

THOMAS G. HENKEL, PH.D, ED.D

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Experience

2019 – present ▫ Embry-Riddle Aeronautical University

Associate Professor, Management & Technology

2018 – 2019 ▫ Embry-Riddle Aeronautical University

Associate Professor, Leadership and Management

2015 – 2018 ▫ Embry-Riddle Aeronautical University

Department Chair, Management

2013 – 2015 ▫ Embry-Riddle Aeronautical University

Department Chair, Management Sciences

2012 – 2013 ▫ Embry-Riddle Aeronautical University

Program Chair, Project Management

2006 – 2012 ▫ Embry-Riddle Aeronautical University

Eastern Region Associate Dean for Academics

2003 – 2006 ▫ Embry-Riddle Aeronautical University

Southeast Regional Associate Dean

1997 – 2003 ▫ Embry-Riddle Aeronautical University

Southeast Regional Manager

1995 – 1997 ▫ Embry-Riddle Aeronautical University

Hunter AAF, Georgia Campus Director

1994 – 1995 ▫ LWB College, Andalusia, AL

Director of Institutional Research and Effectiveness

1992 – 1995 ▫ Embry-Riddle Aeronautical University

Adjunct Assistant Professor

1989 – 1992 ▫ US Air Force NCO Academy, Tyndall AFB, FL

Commandant

1987 – 1989 ▫ Community College of the Air Force, Mont, AL
Chief of Affiliated Schools
Department Head, Technical Degree Programs
Department Head, Allied Health Degree Programs

1985 – 1987 ▫ US Air Force Senior NCO Academy, Gunter, AL *Vice Commandant*

1983 - 1985 ▫ US Air Force Senior NCO Academy, Gunter, AL
Director of Curriculum

Education

Northcentral University
Ph.D. Business Administration, 2012

Auburn University
Ed. D. Adult Education, 1989

Embry-Riddle Aeronautical University
Master of Aeronautical Science, 2004

Troy State University
MS Personnel Management, 1985

University of Maryland
BS Business Management, 1979

Community College of the Air Force
AS Instructor Technology, 1978

PUBLICATIONS

- 1) Henkel, T., & Wilmoth, J. (1990). *Theoretical considerations for extracting meaning from personal profile system data: The need for independent construct validity studies*. Educational Resources Information Center. Clearing House of Tests, Measurements, and Evaluation. ED 324 344, TM 015 579.
- 2) Henkel, T., & Wilmoth, J. (1991). *Factoring the personal profile system for construct validity: Three analyses under different standardization assumptions*. Educational Resources Information Center. Clearing House of Tests, Measurements, and Evaluation. TM 017243.
- 3) Henkel, T., & Wilmoth, J. (1992). Factor analysis of the personal profile system. *The Journal of Experimental Education*, 60(3), 271-280.
- 4) Schultz, J.; Schultz, M., & Henkel, T. (2005). Determining which delivery styles are best suited for instructing in the distance learning environment, *College Teaching & Learning Journal*, 2(11).
- 5) Henkel, T. (2012). The relationship between transformational leadership and university adjunct faculty work engagement. *Global Business & International Management Journal*, 5, (2),18-27.
- 6) Henkel, T; Paul, J., & Bourdeau, D. (2013). *A field study to promote undergraduate student learning through inquiry-based research*. *The Journal of Human Resource and Adult Learning*, (13)1.
- 7) Henkel, T, & Marion, J. (2014). Project manager work engagement: A Quantitative Study. *Global Business & International Management Journal*, 7,(2),50-58.
- 8) Henkel, T; Marion, J., & Bourdeau, D. (2015). Researching MBTI Personality Types: Project Management Master Degree Students. *The Journal of Human Resource and Adult Learning*, 11(1),14-23.

- 9) Henkel, T.; Marion, J., & Bourdeau, D. (2016). Personality Types of Master of Science in Project Management Students: A Field Study. *The Journal of Global Management*, 12,(1),18-27.
- 10) Henkel, T.; Marion, J., & Bourdeau, D. (2017). A profile of project manager work engagement: A field survey. *The Journal of Human Resource and Adult Learning*, 11(1),14-23.
- 11) Henkel, T. (2018). A field study: Managers' work behavior styles. *The Journal of Human Resource and Adult Learning*. 14(1), 30-36.
- 12) Henkel, T. & Bourdeau, D. (2018). A field study: An examination of managers' situational leadership styles. *Journal of Diversity Management*, 13(2).
- 13) Henkel, T.; Marion, J., & Bourdeau, D. (2019). *Project manager leadership styles: Task vs. People Oriented*. *The Journal of Leadership Education*, 18(2).
- 14) Henkel, T.; Haley, G.; Bourdeau, D. & Marion, J. (2019). An Insight to Manager Personality Traits. *Graziadio Business Review*, 22(2).
- 15) Henkel, T.; Marion, J., & Bourdeau, D. (2019). A study of motivation: Job motivators and Maintenance Factors. *The Journal of Diversity Management*. Accepted for publication.
- 16) Henkel, T. & Haley, G. (2019). *A field study: The business of engaging higher education adjunct faculty*. (submitted to Clute's Journal of Applied Business Research (JABR) May 15th, 2019.)

PRESENTATIONS

1. Schultz, J.; Schultz, M., & Henkel, T. (2005). *Determining which delivery styles are best suited for instructing in the distance learning environment*. 2005 Clute Institute for Academic Research Conference held in Santorini, Greece. Note: I presented the research paper and was the winner of the Conference Best Presentation Award.

2. Henkel, T., (2012). *The relationship between transformational leadership and university adjunct faculty work engagement*. Presentation at the 2013 Bollinger-Rosado Symposium. Embry-Riddle Aeronautical University, Daytona Beach, FL. Won Best Presentation Award.
3. Henkel, T., (2012). *The relationship between transformational leadership and university adjunct faculty work engagement*. Global Business & International Management. 2012 Global Business & International Management Conference.
4. Henkel, T. & Paul, J. (2012). *Instructor and student join in research at Embry Riddle Aeronautical University*. Presented at the Florida Statewide Symposium Engagement in Undergraduate Research, University of Central Florida, Orlando, FL.
5. Henkel, T., Paul, J., & Bourdeau, D. (2013). *A project to enhance student inquiry-based research*. 2013 Bollinger-Rosado Symposium. Embry-Riddle Aeronautical University, Daytona Beach, FL.
6. Henkel T. & Marion J., (2014). *A profile of project manager work engagement: A field survey*. Global Business and International Management Conference 2014, Vancouver, B.C. August 9-11.
7. Henkel T. & Marion J., (2014). *A profile of project manager work engagement: A field study*. Proceedings of the International Annual Conference of the American Society for Engineering Management; Huntsville:1-8
Huntsville: American Society for Engineering Management (ASEM).
8. Henkel, T.; Marion, J., & Bourdeau, D. (2015). *Researching MBTI personality types: Project management master's degree students*. Global Business and International Management Conference. Seattle, Wash.
9. Henkel, T.; Marion, J., & Bourdeau, D. (2017). *Project manager leadership styles: Task vs. people oriented*. 2017 International Academic Conference on Business, Stockholm, Sweden. Won Best Presentation Award.

10. Henkel, T.; Marion, J., & Bourdeau, D. (2017, August). *Project manager motivation: Job motivators and maintenance factors*. 2017 International Academic Conference on Business, New, York, NY.
11. Henkel, T.; & Bourdeau, D. (2017, August). *A field study: An examination of manager's situational leadership Styles*. 2017 International Academic Conference on Business, New, York, NY.
12. Henkel, T. (2017). Project team motivators and work engagement. PMI Northeast Florida Chapter Professional Development Conference, Jacksonville, Florida
13. Henkel, T.; Marion, J., & Bourdeau, D. (2018). *Researching personality types: Master of science project management students*. 2018 International Academic Conference on Business, Barcelona, Spain.
14. Henkel, T. (2018). *A field study: Managers' work behavior styles*. 2018 Global Business & International Management Conference, Seattle, WA.
15. Henkel, T., & Wilmoth, J. (2019). *An insight to the manager personality assessment validation*. 2019 International Academic Conference on Business, Maue, Hawaii. Won Best Presentation Award.
16. Henkel, T. & Haley, G. (2019). *Project manager work engagement: A qualitative study*. 2019 International Academic Conference on Business, Dublin Ireland.
17. Henkel, T. & Haley, G. (2019). *A Field Study: The Business of Engaging Higher Education Adjunct Faculty*. 2019 International Academic Conference on Business, Dublin Ireland.

RESEARCH GRANTS

1. Schultz, J.; Schultz, M., & Henkel, T. (2005). *Determining which delivery styles are best suited for instructing in the*

distance learning environment 2005: Determining which delivery styles are best suited for instructing in the distance learning environment. Grant (\$10,000).

2. Henkel, T. (2017). *Project Manager Motivation: Job Motivators and Maintenance Factors*. Embry-Riddle Aeronautical University Internal Grant. \$1500.
3. Henkel, T. (2018). Project management engagement: The project managers' viewpoint; An insight to the managers' personality assessment tools, Embry-Riddle Aeronautical University Internal Grant. \$1500.