
Phyllis Flott, Ph.D.
Associate Professor
Business Administration
College of Business
pflott@tnstate.edu

Academic Background

Ph.D. University of North Texas, Texas, Organizational Theory and Policy, 1996
M.B.A. Emporia State University, Emporia, Kansas, 1986
B.S. Emporia State University, Emporia, Kansas, Accounting, 1984

Memberships

Southern Management Association, 2013
American Sociological Association, 2011-2013
National Association of Colleges and Employers, 2011-2013

WORK EXPERIENCE:

Academic Experience

Associate Professor, Tennessee State University (August, 1999 - Present).

TEACHING:

Courses Taught

Courses from the Teaching Schedule: Business Strategy and Policy, Business Strategy and the Economic Environment, Management and Organization Behavior, Organization Behavior

Teaching-Other

Assurance of Learning - Teaching

2012 - Assurance of Learning - Teaching. The test results for all MGMT 3010 Sections were combined. Most missed questions were identified for each instructor. This data was combined into most missed topics and all instructors were provided a list of the most missed topics.

Distance Learning

2012 - Distance Learning. Explained the process of developing online lectures and videos using Frontcam, Xvid, Vdub and SmoothDraw 3, Posted additional information and links to the software in the management curriculum development space.

INTELLECTUAL CONTRIBUTIONS:

Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals	2		1	3
Publications of Non-refereed or Invited Papers	3			3
Presentations of Non-Refereed Papers	4		3	7

Totals	9	4	13
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Refereed Articles

- Zottarelli, L., Sunil, T.S., Shilpashri, K., & Flott, P. (2012). College student adoption of non-pharmaceutical interventions during the 2009 H1N1 influenza pandemic: a study of two Texas universities in Fall 2009. *Preventive Medicine*, 55 (5), 497-9.
- Hurst, C. S., Kungu, K., & Flott, P. (in press, 2012). Stress, Organizational Citizenship Behaviors, and Coping: Comparisons Among Plateaued and Non-Plateaued Employees. *Business and Management Research*, 1 (3).
- Flott, P. (2011). The Unintended Consequences of Developmental Courses. *Journal of Learning in Higher Education*.
- Lownes-Jackson, M., Olorunniwo, F., Flott, P., & Ellzy, J. (2003). 'Financial Obstacles Faced by African American Entrepreneurs: An Insight into a Developing Area of the US Economy. *Journal of Developing Areas*.

Refereed Proceedings

Full Paper

- Hurst, C. S., Kungu, K., & Flott, P. (in press, 2012). Don't Forget The Non - Plateaued! Some Insights on Stress, Organizational Citizenship Behaviors and Coping". *Academy of International Business - US Northeast Chapter (AIBNE)*.
- Flott, P. (in press, 2012). Controlling Research Misconduct, Normal Misbehavior and Error. *Intellectbase International Consortium*.

Non-Refereed Proceedings

Full Paper

- Flott, P. (2007). 'Emotional Labor: An Assessment of the Literature'. *Proceedings of the International Academy of Business and Public Administration Disciplines, Orlando, Florida*.
- Flott, P. (2007). 'Integrating Business and Disaster Research'. *Proceedings of the International Academy of International and Public Administration Disciplines, Orlando, Florida*.
- Flott, P. (2007). 'Using Concept Maps for Learning Assessment'. *Proceedings of the Academic Business World, Nashville*.

Presentation of Non-Refereed Papers

International

- Flott, P. (2008). Pet Travel Directories: Business Models and Strategies. *International Academy of Business and Public Administration Disciplines, Dallas, Texas*.
- Flott, P. (2008). Crisis in a Complex System: The 2007 Pet Food Recalls. *International Academy of Business and Public Administration Disciplines, Dallas, Texas*.
- Flott, P. (2007). 'Cheating: Who, Why and How'. *Academic Business World, Nashville, Tennessee*.
- Flott, P. (2005). Social Class and the Learning Organization. *Association for Business Communication, Federation of Business Disciplines, Dallas, Texas*.
- Flott, P. (2004). The Delineation of Social Class in Management Textbooks. *International Academy of Business and Public Administration Disciplines, Tunica, Mississippi*.
- Flott, P. (2004). An Examination of Fringe Banking Patterns. *International Academy of Business and Public Administration Disciplines, Tunica, Mississippi*.
- Flott, P. (2003). 'Identifying and Remediating Student Knowledge Gaps'. *Kentucky-Tennessee Best Practices Conference, Paris Landing State Park, Tennessee*.

SERVICE:

Service to the University

Department Assignments

Assurance of Learning - Institutional Service:

2012-2013: Developing and Maintaining Management and Human Resource Faculty Elearn Curriculum Space: Curriculum development space in Elearn improves faculty communication, student advising, course development and assurance of learning activities.

College Assignments

Chair:

2008-2009: Student Recruiting and Retention

2008-2009 – 2009-2010: Student Recruiting and Retention

Member:

2010-2011: Student Recruiting and Retention - Placement Subcommittee -: Chair of this Subcommittee

College Assignments

Member:

2012-2013: Student Recruiting and Retention - Placement Subcommittee -: Chair of this subcommittee

University Assignments

Member:

2012-2013: Buildings and Grounds

Service to the Profession

Reviewer - Article / Manuscript

2013: Southern Management Association.

Reviewer: Ad Hoc Reviewer for a Journal

2004: Reviewed Two Chapters of Management 8th ed., John R. Schermerhorn, Jr.

Faculty Development

Other Professional Development

2013: Attended "Designing and Teaching a High-Impact Capstone Course", Nashville, Virtual.

Honors & Awards

Award

2010: Best Paper Award for "The Unintended Consequences of Developmental Courses" at the International Conference on Learning and Administration in Higher Education 2010-May/June 2009 at the Holiday Inn Vanderbilt Hotel in Nashville, Tennessee. International Conference on Learning and Administration in Higher Education.

2010: Best Presentation Award for "The Unintended Consequences of Developmental Courses" at the International Conference on Learning and Administration in Higher Education 2010-May/June 2009 at the Holiday Inn Vanderbilt Hotel in Nashville, Tennessee. International Conference on Learning and Administration in Higher Education.

Last updated by member on 16-May-13 (08:00 PM)