

---

**Phyllis Flott, Ph.D.**  
**Associate Professor**  
**Business Administration**  
**College of Business**  
[pflott@tnstate.edu](mailto: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**

Academy of Management, 2017 - 2018  
American Sociological Association, 2011 to 2018  
National Association of Colleges and Employers, 2011-2014  
Southern Management Association, 2013-2014

**WORK EXPERIENCE:****Academic Experience**

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

**TEACHING:****Courses Taught**

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

**Courses taught, but not in the Schedule:**

MGMT 4250 Leadership

**Teaching-Other****Assurance of Learning - Teaching**

2015 - MGMT 3010, 4500 and 6110. Assurance of Learning - Teaching.

**Distance Learning**

2012 - Distance Learning.

**INTELLECTUAL CONTRIBUTIONS:****Grid**

Category	BDS	AIS	TLS	Total
Articles in Refereed Journals	2		2	4
Publications in Refereed Conference Proceedings	1			1

Publications of Non-refereed or Invited Papers	3			3
Presentations of Non-Refereed Papers	4		3	7

### Refereed Articles

Flott, P. (2015). INTEGRATING EXCEL INTO THE CURRICULUM. *Review of Higher Education and Self-Learning*, 8 (27), 8-16.

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

Flott, P. (in press, 2015). Integrating Excel into the Curriculum. *Intellectbase International Consortium*.

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*.

#### Abstract Only

Flott, P. & Njoroge, L. (2014). Bullying and Abusive Supervision: An Analysis of Two Divergent Streams of Research. *IntellectBase International Consortium*, 34, Nashville, TN: David King, 56-58.

### 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 Internatiinal 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, Dallus, Texas.

Flott, P. (2008). *Crisis in a Complex System: The 2007 Pet Food Recalls*. International Academy of Business and Public Administration Disciplines, Dallus, 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, Dallus, 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.

##### **Chair:**

2013-2014: Strategy Search Committee

#### **College Assignments**

##### **Chair:**

2017-2018 Undergraduate Curriculum Committee

2014-2015: Graduate Policy Committee

#### **College Assignments**

##### **Chair:**

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

2008-2009: Student Recruiting and Retention

#### **College Assignments**

##### **Member:**

2014-2018: Strategic Planning Committee

2014-2015: Student Recruiting and Retention

2014-2015: Accounting Search Committee - Three Searches

#### **College Assignments**

##### **Member:**

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

#### **College Assignments**

##### **Member:**

2013-2014: Student Recruiting and Retention - Placement Subcommittee -

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

#### **University Assignments**

##### **Member:**

2014-2015: Building and Grounds

2014-2015: Graduate Council

2013-2014: Buildings and Grounds

2012-2013: Buildings and Grounds

### **Service to the Profession**

**Reviewer - Article / Manuscript**

2017: Southern Management Association.

2014: Southern Management Association.

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**

2018: Capstone "Train the Trainer" Chicago

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

2013: Coursera - Leading Strategic Innovation in Organizations, Nashville, Virtual. The development aspects of this course were two fold. One was to become familiar with the MOOC environment. The other was to stay current with strategic management thinking and practice. The MOOC was led by Dr. David A. Owens at Vanderbilt. The course description follows.

**Leading Strategic Innovation in Organizations** - This course is intended to help you improve your ability to manage creativity, innovation and change in business, education, healthcare, government, and in any other complex organization or institution by diagnosing potential innovation failures before they can occur. Using an "innovation constraints" framework that draws on modern social science research and on insights from business practice, participants will learn how to best manage people (be they co-workers, bosses, customers, clients, friends or any other stakeholders) when innovation is the goal. While we see several examples of technological innovation, we are not focused on the management of technology. Instead, we focus on something much more powerful: understanding and managing the people engaged in creation, innovation and positive change, regardless of the context.

**Honors & Awards****Award**

2010: , International Conference on Learning and Administration in Higher Education. 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..

2010: , International Conference on Learning and Administration in Higher Education. 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..

---

**Last updated by member on 10-May-18 (07:17 PM)**