

**Eric Kinnamon, PhD**  
**EKinnamon@gmail.com**  
**(C) 806-470-5530**  
[www.linkedin.com/in/erickinnamon](http://www.linkedin.com/in/erickinnamon)  
[www.kinnamon.net](http://www.kinnamon.net)

**Education:**

**Ph.D.**

University of Memphis, Memphis TN

May 2014

**Concentrations:** Strategic Management, Entrepreneurship, and International Management

**Master in Business Administration**

Texas Tech University, Lubbock TX

August 2006

**Concentrations:** Management and Leadership, Finance, and Health Organizational Management

**Accomplishments:** Rawls School of Business Scholar, Rawls School of Business Scholarship.

**BA in Information Systems**

University of Texas at San Antonio, San Antonio TX

December 2003

**Licensed Vocational Nurse**

St. Phillips College, San Antonio TX

December 1996

**Emergency Medical Technician/Combat Medic**

US Army, Fort Sam Houston TX

1995

**Grant and Awards:**

**Kinnamon, E.** (2017). Faculty research Development Seed Grant, \$10,000.

**Kinnamon, E.** (2016). Faculty Research Enhancement and Professional Development (FRED), \$2,485.

**Kinnamon, E.** (2015). QEP funds for faculty development to become Experiential Learning Cadre to assist TAMUT faculty members in incorporating experiential learning into their courses, \$2,000.

**Kinnamon, E.** (2015). Faculty Research Enhancement and Professional Development (FRED), \$575.

Fabian, F., **Kinnamon, E.**, & Carrasco, G. (2010, April). Acculturation and Individual Stress: How fitting In is Related to Stress. Tennessee Board of Regents (\$65,000)

and University of Memphis partial match (\$47,000), Diversity Research Grant, \$112,000.

### **Peer Review Journals Publications**

Grzimek, V., Marks, M., & **Kinnamon, E.** (2014, July). Do Differences in GPA Impact Attitudes about Group Work? A Comparison of Business and Non-Business Majors. *Journal of Education for Business* 89(5).

Steinbauer, R., Rhew, N., **Kinnamon, E.**, & Fabian, F. (2014, Spring). The Conflicting Drivers of Entrepreneurial Ethics. *Journal of Ethics & Entrepreneurship*, 4(1).

Fabian, F., Bryant, P., **Kinnamon, E.**, & Wright, P. (2012, Winter). Tailoring Entrepreneurship Education: Exploring Components of Entrepreneurship Education for Underrepresented Groups. *Journal of Business and Entrepreneurship*, 23(2), 1-24.

### **Peer Reviewed Papers Presented at Conference:**

**Kinnamon, E.**, Fabian, F., & Carrasco, G. (2015, October). When Being Diverse is Not Enough: How Identifying With a Host Culture May Spur Creativity. Paper presented at the 2015 annual Conference of the Southern Management Association. St. Pete Beach, FL.

Oman, E., Carrasco, G., Hoskins, J., Morscher, C., Pennington, B., & **Kinnamon, E.**, (2014, March). Acculturation and Well-Being: An Examination of Acculturation Styles, Depression, and Life Satisfaction. Paper session presented at the annual meeting of the Southeastern Psychological Association, Nashville, TN.

Fabian, F., Carrasco, G., & **Kinnamon, E.** (2012, April). Empirical issues in Acculturation and Individual Stress Research. Research Day at the Tennessee Board of Regents Office of Access and Diversity's Diversity Conference.

Carrasco, G., **Kinnamon, E.**, Bailey, K., Rumble, D., Reinhart, K., Aynaz, S., & Williams, J. (2010, September). Acculturation Style and Quality of Work Life. Paper presented at the 13<sup>th</sup> annual Conference of the Irish Academy of Management. Cork, Ireland.

Carrasco, G., **Kinnamon, E.**, Pastuszak, J., & Froman, E. (2010, September). Values and antecedents to organizational citizenship behavior. Paper presented at the 13<sup>th</sup> annual Conference of the Irish Academy of Management. Cork, Ireland.

**Kinnamon, E.**, Norris, I., Carrasco, G., & Fabian, F. (2010, September). Terror Management Theory and Agency Theory: Putting the Terror in Management. Paper presented at the 13<sup>th</sup> annual Conference of the Irish Academy of Management. Cork, Ireland.

**Kinnamon, E., & Fabian, F.** (2010, August). A model of employee innovation behavior: When organizational initiatives do not add up. Paper presented at the 2010 annual Academy of Management Meeting, Montreal, Canada.

Bryant, P., Fabian, F., & **Kinnamon, E.** (2009, November). Diversity entrepreneurship education: Exploring components of education for the enhancement of minority and female entrepreneurship. Paper presented at the 2009 annual Conference of the Southern Management Association. Asheville, NC.

**Kinnamon, E., & Carrasco, G.** (2009, September). Innovative traits and social exclusion: Rejecting what the organization wants. Paper presented at the 12<sup>th</sup> annual Conference of the Irish Academy of Management. Galway, Ireland.

#### **Peer Reviewed Posters Presented at Conference:**

Cochran, K., Woods, J., Beam, K., Froman, E., **Kinnamon, E.**, Fabian, F., & Carrasco, G. (2012, June). Influence of acculturation styles on mental health. Poster to be presented at the 9th Biennial Society for the Psychological Study of Social Issues convention, Charlotte, North Carolina.

Cochran, K., Beam, K., Froman, E., Woods, J., Green, J., Freed, S., **Kinnamon, E.**, Fabian, F., & Carrasco, G. (2012, February). Modification of Acculturation Scales: A Factor Analysis Approach. Poster session presented at the annual meeting of the Southeastern Psychological Association, New Orleans, LA.

#### **Invited Presentations:**

Fabian, F., Carrasco, G. & **Kinnamon, E.** (2012, March). Acculturation and Individual Stress: How Fitting In is Related to Stress. Tennessee Board of Regents Research Symposium. Cool Springs Marriott in Franklin, TN.

#### **Peer Review Book Chapter:**

Carrasco, G., & **Kinnamon, E.** (2017). An Examination of Selfish and Selfless Motives: A Review of the Social Psychological and Behavioral Economics Literature. In R. Ianole (Ed.), *Applied Behavioral Economics Research and Trends* (pp. 93-109). Hershey, PA: IGI Global. doi:10.4018/978-1-5225-1826-6.ch006

#### **Peer Review Manuscript Under Revise and Resubmit:**

Terror Management Theory and Entrepreneurship: Fear and decision-making. PRJ submission to American Journal of Entrepreneurship, returned revise and resubmit in the Aug of 2018, resubmit will be in Fall of 2018 with target of Dec 2018 publication.

### **Peer Review Manuscript Under Review:**

When Being Diverse is Not Enough: How Identifying with a Host Culture May Spur Creativity. Accepted to SMA 2015 annual conference, PRJ submission in the Aug of 2018 to Social Psychology Quarterly (SPQ).

### **Peer Review Manuscript Work In Progress:**

Perceptions of same-race and interracial dating couples on sexuality and relationship variables. We plan for PRJ submission in the Fall of 2018.

Perception of severe weather, behavior economic project. We plan for PRJ submission in the Fall of 2018 or Spring of 2019.

The Impact of past group work experience on attitude, assessment, and design preferences. We plan for PRJ submission in the Spring of 2019.

### **Research Work In Progress:**

Terror Management Theory and Entrepreneurship research extended to address mythological problems identified in first study and to tie in additional entrepreneurship theory testing. We plan for data collection in the Fall of 2018 and Spring 2019, plan PRJ submission would be Fall 2019.

Creativity scale test, creation and modification of scales for entrepreneurship research. We plan for data collection in the Fall of 2018 and Spring 2019, plan PRJ submission would be Summer 2019. (Concurrent with above research)

Perceptions of same-race and interracial dating couples on sexuality and relationship variables; however, controlling for participant race, time change from last study, and new measures. We plan for data collection in the Fall of 2018, plan PRJ submission would be Summer 2019.

Perceptions of same-race and interracial work dyads on work relationship variables. We plan for data collection in the Spring of 2019, plan PRJ submission would be Fall 2019.

Terror Management Theory and Entrepreneurship research extended to macro environment. We plan for data collection to start in Spring 2019.

Pedagogical study evaluating flip classroom design with active learning components, team work variables, and exploring the differences between PWI vs HBCU differences. We plan for data collection in the Spring of 2019 to Spring 2021.

**Dissertation Topic:**

Terror Management Theory and Entrepreneurship: Fear and decision-making. Committee members: Co-Chairs: Peter Wright and Frances Fabian, Committee: Ian Norris, Robert Renn. Defended, Fall 2013.

**Professional Academic Service:**

Reviewer for American Journal of Entrepreneurship (AJE)  
2018 - current

Reviewer for Southern Management Association (SMA)  
2015, 2018 - current

Guest Co-editor of special edition “The Nexus of Human Resource Management & Entrepreneurship” for American Journal of Entrepreneurship (AJE).  
2013 - 2014

**Professional Discipline Service:**

Board Member for BrainTrust/Enpreer (Entrepreneurial co-mentoring support group)  
2018 - current

BrainTrust Contributor  
2017 - current

Urban Engine Contributor  
2017 – current

The Catalyst Center for Business and Entrepreneurship  
Coach for FastTrac NewVenture program  
2017

**University Service:**

Faculty Senate, AAMU, chaired by Dr. Jones, 2017-Current.  
Faculty Senate subcommittee: Continuing Education, AAMU, 2017-Current.  
Faculty Senate subcommittee: Weekend, Evening, and Summer School Program, AAMU, 2017-Current.  
Faculty Senate subcommittee: Intellectual Property Rights Review, AAMU, 2017-Current.

Institutional Review Board (IRB) Committee, AAMU, chaired by Mrs. Susan Phelen, 2018-Current.

Faculty Information Technology Advisory Committee (FITAC), AAMU, chaired by Mrs. Connie Mack, 2018-Current.

**College Service:**

AACSB Assurance of Learning (AOL) Committee, AAMU, chaired by Dr. Sarkar, 2017-Current.

AACSB Report Writing Task Force, AAMU, chaired by Dr. Porter, 2017-2018.

Advising Task Force, AAMU, chaired by Dr. Porter, 2017.

AACSB Strategic Planning Committee, AAMU chaired by Dr. R. Posey, 2016-2017.

**Department Service:**

Entrepreneurship/Management Search Committee, AAMU, chaired by Dr. G. Posey, 2018.

Reviewed Management and Entrepreneurship programs, 2016-2018.

**Professional Development:**

AAMU Online Instructor Certification Program. (2018, Spring). Normal, AL.

AAMU Online Instructor Certification Program. (2016, Aug). Normal, AL.

AACSB Curriculum Development Series: Project Based Experiential Learning and Globalizing the Business Curriculum. (2016, April). Tampa, FL.

Experiential Learning Certificate Training, (2015). Fundamentals of Experiential Education, Principles of Ethical & Effective Practice for Experiential Educators. National Society for Experiential Education, Texas Women's University, Denton, TX.

Gamification, (2015, Nov). Texas A&M – Texarkana, Texarkana, TX.

Quality Matters Rubric Standards, (2015, May). Texas A&M – Texarkana, Texarkana, TX.

Advanced Moodle and Course Design, (2013, June). Berea College, Berea, KY.

Service-Learning Seminar, (2013, June). Berea College, Berea, KY.

Teaching Sustainability, (2013, June). Berea College, Berea, KY.

New Faculty Development, (Fall 2013 to Spring 2014). Berea College, Berea, KY.

Advising for Student Learning, (2013, May). Berea College, Berea, KY.

Teaching Writing, (2013, May). Berea College, Berea, KY.

Decoding the Disciplines/Scholarship of Teaching and Learning, (2013, May). Berea College, Berea, KY.

Writing Across the Curriculum (WAC) (2011, October). Cedar Lakes, WV.

Technology and Innovation Management Doctoral Consortium (2010, August). Academy of Management, Montreal, Canada.

Doctoral Student Symposium (2009, September). Irish Academy of Management, Galway, Ireland.

New Doctoral Student Consortium (2009, August). Academy of Management, Chicago, USA.

New Doctoral Student Consortium (2008, October). Southern Management Association, St. Petersburg, FL.

### **Teaching Experience:**

#### Alabama A&M University (AAMU)

Strategic Management and Policy (MGT-442) (Undergraduate; lecture and online, simulation)

Fall 2016, Spring 2017, Fall 2017, Spring 2018, Fall 2018

Strategic Management (MGT-516) (Graduate, lecture, simulation)

Fall 2016, Spring 2017, Fall 2017, Spring 2018, Fall 2018

Organizational Theory and Behavior (MGT-515) (Graduate; online, simulation)  
Spring 2018. Fall 2018

Principals of Entrepreneurship (ETR-315) (Undergraduate; lecture, simulation)  
Fall 2016, Fall 2017

ID and Evaluation of New Ventures Opportunities (ETR-315) (Undergraduate; lecture, experiential learning)  
Fall 2017

Entrepreneurship (MGT-352) (Undergraduate; lecture)  
Spring 2017

#### Texas A&M University - Texarkana (TAMUT)

Entrepreneurship (Undergraduate; lecture, simulation)

Strategic Management (Undergraduate; lecture, simulation)

Human Resource Management (Undergraduate; hybrid, simulation)

International Business (Undergraduate; hybrid, simulation)  
Labor Relations (Undergraduate; lecture)  
Management (Undergraduate; lecture, online, simulation)  
Organizational Behavior (Undergraduate; lecture)

Berea College (BC)

Management (Undergraduate; lecture, simulation)  
International Management (Undergraduate; lecture)  
Leadership (Undergraduate; lecture)  
Enactus – Project Management (Undergraduate; lecture)  
Enactus – Team Work (Undergraduate; lecture)  
Entrepreneurship (Undergraduate; lecture)  
Writing Seminar II (Undergraduate; lecture)

Marshall University (MU)

Strategic Management (Undergraduate; lecture, simulation)  
International Management (Undergraduate; lecture)

University of Memphis (UofM)

Introduction to Management (Undergraduate; hybrid, lecture, simulation)  
Strategic Management (Undergraduate; lecture, simulation)

University of North Alabama (UNA)

Operations Management (Undergraduate; online, lecture)  
Business Communication (Undergraduate; lecture)  
Managerial Finance (Undergraduate; lecture)

**Teaching Awards:**

Recognized by Teaching Excellence Committee for their award “Best Teaching Practice” for the following semesters.  
Spring 2018 “Recording lecture four different ways” awarded with Drs. Jamshidi and Dunu.  
Spring 2017 “Using social media for learning purposes” and “Workshops for difficult ideas”

**New Courses Created/Proposed:**

Texas A&M University - Texarkana (TAMUT)

Study Abroad Management Focus (Undergraduate; lecture, experience) (In Process)

Berea College (BC)

International Management (Undergraduate; lecture)  
Leadership (Undergraduate; lecture)  
Enactus – Project Management (Undergraduate; lecture)



Enactus – Team Work (Undergraduate; lecture)  
Entrepreneurship (Undergraduate; lecture)

Marshall University (MU)  
International Management (Undergraduate; lecture)

**Affiliations and Professional Service:**

**Academy of Management (AOM)** 2008 – Current  
New Doctoral Student Consortium 2009  
Emergency Reviewer 2015

**Southern Management Association (SMA)** 2007 – Current  
New Doctoral Student Consortium 2008  
Reviewer 2015

**Southeastern Psychological Association (SEPA)** 2008 – Current  
Member

**Society for the Psychological Study of Social Issues (SPSSI)** 2008 – Current  
Member

**Irish Academy of Management (IAM)** 2009 - Current  
Doctoral Student Symposium 2009

**Association to Advance Collegiate Schools of Business (AACSB)** 2015-2017  
Member  
ICAM 2016 conference attendee 2016

**Startup Weekend** 2013-Current  
Coach, mentor

**Sam Walton Fellow, Enactus (BC)** 2013 - 2014  
Adviser to Enactus student organization

**International Committee (MU)** 2011 - 2012  
College of Business representative to the IM committee

**Assurance of Learning Committee (MU)** 2011  
Department representative for the AOL committee for AACSB

**Graduate Student Association (UofM)** 2009 - 2011  
Representative for Travel Committee for Graduate Student Association

**Health Organization Management Student Association (HOMSA)** 2005-2006  
Chief Information Officer 2005 - 2006

<b>American Red Cross</b> Volunteer/Nurse	2005 – Current
<b>Rawls Graduate Association (RGA)</b> Chief Information Officer	2004 - 2006 2005
<b>Habitat for Humanities</b> Volunteer	1992 - Current

### **Professional Experience:**

#### **Assistant Professor of Management**

Alabama A&M University 2016 – Current

**Duties:** Assisting department as needed, continue research, and teach assigned courses. Have continued to integrate active and experiential learning into courses to help assist students to both learn and apply course material.

#### **Assistant Professor of Management**

Texas A&M University - Texarkana 2014 – 2016

**Duties:** Assisting department as needed, continue research, and teach assigned courses. Have continued to integrate active and experiential learning into courses to help assist students to both learn and apply course material.

#### **Instructor of Management**

Berea College 2012 – 2014

**Duties:** Assisting department as needed, continue research, and teach assigned courses.

#### **Visiting Professor**

Marshall University 2011 – 2012

**Duties:** Assisting department as needed, continue research, and teach assigned courses.

#### **Graduate/Research/Teaching Assistant**

University of Memphis 2007 – 2011

**Duties:** Assisting faculty with research and teaching. Taught in both traditional lecture and hybrid format. Integrated current technology into teaching format to facilitate learning.

#### **Information Systems Consultant**

Personal Business 2002 – Current

**Duties:** Administer and create multiple web pages and communication services. Overseeing communication infrastructure including wireless service, local phone service, long distance, wide area networks (WAN), local area networks (LAN) and wireless LAN. Implemented Win2000 servers for data, IIS, FTP, and Exchange.

**Accomplishments:** Help promote business opportunities, organization goals, and educational research. Recognized for work above and beyond what was expected.

**Adjunct Professor**

University of North Alabama 2007

**Duties:** Design and teach classes. Have taught: Financial Management, Operations Management, and Business Communications. Utilizing tools such as WebCT, multimedia, and PowerPoint.

**Network Administrator**

Listerhill Credit Union 2006

**Duties:** Administer a large banking network, complying with all federal and state regulations. Monitored security, server operations, and ongoing projects.

**Licensed Vocational Nurse**

Contractor Jan 1997 – March 2009

**Duties:** Performed all duties of a licensed vocational nurse. Operated in both hospital and home settings. Worked in areas ranging from ICU to med-surg to long term care. Manage the nursing care of my assigned patients.

**Accomplishments:** Special recognition multiple times for going above the call of duty and providing outstanding patient care, working extra hours and additional shifts when the team needed it.

**Psychology Department Information Technology Administrator**

Texas Tech University May 2004 - Jun 2005

**Duties:** Manage the upkeep, installation, of the computer network. Make appropriate suggestions and help with decision making for future purchases and policies.

**Information System Administrator**

Munters DryCool 1999 – 2002

**Duties:** Administered an information system network. Managed multiple information systems assistants and numerous outside consultants. Directed all projects involving information systems. Oversaw all communication infrastructure including wireless service, local phone service, long distance, WAN (Wide Area Network), LAN (Local Area Network) and ISDN (Integrated Services Digital Network). Redesigned entire network. Implemented Win2000 Servers for data storage, SMS, IIS, FTP and Lotus Notes. Combined both the business knowledge and information system expertise to help the overall business objectives.

**Accomplishments:** Maintained outstanding server uptime for main file servers, security servers, and e-mail. Delivered projects on schedule and below cost. Took initiative and did several projects that positively impacted the company. Recognized several times for above and beyond job expectation (focus groups, extended hours when necessary, and additional duties).

**91C/B (LVN/Combat Medic)**

US Army 1994 – 2002

**Duties:** Performed all duties of a United States Army nurse and soldier.

**Accomplishments:** Multiple promotions for recognition for work above call of duty. One of the youngest and lowest grade soldiers (E-4) to be given NCO (Ward Master) position. Runner-up for 'Soldier of the Year' of a 1500-person unit.