
**Standardized A thru Z Curriculum Vitae for
Johnnie Williams, Ph.D.**

Name: Johnnie Williams, Ph.D.

College or School: Jesse H. Jones School of Business

Department: Business Administration

Date and Rank of First Appointment: 06/2002, Assistant Professor

Secondary Appointment(s) (if any): None

Years Granted Toward Tenure at Time
of Employment: None

Current Rank: Associate Professor

Date of Current Rank: 06/2008

Date of Tenure (if held): 06/2008

Proposed Action: Promotion to Professor

Years of Academic Service: 11 years, 5 months

Whether or not degree is terminal: Terminal

Schools Attended: **University of Tennessee**, 1997 and 1984
Rollins College, 1981

Degrees Earned: **Ph.D.**, Business Administration, 1997
M.S., Planning, 1984
B.A., Biology & English (Dual Major), 1981

Special Training Programs: Certificate, Data Analytics
Certificate, Data Analytics 360

Field(s) of Interest:

Teaching Strategic Management & International Business

Research International Business & Teaching Effectiveness

Professional Employment: **Texas Southern University**, Houston, TX,
Associate Professor, 2002-Present **Enron Corp.**, Houston, TX,
Director, Asset-based Transactions, 1998-2001
Alabama A&M University, Normal AL,
Assistant Professor, 1995-1997
Tennessee Valley Authority, Chattanooga, TN,
Manager, 1991- 1994

Consultantships and Professional Services: **Financial Consultant**, H.S. Grace & Company,
2004-Present
University Internal Consultant, SACSCOC
Quality Enhancement Plan (QEP), Texas Southern
University, 2010 - 2011

Organizations: **Member**, Academy of Management, 2002-2010
Member, Southwest Management Association,
2002-2005

Charter member, Ph.D. Project Management
Track, 1997

Charter President, University of Tennessee's
Toastmasters, 1994

Fellowships and Honors: **Doctoral Fellow**, University of Tennessee,
1988 – 1992,
Fellow, “Graduate Professional Opportunity
Program,” University of Tennessee, 1982-1984

Awards and Prizes: Recipient, “Best Research Award” at the
International Academy of Business and Public
Administration Disciplines Conference, 2017

Recipient, “Best Paper Award” at the International Academy of African Business Development (IAABD) 2010 Conference

Outstanding Faculty, Legends Award, Jesse H. Jones School of Business, 2010

Coach, ExxonMobil-sponsored Executive Leadership Conference Case Competition, 2010

Who’s Who Among American Teachers, 2005

Personal Best Award for outstanding performance, Enron, 2000

Recipient, Tennessee Mountain Writers Award for Outstanding Technical Report, 1988

Recipient, “Outstanding Professional Promise” Award, Graduate School of Planning, 1984

Grants:

Recipient, Jesse H. Jones seed grant of \$700 for the Southwest Business Administration Teaching Conference, 2013

Recipient, JHJ Department of Education Title III course development grant of \$5,000, 2008 Awarded a research seed grant for \$2,700 from Texas Southern University, 2004

Scholarship:
Articles (Refereed)

Williams, J., Ayadi, O.F., Perkins, C. & Hyman, L.M. (2018). “The Flipped Class: Experiential Learning Manifested.” *Southwestern Business Administration Journal*, Vol. 17, Issue 1, Article 1.

Ayadi, O.F., Hyman, L.M., Williams, J. & Desselle, B. (2018). “How Effective is Resource

Stabilization Fund in a Mono-Product Economy?"
Global Business Review, Volume 19(2).

Ayadi, O.F., Hyman, L.M., Williams, J. & Desselle, B. (2017). "Oil Fund, Institutional Framework and the Quest for Sustainability in Nigeria." *African Journal of Business and Economic Research*, 12 (2-3), 9-42.

Ayadi, O.F., Ajibolade, S., Williams, J. & Hyman, L.M. (2014). "Transparency and Foreign Direct Investment Into Sub-Saharan Africa: An Econometric Investigation." *African Journal of Economic and Management Studies*, Volume 5 (2).

Ayadi, O.F., Williams, J. & Hyman, L.M. (2013). "An Empirical Evaluation of Nigeria's Inter-Temporal Current Account Solvency." *Savings and Development*, Volume 1.

Williams, J., Ayadi, O.F. & Hyman, L.M. (2010). "A Constructivist View: Using Business Case Competition to Achieve Knowledge-by-Exemplification, An Alternative Approach to Integrative Learning." *Southwestern Business Administration Journal*, 10(1), 38-53.

Ayadi, O.F., Williams, J. and Hyman, L.M. (2009). "Fractional Dynamic Behavior in Forcados Oil Price Series: An Application of Detrended Fluctuation Analysis" *Energy for Sustainable Development*, [Elsevier] Volume 13, 11-17.

Ayadi, O.F., Hyman, L.M. and Williams, J. (2008). "The Role of Community Banks in Economic Development: A Nigerian Case Study," *Savings and Development Quarterly Review*, Volume 32, #2, 159-173.

Williams, J. and Hyman, L.M. (2005). "Using Section 404 of Sarbanes-Oxley to Teach Moral Reasoning," *Southwestern Business Administration Journal*, Vol. 5, No. 2, pp. 185-196.

C. Superville, J. Williams, J. Eastman & R. Allen (2004). "A Framework for Assessing Student Learning in an MBA Program," *Journal of Contemporary Business Issues*, Vol. 12, No. 1, pp 96106.

Ogbor, J. and Williams, J. (2003). "The Cross-Cultural Transfer of Management Practices: The Case for Creative Synthesis," *Cross Cultural Management: An International Journal*, Vol. 10, No. 2, pp. 3-23.

Presentations (Refereed)

"There's No Us Without Them: An Empirical Look at the Growing Financial Aid Crisis," 2019 Annual Southwestern Business Administration Teaching Conference, Hosted by JHJ School of Business, Texas Southern University, Houston, TX., October 26-27, 2019. [with O.F. Ayadi, C. Perkins and R. Pitre]

"Oil Fund, Institutional Framework and the Quest for Sustainability in Nigeria." 2017 Annual Conference of the International Academy of Business and Public Administration Disciplines, Las Vegas, Nevada, October 22-25, 2017. [with O.F. Ayadi, L.M. Hyman and B. Desselle]

"Flipping the Classroom: The Effective Use of Efficiency" 2017 Annual Southwestern Business Administration Teaching Conference, Hosted by JHJ School of Business, Texas Southern University, Houston, TX., October 26-27, 2017. [with O.F. Ayadi, C. Perkins and L.M. Hyman]

"Genuine Savings, Oil Fund, and Fiscal Management in Nigeria." Annual Conference of the International

Academy of African Business and Development, Hosted by Nelson Mandela University, Tanzania, May 12-15, 2016. [with O.F. Ayadi and L.M. Hyman]

“Fiscal Cycles and Resource Stabilization Fund in a Mono-Resource Economy.” Annual Conference of the International Academy of African Business and Development, Hosted by Strathmore University, Nairobi, Kenya, May 13-16, 2015. [with O.F. Ayadi and L.M. Hyman]

“Impact of the “True” Cost of Water on Energy: A Determinant for Foreign Direct Investment into Sub-Saharan Africa.” 15th Annual Conference of the International Academy of African Business and Development, Hosted by University of West Indies, Barbados, May 26-29, 2014. [with O.F. Ayadi and L.M. Hyman]

“An Empirical Evaluation of Nigeria’s Inter-Temporal Current Account Solvency.” 14th Annual Conference of the International Academy of African Business and Development, Hosted by Ghana Institute of Management and Public Administration (GIMPA), Accra, Ghana, May 14-18, 2013. [with O.F. Ayadi and L.M. Hyman]

“An Investigation of Capital Mobility in Nigeria: A Consumption-Smoothing Approach.” 13th Annual Conference of the International Academy of African Business and Development, Hosted by El Jadida Polidisciplinary University, El Jadida, Morocco, 2012. [with O.F. Ayadi and L.M. Hyman]

“Profligacy, “Rapacity Effect and Fiscal Cyclicity in Selected African Countries,” Eleventh Annual Conference of the International Academy of African Business and Development, Ontario, Canada, 2011. [with O.F. Ayadi and L.M. Hyman]

“Graduate Studies: The Mentoring Alternative for Talented Students During Economic Downturns.”

Southwestern Business Administration Annual Teaching Conference 2010. [with O.F. Ayadi and L.M. Hyman]

“Mean Reversion and Revenue Forecasting in a MonoProduct Nigeria,” Tenth Annual Conference of the International Academy of African Business and Development, Hosted by Makerere University Business School, Kampala, Uganda (2009. [with O.F. Ayadi and L.M. Hyman]

“FARE with Active Learning in the Classroom,” Southwestern Business Administration Annual Teaching Conference, Houston, TX, 2008. [with O.F. Ayadi, L.M. Hyman and V. King]

“Fractional Dynamic Behavior in Forcados Oil Price Series: An Application of Detrended Fluctuation Analysis.” A presentation at the Hawaii International Conference on Business 2008. [with O.F. Ayadi and L.M. Hyman]

“Prickly Problem/Pressing Priority: Borrowing Corporate Practices to Improve Student Retention.” A paper presented at the Southwest Business Administration Teaching Conference. Houston, TX, 2006. [with O.F. Ayadi and L.M. Hyman]

“The Role of Community Banks in Economic Development: A Nigerian Case Study.” A Presentation at the 17th Annual Conference of the International Association of Nigerian Studies and Development (IANSD) Held in Raleigh, North Carolina, 2005. [with O.F. Ayadi and L.M. Hyman]

“You Hired Who?! A Two-Sided Look At An Actual Faculty Summer Internship.” A paper presented at the Southwest Business Administration Teaching Conference.

Houston, TX, 2005. [with T.M. Gee and C.E. Markwardt]

“What We’d Like Our Students to Know About Section 404 of the Sarbanes-Oxley Act of 2002.” A paper presented at the Southwest Business Administration Teaching Conference. Houston, TX, 2005. [with O.F. Ayadi and L.M. Hyman]

“Beginning with the End In Mind.” A paper presented at the Southwest Business Administration Teaching Conference. Houston, TX, 2004. [with Y. Gaines, L. Lewis, and C. Wiley]

“A Framework for Assessing Student Learning in an MBA Program.” A paper presented at the Conference on Emerging Issues in Business and Technology, 2003. [with C. Superville, J. Eastman and R. Allen]

“Diversity is Not What You Think, But What You Think: An Insider’s Look At What We Learned from Enron’s Diversity Practices.” A paper presented at the NAAAS & Affiliates National Conference, 2003.

“A Framework for Assessing Student Learning in an MBA Program at a Historically Black College/University.” A paper presented at the NAAAS & Affiliates National Conference. [with C. Superville]

“Creating Realistic Expectations: A Template for Educators.” A paper presented at the Southwest Business Administration Teaching Conference. Houston, TX, 2003. [L. Lewis]

“Towards Emancipatory Education: The Case Against

Enron.” A paper presented at the Southwest Business Administration Teaching Conference. Houston, TX, 2020.
[with J. Ogbor]

Teaching:
(Load Information Unavailable)

MGMT 300 - Principles of Management
MGMT 301 - Personnel and Human Resource Development
MGMT 330 - Organizational Behavior
MGMT 330 - WE -- Organizational Behavior
MGMT 330 - Online – Organizational Behavior
MGMT 350 – Critical Thinking and Problem-Solving Skills
MGMT 400 – Small Business Management
MGMT 401 – Leadership and Motivation
MGMT 402 – International Management
MGMT 630 – Managerial Communication
MGMT 636 – Organizational & Management Theory
MGMT 670 – Global Strategic Management
BADM 655 – Entrepreneurship
EMBA 636 – Organizational & Management Theory
EMBA 670 – Global Strategic Management

Service to the University,
The Profession and the
Community:

Member, JHJ School of Business Library Committee,
2011 – 2016

Member, Academy of Management, 2002 - Present

President, Treasurer & Member, Cranbrook Property
Owners Association Board of Directors, 2010 – 2013,
2018 - Present

Chair, Assessment & Accreditation Committee,
Jesse H. Jones School of Business, Texas Southern
University, 2010 -2011

Member, JHJ Business Administration Department
Curriculum Committee, 2009 – 2011

Chair, Southwestern Business Administration Teaching
Conference, Jesse H. Jones School of Business, Texas
Southern University, 2007 – 2011

Reviewer, Southwest Business Administration Teaching
Conference, 2007 – 2011

Judge for a number of JHJ Business Case and Business
Plan Competitions, 2003- 2010

Advisor, Houston Area Urban League, 2008

Advisor, Wheeler Avenue Baptist Church, Board of
Trustees, 2008

Faculty Advisor JHJ Student Organization

- Students In Free Enterprise (SIFE)
- National Black MBA Association (NMBBAA) Case
Competition Team
- OCR National Business Plan Competition Team
- Executive Leadership Council (ELC) Case
Competition Team

Member, University NCAA Reaccreditation Committee,
2008

Reviewer, Southwest Business Administration Journal,
2008

Advisor, National Black MBA Association youth group,
2008

Chair, Barriers to Learning Task Force, Jesse H. Jones
School of Business, Texas Southern University, 2007 –
2008

Advisor, University of Texas, - San Antonio, Teaching
Conference founders, 2008

Co-chair, University Strategic Planning Administrative Services Committee, Texas Southern University, 2005 – 2007

Coordinator, Management Faculty (Informal), Jesse H. Jones School of Business, Texas Southern University, 2005 – 2007

Intern, summer faculty intern at Accenture, 2005
Judge for a number of JHJ Business Case and Business Plan Competitions, 2003- 2010

Member, Faculty Senate, Texas Southern University, 2003-2005

Member, JHJ Graduate Committee, 2002-2006

Chair, Strategic Planning Committee, Jesse H. Jones School of Business, Texas Southern University, 2002 – 2004

Member, Strategy Committee, JHJ School of Business, TSU, 2002-2004

Member, Strategy Committee, JHJ School of Business, TSU, 2002-2004

MBA Program Director, Jesse H. Jones School of Business, Texas Southern University, 2002 - 2003

