

Arlise McKinney, Ph.D.
Associate Professor of Management

Academic Degrees Earned

- Ph.D., Virginia Polytechnic Institute and State University, Blacksburg, VA, Organizational Behavior / Human Resources (Industrial Organizational Psychology minor)
- M.B.A., University of North Carolina--Greensboro, Greensboro, NC, Business Administration
- B.S., University of North Carolina--Greensboro, Greensboro, NC, Accounting

Academic Experience

- July 2015 – present: Associate Professor; Director of Graduate Programs and Executive Education, Wall College of Business, Coastal Carolina University
- August 2011 – July 2015: Assistant Professor of Management, Wall College of Business Administration, Coastal Carolina University
- August 2004 – July 2011: Assistant Professor of Business Administration, Bryan School of Business and Economics, The University of North Carolina at Greensboro

Non-Academic Experience

- July 2015 – present, Facilitator, Executive Education for Leadership Development
- September 1997 – July 1999: Vice President/Project Manager, Training and Development, Consumer Sales and Service of Wachovia Corporation, Winston-Salem, NC
- July 1996 – September 1997: Senior Training Specialist, Consumer Sales and Service of Wachovia Corporation, Winston-Salem, NC
- June 1994 – June 1996: Consumer Credit Analyst/Regional Collections Management, Consumer Loan Administration of Wachovia Corporation, Greensboro, NC
- June 1989 – June 1994: Consumer Branch Manager, Wachovia Bank, N.A., Winston-Salem, NC

Teaching Interests

- Human Resource Management, Managing Diversity in Organizations, Leadership, Leading Teams, Performance (Proactive) Management, Organizational Behavior, and Principles of Management

Research Interests

- Access and fairness issues associated with organizational entry; Treatment fairness issues impacting workforce diversity with a focus on retaliation, ethnic identity, voice, and diversity climate; Workforce diversity reflecting self-concept processes and the impact on work motivation and job performance

Selected Publications and Proceedings

- McKinney, A. P. (2014). Impact of student goal orientation and self-regulation on learning outcomes. *Journal of Organizational Psychology*, 14 (1), 66-77.
- Reeves, T. C., McKinney, A. P., & Azam, L. (2013). Muslim Women's Workplace Experiences: Implications for Strategic Diversity Initiatives. *Equality, Diversity, and Inclusion*, 32 (1), 49-67.
- McKinney, A. P. (2013). What lies ahead: Emerging trends in the diversity pipeline among new entrants in the workforce. *Journal of Business Diversity*, 13 (1/2), 83-95.
- Miles, A.K., Fleming, M., & McKinney, A. P. (2010) Retaliation: Legal ramifications and practical implications of discriminatory acts in the workplace. *Equality, Diversity and Inclusion: An International Journal*, 29, 694.710.

Selected Service Engagements

- Chair, MBA Advisory Committee, Fall 2015-present
- Faculty Senate, Coastal Carolina University, August 2016 through June 2019
- University Strategic Planning Committee, 2015-2016
- Pledge Educator, Inaugural chapter of Delta Sigma Pi Business Fraternity, Spring 2016
- Assessment Coordinator, MBA Program, Fall 2015- present
- Track Chair: Ethics, Social Issues, Diversity, and Careers for Southern Management Association Annual Meeting, 2015

- Secretary, Faculty Welfare & Development Committee, 2014-2015
- Reviewer, Organization Management Journal
- Reviewer, Equality, Diversity & and Inclusion Journal

Professional Memberships (Past and Present)

- Beta Gamma Sigma
- Delta Sigma Pi Business Fraternity
- Human Resource Management Association of Greensboro
- Management Faculty of Color Association
- National Academy of Management
- National Black MBA Association
- Society of Human Resources Management
- Southern Management Association

Certifications

- SHRM-SCP, 2015
- Center for Creative Leadership, SkillScope 360, 2014
- Senior Professional of Human Resources, 2013
- Profilor 360 Qualified Facilitator, 2005
- FIRO Element B: Behavior Qualified Facilitator, 2004
- Kirton Adaption-Innovation Style Qualified Facilitator, 2004
- MBTI Qualified Facilitator, 2004
- Strength Deployment Inventory Qualified Facilitator, 2004