second International Studying Leadership Conference (December 2003) University of Lancaster (UK).

“Teaching What We Practice: Developing a Holistic Leadership Studies Program,” Presented at the National Leadership Conference, (February, 2002) San Antonio, TX

Presentations

“Other focused leadership over time” Spay/USA State Leadership National Retreat (August 2011) Philadelphia, PA

“Social Science Plenary Session” Presented to the senior class of Eckerd College (November 2006, 2007, 2008, 2009, 2010, 2011) St Petersburg, FL

“Experiential residential servant-leadership: The leadership house story” presented a half-day workshop to Student Affairs at Loyola University of New Orleans (April 2008) New Orleans, LA

“Servant-Leadership: Serving Leadership” All-Children’s Hospital Leadership Retreat (March 2008) St Petersburg, FL

“Organizing a high-volume Spay/Neuter Clinic” 4th Annual Feral Cat Summit (November 2007) Orlando, FL

“Creating a win/win for the animals: The care and handling of government agencies” Presented at the Alley Cat Allies Midwestern Forum (April 2007) Chicago, IL

“Thinking Strategically” Presented at the Executive Forum (August 2006). Tampa, FL

“Community Assessment: How to get started” Presented at Southern Regional Spay/Neuter Leadership Conference (November 2005). Atlanta, GA

“Selling the TNR Concept to your community” Presented at Southern Regional Spay/Neuter Leadership Conference (November 2005). Atlanta, GA

“A Case Study: Servant-Leadership At Synovus Financial” Presented at the Scanlon Leadership Network Conference (October 2005). Detroit, MI.

“Servant-Leadership in for-profit organizations” Presented at the University of South Florida, Sarasota Campus, MBA forum (February 2005) Sarasota, FL

“Servant-Leadership and the USF Leadership House” Presented at Leadership Pinellas Community Leadership Day, (December 2002) Clearwater, FL

“Leadership in the Volunteer Sector: Not a Matter of Positionship,” Presented to Greater Brandon Kiwanis, (August 2002) Brandon, FL

“Servant-Leadership: Theory and Practice,” Presented at the United States Navy Senior Chaplains Conference, (June 2002) Orlando, FL

“Servant-Leadership: Making Others Successful,” Presented at the 2002 University of South Florida Leadership Conference, (April, 2002) Tampa, FL

"Creating a Mind Map," Presented at the First and Second National Beta Gamma Sigma Student Leader Forums, (January 2001 & 2002) Clearwater, FL

“Ethics and Values,” Presented at Leadership Brandon Community Leadership Day, (October 2000) Brandon, FL

“Exchanging Experience for a Good Job,” Presented at the Greater Brandon Chamber of Commerce Job Fair, (September 2000) Brandon, FL

“The Leader in You: Leveraging Your Abilities in the Job Market,” Presented at the University of South Florida Spring Leadership Conference, (April 2000) Tampa, FL

“Ethics and Leadership,” Presented at the University of South Florida Emerging Leaders Conference (February 2000) Lake Wales, FL

“Leading from the Inside Out,” Presented at the University of South Florida Student Leadership Conference (January 2000) Sarasota, FL

“The Servant-Leader Theme Hall,” Paper presented at the Southeast Housing Officers Conference, (February 1999) Biloxi, MS

“Developing the Servant-Leader Model,” Paper presented at the International Greenleaf Conference, (June 1998) Indianapolis, IN

TEACHING EXPERIENCE

Eckerd College

2004-present

Principles of Management and Leadership – prepared and taught this interdisciplinary course that includes a survey of the historical development of management and leadership, the differences between the two, functional areas of both, and contemporary issues in the field.

Operations Management – Prepared and delivered this class in the systemic concepts in service and manufacturing sectors of the global economy which included forecasting, product and process planning, facility location and layout, project management, operations scheduling, inventory planning and control, and quality processes.

Organizational Behavior and Leadership - Prepared and taught this upper division management course. The course was designed and delivered as a seminar/experiential-learning course where the students applied organizational behavior ideas in an action-research framework to better understand themselves, the group and the organization.

Leadership in Complex Organizations – Developed prepared and delivered this course focusing on organizations as complex systems calling for leadership processes including the leader, the follower and the context to effect change. Analysis of systems, complex organizations, group, and intra-personal factors viewed through the leadership process.

Nonprofit Management – Developed, prepared and delivered this course focusing on the application of managerial functions to nonprofits including mission, vision, strategy, financial issues of fundraising and accountability, volunteers and professional staff, ethics and leadership.

Social Entrepreneurship- Developed, prepared and delivered this course that delineated common and distinguishing features of social purpose businesses and entrepreneurial non-profits focusing on creativity and how to mobilize resources to areas of higher yield and social good, while demonstrating a higher accountability to constituencies served.

Leading, Managing and Serving in the United Kingdom – Developed, and lead this winter term trip to London and Exeter, United Kingdom. This course focused on leadership in all three sectors, government, private and social. The course covered interpersonal, group and organizational skills and development.

Leadership Images in the Media – Developed, designed and taught this course that ranged from *Antigone* to political editorials, students were exposed to the person, the context and the individual struggles that accompany the role of leader from a first person perspective. Through reflection, discussion and presentations students gained insight into leadership issues, values and paradoxes into their own lives.

Leadership as the Fulcrum for Building Community – Designed and taught this experiential Autumn Term freshman course focusing on the social capital required in building a community. This course covered intrapersonal, interpersonal, group, organizational and systems thinking aimed at enhancing capability, commitment, contribution, continuity, collaboration and conscience.

Western Heritage in the Global Context I & II – Taught this required interdisciplinary examination of the intellectual sources of Western Civilization aimed at developing a learning community among students at Eckerd College. This two semester course is taught through lectures, discussion groups and presentations by various faculty.

Quest for Meaning (QFM) – Coordinated and taught this senior level required general education course focused on providing an opportunity for seniors to reflect in a sustained manner their college education and the direction of their lives after graduation through class discussions, selected readings, plenary sessions, self-reflective writing and a 40 hour off-campus service learning project.

University of South Florida

1999 – 2005, 2011

MBA Courses:

Leadership Practicum- Prepared and delivered this course, the capstone course in the MBA Leadership Track. The course is designed and presented using adult transformative learning as the method of learning. Self-reflection, observation and action-learning are woven into the course to assist MBA students in using practice or experience in developing their own leadership model. Students in self-organized teams are tasked to find and execute a project that will serve the community.

Undergraduate Courses:

Strategic Management/Decision Making - Prepared and delivered this undergraduate course. This is the capstone course in Business Administration and it provides a unifying, integrating and coordinating opportunity to tie together all the concepts, principles and skills learned in other specialized courses in the College of Business Administration. Teamwork, action-learning and presentation skills are emphasized.

Organizational Assessment- Researched, prepared and delivered this upper level undergraduate management course on utilizing a systems approach to understanding assessing organizations. Students were required to prepare and present case studies on various organizational challenges.

Entrepreneurship and Small Business-Prepared and delivered this upper level undergraduate management course. Students were required to develop a business plan and as teams, go through the steps of actually establishing a small business in a specific targeted market.

Organizational Development and Change – Prepared and taught this upper division management course. It is designed and delivered as a seminar/laboratory course where students experientially apply behavioral science techniques in an action-research framework to the cycle of planned change to build more effective organizations.

Organizational Behavior- Prepared and taught this upper division management course. The course was designed and delivered as a seminar/experiential-learning course where the students applied organizational behavior ideas in an action-research framework to better understand themselves, the group and the organization.

Principles of Management-Prepared and taught this introductory management course. The course was designed and delivered as a seminar/experiential-learning course where the students had to apply the principles in various individual and group situations.

Leadership Fundamentals – Designed prepared and delivered this course. The objective of this course is to create a learning community for exploring leadership in market driven organizations. Those taking the course take part in an exploration of themselves to understand their individual leadership styles and abilities within the greater context of others and organizations.

Leadership Readings – Designed prepared and delivered this course. It is a survey of historical and contemporary writings on leadership skills, the role of the leader and the dynamic of the group. Examines the contextual manner in which the leader functions, personal leadership and development, organizational leadership and systems theory books are read and discussed in a seminar environment. The objective of this course is to expose the students to a variety of readings that will serve as a basis for dialogue and reflection upon personal leadership styles and practices.

Leadership Practicum – Designed prepared and taught this undergraduate course. It involves the transference of leadership theories to practice. It provides a practical forum for students to examine and develop personal leadership skills. It offers the opportunity for students to explore the leadership dynamic in a group setting.

Leadership Theories- Designed, prepared and delivered this senior level undergraduate course in the interdisciplinary leadership minor. This course provides a historical perspective and analysis of the intellectual evolution of leadership research, a study of leadership theories; and an understanding of the personal skills deemed essential by these theories for effective leadership.

Organizational Theory and Processes- Designed, prepared and taught the organizational dynamic course in the interdisciplinary leadership minor. Students traced the development of organizational, behavioral and systems theories in organizations in order to develop a greater understanding of applied leadership in the context of an organizational setting.

Leadership in Film and Print- Co-taught this distance learning class utilizing a Blackboard design supplemented with four class meetings for face-to-face meetings to facilitate learning utilizing both print and popular film media representations of leadership.

Certificate of Achievement (2) Center for Teaching Enhancement, University of South Florida

The Ohio State University, Columbus, Ohio

1978 – 1981

Military History – Prepared and delivered this sophomore level series of courses (3). This was a comprehensive survey of history of warfare and the concurrent growth of the military art, i.e. tactics, strategy, and weaponry. The second and third courses in the series focused on Western, especially the United States, military history in the last 400 years.

The United States Defense Establishment – Designed prepared and delivered this senior level course that was an overview of the history and development of the modern US defense establishment and how it fit with the uniquely American type of governance.

AREAS OF TEACHING INTERESTS

Leadership and leadership development in customer driven organizations in the private, public and service sectors, Grassroots organizational creation and leadership development, Social Entrepreneurship, sense making and framing in all three sectors

PROFESSIONAL EXPERIENCE

Associate Professor of Management 2009-present
Assistant Professor of Management 2004 - 2009

Collegium of Behavioral Science, Eckerd College, St Petersburg, FL

Developed and delivered undergraduate courses in Principles of Management, Operations Management, Organizational Behavior, Leadership in Complex Organizations, Social Entrepreneurship and Nonprofit Management. Mentored 21-57 undergraduates; led two- 21 day field trips of 10-19 undergraduates to London, UK.

President and CEO 2001-present

Animal Coalition of Tampa, Inc, Tampa, FL

Co-founded, led and guided a nonprofit high volume, high quality, low-cost spay/neuter clinic that has sterilized over 40,000 dogs and cats since it's founding in 2001. Realizing the desperate need for more targeted sterilization surgery service in the county; moved from an all volunteer service to a fully staffed veterinary spay/neuter clinic in March 2006. Since 2006 the operation has grown from 4 full time employees to 42 employees with gross revenue of \$2.33 million, accomplishing 12,719 surgeries in 2010. The organization has grown by an average of 40% a year since 2006.

Adjunct Professor 1999-2005, 2011

College of Arts and Sciences, University of South Florida-St Petersburg

College of Business, University of South Florida, Tampa, FL

Developed, planned and taught undergraduate and MBA classes in management and leadership. Part of a university-wide committee that developed the first state approved interdisciplinary leadership minor program in the State of Florida.

Consultant 1997

Drake Beam Morin, Largo, FL

Provided transition assistance and career counseling to over 500 exempt, nonexempt and top management personnel from two different agencies involved in downsizing and closing of a defense manufacturing facility.

Director of Branch Development 1996-1997

First American Investment Banking Corporation, Brandon, FL

Recruited stockbrokers for a newly established independent brokerage house.

Chief Operating Officer and Managing Partner 1995-1996
Total Employment Company, Tampa, FL
Designed, wrote and executed the marketing plan for a newly established employee leasing company. Established the office, hired and directed personnel, set up payroll, benefits and human resources operation. Grew the size of the organization from 3 employees to over 700.

Training Consultant 1993-1995
Dale Carnegie Training, Tampa, FL
Developed and conducted a variety of needs assessments in both public and private sectors to determine employee and organizational development requirements, resulting in increased efficiency and teamwork, through the development of Dale Carnegie Customized Corporate Solutions.

Lieutenant Colonel 1970-1992
United States Army, Washington, DC
Held a variety of positions culminating in the Office of the Secretary of the Army. Involved with operational and strategic planning and decision-making. Successfully created the focus; led, directed, planned the output, and managed small teams (10-15), medium sized organizations (95-210) and large organizations (700-3500). Developed and controlled budgets from \$50,000-7.5 million dollars.

HONORS AND AWARDS

Who's Who in America (2008-2009, 2009-2010, 2010-2011)
Fellowship Grant (2008), Animals and Society Institute, Michigan State University
Emerald Management Citations of Excellence (2006) Co-authored *Human Relations* article selected as one of top 50 articles in over 400 business and economic journals for 2006 (15,000 articles)
Beta Gamma Sigma (2005), Association to Advance Collegiate Schools of Business (AACSB) Scholastic Honorary
Faculty Advisor of the Year (2003-2004) University of South Florida
Omicron Delta Kappa, National Leadership Honorary (2002)
Southern Management Association (2000) 12th Annual Doctoral Consortium, Orlando, FL
Selection of the University of South Florida Leadership House as "Residence Hall of the Year" by Student Leader Magazine (Spring 2000)
Selection of the University of South Florida Leadership House "Outstanding Program of the Year, 1999," Association of College Personnel Officers
Golden Key National Honor Society, University of South Florida, 1999

SERVICE

Eckerd Interviewer, Academy of Management Placement Center, San Antonio, TX, August 2011
Invited Reviewer, Special Edition of *Leadership*, Leadership in Italy, 2011
Session Chair, Southern Sociological Society Annual Meeting, Jacksonville, FL April 2011
Member, International Education Committee, Eckerd College 2010-2012
Faculty Observer to the Investment Committee, Eckerd College Board of Trustees, 2010-2011
Eckerd Interviewer, Southern Management Association, St. Petersburg, FL, October 2010
New Faculty Mentor 2010-2011
Eckerd College ROTC SACS Assessor
Eckerd Interviewer, Academy of Management Placement Center, Montreal, CA, August 2010

Member, Eckerd College Quality Enhancement Plan (QEP) Committee 2009-2011
 Director, Eckerd College Quest for Meaning 2009-2011
 Eckerd Interviewer, Academy of Management Placement Center, August 2009
 Discussant, Academy of Management Annual Conference, Public Participation and Engagement, Public and Nonprofit Division, August 2009
 Reviewer, Academy of Management Annual Conference, Public and Nonprofit Division and Social Issues in Management Division, August 2009
 Reviewer, Southern Management Association Annual Conference, Ethics/Social Issues/Diversity Track and the Health Care/Hospitality Management/Public Administration Track, October 2009
 Faculty Observer to the Finance Committee, Eckerd College Board of Trustees, 2008-2009
 Session Chair, Ethics/Social Issues/Diversity Track, Southern Management Association Annual Conference, October 2008
 Discussant, Health Care/Hospitality Mgmt/Public Administration Track, Southern Management Association Annual Conference, October 2008
 Invited Reviewer, *Journal of Applied Animal Welfare Science* (JAAWS)
 New Faculty Mentor 2008-2009
 Reviewer, Best Track Paper, Southern Management Association Annual Conference, October 2008
 Reviewer, Southern Management Association Annual Conference, Ethics/Social Issues/Diversity Track and the Health Care/Hospitality Management/Public Administration Track, October 2008
 Reviewer, Academy of Management Annual Conference, Public and Nonprofit Division, August 2008
 Member, PhD dissertation committee in leadership, 2008
 Invited Reviewer (one of four), 4th edition of Bolman, L. & Deal, T. (2008). *Reframing organizations: Artistry, choice, and leadership*, Jossey-Bass.
 General Education Task Force Committee, 2007-2008
 Faculty Marshall, Eckerd College 2007-2008
 Chair, Library Committee, Eckerd College 2007-2008
 Acting discipline coordinator, Management, Eckerd College, November 2007-May 2008
 Eckerd Interviewer, Academy of Management Placement Center, August 2007
 Reviewer, Academy of Management Annual Conference, Public and Nonprofit Division, August 2007
 Reviewer, Health Care/Hospitality Mgmt/Public Administration Track, Southern Management Association Annual Conference, Oct 2007
 New Faculty Mentor, Eckerd College, 2006-2007
 Member, Communications Faculty Search Committee, 2007-2008
 Faculty Advisor, Ford Apprentice Scholar, 2007-2008
 Faculty Peer to Peer Evaluator – 2005, 2006, 2007
 Discipline coordinator – Leadership studies minor 2007-present
 Session Chair, Public Policy Session, Health Care/Hospitality Mgmt/Public Administration track, Southern Management Association Annual Conference, Oct 2006
 Discussant, Southern Management Association Annual Conference, Oct 2006
 Reviewer, Public, Nonprofit and Healthcare Division, Southern Management Association Annual Conference, Oct 2006
 Member, Management Search Committee – 2005, 2006, 2007, 2008, 2009, 2010
 ASPEC Committee Member, Eckerd College, 2005-2006
 Faculty Observer to the Finance Committee, Eckerd College Board of Trustees, 2005-2006

Member, Jack Parker Scholarship Committee, Synovus Financial Corporation, 2005
Reviewer, Health Care/Hospitality Mgmt/Public Administration Track, Southern Management Association Annual Conference, 2005
Member, Center for Ethical Leadership Initiative Committee, Eckerd College, 2004
Discussant, Organizational Behavior Track, Southern Management Association Annual Conference (2003) Clearwater, FL
Member, Multi-campus, interdisciplinary committee for the development of an undergraduate leadership minor, 1998-2004
Member of the Board of Directors, the University of South Florida Leadership Center, 2000-2004
Advisor, University of South Florida Leadership House, 1997-2004
Advisor for the first and second University of South Florida Lead Conferences, a conference designed and executed by undergraduates for high school students interested in furthering their personal leadership development, 1999, 2000
Member, Industrial Organizational Organizational Behavior (IOOB) 2002 Conference Steering Committee, University of South Florida, March 1-3 2002

PROFESSIONAL AFFILIATIONS

Academy of Management (AoM)
Organizational Behavior Teaching Society (OBTS)
American Sociological Association (ASA)
Southern Management Association (SMA)
Southern Sociological Society (SSS)
International Leadership Association (ILA)
Animals and Society Institute (ASI)
Board President, Animal Coalition of Tampa, Inc. (2005- present)
Past Chairman and Board Member, Hillsborough County Animal Advisory Committee (2002 – 2009)
Vice President, No More Homeless Pets in Hillsborough County (2004 – 2008)
Member, Scientific Board of Advisors, Alley Cat Allies, 2003 - present
Board of Directors, Gulf Ridge Council, Boy Scouts of America (1993-2000)
Board Member, Greater Brandon Chamber of Commerce (1996-1999)