

Education

- ❖ **Ph.D. Leadership Studies**; Our Lady of the Lake University; San Antonio, TX
- ❖ **Master of Business Administration**; University of Texas Pan American; Edinburg TX
- ❖ **Bachelor of Business Administration/Management**; University of Texas Pan American, Edinburg, TX
- ❖ **Texas Educator Certification**; General Business 6-12
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Areas of Expertise

Primary teaching expertise at the undergraduate level in the areas of business ethics, human resource management, leadership, and business communication. Research interest and expertise is in leadership integrity. Have special interest in curriculum design, writing, and technology leading online methodologies for online blended learning, and quality online teaching.

Academic Professional Experience

South Texas ISD-Virtual Academy <i>Virtual Business Instructor</i>	Mercedes, TX 2021- Present
Texas A&M University-Central Texas <i>Adjunct Assistant Professor of Management</i> <i>Visiting Assistant Professor of Management.</i> <i>Lecturer of Management</i>	Killeen, TX 2021-Present 2019-2021 2016-2017
Fort Hays State University. <i>Business Management Instructor</i>	China & Online Aug 2017-July 2019
University of Mary-Hardin Baylor <i>Business Management Instructor</i>	Belton, TX 2014-2016
PSJA ECHS / South Texas College <i>Internal Instructional Coach-T-STEM</i> <i>Business Practicum Capstone Coordinator / Dual Enrollment Instructor</i>	San Juan, TX 2008-2011 2011 – 2014
UT Pan American <i>Business Management Lecturer</i>	Edinburg, TX 2003-2006

Scholarship

Peer Reviewed Articles, Published:

- Sonia B. Aguilar, Babu George (2021). Chapter. *Labor Market Trends, Ed Tech, and the Need for Digitally Reengineering Higher Education*. IGI Global DOI: 10.4018/978-1-7998-8327-2.ch002; available in Advances in Educational Technologies and Instructional Design, Business and Management e-Book Collection, Business
- Sonia B. Aguilar (2020). *Labor Market Dynamics: A Reflection of Leadership Challenges*, Journal of Leadership, Accountability, and Ethics. Oct. 2021
- Sonia B. Aguilar, Babu George (2019). *Integration of Emotional Intelligence into the Task Oriented Environment Prevalent in the Military Forces*. Journal of Business Ethics and Leadership. May 2019.
- Sonia B. Aguilar, Ed Vangrouskie, Robert Lloyd (2019). *Driving Organizational Innovation as a Form of Intrapreneurship Within the Context of Small Businesses*. The Journal of Strategic Innovation and Sustainability (JSIS). Volume 14(3) 2019.
- Sonia B. Aguilar, Chapter: **Psychological Capital and Authentic Leadership to Benefit Veterans and Military Service Members** in book titled "*Research Perspectives in Human Capital Development: Insights in Learning, Development and Entrepreneurship*" By Renjini D., Zakkariya K.A. and Smarty P. Mukundan; Jan. 2019

Conference Presentations:

- Sonia B. Aguilar, **International Women Day Celebration**, Virtual Conference Interview March 2021; Texas A&M- Central Texas; Killeen, TX
- Sonia B. Aguilar, **Post-Covid Global Scenario: Threats and Opportunities**, Panelist, International Virtual Conference 2021; St. Joseph's College; Thrissur District, Kerala, India
- Sonia B. Aguilar. *Labor Market Dynamics: A Reflection of Leadership Challenges*, presentation, Academy of Business Research Fall 2020, San Antonio; Virtual Conference
- Sonia B. Aguilar. *Rethinking Enterprises*. SouthWest Academy of Management San Antonio, TX (March 2020). Panel Leading Discussant.

- Sonia B. Aguilar. *Examining Psychological Capital as a Predictor of Authentic Leadership among Veterans*, presented at Air University (AFB eSchool) Montgomery, AL. (April 2019).
- Sonia B. Aguilar, Ed Vangrouskie, Robert Lloyd. *Driving Organizational Innovation as a Form of Intrapreneurship Within the Context of Small Businesses*. Presented at the Southwest Academy of Management; Houston, TX (March 2019).
- Sonia B. Aguilar, Babu George. *Emotional Intelligence in the Decision-Making Process of Military Leadership*. Presented at Midwest Academy of Management. St. Louis, MO (Oct. 2018).
- Sonia B. Aguilar. *Psychological Capital and Authentic Leadership for Veterans and Military Service Members* (Presented at ICHRD-2018, Cochin University of Science and Technology (CUSAT) Cochin, Kerala India (March 2018).
- Sonia B. Aguilar. Panel delegate and presenter. *“India’s Demographic Dividend: Challenges and Opportunities in a Technology-Led Economy”* presented at the International Conference of Human Resource Development (ICHRD) at Cochin University of Science and Technology (CUSAT); Cochin, Kerala India; (March 2018)
- Sonia B. Aguilar. International panel **Discussant** *“International Best Practices and Initiatives in Vocational Education Sector*. MES College, Marampally, Kerala India; (March 2018)
- Sonia B. Aguilar. *Leadership and Sustainable goals*, Presented at World Academy for the Future of Women, SIAS International University, Xinzheng City, Henan, China (Oct. 2017)

Teaching

(Current Active Teaching)

- Technology Applications
- Business Information Management
- Principles of Marketing & Finance
- Principles of Business

Texas A&M University (TAMUCT)

- Management 4300-Strategy
- Management 3350- Management & Org. Behavior
- General Business 3301 - Business Communication
- Management 4325 - Leadership Theories
- General Business 4359 - Business Strategy
- Management 4305 – Human Resource Management

Fort Hays University

- Business Ethics (China)
- Human Resource Management (China)
- Principles of Management (Online)
- Organizational Behavior (Online)

Texas A&M University (RELLIS)

- Management 4305 - Human Resource Management

University of Mary-Hardin Baylor (UMHB)

- Organizational Behavior
- Business Communication
- Human Resource Management
- Principles of Management
- Conflict Management
- Team Management
- Negotiation

South Texas College

- Supervision
- Administrative Procedures

Sonia B. Aguilar, Ph.D.
Sonia.aguilar@tamuct.edu
www.linkedin.com/in/sonia-b-aguilar
Cell: 254-278-9285

UT Pan American

- International Business (Spain)
- Business Communication
- Human Resource Management
- Industrial Relations
- Principles of Management

Faculty Trainings

- Blackboard, D2L, Google Classroom, TEAMS, and Stride
- Quality Matters Teaching Online Certification (QM)
- Online Instructors Training (Teaching and Learning Center)
- Apple Teacher Certification (2023)
- Canvas Online Certification (Curriculum and Instruction)
- Achieving Career Educational Standards (Region One)
- Work-based Learning CTE training (Region One)
- Best Practices Pedagogy (Region One)

Service

College of Business Administration (TAMUCT)

Member: Strategic Planning Working Group. Identifying strategic priorities and developing the 2020-2025 strategic plan, revisiting the vision, mission and values. Communicating progress with all faculty and staff of the College of Business and Accreditation and Strategic Planning Steering Committee; Texas A&M Central Texas; 2020-2021.

Book Reviewer Service

Sage Publications Inc., Invited Reviewer – 2017- 2020

- Sage Publications, Inc. ***Management Fundamentals: Concepts Applications, and Skill Development 8e*** by Robert N. Lussier of Springfield College ISBN: 97815434320465, 1544320469 / e Text ISBN: 9781544320458 (Fort Hays State University)
- Sage Publications, Inc. **Management: Think, Decide, Act** by Christopher P. Neck, Jeffrey D. Houghton, and Emma L. Murray; (Fort Hays State University)

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- Sage Publications, Inc. **Human Resource Management: Functions, Applications, and Skill Development** 3e by Robert N. Lussier and John R. Hendon; (Fort Hays State University)

Fort Hays University

Journal Reviewer Service & Research Participant

Associate Editor for the Journal of International & Interdisciplinary Business Research (JIIBR), Volume 6 (2019) issue (Fort Hays State University).

Content Contributor and Independent Author at Spring Content Camp 2019, a collaborative assessment authoring project by Ohio State in partnership with Pennsylvania State University, the Unizin Consortium and the Big Ten Academic Alliance (BTAA); FHSU-Summer 2019; Chicago, Illinois

Participant for the Institutional Research and Assessment (General Education Assessment) attending norming sessions and applying LEAP Value rubrics for Integrative Learning and Inquiry and Analysis to student work/artifacts. Summer 2020

University of Mary-Hardin Baylor

- **Lead Researcher:** Creating focus groups for research recruitment and retention of Hispanic student populations; Established and served as Advisor to the first Hispanic Student Association on Campus
- **Writing Emphasis (WE) Liaison** for the College of Business & University Writing Center
- **CBE Developer:** Developing instructional material for the CBE (Competency Based Education) Curriculum Design Process with high quality and rigor (Managerial Communication)

PSJA Early College High School

- Placing students in office work environments within the community to develop and apply the work ethics and skills learned in the classroom.
- Meeting with employers periodically to monitor, evaluate and correct students' performance.

Internal Instructional Coach / CTE / Dual Enrollment Instructor.

Sept. 2008-May 2011

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- Instructional planning, assessment of students, teaching observations and demonstrations, developing and implementing staff development sessions
- Planning, organizing and implementing a full array of duties as an educator; modifying instructional methodologies to meet diverse student needs
- Providing performance feedback to faculty; provide support through resource allocation

Professional Experience

Frost National Bank <i>Employee Relations Specialist (HRM)</i>	Alamo, TX 2006 - 2008
International Bank of Commerce <i>Assistant Supervisor</i>	Weslaco, TX 1990-1997

Professional Organizations and Committees

Member: Small Business Development Committee; Chamber of Commerce;
Brownsville, TX ; Promoting and assisting small businesses through proactive
innovative programs, education, innovation and networking and other
resources available to facilitate growth (2019-2021)

Member: Society of Human Resource Management (SHRM –CP Certified)
Temple, May 2016-Present

Advisor: The World Academy for the Future of Women; China (2017-2018)

Advisor: Business Professionals of America, (2008- 2014)

Vice President of Programs: Society of Human Resource Management (SHRM)
Rio Grande Valley Chapter (2008-2009)

SHRM Foundation Director: Society of Human Resource Management (SHRM) 2007