

FERUZAN IRANI WILLIAMS

703 Flint Avenue, Lubbock, Texas 79409
Phone: 806-834-6412 | Email: feruzan.i.williams@ttu.edu

EDUCATION

- **Ph.D. in Management** December 2008
Concentrations: Human Resource Management and Organizational Analysis and Change
Sharon Oswald (chair)
Department of Management, College of Business
Auburn University, Auburn, Alabama

Dissertation Title: *The Relationships Among Personality, Stress, and Situation Awareness: The Effect of Situation Awareness Training*
- **M.S. in Human Resource Management** May 2007
William F. Giles (chair)
Department of Management, College of Business
Auburn University, Auburn, Alabama
- **M.B.A.** August 2003
Department of Management, College of Business,
University of West Georgia, Carrollton, Georgia
- **Bachelor of Commerce (Accounting)** May 2002
H.R. College of Commerce and Economics,
Mumbai University, Mumbai, India

ACADEMIC EXPERIENCE

- **Professor of Practice** June 2023-Present
Area of Management, Rawls College of Business
Texas Tech University, Lubbock, Texas
- **Chairperson and Associate Professor** January 2022-May 2023
Department of Management, Deese College of Business & Economics
North Carolina A&T State University, Greensboro, North Carolina
- **Associate Professor of Practice** August 2016-December 2021
Area of Management, Rawls College of Business
Texas Tech University, Lubbock, Texas
- **Associate Professor of Management (tenured)** August 2014-July 2016
Department of Management, College of Business Administration
Georgia Southern University, Statesboro, Georgia
- **Assistant Professor of Management** January 2009-July 2014
Department of Management, College of Business Administration
Georgia Southern University, Statesboro, Georgia

ADMINISTRATIVE EXPERIENCE

- **Director** June 2023-Present
MS in Human Resource Management Program, Texas Tech University
 - Participated in designing and implementing the Master of Science in HRM program at Texas Tech
 - Direct all operations of the MS-HRM program
- **Director** July 2023-Present
Scovell Business Leadership Program, Texas Tech University
 - Direct all operations for the premier Scovell Business Leadership Program housed in the Rawls College of Business
- **Chairperson** January 2022-May 2023
Department of Management, NCA&T State University
 - Responsible for the administrative functioning of the department, including budgetary compliance
 - Oversee activities of 25-30 faculty (tenure track, instructors, part-time)
 - Co-ordinate student services for over 700 students
 - Serve as academic advisor for 50 students
 - Provide service to the college and university, as needed
- **Director** January 2018-December 2021
Rawls Summer Business Institute, Texas Tech University
 - Designed and developed a summer business certificate program for non-business majors
 - Responsible for all aspects of the program, including designing and developing the curriculum, recruiting and coordinating faculty, and recruiting students
- **Director** August 2016-December 2021
Human Resource Management Program, Texas Tech University
 - Designed and implemented the first HR Roundtable with industry professionals representing companies such as Dell, Southwest Airlines, Geico, Grant Thornton, Enterprise Holdings, and DHL among others
 - Spearheading the conversion of the HR concentration into a standalone HR major

TEACHING EXPERIENCE

- **Universities:** Texas Tech University, North Carolina A&T State University, Georgia Southern University, and Auburn University
- **Course Formats:** face-to-face, fully online – asynchronous, hybrid/hyflex, and synchronized distance
- **Courses Taught:**
 - Managing Organizational Behavior and Organizational Design (MBA/PMBA; undergraduate)
 - Talent Acquisition and Management (MS-HRM)
 - Leadership and Ethics (MBA; undergraduate)
 - Negotiation and Conflict Management Skills (MBA/PMBA)
 - Human Resource Management (undergraduate)
 - International Management (undergraduate)
 - Staffing, Training, and Development (undergraduate)
 - Compensation and Benefits (undergraduate)
 - Organization Management/Principles of Management (undergraduate)
 - Management Basics/Foundations (undergraduate business certificate)
 - Introduction to Statistics for Business and Economics (undergraduate)

PROFESSIONAL ENGAGEMENT

Board Member

- Lubbock Society for Human Resource Management (SHRM) (2017-2021; 2024-Present)
- Community Partners of Lubbock (2021)

Media Publications

- **Irani Williams, F.** (on panel of experts). (2024, January 23). *Changes in Unemployment Rate by State*. Retrieved from <https://wallethub.com/edu/states-unemployment-rates/74907>
- **Irani Williams, F.** (on panel of experts). (2018, May 31). *2018's Best & Worst States for Jobs*. Retrieved from <https://wallethub.com/edu/best-states-for-jobs/35641/>
- **Irani Williams, F.** (2017, October). Time for a change: Changing industries or careers requires serious thought. *Lubbock Business Inc.*, pp. 20-21.
- **Irani Williams, F.** (2017, September). Networking: What to know. *Lubbock Business Inc.*, pp. 24-25.
- **Irani Williams, F.** (2017, June). Fully certified: Adding certifications to your resume. *Lubbock Business Inc.*, pp. 26-27.

Invited Presentations

- The Role of AI in Effective Recruitment and Retention Strategies. Presented at the monthly meeting of the Lubbock Society for Human Resource Management, February 22, 2024.
- Leadership Essentials: How to take your leadership to the next level. Presented at the Annual Leadership Conference of Texas State Parks, January 10, 2024.
- Effective Recruitment and Retention. Presented at the Level Up Series offered by the Lubbock Chamber of Commerce, December 8, 2023.
- Diversity, Conflict, and the Cultivation of Innovation on High-Performance Teams. Presented at the All Voices Heard, 2022 Inclusivity Series, Human Health and Performance Directorate, NASA Johnson Space Center, September 27, 2022.
- Panelist, Lubbock Chamber of Commerce Diversity Summit – Session 3: Overcoming Unconscious Bias in Today’s Workforce, March 30, 2021.

RESEARCH AND PUBLICATIONS

Under Review

- Gardner, W. L., **Irani-Williams, F.**, & Mhatre, K. Understanding the charismatic relationship: A dramaturgical approach. *Revise & Resubmit* at Organizational Dynamics.

Refereed Journal Publications

- **Irani-Williams, F.**, Tribble, L., Rutner, P., Campbell, C., McKnight, H., & Hardgrave, W. (2021). Just let me do my job! Exploring the impact of micromanagement on IT professionals. *The DATA BASE for Advances in Information Systems*, 52(3), 77-95.
- Rutner, P., **Irani Williams, F.**, Campbell, C., Riemenschneider, C. (2015). The politics of emotion: Exploring emotional labor and political skill across job types within the IT/IS profession. *The DATA BASE for Advances in Information Systems*, 46(3), 52-73.
- Irani, Z. S., **Irani Williams, F.**, & Dalal, J. (2014). The benefits of sponsor-site management organization partnerships: An Indian perspective. *Clinical Researcher*, 28(5), 26-31.
- **Irani Williams, F.**, Campbell, C., & Denton, L. T. (2013). Incivility in academe: Strategies for managing high-performing instigators. *Journal of Business and Educational Leadership*, 4(1), 148-159.
- **Irani Williams, F.**, Campbell, C. R., & Denton, L. T. (2013). Incivility in academe: What if the instigator is a high performer? *Journal of Management Policy and Practice*, 14(1), 35-52.

- **Irani Williams, F.**, Campbell, C., McCartney, W., & Gooding, C. (2013). Leader derailment: The impact of self-defeating behaviors. *Leadership and Organization Development Journal*, 34(1), 85-97.
- **Irani Williams, F.**, McCartney, W., Campbell, C., & Gooding, C. (2012). Leader derailment in Academe: Does the training match the problems?" *Journal of Academic Administration in Higher Education*, 8(1), 43-48.
- **Irani Williams, F.**, & Hoell, R. C. (2011). Understanding and quantifying the impact of Freeman and Medoff's "What do unions do?" a quarter of a century later. *Journal of Business and Economics Research*, 9(9), 13-28.
- **Irani, F. S.**, & Oswald, S. L. (2009). Workplace aggression: Is national culture a factor? *Business Renaissance Quarterly*, 4(1), 63-90.
- **Irani, F. S.** (2008). Reactions to different levels of personalization of feedback: Moderating effect of individualism. *Journal of Management and Marketing Research*, 1, 94-110.
- Mehta, A., Armenakis, A., Mehta, N., & **Irani, F. S.** (2006). Challenges and opportunities of business process outsourcing in India. *Journal of Labor Research*, 27(3), 323-338.

Grant Applications

- 2024 Spencer Foundation Grant (not funded): Tricia Pal (PI), Stephanie J. Jones (Co-PI), **Feruzan Irani-Williams** (Co-PI)

Papers Presented at Professional Meetings/Proceedings

- Mehta, A., Mehta, N., **Irani-Williams, F.**, & Tupper, C. (2025 July). *The Conundrum of Chief Diversity Officer Role: A Systematic Review*. Poster presented at the 2025 Annual Meeting of the Academy of Management (AOM), Copenhagen, Denmark.
- **Irani Williams, F.**, Tribble, L., Rutner, P., Stewart, S., & Campbell, C. (2023 October). *Making it to the top – Success factors for women leaders in STEM: A qualitative study*. Paper presented at the 2023 Annual Meeting of the Southern Management Association (SMA), St. Pete Beach, Florida.
- Pridmore, J., Godin, J., Rutner, P., & **Irani-Williams, F.** (2023 March). Robotic Process Automation. Paper presented at the 2023 Annual Meeting of the Southern Association of Information Systems. *SAIS 2023 Proceedings*, 35. <https://aisel.aisnet.org/sais2023/35>
- Campbell, C., **Irani Williams, F.**, Rutner, P., Tribble, L., & Stewart, S. (2018 March). *Attributions and attributional style among women leaders in technology: Think like a man?* Paper presented at the Third International Symposium on Attribution Theory, Tallahassee, Florida.

- Rutner, P., & **Irani Williams, F.** (2017, October). *Investigating the impact of agile development methodology on information technology professionals*. Paper presented at the 2017 SEINFORMS Annual Meeting, Myrtle Beach, South Carolina.
- **Irani Williams, F.**, Campbell, C. R., & Denton, L. T. (2011, November). *Incivility in academe: What if the instigator is a high performer?* Paper presented at the Southern Management Association (SMA) Meeting, Savannah, Georgia.
- **Irani Williams, F.**, McCartney, W., Campbell, C., & Gooding, C. (2011, May). *Leader derailment in academe: Does the training match the problems?* Paper presented at the International Conference on Learning and Administration in Higher Education, Nashville, Tennessee.
- **Irani, F. S.** (2008, August). *Exploring the influence of national culture on workplace aggression*. Paper presented at the Academy of Management (AOM) Meeting, Anaheim, California.
- **Irani, F. S.** (2007, November). The moderating effect of individualistic orientation on reactions to different levels of personalization of written performance feedback. Paper presented at the Southern Management Association (SMA) Meeting, Nashville, Tennessee.
- **Irani, F.** (2006, October). *Workplace aggression: Cultural dimensions*. Paper presented at the Southern Management Association (SMA) Meeting, Clearwater Beach, Florida.
- **Irani, F. S.**, Giles, W., & Feild, H. S. (2006, March). Reactions to different levels of personalized, written performance feedback: The moderating effect of personal orientation (conceptual). Paper presented at the Southwestern Academy of Management (SWAM) Meeting, Oklahoma City, Oklahoma.
- Lord, H., & **Irani, F. S.** (2005, November). *Effects of masculinity on risk acceptance and attitudes towards safety training*. Paper presented at the Southern Management Association (SMA) Meeting, Charleston, South Carolina.

Works-In-Progress

- **Irani-Williams, F.** & Mehta, A. A comprehensive, readiness-based, model of training effectiveness. *Final write-up phase*.
- **Irani-Williams, F.**, Coomber, N., Goh, Z., & Visser, L. The Experiences of Working Mothers during the COVID-19 Pandemic: The Role of Perceived Organizational Support in Identity Evolution. *Data analysis phase*.
- Mehta, A. & **Irani-Williams, F.** The Conundrum of Chief Diversity Officer Role: A Systematic Review. *Final write-up phase*.
- Mehta, A. & **Irani-Williams, F.** Is Change Making Your Efficacious Employees Cynical and Wanting to Quit? *Final write-up phase*.

MASTER'S THESIS COMMITTEES

- Ruben Martinez, Committee Member (2021-22)
- Prathyusha Mandava, Committee Member (2021-22)
- Praveen Ram Sankuri, Committee Member (2021-22)
- Sarah Timmons, Committee Member (2021)
- Misha Burleson, Committee Member (2021)
- Nikko Valdez, Committee Chair (2020)
- Erika Casarez, Committee Member (2019)
- Yadira Torres, Committee Chair (2019)

ACADEMIC AND PROFESSIONAL SERVICE

- **Summer 2023-Present**
 - ***Chair and Member***, TTU Commencement Committee, representing the Rawls College of Business (Spring 2017-Fall 2021; Summer 2023-Present)
 - ***Member***, TTU Teaching Academy Executive Council (Fall 2021; Fall 2025-Present)
 - ***Member***, TTU Strategy 8 Planning Team – Strategic Enrollment Planning 2.0 (Spring 2025)
 - ***Member***, TTU Faculty Success Taskforce – Strategic Enrollment Planning 2.0 (Fall 2024)
 - ***Member***, TTU Graduate Education Taskforce – Strategic Enrollment Planning Committee (Fall 2023-Spring 2024)
 - ***Chair and Member***, Rawls College of Business Undergraduate Programs and Assessment Committee (Fall 2017-Fall 2021; Fall 2023-Present)
 - ***Member***, Rawls College of Business Masters Programs Committee (Fall 2023-Present)
 - ***Member***, Rawls College of Business Societal Impact Taskforce (Fall 2023-Present)
 - ***Member***, Rawls Online BBA Director Search Committee (Fall 2023-Spring 2024)
 - ***Member***, Rawls BBA Curriculum Revision Facilitation Committee (Fall 2023-Spring 2024)
 - ***Chair***, Management MS-HRM Sub-Committee, Curriculum Review Committee (Fall 2023-Present)
 - ***Member***, Management Merit Committee (Fall 2023-Present)
 - ***Chair***, Management HRM POP Search Committee (Spring 2024-Fall 2024)
 - ***Member***, Management Unit Manager Search Committee (Fall 2023)

- **Fall 2016-Fall 2021**

- ***Faculty Advisor***, Tech Society for Human Resource Management (Tech SHRM), Texas Tech University Student Chapter (Fall 2016-Fall 2021; Fall 2023-Present: backup advisor)
 - Tech SHRM chapter won the competitive Outstanding Student Chapter Award three years in a row (2016-17, 2017-18, and 2018-19) – this is National SHRM’s highest honor for student chapters!
 - Tech SHRM chapter won the Superior Merit Award from National SHRM for 2019-20
 - Tech SHRM chapter won the Best Example of Teamwork on TTU campus award for 2017-18
 - Tech SHRM chapter won the Overall Student Organization of the Year for 2016-17 – this is the highest student organization award on TTU campus
 - Honored as Faculty Advisor of the Year for 2018-19
 - Organized Industry Tours in both Lubbock (local) and Dallas/Fort Worth (out-of-town) to provide students with real-world experience (Toyota HQ, Southwest Airlines HQ, Allstate Corporate, Cowboys Stadium, Sysco West Texas, Tyler Technologies, Covenant Health, United Supermarkets, among others)
- ***Faculty Advisor***, Tech Women in Business (Summer 2018-Fall 2021)
 - Tech Women in Business chapter won the Student Organization of the Year for 2019-20 – this is the highest student organization award on TTU campus
 - Honored as Faculty Advisor of the Year for 2018-19
- ***Member***, TTU Proctoring Solution Assessment Committee (Fall 2021)
- ***Mentor***, TTU MentorTech (Fall 2016-Fall 2021)
- ***Chair and Member***, TTU Master’s Thesis committees (2019-2022)
- ***Academic & Class Project Mentor***, Rawls Scovell Business Leadership Program (Spring 2017-Fall 2021)
- ***Representative***, Rawls Meet the Majors – Management Representative (Spring 2017-Fall 2021)
- ***Faculty Ambassador***, Management Representative (Spring 2018-Fall 2021)
- ***Member***, Management Recruitment Committee (Fall 2017-Fall 2021)

DEVELOPMENT ACTIVITIES

- Selected to participate in the President’s Leadership Institute at Texas Tech University (2021-22).
- Selected to participate in the Institute for Inclusive Excellence at Texas Tech University (2021-22).

- Completed *Online Instructor Training: A practical guide to preparing online courses and teaching online*, Texas Tech University (Spring 2020).
- Quality Matters course at Georgia Southern University for improved quality of online instruction and course (Fall 2015)
- Certificate of Completion for Online Course Development Training conducted by the Center for Online Learning, Georgia Southern University (Fall 2009)
- Certificate of Completion for CITI Basic Course and Refresher in the Protection of Human Research Subjects, University of Miami Leonard M. Miller School of Medicine

HONORS AND AWARDS

- Received the 2025 Jerry S. Rawls Excellence in Undergraduate Teaching Award
- Elected for membership in the Texas Tech University Teaching Academy which is competitive and limited to 20% of the TTU faculty (Spring 2021, reinstated Fall 2023)
- Nominated for the 2021 Diamond Award, which was awarded for going above and beyond for students during a most challenging year (Spring 2021)
- Nominated for the 2021 Jerry S. Rawls Excellence in Undergraduate Teaching Award
- Nominated for the 2021 Chancellor's Council Distinguished Teaching Award (Spring 2021).
- Recognized as Faculty Advisor of the Year for advising the Tech SHRM and Tech Women in Business student chapters (Spring 2019)
- Certificate of Recognition from MentorTech at Texas Tech University (Spring 2017, 2018, 2019, 2020, 2021)
- Invited to attend a joint HR simulation practice by University of Burgundy, Dijon, France (Summer 2017)
- Received Tenure and Promotion to Associate Professor at Georgia Southern University (effective Fall 2014)
- Received the 2014 Brown and Williamson Faculty Enrichment Award (Spring 2014)
- Nominated for the 2013 Martin Nesmith Faculty Award for Distinguished Service (Spring 2013)
- Received the 2012 W. A. and Emma Lou Crider Faculty Award for Excellence in Teaching (Spring 2012)
- Received Summer Research Grant (\$6,000), Dept. Of Management, Marketing and Logistics, College of Business Administration, (Summer 2011)

- Appointed as Graduate Faculty at Georgia Southern University (Spring 2010)
- Received the Best International Graduate Student in the College of Business Award, Auburn University (Spring 2008)
- Received the competitive Merriwether Fellowship at Auburn University for 2006-2007 (Spring 2006)