

Education

- ❖ **Ph.D. Leadership Studies**; Our Lady of the Lake University; San Antonio, TX
(*Dissertation*: Exploring Psychological Capital as a Predictor of Authentic Leadership among Veterans and Military Service Members).
- ❖ **Master of Business Administration**; University of Texas Pan American; Edinburg TX
- ❖ **Bachelor of Business Administration**; University of Texas Pan American, Edinburg TX
- ❖ **Texas State Educator Certification**; General Business

Qualification Summary

- Independent author and Program Coordinator able to develop and implement instructional material for program success, academic support, and student achievement
- Provide a respectful learning environment with emphasis on ethics
- Proven successful teaching in multi-cultural, diverse and international, environments
- Proficient using BlackBoard, Canvas, and D2L Learning Management Systems
- *SHRM-CP* certified; May 2016

Academic Experience (present)

Texas A&M University-Central Texas
Online Instruction

Killeen, TX
Course: Principles of Management

Texas Southmost College (present)

Brownsville, TX

Business Program Coordinator developing procedures to ensure implementation and success of Business Program through program reviews, budget allocations and scheduling staff

Associate Editor (JIIBR) & Independent Author

Online Instruction

Ft. Hays State University

Virtual College

Summer 2018 -2019

- **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); March 2019; Chicago, Illinois
- **Reviewer**: 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
- **Management: Think, Decide, Act** by Christopher P. Neck, Jeffrey D. Houghton, and Emma L. Murray

Associate Editor for the Journal of International & Interdisciplinary Business Research (JIIBR), Volume 6 (2019) issue (<https://scholars.fhsu.edu/jiibr/>).

- **Courses taught:** Organizational Behavior, Applied Management Skills, Business Ethics

Assistant Professor of Business Management

FHSU /SIAS International University

August 2017-June 2018

Xinzheng, Henan, China

Researcher & Presenter **Cochin University of Science and Technology** **Cochin, India**

Topics: *India's Demographic Dividend*

Skill Development Challenges in a Technology-Led Economy

Prospects & Challenges for Human Capital

International Best Practices and Initiatives in Vocational Education Sector

SIAS International University

Xinzheng, Henan, China

Topic: *Leadership and Sustainable goals* (World Academy for the Future of Women)

Courses taught: Human Resource Management; Business Ethics & Society

Visiting Management Lecturer

March 2016-July 2017

Texas A&M University-Central Texas

Fort Hood Military Base-Killeen, TX

Courses taught: Leadership Theories, Business Strategy (Capstone), Human Resource Management

Research Dissertation (Leadership Studies) at Fort Hood Military Base (Psychological Capital for Veterans and Military Service Members); May 2017

Visiting Mgmt. Instructor **University of Mary Hardin-Baylor (UMHB)** **Belton, TX**

July 2014-May2016

- **Research:** Created 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:** Developed instructional material for the CBE (Competency Based Education) Curriculum Design Process with high quality and rigor (Managerial Communication)
- **Courses taught:** Negotiation, OB, HRM, Business Communication, Team Management

Business Practicum Capstone Coordinator / Dual Enrollment Instructor**PSJA ECHS / South Texas College****San Juan, TX**

August 2009 – 2014

- Placing students in office work environments for them to develop and apply work ethics and skills learned in the classroom; Monitoring, evaluating and correcting their performance on sites periodically as a result of feedback of employers

Courses Taught:

- Business Communication
- Small Business Management
- Supervision
- Administrative Office Procedures

Internal Instructional Coach / CTE / Dual Enrollment Instructor**PSJA T-STEM ECHS****Alamo, TX**

Sept. 2008-May 2011

- 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

Management Lecturer for the College of Business Administration**University of Texas Pan American (UTRGV)****Edinburg, TX**

Jan 2003-Sept. 2006

- Developing and organizing material suitable for classroom presentation including tests, textbooks, and other instructional resources.
- International **Advisor** for the Study Abroad Program at UTRGV
- Taught **International Business** at the University of Salamanca, **Salamanca, Spain**
Courses taught:
 - Human Resource Management
 - International Business
 - Small Business Management
 - Organizational Communication

Peer- Reviewed Publications

- **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.
- Chapter titled: **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

Refereed Conference Presentations and Symposia

- **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 organizer "**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)
- **Sonia B. Aguilar. *Challenges of HRM and Globalization***, presented at Ft. Hays State University) Hays, Kansas (May 2017).

Professional Experience

Employee Relations Specialist (HRM) **Frost National Bank** **Alamo, TX**
October 2006 - August 2008

- Recruitment and selection
- New hire training and induction
- Administration of assessments, criminal background, and drug tests
- Counseling employees as necessary

Assistant Supervisor **International Bank of Commerce** **Weslaco, TX**
Sept 1990-Aug 1997

- Training and assisting new tellers in a multi-functional role; supervising daily operations
- Supporting operations and resolving customer/employee concerns
- Handling and transferring large amounts of currency between financial institutions and Federal Reserve

Professional Organizations

- **Member:** Society of Human Resource Management (SHRM –CP Certified)
Temple, May 2016-Sept 2019
- **Member & Advisor:** The World Academy for the Future of Women; China 2017-2018
- **Advisor:** Business Professionals of America, Aug 2008 to 2014
- **Vice President of Programs:** Society of Human Resource Management (SHRM)
 - Rio Grande Valley Chapter 13, Jan 2008-2009; One-year term
- **SHRM Foundation Director:** Society of Human Resource Management (SHRM)
 - Rio Grande Valley Chapter 13, Jan 2007-Dec 2007; one-year term