

F. Irene Waggoner, Ph.D.
981 N Tina Ln
Palmer, Alaska 99645
Email: waggonerfi@protonmail.com

A. EDUCATION

Doctor of Philosophy in Leadership Studies Our Lady of the Lake University
Masters in Business Administration Our Lady of the Lake University
Bachelor of Arts, Psychology The University of Texas at San Antonio

B. TEACHING EXPERIENCE

2021-Present Adjunct Faculty, Management
College of Business, Texas A&M University-San Antonio
2019-2021 Instructional Assistant Professor, Management
College of Business, Texas A&M University-San Antonio
2012-2019 Adjunct Faculty, Management
College of Business, Texas A&M University -San Antonio
1997-Present Adjunct Faculty, Management and Leadership
School of Business and Leadership
Our Lady of the Lake University
1997-2000 Adjunct Faculty, University of Incarnate Word

C. RELEVANT PROFESSIONAL EXPERIENCE

2020-Present **Consultant, Higher Education Consulting Services**

Provide leadership, management and process training to South Texas public and private high school college counselors designed to help their high school students navigate the processes necessary to prepare for, find, apply to, and become successful in their college of choice.

2009-2011 **Consultant, Leadership and Management Training**

Provided leadership and management training to various groups and teams in South Texas, for such diverse groups as Catholic high school principals, international business, and university faculty and students.

2000-2008 **Human Resources Professional**

Certified Senior Professional in Human Resources (SPHR). Created and administered various new programs to increase efficiencies in operations for global Services teams (Consulting, Education, and Business Critical Services). Managed career path development projects, supported both corporate and field strategic initiatives in talent development, developed, implemented and maintained rewards program, served with incentive compensation plan team for global sales and consulting teams. Provided business partner human resource support to on-site, remote and global vice-presidents and senior directors, for Fortune 500 global software company. Served as manager to remote HR generalists (Canada and US).

D. PUBLICATIONS (Chronological)

Waggoner, F.I., & Mangum, M.D. (2023) *How to Do the Right Thing: A Practical Guide for Ethical Decision Making*. Cognella Academic Publishing. ISBN: 979-8-8233-1282-0

Guardia, A.B, Vinaja, R., & Waggoner, F. I, (2020). "E-Textbook Engagement and Performance Outcomes" Hurley, T.A., *Inclusive Access and E-Text Programs in Higher Education*, Springer International Publishing

Guardia, A. B., & Waggoner, F.I. (2017). Performance Management: Unlocking Engagement. 2017 South Texas Human Resources Symposium, February 9, 2017.

Guardia, A. B., & Waggoner, F.I. (2016). Strategic Leadership: Building Your HR Scorecard. Presented, 2016 South Texas Human Resources Symposium, February 4, 2016.

- Guardia, A. B., & Waggoner, F.I. (2015). Closing the Discretionary Effort Gap: The Business Case for Employee Engagement Through Performance Management. Presented, 2015 South Texas Human Resources Symposium, January 15-16, 2015.
- Seaton, T.S., Waggoner, F. I., & Alexander, J. (2015). The Role of Hope in Small Business Success: Beyond Dreams and Wishes. *Academy of Business Research*, 3, 84-93.
Retrieved from:
http://media.wix.com/ugd/737a54_8f7c959404e84a6d807f0eda71c1280e.pdf
- Guardia, A., Vinaja, B., & Waggoner, F. I. (2013) Building a Collaborative Climate: Assessment of Conventional and Contemporary Communication Methods. *Southwest Teaching and Learning Journal*, 3, 1. 145-163.
- Waggoner, F. I., Green, M.T., & Duncan, P. (2012) Leadership Expectations of Women. *International Leadership Journal*, 4, 2. 3-21. Retrieved from
http://www.tesc.edu/documents/ILJ_Summer_2012.pdf
- Alexander, J. & Waggoner, F. I. (2012) *The Artistry of Leadership Communications: Lessons from the Theater and Music*. Presented, Chair Academy's 21st Annual International Conference, *Leading to a Brighter Future*, March, 2012.
- Waggoner, F. I., Green, M. T., & Duncan, P. A. (2012) *Hispanic Preferences in Leadership: A Quantitative Study*. Presented, Center for Mexican American Research (CMASR) conference, March, 2012.
- Waggoner, F. I., Green, M. T., & Duncan, P. A. (2012) *The Impact of Ethnicity and Gender on Leadership Preferences*. Presented, *International Conference of Cultural and Social Aspects of Research*, University of the Incarnate Word University, San Antonio, Texas, March, 2012.
- Seaton, T. S., Waggoner, F. I., & Alexander, J. (2011) *Beyond Dreams and Wishes: The Leadership Role of Hope in Small Business*. Presented, *2012 Tobias Leadership Conference*, Denver, Colorado.
- Alexander, J. A., Waggoner, F. I., & Houfek, N. (March, 2011). *The Fine Arts of Leadership Communication: Lessons from Music and the Theater*. Presented, *2011 Tobias Leadership Conference*, Indianapolis, Indiana.
- Moreno, R. & Waggoner, F. I. (January, 2011). *Leadership and You: Social Intelligence*. Presenters, 2011 Schreiner University *Mountaineer Leadership Conference*, Blanco, Texas.
- Moreno, R. & Waggoner, F. I. (2010). Modeling Spiritual Leadership in the Classroom. *Momentum: A Special Edition on Visionary Leadership*, 17-19. Arlington, VA: National Catholic Education Association.

Waggoner, F. I. (2009). A Study on the Factor Structure of the *Multifactor Leadership Questionnaire (MLQ)*: Is the factor structure of the MLQ the same for males and females? *Dissertation Abstract International*, 70 (7). (UMI No. AAT 3368328)

Waggoner, F. I. (1998). Chapter 5: Leadership skills in the balance. In Brown, G. & Irby, B. J. (Eds.) *Women in Leadership: Creating Balance in Life*. 63-82. Commack, NY: Nova Science Publishers, Inc. ISBN 1-56072-571-0