

**Joy Cooper, Ph.D.**  
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**EDUCATION:**      **PhD**, University of Texas at Tyler, Tyler, TX  
Concentration: Organizational and Human Resource Development

**MBA**, Amberton University, Dallas, TX  
Concentration: Management

**BBA**, University of North Texas, Denton, TX  
Concentration: General Business

**ACADEMIC  
EXPERIENCE:**

- 2018 – present      **Texas A&M University – Texarkana**, Texarkana, TX  
Assistant Professor of Management, Tenure Track  
College of Business, Engineering, and Technology
- Delivered instruction the following undergraduate courses: Principles of Management; Human Resource Management; Money, Banking, and Financial Markets; Organizational Behavior; Human Resource Development, Topics of Organizational Leadership, and Macroeconomics.
  - Delivered courses in the following formats: face-to-face, web-enhanced, and virtual
- 2009 - 2018      Adjunct Professor, Management and Economics  
College of Business, Engineering, and Technology
- Delivered instruction the following undergraduate courses: Principles of Management; Human Resource Management; Money, Banking, and Financial Markets; Organizational Behavior; History of Economic Thought, and Macroeconomics.
  - Delivered courses in the following formats: face-to-face, web-enhanced, and virtual
- 2007 – 2018      **Northeast Texas Community College**, Mt. Pleasant, TX  
Professor, Management  
College of Business and Technology
- Developed and taught the following undergraduate business and management courses: Leadership, Human Resource

Management; Macroeconomics, Microeconomics; Business Communications; and Introduction to Business.

- Delivered courses in multiple formats that include face-to-face, hybrid, and on-line.
- Serve on the following committees: honors, faculty awards, and student awards.
- Conduct primary research on leadership behaviors and practices.
- Served as the student organization for Student in Free Enterprise and Enactus.

2002 – 2007

**Mt. Pleasant Independent School District** - Mt. Pleasant, TX  
Teacher, Business  
Career and Technology Department

- Courses taught: Business Management, Banking and Financial Systems, Accounting I and II, Introduction to Finance and Business Communication and Information Systems.
- National Technical Honor Society Sponsor and Accounting UIL Sponsor.
- Extra Curricular Activities: NTHS Sponsor, UIL Accounting Sponsor and FBLA Competitive Event Trainer
- Served on various campus committees.

### **COURSES TAUGHT:**

#### **Undergraduate**

##### **Management / OB**

MGT 321 Organizational Behavior  
MGT 366 Topics in Organizational Leadership  
MGT 395 Principles of Management  
MGT 495 Human Resource Management  
BMGT 2381 Strategic Management  
BMGT 2309 Leadership  
BMGT 1305 Business Communications  
MGT 465 Production & Operations Management  
MGT 324 Data Analytics I

##### **Business**

BUSI 1301 Introduction to Business  
GBUS 440 International Business  
GBUS 321 Business Communications

##### **Economics**

ECON 2301 Macroeconomics  
ECON 2302 Microeconomics

##### **Finance**

FIN 325 Money, Banking, and Financial Markets

**Graduate****Economics**

ECON 576 Macroeconomic Theory &amp; Policy

ECON 577 History of Economic Thought

**Management**

MGT 508 Strategic Planning

MGT 592 Human Resource Development

MGT 527 Managerial Policy &amp; Strategy

**SCHOLARSHIP:****Refereed**

**Cooper, J., & Davis, L.** (2017). Exploring Comparative Economic Theories: Human Capital Formation Theory vs Screening Theory. *Journal of Managerial Issues*, 30(2).

**Cooper, J., & Davis, L.** (2019). Human Resource Development Analysis: Fancy Feet Running Gear. *Journal of Applied Business and Economics*, 21(3).

Matthews, B., Daigle, J., & **Cooper, J.** (2020). Causative effects of motivation to transfer learning among relational dyads: the test of a model. *European Journal of Management and Business Economics*.

**Cooper, J., & Davis, L.** (2021). Strategy Analysis: Fancy Feet Running Gear. *American Journal of Management*, 21(6), 135-143.

**Cooper, J., & Davis, L.** (2022). "The Influence of Emotional Intelligence and Personality Traits on Effective Leadership," *Journal of Applied Business and Economics* (2022) (ISSN# 1499-691X) Volume 24, Number 6.

Fulmore, J., Fulmore, A., Mull, M. and **Cooper, J.** (2023). Reducing Employee Turnover Intentions in the Service Sector: The Connection between Human Resource Development Practices and Employee Engagement. *Human Resource Development Quarterly*.

Cooper, J., Norton, F., & Davis, L.. (2024). Emotional intelligence research within human resource development scholarship. *Submitted to the American Journal of Management*. Volume 20, Number 5.

Cooper, J., & Davis, L. (2025). A Practical Exploration of Work-Family Balance. *The Journal of Applied Business and Economics*, 27(1), 13-25.

Blaylock, A., Cooper, J., & Davis, L. (2025). Optimizing university resource allocation through process management and educational data analysis. *North American Business Press: American Journal of Management*, 25(5). <https://doi.org/10.33423/ajm.v25i5>

**Under review (1):**

Matthews, B., Daigle, J., Murray, K., & **Cooper, J.** (2019). Overview of Leader-Member Exchange: Analyzing the mediating effects of Social Exchange Theory and motivation sources to recategorize out-group members to in-group status. Submitted to *Journal of Leadership Studies*

**In Development (1):** **Cooper, J.**, Davis, L., & Cooper, R. Leadership, coaching, and change: Implications for effectiveness. Being prepared for *Advances in Developing Human Resources*.

**Cooper, J.**, Davis, L. Connecting Organizational Justice and Commitment Using Organizational Support Theory. Being prepared for *Advances in Developing Human Resources*.

**Cooper, J.**, & Matthews, B. Work demands, family demands, and stress: An assessment of the effect on intent to stay. Submitted to *Human Resource Development International*.

**PRESENTATIONS:**

2020 Fulmore, J., Fulmore, A., & **Cooper, J.** (2020). *Human Resource Development Practices and Employee Engagement - Examining the Connection with Employee Turnover Intentions: A Replication and Extension using Structural Equation Modeling*. Article presented at the Academy of Human Resource Development (AHRD), 2020, Atlanta, GA.

2020 Matthews, B., Daigle, J., **Cooper, J.** “Overview of leader-member Exchange: Analyzing the Mediating Effects of Social Exchange Theory and Motivation Sources to Recategorize Out-Group Members to In-Group Status. *International Academy of Business and Public Administration Disciplines*, Orlando, FL.

2019 Matthews, B., Daigle, J., & **Cooper, J.** (2019). *A causative effect of motivation among relational dyads: the importance of internal and*

*external rewards*. Article presented at International Academy of Business and Public Administration Disciplines, 2019, Las Vegas, Nevada.

Matthews, B., Daigle, J., Murray, K., & **Cooper, J.** (2019). *Overview of leader-member exchange: Analyzing the mediating effects of social exchange theory and motivation sources to recategorize out-group members to in-group status*. Accepted to Hawaii International Conference on Education, 2019, Honolulu, Hawaii.

2017

Nimon, K., Berrios, J., Mull, M., Keiffer, G., **Cooper, J.**, Musgrave, J., & Zientek, L. *Correlation as the Multivariate GLM: An Illustration with R*. Southwest Education Research Association (SERA), 2017. San Antonio, TX.

**SERVICE:**

Faculty Senate Secretary, Fall and Spring 2023  
Faculty Senator at-Large – CBET, Fall 2022 - Current  
Chair, Faculty Welfare Committee, Fall 2022 – Current  
Member of Faculty Morale Committee, Fall 2022 -Current  
Adjunct Faculty Oversight Committee, Member  
Served on the following CBET Search Committees: Supply Chain Management (Summer, 2020), Supply Chain Management (Summer, 2021), Supply Chain Management Assistant Professor (Summer, 2021), and Forest Products Search Position (Fall, 2021)  
Member, Assurance of Learning Committee (2019-present)  
Volunteer for the 2021 TAMUT Big Event  
Advisory Board Member for Northeast Texas Community College Beta Gamma Sigma Sponsor (2019 – present)  
Business Club at TAMUT Sponsor (2025 – present)  
Harts Bluff ISD, Educational Foundation Member, 2019 - present  
Board: Advisory Board Member (2018 – present)  
Advisory Committee Member for Mt. Pleasant High School Career and Technology Department (2016 – present)  
NTCC Honors Committee (2011 – 2018)  
Sam Walton Fellow (2007 – 2012)  
Co-Sponsor of ENACTUS student organization (2013 – 2017)

**ORGANIZATIONAL**

**MEMBERSHIPS:** Southern Management Association, 2018-present  
Academy of Human Resource Development, 2018-present

**PROFESSIONAL  
EXPERIENCE:**

2008- 2010 **Golden Gals Candy Company**, Mt. Pleasant, TX

Partner

- Worked with area business and restaurant owners to on candy sales and contract
- Responsible for store marketing that included package design, distribution contracts, social media, mail order design and brochures, retail and wholesale pricing, store and trade show displays and seasonal product offerings

1995- 2002

**CHRISTUS St Joseph's Health System, Paris, TX**

2000- 2002

Contract Manager/Financial Analyst

- Administrative responsibility for the direction of hospital contractual relationships in accordance with ethical, federal, state, JCAHO, CHRISTUS, and other legal guidelines and regulations.
- Established initial financial data for all hospital owned subsidiary companies
- Administrated and managed all physician and medical provider contracts. Prepared, negotiated, reviewed and maintained all physician/provider contracts in accordance with company and states laws, policies and procedures.

1998- 2000

Human Resource Manager for Hospital-Owned Subsidiary Company, (HealthSolutions)

- Managed five subsidiary human resource programs including: payroll, employment, salary administration, development of personnel policies and procedures, employee relations, salary evaluations, creation of benefit programs and administration of benefit plans, EEO reporting and interviewing.

1997- 1998

Business Development Representative for Hospital-Owned Subsidiary Company, (HealthSolutions)

- Coordinated all commercial sales activities for Hospital owned health plan.

Significant Accomplishments included

- Successfully transitioned hospital –wide agreements into compliant contract program
- Responsible for market value study that increased the revenue generated from leased property
- Created employee orientation program
- Successfully implemented system-wide HR software program
- Established initial financial data for all hospital owned subsidiary companies