

# FERUZAN IRANI WILLIAMS

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

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## 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

## LEADERSHIP AND ADMINISTRATIVE EXPERIENCE

- **Director** August 2023-Present  
MS in Human Resource Management Program, Texas Tech University
  - Participated in designing and implementing the Master of Science in HR 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
- **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

## 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

## RESEARCH AND PUBLICATIONS

### Under Review

- **Irani-Williams, F.**, Tribble, L., Rutner, P., & Campbell, C., In Their Own Words: The Career Stories of Women Leaders in STEM Professions. *Under Review*.
- Mehta, A. & **Irani-Williams, F.** Continuous Change and Employee Turnover Intentions: The Moderated-Mediation of Change-Specific Cynicism. *Under Review*.

### 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.

### **Other Publications**

- **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**

- 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.

### **Papers Presented at Professional Meetings**

- **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 accepted to be presented at the 2023 Annual Meeting of the Southern Management Association (SMA), St. Pete Beach, Florida.
- 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* for submission to Human Resource Management Review.
- **Irani-Williams, F.**, Coomber, N., Goh, Z., & Moteabbed. The Experiences of Working Mothers during the COVID-19 Pandemic: The Role of Perceived Organizational Support in Identity Evolution. *Data collected*.
- **Irani-Williams, F.**, Mehta, A., & Mehta, N. Cultural Diversity, Psychological Safety, and Innovation in Globally Distributed Teams: A Moderation Analysis. *Data collected*.
- Mehta, A. & **Irani-Williams, F.** The Evolution of Chief Diversity Officer in the Corporate World: A Systematic Review. *Data collected*.
- Marin, A., **Irani-Williams, F.**, & Parvatiyar, A. The Impact of Women Leaders in Sales. *Data collection ongoing*.
- **Irani-Williams, F.**, Campbell, C., & Rutner, P. Practical lessons from successful women leaders in STEM professions. *Planning phase*.
- Rutner, P. & **Irani-Williams, F.** Investigating the impact of agile development methodology on Information Technology professionals. *Model Development phase*.

### **Research Interests**

- Leadership, especially women in leadership
- DE&I issues

- Workplace sexual harassment
- Emotional labor and stress
- HR functions, especially training and performance appraisals
- Counterproductive workplace behaviors, especially workplace aggression and incivility
- National cultural dimensions and differences

## 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)

## TEACHING EXPERIENCE

- **Texas Tech University**
  - **Course Formats:** face-to-face, fully online, hybrid, and synchronized distance
  - **Courses Taught:**
    - Managing Organizational Behavior and Organizational Design (MBA/EMBA; undergraduate)
    - Leadership and Ethics (MBA; undergraduate)
    - Negotiation and Conflict Management Skills (MBA/EMBA)
    - Human Resource Management (undergraduate)
    - International Management (undergraduate)
    - Organization Management (undergraduate)
    - Management Basics (undergraduate business certificate)
- **North Carolina A&T State University**
  - **Course Formats:** face-to-face
  - **Courses Taught:**
    - Human Resource Management (undergraduate)
- **Georgia Southern University**
  - **Course Formats:** face-to-face, fully online, hybrid, and synchronized distance
  - **Courses Taught:**
    - Behavior in Organizations (undergraduate)
    - Human Resource Management (undergraduate)
    - Staffing, Training, and Development (undergraduate)
    - Compensation and Benefits (undergraduate)
    - Principles of Management (undergraduate)

- **Auburn University (as Graduate Teaching Assistant)**
  - **Course Formats:** face-to-face
  - **Courses Taught:**
    - Organizational Behavior (undergraduate)
    - Human Resource Management (undergraduate)
    - Introduction to Statistics for Business and Economics (undergraduate)
    - Management Foundations (undergraduate)
    - Principles of Management (undergraduate)
    - Labs: Principles of Management (undergraduate)

## **ACADEMIC AND PROFESSIONAL SERVICE**

- **Service at Texas Tech University:**
  - **Faculty Advisor**, Tech Society for Human Resource Management (Tech SHRM), Texas Tech University Student Chapter (Fall 2016-Fall 2021)
    - 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
  - **Faculty Ambassador**, Area of Management (Spring 2018-Fall 2021)
  - **Chair and Member**, Rawls College of Business Undergraduate Programs and Assessment Committee (Fall 2017-Fall 2021)
  - **Member**, TTU Teaching Academy Executive Council (August 2021-Fall 2021)
  - **Member**, TTU Proctoring Solution Assessment Committee (August 2021-Fall 2021)
  - **Academic & Class Project Mentor**, Scovell Business Leadership Program (Spring 2017-Fall 2021)
  - **Mentor**, MentorTech at Texas Tech University (Fall 2016-Fall 2021)

- ***Chair and Member***, various Master's Thesis committees.
- ***Chair and Member***, Area of Management Undergraduate Curriculum Committee (Spring 2017-Fall 2021)
- ***Member***, Management Recruitment Committee (Fall 2017-Fall 2021)
- ***Chair and Member***, University-level Commencement Committee, representing the Rawls College of Business (Spring 2017-Fall 2021)
- ***Representative***, Area of Management, Meet the Majors (Spring 2017-Fall 2021)
- **Service at Georgia Southern University (highlights):**
  - Faculty Advisor, Society for Human Resource Management (SHRM), Georgia Southern University Student Chapter (2011-16)
    - Multiple award-winning student chapter receiving either the Superior Merit or Merit award from National SHRM every year
  - Elected Member, College of Business Administration Governance Committee (2015-16)
  - Elected Management Department Representative to College of Business Administration Student Retention and Graduation Committee (2012-13, 2014-16)
  - Participated in SACS Accreditation and Management Curriculum Review (2012-14)
  - Chaired, and participated in, several faculty search committees
  - Participated in several curriculum review committees
  - Served as advisor to several Honor's Theses
  - Spearheaded the Accreditation (and subsequent re-accreditation) of HR degree by Society for Human Resource Management (SHRM)
  - Management Department Representative to College of Business Administration Journal List Quantifying Committee (2014-15).
  - Chaired the selection committee for the W. A. and Emma Lou Crider Faculty Award for Excellence in Teaching (2013-14)
  - College of Business Administration nominee, Campus Life Enrichment Committee (CLEC; 2011-12)
  - Member, College of Business Administration Scholarship Committee (2011-12)
  - Student Advising, Management Marketing & Logistics Department (2009-11)



## Professional Service:

- Panelist, Lubbock Chamber of Commerce Diversity Summit (March 2021).
- Education Chair (Board Member), Lubbock Society for Human Resource Management (SHRM) (January 2020-2021)
- Board Member, Community Partners of Lubbock (June 2021-2021)
- Member, Education Committee, Lubbock Society for Human Resource Management (SHRM) (January 2017-December 2019)
- Member, Auction Committee, Lubbock Society for Human Resource Management – SHRM (January 2017-2021)
- Instructor in “Leadership Skills for the First-Line Manager” lecture series offered via the Division of Continuing Education, Georgia Southern University (August 2011-July 2016)
- Instructor in “Eagle Leadership” – a leadership skills series offered on a competitive basis to Georgia Southern University members (January 2012- July 2016)
- Reviewer, Leadership and Organization Development Journal (September 2011-Present)
- Reviewer, Southern Management Association (SMA) Meeting, Savannah, Georgia (November 2011)
- Discussant, Southern Management Association (SMA) Meeting, Savannah, Georgia (November 2011)
- Appointed as external examiner for Ph.D. dissertations originating from the National Institute of Technology, Kurukshetra University, India by the Controller of Examinations and the Post-Graduate Board of Studies (May 2010-Present)
- Member of Logistics Committee, Academy of Management (AOM) Meeting, Anaheim, California (August 2008)
- Session Chair, Ethics/Div: Academic Integrity, Ethics, and Justice in the Classroom, Southern Management Association (SMA) Meeting, Clearwater Beach, Florida (October 2006)

## OTHER EXPERIENCE

- **Facilitator** 2006-2007  
Harrison School of Pharmacy, Auburn University, Alabama

### Responsibilities:

- Facilitated team meetings
- Evaluated team member performance
- Assigned grades to students

- **Manager** 2003-2004  
Waffle House, Inc., Atlanta, Georgia

Responsibilities:

- Managing the operations of a working unit
- All HR functions related to unit
- Dealing with all vendors related to unit
- Financials of unit

- **On-Site Supervisor** 2003  
Labor Ready, Carrollton, Georgia

Responsibilities:

- On-Site supervisor dealing with Wal-Mart.com warehouse
- Responsible for all HR functions related with temporary labor placed at Wal-Mart by Labor Ready
- Responsible for all financials related to the temporary labor placed at Wal-Mart by Labor Ready

- **Graduate Research Assistant** August 2002-July 2003  
Department of Management, University of West Georgia  
Carrollton, Georgia

Responsibilities:

- Undertook research projects for Professors.
- Assisted students in solving their problems.
- Administrative and Clerical Functions
- Carried help desk functions assisting students

## 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).
  - Demonstrated mastery over the abilities to:
    - Identify best instructional practices in the online learning environment (including developing instructor presence and facilitating student interaction)
    - Use Blackboard to develop a course shell and relevant content (e.g., tests, assignments, discussion boards, etc.)
    - Choose appropriate technologies for online language courses.
- 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**

- Elected for membership in the Texas Tech University Teaching Academy which is competitive and limited to 20% of the TTU faculty (Spring 2021).
- Received Certificate of Recognition for the 2021 Diamond Award, which was awarded for going above and beyond for students during a most challenging year (Spring 2021).
- Received Certificate of Nomination 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)
- Received 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)
- Appointed as Graduate Faculty at Texas Tech University (Spring 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 a Summer Research Grant (\$6,000), Dept. Of Management, Marketing and Logistics, College of Business Administration, with Dr. Robert Hoell, "A Bibliometric Analysis of Industrial and Labor Relations Theory and Research: Understanding Threads, Patterns and Trends" (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)

- Selected for membership in Phi Kappa Phi (Academic Honor Society) Auburn University (2007, 2008)
- Selected for membership in Beta Gamma Sigma (International Honor Society) Auburn University (2007, 2008)
- Selected for membership in Golden Key (Academic Honor Society) Auburn University (2007, 2008)
- Invited to present a session on Stress Management at the Women's Leadership Conference at Auburn University (April 2007)