

TAMMY JOHNSON, PhD

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[Google Scholar: Tammy Johnson, PhD](#)

Curriculum Vitae

PROFILE

PhD in Business Management (Leadership) and retired U.S. Air Force Lieutenant Colonel with 21 years of active service in strategic human resource management and leadership, including command of a 1,000-member organization. Teaches organizational behavior, strategic management, and strategic human resource management at Syracuse University's Whitman School of Management, after faculty roles in leadership education at Air University and Syracuse University Air Force ROTC. Research focuses on leadership development, including a dissertation on the lived experience of participants in women's-only leadership development; recent professional development centers on technology-enabled teaching and AI.

EDUCATION

Doctor of Philosophy in Business Management, Specialization in Leadership 2020
Capella University, Minneapolis, Minnesota

Master of Military Operational Art and Science, Specialization in Leadership 2011
Air University, Montgomery, Alabama

Master of Human Resource Development, Specialization in Public Administration 1999
Webster University, Minneapolis, Minnesota

Bachelor of International Studies, Specialization in American Foreign Policy 1998
University of Memphis, Memphis, Tennessee

Dissertation: Exploring the Lived Experience of Participants of Women's-only Leadership Development (ProQuest, 2020)

Stephen Callender, EdD, Faculty Mentor and Chair

Phillip M. Randall, PhD, Program Committee Member

Marc Muchnick, PhD, School Committee Member

ACADEMIC APPOINTMENTS

Adjunct Faculty 2023 – Present
Whitman School of Management, Syracuse University, Syracuse, New York

- Taught MGT 247, Strategic Management; MGT 248, Managing and Leading People in Organizations (a core course for all management majors); MGT 346, Organizational Behavior; SOM 354, Managing in a Global Setting; MGT 355, Strategic Human Resource Management; MGT 462, Leadership and Organizational Change; and MBC 630, Behavior in Organizations (graduate). See Courses Taught.
- Designed all syllabi, lesson plans, and term projects, aligned to course objectives.

Adjunct Faculty 2020 – 2024
Global College of Professional Military Education, Air University, Montgomery, Alabama (Remote)

- Facilitated LDR 602A, Leadership and Command (graduate, 2020 – 2024), leading global online discussion of leadership theory and practice.
- Taught LDR 652B, Leadership and Ethical Decision Making, in person in San Antonio, Texas (August 2024), and served as Research Analyst for the class.
- Researched full-spectrum leadership theories for U.S. and NATO military operations and brought current leadership challenges into the classroom.
- Guided students through a capstone leadership philosophy grounded in theory, personal experience, and personality assessment.
- Provided early-term and midterm feedback and flexible office hours.

Assistant Professor of Aerospace Studies 2018 – 2022
Air Force Reserve Officer Training Corps, Detachment 535, Syracuse University, Syracuse, New York

- Taught ASC 306/O&M 406 (Leading People and Effective Communication) and ASC 296/O&M 296 (Team & Leadership Fundamentals) to cadets. See Courses Taught.

- Developed the active-learning curriculum for ASC 306 / O&M 406 on leadership theory and team building.
- Led annual student recruitment for Detachment 535, representing the program with cadets at 11 college fairs, two local high schools, and events across Syracuse University.
- Co-developed a proposal for a Military Science minor with one colleague (2021).
- Mentored students, including cadet trips to the Army Ten-Miler (Washington, DC, 2019), Mountain Goat 10-Miler (Syracuse, 2020), and a Fort Drum field exercise (2021).
- Earned the title of Assistant Professor of Aerospace Studies through Air University (2018). Military-appointed faculty position within Air Force ROTC; not a tenure-track rank.

COURSES TAUGHT

Course	Institution	Level	Delivery	Dates
MGT 248, Managing and Leading People in Organizations	Syracuse University	Undergraduate	In person	2023 – 2025
MGT 247, Strategic Management	Syracuse University	Undergraduate	In person	2024 – 2025
MGT 346, Organizational Behavior	Syracuse University	Undergraduate	In person	2024 – 2025
SOM 354, Managing in a Global Setting	Syracuse University	Undergraduate	In person	2025 – 2026
MGT 355, Strategic Human Resource Management	Syracuse University	Undergraduate	In person	2026
MGT 462, Leadership and Organizational Change	Syracuse University	Undergraduate	In person	2024
MBC 630, Behavior in Organizations	Syracuse University	Graduate	In person	2025
LDR 602A, Leadership and Command	Air University	Graduate	Online	2020 – 2024
LDR 652B, Leadership and Ethical Decision Making	Air University	Graduate	In person, San Antonio, TX	August 2024
ASC 296 / O&M 296, Team & Leadership Fundamentals	Syracuse University	Undergraduate	In person	2019 – 2022
ASC 306 / O&M 406, Leading People and Effective Communication	Syracuse University	Undergraduate	In person	2019 – 2022

SCHOLARSHIP AND RESEARCH

Doctoral Dissertation

Johnson, T. (2020). Exploring the Lived Experience of Participants of Women's-only Leadership Development [Doctoral dissertation, Capella University].

Available at: [ProQuest Dissertations and Theses Global \(docview 2475899235\)](#)

Peer-Reviewed Publications

None at this time.

Research Interests

Full-spectrum leadership theory; leadership in military and organizational contexts; women's leadership development; organizational behavior; strategic human resource management

Curriculum Development

Designed all pertinent Syracuse University syllabi, lesson plans, and term projects, aligned to course objectives; developed the active-learning curriculum for ASC 296/O&M 296, ASC 306/O&M 406.

PROFESSIONAL ENGAGEMENT

Keynote Speaker, Air Force ROTC Detachment 535 Commissioning Ceremony, Tan Auditorium, National Veterans Resource Center, Syracuse University May 2023
Address to 14 commissioning Air Force and Space Force cadets and approximately 200 family member and guests. Requested by the cadets, whom I helped recruit into the program four years earlier and then educated and mentored.

Professional Development

Strategic HRM: Talent, Performance, Compensation Design, Coursera 2026
Getting Started with Microsoft Excel Certificate, Coursera 2025
Google AI Essentials Certificate, Google 2024
Summer Institute for Technology Enabled Teaching and Learning, Syracuse University 2023, 2024
Project Management Professional (PMP) Preparation Course, Institute for Veterans and Military Families, Syracuse University 2022

University and Professional Service

Faculty Liaison, Whitman School of Management, to the Syracuse University Center for Disability Resources 2025 – Present

Delegate to New York State United Teachers (NYSUT), representing Adjuncts United, Syracuse University 2026

Adjuncts United is affiliated with NYSUT, the National Education Association (NEA), and the American Federation of Teachers (AFT).

Faculty Member, Whitman Capstone, Whitman School of Management, Syracuse University 2024

PROFESSIONAL TRAINING AND CERTIFICATION

Advanced Certificate in Strategic Human Resources, Cornell University 2016
Essentials of Project Management, Villanova University 2016
Air War College, Air University 2013
Department of Defense Equal Opportunity Management Institute 2005
Squadron Officer School, Air University 2003

PROFESSIONAL EXPERIENCE

Transition from Active Duty to Civilian Life 2015 – 2018
Completed professional education in strategic human resources and project management (2016).

United States Air Force 1993 – 2015
Retired as Lieutenant Colonel after 21 years of active service. Began as an Airman Basic (E-1) Security Police military working dog handler and advanced through strategic human resource management and leadership assignments, including combat deployments.

Commander, 99th Force Support Squadron 2013 – 2015
Nellis Air Force Base, Nevada
Led 1,000 personnel in the Air Force's largest human resource and development organization, serving 150,000 service members, families, and retirees (housing, education, dining, fitness, promotions, medical support).
Managed a multi-million-dollar budget.

Chief, Enterprise Readiness and Analysis 2012 – 2013
Deputy Chief, Air Expeditionary Forces Branch 2011 – 2012
Headquarters Air Force, Pentagon, Washington, D.C.
Analyzed workforce trends to shape human resource strategy for 700,000 Airmen; reported to Congress and drafted media responses. Introduced change management methods into strategic operating policy on time in combat zones.

Junior Executive Officer to the Commander, United States Air Forces Europe 2009 – 2010
Ramstein Air Base, Germany
Supported the senior-most general officer in Europe with planning, communications, and security support, entrusted with sensitive information.

Military Personnel Flight Commander, 86th Mission Support Squadron 2008 – 2009
Ramstein Air Base, Germany
 Led 90 professionals supporting 54,000 Airmen and families; earned the Gerritt D. Foster Award as the Air Force's best large military personnel flight. A process-improvement initiative saved \$1M.

Executive Officer, Strategic Operations Directorate, Multi-National Forces Iraq 2007 – 2008
Baghdad, Iraq
 Led the human resource office for senior U.S. Air Force and Army leaders commanding Multi-National Forces Iraq. Managed 3,500 battle plans (combat to humanitarian), a \$196.4B budget, and support for 700 U.S. and allied service members.

Chief, Military Equal Opportunity, 366th Fighter Wing 2005 – 2007
Mountain Home Air Force Base, Idaho
 Senior Equal Opportunity Officer for 4,800 military members; conducted complaint clarifications, delivered inclusion training, and advised senior leaders through trend analysis.

Additional Assignments

Base Support Group Commander 2012
Camp Qargha, Kabul, Afghanistan

Squadron Section Commander, 21st Civil Engineer Squadron 2005
Peterson Air Force Base, Colorado

Chief, Customer Support, 21st Mission Support Squadron 2005
Peterson Air Force Base, Colorado

Executive Officer, 407th Air Expeditionary Group 2004 – 2005
Tallil Air Base, Iraq

Earlier assignments: Security Police military working dog handler in Panama, Central America and Little Rock Air Force Base, AR (1993 – 1996); Reserve Officer Training Corps student, University of Memphis, TN (1996 – 1998); squadron section commander, Little Rock Air Force Base, AR (1998 – 2001) and Spangdahlem Air Base, Germany (2001 – 2004); Chief, Combat Readiness, Peterson Air Force Base, CO (2004).

COMMUNITY SERVICE

Certified New York State Election Official, Poll Site Manager 2018 – 2026
Maintained certification through required annual training.

Scouting America Den Leader and Committee Member 2018 – 2026
Maintained certifications through required annual training.

AWARDS AND HONORS

Honors and Awards

General Benjamin O. Davis Jr. Management Engineering Award 2013

Gerritt D. Foster Award, Best Large Military Personnel Flight in the U.S. Air Force 2008

Field Grade Force Support Officer of the Year, United States Air Forces Europe 2008

Field Grade Officer of the Year, 435th Air Base Wing, Ramstein Air Base, Germany 2008

Scouting America Den Leader Award 2020

Scouter's Training Award 2020

Military Decorations

U.S. Army Bronze Star Medal; Meritorious Service Medal (3 awards); Joint Service Commendation Medal; Air Force Commendation Medal (5 awards); Air Force Achievement Medal (4 awards); Joint Meritorious Unit Award (2 awards); Air Force Outstanding Unit Award (4 awards); Air Force Good Conduct Medal; National Defense Service Medal (2 awards); Armed Forces Expeditionary Medal; Afghanistan Campaign Medal; Iraq Campaign Medal with two devices; Global War on Terrorism Expeditionary Medal; Global War on Terrorism Service Medal; Humanitarian Service Medal; Air Force Overseas Ribbon, Short; Air Force Overseas Ribbon, Long (3 awards); Air Force Expeditionary Service Ribbon with Gold Border (2 awards); Air Force Longevity Service Award (5 awards); Small Arms Expert Marksmanship Ribbon (2 awards); Air Force Training Ribbon (2 awards); NATO Medal.