
Eli C.S. Jamison, PhD

Associate Professor of Practice, Virginia Tech
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Education

Ph.D. Social and Political Theory 2015
The Alliance for Social, Political, Ethical, and Cultural Thought (ASPECT)
Virginia Tech, Blacksburg, VA

- Dissertation: Circuits of Power in Alabama's Immigration Politics: Labor Justice and Corporate Social Responsibility
- Committee: Barbara Ellen Smith (Chair), Patricia Nickel, Max Stephenson, Rich Wokutch
- VT Graduate Certificate: Women's and Gender Studies
- Areas of Concentration: Social and Political Theory
- Topics of Specialization: Corporate Social Responsibility, Power, Critical Management Studies, Critical Theory (Race & LatCrit), Immigration & Refugee Policy, Ethical Leadership, Women's and Gender Studies

M.B.A. Organizational Behavior and Human Resource Management 1992
Vanderbilt University, Owen Graduate School of Management - Nashville, Tennessee

B.A. Cultural Anthropology 1990
James Madison University – Harrisonburg, VA
Honors Thesis - Waking the World's Sleeping Giant: Special Economic Zones in China

Academic Teaching Experience:

Instructor, Virginia Tech – Departments of Management; Agricultural, Leadership, and Community Education; History; and Women's and Gender Studies. Blacksburg, VA 2011-present
MGT2984-SS: Global Business, Society, and Pop Culture
MGT4394-Strategic Management
MGT4334-Ethical Leadership and Corporate Social Responsibility
HIST1214-History of the Modern World
HIST3084-Recent America Since 1917
HIST3104-U.S. Social History
WS 1824-Introduction to Women's and Gender Studies
LDRS3104-Dynamics of Leadership
LDRS1015-Foundations of Citizen Leadership

Instructor - Hollins University, Roanoke, VA
MGT100-Introduction to Management 2015-2016
DANC571-Graduate Seminar Summers 2020 - 2022

Instructor – Radford University, Radford, VA 2000-2005 & 2009-2011
MGNT421 - Leadership and Motivation; MGNT322 - Organizational Behavior; MGNT333 - Managerial Decision Support; MGNT323 - Human Resource Management; MKTG 350 – Consumer Behavior

Instructor – Ferrum College, Ferrum, VA 2005
BUS403 - Human Resource Management

Instructor - St. Leo University in Newport News, Virginia 1996
Introduction to Statistics

Certified Facilitator:

- *Intergroup Dialogue and Human Relations*, VTInterCom, Virginia Tech Intercultural Engagement Center (May 2016) Completed 32 hours of intensive skill-based training in-group dialogue facilitation. Prepared to facilitate intergroup dialogue around challenging issues related to equity, oppression, diversity, social justice, and human relations.
- *EQ-i 2.0® and EQ 360 Emotional Intelligence Certification (March 2012)*: Completed 20 hours certification to translate the EQ-I 2.0® tool through coaching and professional development.

Publications

Peer Reviewed

Jamison, E. 2014. Possibilities for Changing Capitalism From Within: Perspectives on Critical Management Studies. *SPECTRA: The Social, Political, Ethical, and Cultural Theory Archives*, 3(1), 39-63.
<http://spectrajournal.org/issue/view/658ikl>

Refereed Conference Proceedings

Jamison, E. 2016. Considering the Power of the “Social” in Corporate Social Responsibility (CSR): Power as Enabling Pre-Condition for Meaningful CSR in Alabama’s Poultry Industry. *Proceedings of the Twenty-Seventh Annual Meeting of the International Association for Business and Society*. Vol. 27.

Chapters & Book Sections

Jamison, E. 2015. "State-Based Immigration Efforts and Internally Displaced Persons (IDPs): An Experiment in Alabama." In *Migration Policy Interventions*, edited by Harald Bauder and Christian Matheis. Palgrave Macmillan. 149-174.

Jamison, E.C.S. 2015. “Who Are We, and Who Belongs Here?” Re: *Reflections and Explorations : Essays on Politics, Public Policy, and Governance*. Eds. Max O. Stephenson and Lyusyena Kirakosyan. Blacksburg, Virginia: Virginia Tech Institute for Policy and Governance. 96-99.

Jamison, E.C.S. 2015. “Engaging Backlash and Finding Common Grounds at Starbucks” Re: *Reflections and Explorations : Essays on Politics, Public Policy, and Governance*. Eds. Max O. Stephenson and Lyusyena Kirakosyan. Blacksburg, Virginia: Virginia Tech Institute for Policy and Governance. 114-119.

Professional Press

Jamison, E.C.S. ‘Quiet Hiring’ Gives a New Name to an Old Workplace Strategy. *Technical.ly*. Mar. 6, 2023.
https://technical.ly/company-culture/quiet-hiring-past-and-future-guest-post/?utm_source=cmpgn_news&utm_medium=email&utm_campaign=vtUnirelNewsDailyCMP_030923-fs.

Academic Honors

Edward Alexander Bouchet Graduate Honor Society, VT Inaugural Inductee (2015)
 Virginia Tech Outstanding Interdisciplinary Graduate Student (2014)
 South Atlantic Humanities Fellow at Virginia Tech (2012 & 2013)
 Virginia Tech Citizen-Scholar Award with Community Voices Team (2012-2013)
 Selected Participant, Virginia Tech Future Faculty Development Program (2013)
 Interdisciplinary Research Honor Society, Virginia Tech (2013 induction)
 Golden Key Honor Society Member (2010 induction)

Academic Conferences and Workshops

Gallagher, J., Jamison, E. “Making Gen Ed Assessment Meaningful: Strategies for Supporting Your Faculty.” AAC&U Conference on General Education. March 1, 2023.

Jamison, E., Goodsett, M., Vander Weerdt, C., Walz, A. “Collaborative Test Bank Development: Multi-institutional and Pandemic-Style.” Presenter, Open Education Conference, Virtual, Oct 18-22, 2021.

Jamison, E., Goodsett, M., Vander Weerdt, C., Walz, A. “Collaborative Test Bank Development: Multi-institutional and Pandemic-Style.” Contributor. VIVA Open and Affordable Course Content Forum, Virtual, Sept. 24, 2021.

Jamison, E., Keyel, J., Matheis, C., and Abdo, D. "Border Hysterectomies, Failed States, and Migration Scholarship in the Dawn of Renewed Fascism: A Roundtable and Discussion." Panelist. 2021 Association of American Geographers Annual Meeting. Virtual. April 7-11, 2021.

Carlson, K., Jamison, E., & Matheis, C. "Exploring Social Justice Pedagogy in Conventional Classrooms." Roundtable at the 2021 Conference on Higher Education Pedagogy, Blacksburg, VA, February 4-5, 2021.

Carlson, K., Jamison, E., Seref, M., Simpson, J. & Young, N. "Addressing Justice Issues in Unexpected Classrooms." Practice session presented at the 2021 Conference on Higher Education Pedagogy, Blacksburg, VA, February 4-5, 2021.

Carlson, K., Jamison, E., & Tegarden, L. "Short Bursts: Quick Pedagogy for In-class Team-Skill Development. Research session presented at the 2020." Conference on Higher Education Pedagogy, Blacksburg, VA, February 4-6, 2020.

Christian Matheis and Eli Jamison. "What should guide refugee integration in employment policy and labor practices? Applying a data-driven policy rubric to employment of people seeking refuge." Refugee Integration Workshop. VT SPIA. Blacksburg, VA, June 6, 2019.

-- and Christian Matheis. "Toward a Reception, Resettlement, and Integration Policy Rubric." 2019 Association of American Geographers Annual Meeting. Washington, DC, April 3-6, 2019.

Panel Organizer. Panel: "Refugee-ographies: Research Integrity and Human Dignity Under Pressure to Financialize, Militarize, and Patriotize Refuge." 2019 Association of American Geographers Annual Meeting. Washington, DC, April 3-6, 2019.

-- and Christian Matheis. *Toward a PSR Policy Index – Part 1: Policy Criteria and Operative Priorities*. International Refugee Research: Evidence for Smart Policy. Akademie für Politische Bildung. Tutzing, Germany. March 22-23, 2018.

-- and Christian Matheis. *Toward a PSR Policy Index – Part 1: Policy, Criteria, and Data Imputation*. (International Refugee Research Workshop. VT Northern Virginia Campus. October 26, 2017.

Panel Organizer and Chair: Panel: "Un-Vanishing Refugees: Heartless Practices and Policies Meet Allies and Accomplices." Paper: *Corporate Allies? Considering Corporate Social Responsibility as a Tool for Eradicating Labor Inequality*. (Co-Author: Sabith Khan). 2017 Association of American Geographers Annual Meeting. Boston, MA, April 5-9, 2017

Considering the Power of the "Social" in Corporate Social Responsibility (CSR): Power as Enabling Pre-Condition for Meaningful CSR in Alabama's Poultry Industry. 2016 Annual Meeting – International Association for Business and Society. Park City, Utah. June 16-19, 2016

Punctuated Equilibrium and Alabama Immigration Politics. 74th Annual Midwest Political Science Association (MPSA) Conference. Chicago, Ill., April 7-9, 2016

Discussant, "Practices of Bordering" Panel. 2016 ASPECT Graduate Conference - Virginia Tech, Blacksburg, Virginia, April 1-2, 2016

Imagined Power--The Influence of Business on Alabama Immigration Politics. 73rd Annual Midwest Political Science Association (MPSA) Conference. Chicago, Ill., April 6-9, 2015

Silencing Business Interest in Public Policy Making: Poultry Processing and Alabama Immigration Politics - International Research Society for Public Management (IRSPM) Conference 2015. University of Birmingham, Birmingham, England, March 30- April 1, 2015

The Invisible Industry: Power, Politics, and Poultry Processing in Alabama. 2015 ASPECT Graduate Conference - Virginia Tech, Blacksburg, Virginia, March 20-21, 2015

Supporting Early Career University Teachers: Group Mentoring to Build Confidence, Skills, and Community (Panelist) - 2015 Conference on Higher Education Pedagogy. Virginia Tech, Blacksburg, Virginia, February 6, 2015

State-based Immigration Efforts and Internally Displaced Persons: An Experiment in Alabama 2014 ASPECT Graduate Conference. Virginia Tech, Blacksburg, Virginia, March 21-22, 2014

Manufacture of the United States Internally Displaced Person: Un/Intended Consequence of Alabama Immigration Reform - 2014 Association of American Geographers Annual Meeting
Tampa, Florida, April 7-12, 2014

73rd Annual Meeting of the Academy of Management: Capitalism in Question
Orlando, Florida August 9-13, 2013

Manufacture of the United States Internally Displaced Person (IDP): Un/Intended Consequence of Alabama Immigration Reform - South Atlantic Humanities Colloquium: Bodies, Movement and Social Justice. Virginia Tech, Blacksburg, Virginia May 2-3, 2013

The Politics of State-Initiated Immigration Policy: On-line Rhetoric in Albertville, Alabama – Re-Imagining Borders - 2013 Annual Meeting of the Southern Sociological Society. Atlanta, Georgia April 24-26, 2013

The Citizen-Worker: The Intersection of Self-Deportation, Policy, and the Alabama Workplace 2013 ASPECT Graduate Conference: Border Crossings: Transnationality, Citizenship, and Identity in Theory and Practice, Virginia Tech, Blacksburg, Virginia, March 22-23, 2013

Strengthening Objectivity: Accessing ‘Cultural Knowledge’ in Feminist Epistemology. 34th Annual Association of Integrated Studies Conference. Oakland University, Rochester, Michigan, October 11-14, 2012

Queering Citizenship in Alabama: Anti-Immigration Discourse and the Redefinition of Citizenship in Alabama - Virginia Foundation for the Humanities Fellowship Presentations (University of Virginia and Virginia Tech), May 18 & June 1, 2012

Strengthening ‘Strong Objectivity’: Locating Culture’s Knowledge in Feminist Epistemology. Women’s and Gender Studies for the New Millennium. Virginia Tech Women’s and Gender Studies Mini-Conference, March 16, 2012

The Politics of Immigration: Public Rhetoric In Albertville, Alabama. Deans Research Forum: Human Rights: Witnessing and Responsibility. Virginia Tech, Blacksburg, Virginia, January 27, 2012

Academic Service

Peer Reviewer. *AHLAN A Manual for Establishing Resettlement Campuses Together*. Guilford College. July 2023

Media, Invited Speaker, Keynotes and Facilitation Events

Media Appearances:

VT News Interview Guest: ‘Quiet hiring’ Gives New Name to Old Strategy in the Workplace, says Virginia Tech Management Expert. https://news.vt.edu/articles/2023/02/Quiet_hiring_expert.html February 15, 2023

Radio Interview: KCBS Radio Interview. <https://www.audacy.com/podcasts/kcbs-on-demand-20757/quiet-hiring-companies-give-workers-incentives-to-fill-in-vacancies-1555811255>. February 2023.

PBS Interview Guest: “How has Covid-19 changed the way we view work and the work environment expectations?” [Conversations with Bob Denton - Blue Ridge PBS](#). Dec 9, 2022.

PBS Interview Guest: “What It Takes - S03 EP18- to Serve on a School Board Today” [What it Takes](#). March 29, 2022.

Invited Speaker & Keynote Events:

Panelist: *The Onion and the Orchid*. New Program Leader Training for Virginia Tech Global Education Office. April 26, 2022

Keynote: *Culture...Your Kryptonite and Your Secret Weapon for Ethical Leadership*. (October 21, 2017). Phi Theta Kappa Annual Honors in Action Academy. Western Region Virginia Community Colleges. Liberty University. Lynchburg, Virginia.

Keynote: *Quality, Leadership, and the Gamble for Success*. 2017 Annual Qualtrex Conference (Sept. 19, 2017), The Inn at Virginia Tech, Blacksburg, VA

Keynote: *Leading Change and the (Accidental) Threat to an Ethical Culture*. Implementing Lean for Operational Excellence Conference (Mar.1-2, 2017), The Hotel Roanoke and Conference Center, Roanoke, VA

Select Facilitations:

Co-Facilitator: "Adaptive Leadership: Decision-Making for Changing Time -- Facilitated Small Group Counseling: Series of 3 Sessions." Small Business Development Center – Lynchburg Region. September 2022.

Facilitator: "Emotional Intelligence: A Measure of Leadership"8 hour Training Session: Comfort Systems, Inc. Blountville, TN. September 2022.

Lead Instructor and Designer for two Leadership Development Certificate Programs through the VT Roanoke Center: "Leaders of Distinction" and "Toolkit for the 21st Century Leader." Facilitate 4-6 individual training sessions. 2012-Present

Facilitation: *Intercultural Communication: Communicating in Diverse and Inclusive Workplaces*. (May 17, 2018). City of Roanoke. Roanoke, Virginia.

Facilitation: *The Invisible Presence: Poverty, Class, and Socioeconomic Status in Community*. (Oct 2017 & April 2018). Office of Diversity, Engagement, and Inclusion at Virginia Tech. North End Center, Blacksburg, VA.

Facilitation: *Navigating the Multi-Gen Classroom: Teaching "NextGen" from "MyGen's" Perspective*. Central Virginia Regional Center for Teaching Excellence: Classroom Event (Jan. 13, 2017). Lynchburg, VA.

Academic & Administrative Appointments

Associate Professor of Practice, Department of Management, VT Pamplin College of Business

Chair, Professor of Practice Search committee for three positions (F2022); Co-Coordinator, Human Resource Management Major; Co-Coordinator Capstone Course (MGT 4394); Co-lead, HRM Management Advisory Subcommittee – redesign and update of major. Teach large course sections. Develop, pilot, and promote new major courses for Management department. Lead and chaperone study abroad programs for department and college.

Assistant Professor of Practice, Department of Management, VT Pamplin College of Business

Co-coordinate Senior capstone class (MGT 4394 Strategic Management) enrolling over 1,100 students in 20+ sections each academic year. Contributor on team that created OEM textbook for Strategic Management course. Developed new management course for VT Pathways general education curriculum. Teach courses in management curriculum. Provide service for departmental, college, and university-level committees, task forces, and other organizations. Organize and facilitate programs and/or events as needed by the Department of Management. Work collaboratively with other departments In Pamplin College of Business.

Director, RU Master of Business Administration Program, Radford University (RU) Radford, VA (2009-2011)

Responsible for recruitment and management of students for two separate RU MBA programs. Duties included growth in enrollment and assurance of quality standards, and management of staff and budget of the MBA office. As MBA Director, served as member of College leadership team; duties included grant oversight and new grant applications, design and implementation of assessment plans to maintain AACSB International (Association to Advance Collegiate Schools of Business) and Southern Association for Colleges and Schools (SACS) accreditation, and research and recommend new strategic possibilities for the RU MBA programs.

Director, Leadership Development Center, Radford University (2005-2011)

Provided customized, fee-based programs and services to over 15 regional clients to meet needs in all areas of leadership development and organizational support. Grew client base annually. Met and exceeded annual

revenue targets. Established the RU LDC as the premier, regional provider of value-priced professional training and executive education and services. Managed all budgetary, outreach, and operational functions of the RU LDC and staff.

Departmental, College, University Service

Virginia Tech, Blacksburg, Virginia

- Judge. *Ethics Bowl Case Competition. Virginia Tech. March 30, 2023*
- Faculty Leader, Study Abroad. "Business, Culture, and Society in Spain" Winters 2022, 2023
- Faculty Chaperone, Study Abroad. "Business in Europe" Summer 2022
- Coordinator, Human Resources Major for Management Department 2021-present
- Chair, Professor of Practice Search Committee Fall 2022 (Member Fall 2021)
- Faculty Implementation Coordinator – Strategic Management 2020-2021, 2022-2023
- HRM Management Advisory Board Subcommittee, Co-Lead. 2022-2023
- Professor of Practice Search committee Member (2021) and Chair (2022)
- Management Department Diversity & Equity Task Force, Co-Chair, 2020-2021
- OEM Strategic Management Textbook Author/Contributor, Summer 2020
- Pathways Course for Management Creator: MGT2204-Global Business of Pop Culture. Approved 2020
- Management Department Undergraduate Curriculum Committee Member: 2019-Present
- Pamplin Community Committee (formerly) Multicultural Diversity Committee Member: 2019-Present; Co-Chair 2020-present
- Management Department Technology Task Force Member, 2019-2022
- Management Department C-RES subcommittee on Engagement Member, 2020-2022
- Management Department Diversity & Equity Task Force, Co-Chair, 2020-2022
- Pamplin Writing Assurance of Learning Reviewer, 2018-2021
- Faculty Honor Panelist. VT Office of Academic Integrity. 2018-2021
- Faculty Mentor for Undergraduate Research: Undergraduate Research Project (9 credit hours 2014-2015)
- Copy Editor for *SPECTRA: the Social, Political, Ethical, and Cultural Theory Archives* (2014)
- Community Voices Team to organize public lectures and conduct radio interviews, Virginia Tech (2012-2014)
- Newsletter Editor, ASPECT Student Organization (2011-2012)

VT Faculty Mentor & Undergraduate Research

- PUMP Mentor, VT Pamplin College of Business. 2019-2021
- ACC Meeting of the Minds Conference – Mentored VT Representative (2015)
- Undergraduate Research Project: 9 credit hours (2014-2015).
- Student Conference Participation: VT Bertotti Conference (2015), VT Women and Gender Studies Mini-Conference (2015), and Midwest Political Science Association (2015)

Virginia Western Community College

- Outside IRB Reviewer, VWCC IRB. 2018-present

Hollins University

- Graduate Summer Faculty, M.F.A. program

Radford University, Radford, Virginia

- College of Business and Economics (COBE) Leadership Team (Department Chairs, Deans, MBA Director, & Advisor)
- COBE Graduate Curriculum Committee
- MBA Student Association Advisor

- RU Sustainability Committee
- RU Graduate Affairs Council
- RU Search Committee: Director, Sponsored Programs and Grants Administration

Grants

2022 Pathways Annual Grant Program, \$5,000 Award
 2020 Pathways Annual Large Class Grant Program, \$5,000 Award
 2019 Global Education Office Grant Program, \$5,000 Award
 2019 Pathways Annual Grant Program, \$5,000 Award
 2018 Pathways Annual Grant Program, \$10,000 Award with Dr. Rich Wokutch
 VT CIDER Teaching Development Grant, History Teaching Mentor Group (2011-2015)
International Research Society for Public Management Conference Fee Waiver (2015)
 VT Graduate Student Association Travel Grant (2013 & 2014)
 ASPECT Student Association Travel Grant (2013)
 Association of Integrative Studies Student Travel Grant (2012)

Leadership

Symposium Organizer, Spring Symposium: *America for Whom? Migration: Scholarship, Advocacy & Activism*, Virginia Tech (April 21, 2017)
 Certified Facilitator, VT InterCom (May 2016)
 Co-Chair-Organizing Team, Beth Macy: Factory Man Talk and Book Signing at the Lyric Theater in Blacksburg, Virginia (December 2014)
 Co-chair-Organizing Team, South Atlantic Humanities Fellow Project at Virginia Tech (2012-2013)
 Planning Committee, 2013 ASPECT Graduate Conference Organizer, Virginia Tech (2013)
 Graduate Representative on Planning Committee, 2012 & 2013 VT Women's and Gender Studies Mini-Conference
 Research Team Coordinator, Virginia Tech College of Liberal Arts and Human Sciences, *Summer Faculty Research Project* (2012)
 Co-Chair Search Committee for Executive Director of the Science Museum of Western Virginia (2011)
 Co-President: Owen School Human Resource Organizational Behavior Association, Vanderbilt University (1991-1992)

Academic & Professional Development

Inclusive VT Digital Badge, 2023
 Virtual Safe Zone Digital Badge, 2022
 Participant, 2022-2023 Pathways Cohort
 Participant, 2020-2021 Pathways Cohort
 Participant, 2019-2020 Pathways Cohort
 Participant, 2018-2019 Inclusive Pedagogy Certificate Program (VT NLI)
 Participant, 2018-2019 Computer Refresh Training Program

Additional Professional Experience

Chair, Roanoke City School Board. July 2022 - Present
Trustee, Roanoke City School Board. July 2017 - Present
Organizational and Curriculum Consultant/Instructor, Virginia Tech Roanoke Center (2012 – present)
 Develop, deliver, and evaluate customized leadership certificate programs for regional professionals. Annually deliver a minimum of 10 customized leadership development (6-8 hour) training sessions on topics such as adaptive leadership, managing change and transition, emotional intelligence (EQ), creativity and innovation in the workplace, multi-generational workplaces, effective project management, ethical leadership, and leading diverse workplaces.
Independent Consultant, Roanoke, Virginia (1996-2005, 2016-present)

Provide assorted organizational development consultation services to private, nonprofit and governmental clients in organizational and leadership development. Recent projects focus on supporting efforts in organizational diversity and inclusion, social responsibility, organizational culture, strategic alignment, and promoting organizational justice and ethical engagement.

Research Team Coordinator, Virginia Tech College of Liberal Arts and Human Sciences (CLAHS), Summer Faculty Research Project, Blacksburg, Virginia (2012)

Coordinated communication and troubleshooting for an eleven-member team reporting to the Associate Dean. Developed three reports: External Funding Opportunities for Documentary Poetry, The Future of External Funding for Liberal Arts and Human Sciences, and External Funding Opportunities for Dissertation Research in Liberal Arts and the Human Sciences

Training Analyst, Star Mountain, Inc., Alexandria and Hampton, Virginia (1992-1996)

Admissions/Orientation Coordinator, Owen Graduate School of Management, Vanderbilt University - Nashville, Tennessee (1991)

Professional Memberships

International Association of Business in Society (2012-2021)

Academy of Management (2012-present)

Society for Human Resource Management (2021 - present)