

FRANK I. MULLINS

301 Sparkman Drive NW
Huntsville, Alabama 35899

College of Business
University of Alabama in Huntsville

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EDUCATION

SYRACUSE UNIVERSITY – Syracuse, New York

Ph.D. in Business Administration (2011), MBA, Human Resources (2001): Phi Kappa Phi, Beta Gamma Sigma

CORNELL UNIVERSITY – Ithaca, New York

Exchange Scholar (2006)

OAKWOOD UNIVERSITY – Huntsville, Alabama

B.S., Business Management (1997): Magna Cum Laude, UNCF/Quaker Oats Merit Scholar

PROFESSIONAL CERTIFICATIONS

- SHRM Senior Certified Professional (SCP), Society for Human Resource Management (2015 - Present)
- Employing Abilities at Work Certificate, Society for Human Resource Management Foundation (2022)
- Diversity, Equity and Inclusion in the Workplace Certificate, Univ. of South Florida (2021)
- Certificate of Recognition for completing Dr. Harvey Brightman's Master Teacher Program (2018)
- Certificate in the Art & Craft of Discussion Leadership, Harvard Business Publishing (2010)

ACADEMIC AND RESEARCH EXPERIENCE

UNIVERSITY OF ALABAMA IN HUNTSVILLE (Huntsville, AL)

- Keel Point Professor in Family Wealth (*inaugural*), College of Business (2025 - Present)
- Associate Professor of Management (*with tenure*), College of Business (2024 - Present)

UNIVERSITY OF SOUTH CAROLINA (Columbia, SC)

- Visiting Scholar, Darla Moore School of Business (Fall 2025)

UNIVERSITY OF RHODE ISLAND (Kingston, RI)

- Fred '78 and Sue Newton Endowed Professor in Human Resource Management (*inaugural*), College of Business (2023-2024)
- Associate Professor of Management (*with tenure*), College of Business (2023–2024)
- Faculty Affiliate, Schmidt Center for Labor Relations & Human Resources (2023-2024)

UNIVERSITY OF ALABAMA IN HUNTSVILLE (Huntsville, AL)

- Associate Professor of Management, College of Business (2017–2023)
 - Earned tenure (March 2022)
- Mark McDaniel, Henri McDaniel, & Robert (Bud) Cramer Faculty Fellow, College of Business (2022-2023)
- C. David Billings Faculty Fellow, College of Business (2019–2020)

RUTGERS UNIVERSITY (New Brunswick, NJ)

- Corey Rosen Fellow, Institute for the Study of Employee Ownership & Profit Sharing (2019–2020)
- Louis O. Kelso Fellow, The Employee Ownership Foundation and Rutgers School of Management and Labor Relations (SMLR) (2014-2015)
- Bill Nobles Fellow, Rutgers SMLR (2012-2013)

UNIVERSITY OF NORTH CAROLINA SYSTEM (Chapel Hill, NC)

- Academic Affairs Faculty Fellow (*inaugural*), Division of Academic Affairs (2016-2017)

NORTH CAROLINA A&T STATE UNIVERSITY (Greensboro, NC)

- Assistant Professor of Management, College of Business & Economics (2011-2017)
 - Served as Program Coordinator for the HRM Concentration, MSM/MBA Program (2015-2017)
 - Earned promotion to Associate Professor with tenure (May 2017)
- Adjunct Assistant Professor of Management, College of Business & Economics (2010-2011)

ELON UNIVERSITY (Elon, NC)

- Pre-Doctoral Fellow and Instructor in Management, Love School of Business (2009-2010)

SYRACUSE UNIVERSITY (Syracuse, NY)

- Graduate Research Assistant and Instructor, Whitman School of Management (2005-2009)

AWARDS AND HONORS

- Outstanding Faculty Member Award for Excellence in Research, Teaching & Service, UAH College of Business (2020)

Scholarly Recognition

- Mark McDaniel, Henri McDaniel, and Robert (Bud) Cramer Faculty Award, UAH College of Business (2022-2023)
- Corey Rosen Fellow, Rutgers University, Institute for the Study of Employee Ownership & Profit Sharing (2019-2020)
- Best Research Paper Award, UAH College of Business (2019)
- Louis O. Kelso Fellow, The Employee Ownership Foundation and Rutgers SMLR (2014-2015)
- Bill Nobles Fellow, Rutgers SMLR (2012-2013)
- Lee Hakel SIOP Doctoral Consortium, Society for Industrial & Organizational Psychology (2009)

Teaching & Mentoring Excellence

- Honor Roll, Students' Choice Award for Teaching in Graduate Courses, UAH College of Business (2023)
- College of Business Nominee - University Distinguished Teaching Award, UAH (2021)
- Honor Roll, Outstanding Teaching in Graduate Courses, UAH College of Business (2020)
- Honor Roll, Outstanding Teaching in Undergraduate Courses, UAH College of Business (2020)
- Martin Luther King, Jr. Award, UAH Minority Graduate Student Association (2020)
- Honor Roll, Outstanding Online Teacher of the Year, UAH College of Business (2019)
- Junior Faculty Teaching Excellence Award (*university-wide*), NC A&T State University (2014)
- Honorary Member, Golden Key International Honour Society, NC A&T State University (2011)

Leadership, Service & Community Distinction

- Distinguished Scholar Award for Exemplary Scholarship and Higher Education Leadership, Oakwood University Church (2026)
- Employee Service Award – *Five Years of Service*, UAH (2023)
- C. David Billings Faculty Fellow, UAH College of Business (2019-2020)
- Academic Affairs Faculty Fellow (*inaugural*), University of North Carolina System (2016-2017)
- Certificate of Recognition for Service as 2014 Caucus Chair, Academy of Management (2015)
- Certificate of Appreciation, SAM student chapter, NC A&T State University (2012)

RESEARCH

RESEARCH STATEMENT: My research agenda focuses on how corporate governance, namely boards of directors, family governance, and large shareholders, influences HRM practices in firms.

RESEARCH SUMMARY

Total Journal Publications	11
Sole- and First-authored Publications	10
Financial Times 50 (FT50) Publications	5
ABDC A* or A Publications	6

JOURNAL PUBLICATIONS

Mullins, F. (2026). Founders versus descendants: How generational leadership differences affect the use of cash profit sharing in family firms. *International Review of Applied Economics*, 1-21.

Mullins, F., & Memili, E. (2025). Cash profit sharing and labour productivity in family firms: Exploring the effects of R&D and capital intensities. *International Review of Applied Economics*, 39(2-3): 459-483.

- Included in the Curriculum Library for Employee Ownership (CLEO) at Rutgers SMLR
- Selected for reprint in J. Blasi & J. Michie (Eds.), *Employee Ownership and Profit Sharing: Models, Incidence, and Sectors* (pp. 295-319). Routledge, 2025.

Mullins, F. (2023). Beyond the short-term: The effects of broad-based employee ownership on labor productivity in family and nonfamily firms. *International Journal of Entrepreneurial Behavior & Research*, 29(1): 195-217. [ABDC: A]

- Included in the Curriculum Library for Employee Ownership (CLEO) at Rutgers SMLR

Hernández-Linares, R., López-Fernández, M., Memili, E., **Mullins, F.**, & Patel, P. (2023). High-performance work practices, socioemotional wealth preservation, and family firm labor productivity. *BRQ Business Research Quarterly*, 26(3): 237-255.

Mullins, F., Patel, P., Memili, E., & Ramadani, V. (2023). High-performance work practices and labour productivity: The contingent effect of family governance. *International Journal of Entrepreneurship and Small Business*, 50(4): 433-458.

Mullins, F., Weltmann, D., Kruse, D., & Blasi, J. (2019). Broad-based employee stock ownership: What makes it effective in the management of human resources? *Human Resource Management*, 58(6): 567-570. [FT 50 Journal List; ABDC: A*]

- Included in the Curriculum Library for Employee Ownership (CLEO) at Rutgers SMLR

Mullins, F. (2018). HR on board! The implications of human resource expertise on boards of directors for diversity management. *Human Resource Management*, 57(5): 1127-1144. [FT50 Journal List; ABDC: A*]

- Recipient of the 2018-19 Best Research Paper Award by the UAH College of Business
- Selected “Research Brief” by the Center for Executive Succession, U. of South Carolina (2018)
- Research mentioned or referenced in *Deloitte Insights*, *Fortune Magazine*, *HR Magazine (UK)*, *AOL.com*, *Yahoo! Finance*, *Inkl.com*, and *KPMG Directors Quarterly: Insights from the Board Leadership Center*

Mullins, F. (2018). A piece of the pie? The effects of familial control enhancements on the use of broad-based employee ownership programs in family firms. *Human Resource Management*, 57(5): 979-992. [FT50 Journal List; ABDC: A*]

- Research cited in policy documents from the Canadian Centre for Policy Alternatives, and the IZA Institute of Labor Economics
- Included in the Curriculum Library for Employee Ownership (CLEO) at Rutgers SMLR

Mullins, F., & Holmes, J. (2018). Balancing board? The effects of board independence and capital on firms offering work-family benefits. *Human Resource Management*, 57(2): 457-469. [FT50 Journal List; ABDC: A*]

- Research cited in a policy document from the Government Equalities Office, a unit of the UK government

Mullins, F., Brandes, P., & Dharwadkar, R. (2016). To thine shareholders be true? Linking large corporate ownership to the firm's use of commitment human resource practices. *Human Resource Management*, 55(4): 567-589. [FT50 Journal List, ABDC: A*]

Mullins, F. (2015) Board independence and changes in defined-benefit plan funding. *Advances in Industrial and Labor Relations*, 21:119-141.

TECHNICAL REPORTS

Wright, P., **Mullins, F.**, Schepker, D, Nyberg, A., & Essman, S. (2019). *The Impact of CEO and Board HR Expertise: Results of the 2018 HR@Moore Chief HR Officers Survey*. Ctr. for Executive Succession: Univ. of South Carolina.

DISSERTATION

Title: *An Examination of the Relationship Between Large Shareholders and Commitment Human Resource Systems.*

Committee: Drs. Ravi Dharwadkar (Chair), Pamela Brandes, Dennis Gillen, Don Harter, and Patrick Wright (Cornell Univ.)

SELECTED WORK-IN-PROGRESS

Intentionally left blank to abide by the double-blind peer review process.

ACADEMIC CONFERENCE PRESENTATIONS & PROCEEDINGS

Mullins, F. (2026). CEO HR backgrounds, time-based incentives, and employee health & safety. Accepted for presentation at the *American Psychological Association*, Washington, DC.

Mullins, F. (2025). CEOs with HR backgrounds and firm performance: The moderating effects of incentive structures. *Academy of Management*, Copenhagen, Denmark.

- Abstract published in the *Academy of Management Proceedings*

Mullins, F., Patel, P., & Memili, E. (2020). The efficacy of high-performance work practices in family versus nonfamily firms: The role of firm size. *International Family Enterprise Research Academy* (virtual).

Mullins, F. (2019). Profit sharing overview: Future research considerations. *Beyster Symposium* (Rutgers U. SMLR), La Jolla, CA.

- Hernandez Linares, R., Lopez Fernandez, M., Memili, E., **Mullins, F.**, & Patel, P. (2018). High performance work practices, socioemotional wealth, and labor productivity in family firms. *International Family Enterprise Research Academy*, Zwolle, The Netherlands.
- Mullins, F.** (2017). Cash profit sharing in family firms with founder leadership: The moderating role of capital intensity. *Labor and Employment Relations Association*, Anaheim, CA.
- Included as a Labor and Employment Relations Association (LERA) Best Paper
- Mullins, F.**, & Holmes, J. (2015). Human resource expertise on corporate boards and stakeholder diversity management practices. *Southern Management Association*, St. Pete Beach, FL.
- Mullins, F.** (2014). Publicly-traded, family-led firms and broad-based employee ownership programs. *Beyster Symposium* (Rutgers U. SMLR), La Jolla, CA.
- Mullins, F.** (2014). Who's in charge? The use of employee participation programs in founder- versus descendant-managed firms. *Labor and Employment Relations Association*, Portland, OR.
- Mullins, F.** (2014). Employee ownership in family-controlled firms. *Industry Studies Association*, Portland, OR.
- Mullins, F.**, & Holmes, J. (2013). Board characteristics and work-family benefits. *Southern Management Association*, New Orleans, LA.
- Abstract published in the *Southern Management Association Proceedings*
- Mullins, F.** (2013). Family-controlled firms and employee participation programs: A look at employee involvement practices and cash profit sharing. *Beyster Symposium* (Rutgers U. SMLR), La Jolla, CA.
- Mullins, F.** (2013). The effects of ownership structure on defined-benefit plan funding: A look at research-intensive industries. *Labor and Employment Relations Association*, St. Louis, MO.
- Mullins, F.** (2013). Large corporate ownership and commitment human resource systems. *Faculty Research Symposium* – Oakwood University, Huntsville, AL.
- Mullins, F.** (2013). The commitment to broad-based employee ownership by founding family owners in publicly-traded corporations. *Mid-Year Fellows Workshop in Honor of Louis O. Kelso* (Rutgers U. SMLR), New Brunswick, NJ.
- Mullins, F.** (2012). Using large-scale archival datasets for human resource management research. (Professional Development Workshop), *Academy of Management*, Boston, MA.
- Cited in Aguinis, H., Forcum, L., & Joo, H. (2013). Using market basket analysis in management research. *Journal of Management*, 39(7): 1799-1824.
- Mullins, F.** (2011). An examination of the relationship between large shareholders and commitment human resource systems. *Southern Management Association*, Savannah, GA.
- Abridged paper published in the *Southern Management Association Proceedings*, p. 541-546
- Byron, K., **Mullins, F.**, & Fried, Y. (2009). It's a matter of respect: A model of the dimensions, process, and consequences of workplace civility. *Academy of Management*, Chicago, IL.

Mullins, F., & Arora, P. (2009). Longitudinal examination of corporate boards and ‘commitment’ human resource practices. *American Psychological Association*, Toronto, Canada.

- Abstract available online in APA PsycExtra

Byron, K., **Mullins, F.**, & Fried, Y. (2009). It’s a matter of respect: A model of workplace civility. *Society for Industrial & Organizational Psychology*, New Orleans, LA.

- Abstract available online in APA PsycExtra

Dharwadkar, R., Brandes, P., & **Mullins, F.** (2008). Corporate governance and development-oriented human resource management: The implications of governance mechanisms’ valuation potential and temporal orientation. *Academy of Management*, Anaheim, CA.

GRANTS, AWARDS & FELLOWSHIPS

TOTAL FUNDING: \$180,418.84

- Summer Research Grant, UAH College of Business (2025: \$15,750)
- Mark McDaniel, Henri McDaniel, and Robert (Bud) Cramer Faculty Fellowship, UAH College of Business (2022: \$4,500)
- Summer Research Grant, UAH College of Business (2022: \$14,156.40)
- Summer Research Grant, UAH College of Business (2021: \$14,156)
- C. David Billings Fellowship, UAH College of Business (2019-20: \$3,000)
- Corey Rosen Fellowship, Rutgers Univ., Institute for the Study of Employee Ownership & Profit Sharing (2019-20: \$2,500)
- Start-Up Funding, UAH College of Business (2017-19: \$16,000)
- Academic Affairs Faculty Fellowship, Univ. of North Carolina System, Div. of Academic Affairs (2016-17: \$26,856.44)
- Summer Research Mini-Grant, NC A&T State Univ., COBE (2015: \$4,000)
- Louis O. Kelso Fellowship, Rutgers Univ., SMLR (2014-15: \$12,500)
- Bill Nobles Fellowship, Rutgers Univ., SMLR (2012-13: \$5,000)
- Title III Start-Up Funding, North Carolina A&T State Univ. (2011-12: \$10,000)
- Summer Research Funding, North Carolina A&T State Univ., COBE (2011: \$5,000)
- Elon Pre-Doctoral Fellowship, Elon Univ., Love School of Business (2009-10: \$30,000)
- Dissertation Research Award, Syracuse Univ., WSOM (2010: \$2,000)
- Summer Research Award, Syracuse Univ. WSOM (2007, 2008, & 2009: \$15,000)

TEACHING

TEACHING PHILOSOPHY: I seek to balance my academic knowledge with my professional HR experiences at IBM to make courses challenging, relevant, and application-oriented. The primary focus is to develop critical thinking, communication, and teaming skills by using active-learning activities such as group debates, consulting local organizations, and skill building exercises in areas such as workforce analytics. Moreover, I invite chief HR officers from leading companies such as IBM and KPMG to share their HR expertise and insights with students, thereby enhancing student preparation for the workplace.

COURSES TAUGHT

The University of Alabama in Huntsville (Fall 2024 – Present)

Graduate and Cross-listed

- Strategic Human Resource Management (Capstone) (MGT 695) – *Online*
- Strategic Compensation Management (MGT 461/561) – *Online*

Undergraduate only

- Human Resource & Labor Relations Management (MGT 363) – *In Person & Online*

University of Rhode Island (Fall 2023 – Spring 2024)

Graduate

- Strategic Human Resource Management (LHR 551 / MBA 572) - *Hybrid*
- Management of Total Rewards (MBA 577) – *Hybrid*

Undergraduate

- Human Resource Management (MGT 342) – *In Person*

The University of Alabama in Huntsville (Fall 2017 – Spring 2023)

Graduate and Cross-listed

- Strategic Human Resource Management (Capstone) (MGT 695) – *Hybrid & In Person*
- Strategic Compensation Management (MGT 461/561) – *Hybrid, In Person, & Online*

Undergraduate only

- Human Resource & Labor Relations Management (MGT 363) – *In Person & Online*

North Carolina A&T State University Courses (Fall 2010 – Spring 2017)

Graduate

- Human Resource Management Strategy (MGMT 736)
- Compensation and Benefits (MGMT 733)
- Training & Development (MGMT 732)
- Staffing (MGMT 731)
- Human Resource Management (MGMT 730)

Undergraduate

- Human Resource Management (MGMT 522)
- Organizational Behavior (MGMT 426)

Elon University Courses (Fall 2009 – Spring 2010)

Undergraduate

- Human Resource Management (BUS 425)

Syracuse University Courses (Summer 2006 – Spring 2008)

Undergraduate

- Strategic Human Resource Management (SHR 355)

SERVICE TO THE ACADEMY

EDITORIAL POSITIONS & ACTIVITIES

- Guest Editor (lead), *Human Resource Management* special issue, “Broad-based employee stock ownership: What makes it effective in the management of human resources?” (2016-2019)
 - Coordinator & Research Mentor, Paper Development Workshops for the special issue
 - Beyster Symposium, La Jolla, CA (2017)
 - Mid-Year Fellows Workshop in Honor of Louis O. Kelso, New Brunswick, NJ (2017)
- Editorial Board
 - *Human Resource Management* (2025 – present)
- Ad Hoc Reviewer
 - *Human Resource Management*
 - *ILR Review*
 - *Journal of Small Business Management*
 - *Academy of Management – Human Resources Division*

EXTERNAL PROMOTION AND TENURE REVIEWS

- External Reviewer, Promotion to Endowed Professorship, University of Michigan-Flint (2026)

COMMITTEE MEMBERSHIPS

- Labor and Employment Relations Association, Diversity and Inclusion Committee (2023 - Present)
- Academy of Management, HR Division - Emerging Scholar in Employee Participation and Ownership Award Committee (2018, 2019)
- Kaplan Prize Judge, Beyster Symposium – Rutgers Univ., La Jolla, CA (2016)
- Academy of Management, Caucus Committee (2013-2015)
 - Chair, Academy of Management meeting, Philadelphia, PA (2013-2014)
 - Immediate Past Chair, Academy of Management meeting, Vancouver, CAN (2014-2015)

CONFERENCE ACTIVITIES

- Session Chair, *Cutting Edge Research on Equity Compensation Pay Gaps*, The Future of Equity: Silicon Valley Employee Ownership Symposium sponsored by the Rutgers Institute for the Study of Employee Ownership and Profit Sharing, Palo Alto, CA (2025)
- Co-Moderator, *New Attendee Orientation and Welcome*, Labor and Employment Relations Association Conference, Seattle, WA (2025)
- Session Co-Chair, *Best Practices for Expanding Equity Compensation*, The Future of Equity: Silicon Valley Employee Ownership Symposium sponsored by the Rutgers Institute for the Study of Employee Ownership and Profit Sharing, San Jose, CA (2024)
- Panelist, *Mid-Career Research Strategies – stay in the game and thrive!* - Mid/Senior Faculty Consortium, Eastern Academy of Management Conference, Providence, RI (2024)
- Invited Facilitator, *Employee Ownership and Family-Owned Businesses* session, Employee Ownership Ideas Forum 2024 sponsored by the Aspen Institute and Rutgers Institute for the Study of Employee Ownership and Profit Sharing, Washington, DC (2024)
- Panelist, *Employee Ownership and Labor-Management Relations* – 24th Annual Labor Arbitration Conference, New England Region in Newport, RI (2023)
- Presenter, *Research Updates* session (virtual) – The Beyster Symposium (2021)
- Session Chair, “*Examining Small Business*”- Midwest Academy of Management Virtual Conference (2020)
- Discussant, Beyster Symposium and the International Association for the Economics of Participation Virtual Conference (2020)
- Discussant, The Beyster Symposium, La Jolla, CA (2016)
- Discussant, Mid-Year Fellows Workshop in Honor of Louis O. Kelso, New Brunswick, NJ (2016)
- Session Chair, Mid-Year Fellows Workshop in Honor of Louis O. Kelso, New Brunswick, NJ (2015)
- Presenter, *Managing the Dissertation* session – PhD Project MDSA Conference (2013, 2012, 2011)
- Session Co-Chair, the International Association for the Economics of Participation Conference and Beyster Symposium, New Brunswick, NJ (2012)
- Emcee, “*The Secrets of a Successful Applicant*” session – PhD Project Conference, Chicago, IL (2011)
- Panelist, Org. Behavior & HRM Breakout Session – PhD Project Conference, Chicago, IL (2011)
- Discussant, Southern Management Association Conference, Savannah, GA (2011)

UNIVERSITY SERVICE

UNIVERSITY OF ALABAMA IN HUNTSVILLE

University

- University Review Board (2025 – Present)
- Employee Benefits Committee (2024 – Present)
- University Library Committee (2019 – 2023)
- Charger Foundations Committee (2022 – 2023)

- Associate Provost for Graduate Studies, International Services, & Academic Integrity Search Committee (2020 – 2021)
- Institutional Review Board Committee (2019)

College of Business

- Chair, Clinical Management Faculty (entrepreneurship focus) Search Committee (2024 – 2025)
- Promotion and Tenure Advisory Committee (2022 – 2023; 2024 – 2025)
- Reappointment Review Committee for: Junjun Liu (2026); Nicholas Clarke (2025); Yi Tan (2025); Chaehyun Pyun (2023)
- Peer Review Committee for: Amber Kea-Edwards (2023); Chakravarthy Deverapalli (2023)
- Faculty Advisor, Society for Human Resource Management (SHRM) student chapter (2019 – 2023)
 - 1st Place Winner for UAH SHRM Student Chapter, Alabama SHRM HR Games (2020)
- Faculty Development Committee (2021 – 2023)
- Strategic Planning Committee (2022)
- Best Paper Research Award Committee (2020, 2022)
- Department of Management & Marketing Chairperson Search Committee (2021)
- Chair, Clinical Management Faculty Search Committee (2020 – 2021)

UNIVERSITY OF RHODE ISLAND

- Advisory Board, URI Schmidt Center for Labor Relations & Human Resources (2024)
- Mentor, Doctorate of Business Administration (DBA) Program (2023 – 2024)
- Faculty Representative – URI PhD in Business Administration Program, University Fair at The PhD Project Annual Conference (2024)

NORTH CAROLINA A&T STATE UNIVERSITY

- Program Coordinator, HRM Concentration, MSM/MBA Program, College of Business & Economics (COBE) (2015-2017)
- Chair, Strategic Plan Committee, Management Department, COBE (2017)
- MBA Admissions Committee, COBE (2016-2017)
- Entrepreneurship & HRM Faculty Search Committee, COBE (2015-2017)
- Faculty Advisor, SHRM student chapter, COBE (2011-2016)
 - NC A&T SHRM Chapter winner, SHRM Outstanding Student Chapter Award (2013, 2014, & 2015)
 - NC A&T SHRM Chapter winner, SHRM Superior Merit Award (2012, 2013, 2014, & 2015)
- MBA Curriculum Committee, COBE (2015)
- Strategic Planning Committee, COBE (2014-2015)
- External Stakeholder Strategic Priority Committee, COBE (2013-2014)
- Associate Dean Search Committee, COBE (2013)
- Undergraduate HRM Curriculum Committee, COBE (2011-2013)
- Ad Hoc HRM Faculty Recruitment Committee, COBE (2012)
- Organizational Behavior Course Coordinator Task Team, COBE (2011-2012)
- University HR Task Team - Performance Management Process for Academic Deans (2011)
- Library Committee - Management Dept., COBE (2010)

INVITED TALKS, PRESENTATIONS & ACTIVITIES

OFF-CAMPUS

- Mentor, MSDA/MFCA Mentor-Mentee Program (2025 – Present)
- Mentor, Management Faculty of Color Association (2023 - Present)

- Invited Participant, *A Conversation on Advancing Ownership* event sponsored by Harvard Business School's Institute for Business in Global Society (BiGS) and the Tennessee Center for Employee Ownership (TNCEO), Nashville, TN (2025)
- Invited Participant, *Worker Ownership* Conference sponsored by the Institute for Business in Global Society at Harvard Business School, Boston, MA (2025)
- Co-MC & Co-Facilitator, *Business Alumni, Faculty, & Student Engagement* Session – Alumni 360 Brunch at Oakwood University, School of Business, Huntsville, AL (2025)
- Panelist, Alumni Mentorship Program at Oakwood University, Huntsville, AL (2025)
- Advisory Board Member (*Academic Advisor, Human Capital Management*) – Enterprise Engagement Alliance (2021 – 2025)
- Podcast Guest, [Pursuing the PhD: 3 Keys to Picking the Perfect Program](#) – the Lead. Speak. Grow. Podcast with “Dr. Maq” (2023)
- Invited Speaker, Human Resources Guest Speaker Series for MSHRM program – West Virginia University, Chambers College of Business and Economics, Morgantown, WV (2022)
- Invited Speaker, Alumni 360 Brunch at Oakwood University, School of Business, Huntsville, AL (2022)
- Panelist, *Teaching About Black Businesses & Entrepreneurship* webinar – Harvard Business School African American Alumni Association (2022)
- Panel Moderator, *Starting. Growing. Sustaining: An Entrepreneurs' Roundtable* at the LogiCore Corp. – Alabama A&M University & UAH, Huntsville, AL (2019)
- Invited Participant, *Working Towards Shared Prosperity: An Academic-Executive Dialogue* sponsored by the Aspen Institute and Univ. of Michigan Ross School of Business, Ann Arbor, MI (2018)
- Member, Learning Community Advisory Committee - Oakwood University, Huntsville, AL (2018)
- Master of Ceremonies, *I Love My History: Celebrating Black History in the Making* – Annual Black History Program at East Market Street SDA Church in Greensboro, NC (2012)
- Keynote Speaker, *Making 'It' Possible* – Annual Education Achievement Ceremony at Mt. Carmel SDA Church in Syracuse, NY (2009)
- Session Facilitator & Mentor, *Rites of Passage* – Youth Development Summer Program at Mt. Carmel SDA Church in Syracuse, NY (2008)

ON-CAMPUS

- Presenter, *Broad-Based Employee Ownership in Family Firms* – “Think Like an Economist” event for Economics Association at UAH College of Business (2025)
- Judge, 24-Hour Innovation Challenge (*Future Workforce*) sponsored by the Boeing Company – UAH College of Business (2023)
- Panelist, *Hybrid Teaching* – Faculty Pulse Session at UAH College of Business (2020)
- Guest Faculty Expert, [Job Interviews \(Episode #5\)](#) - “Spooky Scenarios” Video Series at UAH College of Business (2020)
- Presenter, *Business Mentored Initiatives* – New MBA Student Orientation at North Carolina A&T State Univ. (2016)
- Presenter, *Negotiating Your Compensation & Benefits* – Beta Alpha Psi student chapter meeting at North Carolina A&T State Univ. (2016, 2015)
- Presenter, *Family Firms and Human Resource Management* – Continuing Professional Education seminar for Accounting Professionals at North Carolina A&T State Univ. (2014)
- Presenter, *Management versus Leadership* - Society for Advancement of Management and SHRM student chapter meeting at North Carolina A&T State Univ. (2012)
- Speaker, *The Evolution of the Work: Its Past, Present, & Future* – University Honors Lecture Series at North Carolina A&T State Univ. (2012)
- Presenter, *Succession Planning* – SHRM student chapter meeting, North Carolina A&T State Univ. (2011 & 2012)

- Guest Lecturer, *The Role of Human Resources in Strategic Management* – Introduction to Strategic Management course (Instructor: Punit Arora) at Syracuse Univ. (2007)
- Presenter, *Impress for Success: A Look at the Interview* – WellsLink Leadership Program, Syracuse Univ. (2007)
- Co-Facilitator, *Working Together to Head-off Problems in Graduate School* – Minority Graduate Student Orientation Program at Syracuse Univ. (2006)

MEDIA AND POLICY MENTIONS

MEDIA CITATIONS & MENTIONS

Research

- Deloitte Insights, “[What directors’ career histories may reveal about the capabilities of Fortune 100 company boards](#)” by Christine Davine, Jamie McCall, Timothy Murphy, Elizabeth Molacek, & Caroline Davis Schoenecker (April, 2026)
- FORTUNE Magazine, “[CHROs are rising stars of the C-suite. So why aren’t they on more boards?](#)” by Lila Maclellan (October, 2023)
- AOL.com, “[CHROs are rising stars of the C-suite. So why aren’t they on more boards?](#)” by Lila Maclellan (October, 2023)
- FORTUNE Magazine, “[CEOs say talent is their most valuable asset, yet HR leaders hold just 8% of Fortune 500 board seats](#)” by Lila Maclellan & Joseph Abrams (October, 2023)
- Yahoo! Finance, “[CEOs say talent is their most valuable asset, yet HR leaders hold just 8% of Fortune 500 board seats](#)” by Lila Maclellan & Joseph Abrams (October, 2023)
- HR Magazine (UK), “[HR expertise at the very top: Does it matter?](#)” by Patrick Wright (December 2019)
- KPMG Directors Quarterly: Insights from the Board Leadership Center, “[Should your board include a CHRO?](#)” by Annalisa Barrett (October 2019)
- Center for Executive Succession Research Brief, “[Stronger Diversity Management with Board of Directors’ HR Expertise](#)” (February 2018)
- The ESOP Report, “Professor Frank Mullins Extends the Reach of the Kelso Fellows” (November 2017)
- OWNERS@WORK: the Online Magazine of the Ohio Employee Ownership Center, “[Beyster Symposium Offers Research from Varied Disciplines and Perspectives](#)” by Jacquelyn Yates (Sum. 2014)

Professional Career Highlights

- Whitman Magazine, “[Whitman’s Diverse Academic Pipeline to Top B-Schools](#)” by Olivia Hall (Fall 2021)
- Initiatives Online, “[Movers & Shakers: New Hires, Promotions, and Recognition of Talent](#)” by Huntsville/Madison County Chamber (November 2020)
- UAH News, “[Dr. Frank Mullins named Corey Rosen Fellow](#)” by Drew Hartt (January 2020)
- UAH News, “[UAH welcomes Dr. Frank Mullins to the College of Business](#)” by Joyce Anderson-Maples (October 2017)
- The PhD Project (YouTube Video), “[Glad I Did It: Dr. Frank Mullins](#)” (July 2013)

POLICY DOCUMENT CITATIONS

- Canadian Centre for Policy Alternatives, “[Expanding democratic employee ownership in Canada: policy options](#)” by Alex Hemingway & Simon Pek (April 2024)
- Workplace and Gender Equality Research Programme Report (UK Government Equalities Office), “[Family-friendly working policies and practices: Motivations, influences, and impacts for employers](#)” by Clare Lyonette & Beate Baldauf (October 2019)
- IZA Institute of Labor Economics: Discussion Paper Series (IZA DP No. 12303), “[Do employee share owners face too much financial risk?](#)” by Douglas Kruse, Joseph Blasi, Dan Weltmann, Saehee Kang, Jung Ook Kim, & William Castellano (April 2019)

PROFESSIONAL AFFILIATIONS

- Academy of Management
- Management Faculty of Color Association
- Society for Human Resource Management
- Labor and Employee Relations Association

CORPORATE WORK EXPERIENCE

IBM CORPORATION

- Global HR Leadership Development Program (*designed to develop future HR executives*) (July 2001-July 2005)
 - Talent Partner – Staffing, IBM Software Group (March 2004 – July 2005)
 - Employee Compensation Program Manager, IBM Corporate (Jan. 2003 – Feb. 2004)
 - Temporary Assignment, Corporate Learning, IBM Corporate (Sept. 2002 – Dec. 2002)
 - HR Partner/Generalist, IBM Research Triangle Park (July 2001-Jan. 2003)
- Human Resource Intern, IBM Research Triangle Park (Summer 2000)

THE QUAKER OATS COMPANY (*acquired by PepsiCo*)

- Human Resource Intern, North American Beverages Division (Summer 1996)