

# DEBBIE L. MACKEY, Ph.D, SHRM-SCP

dmackey@utk.edu

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## **Campus Address:**

415 Stokely Mgt. Ctr.  
Knoxville, TN 37996

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## **EDUCATION:**

B.S. University of Tennessee, 1978  
M. S. University of Tennessee, 1984  
Ph. D. University of Tennessee, 1997  
Professional Human Resource Exam-(PHR), December 2010  
Society of Human Resource Management Exam-SHRM-CP-2015  
Society of Human Resource Management Senior Exam- SHRM-SCP-2019  
Functional Nutrition Coach 2021

## **PROFESSIONAL EXPERIENCE:**

- August 2016-Present**      **Distinguished Lecturer- teaching HRM 360, 485, 492, 481. Supporting and placing HRM interns. SHRM Faculty Advisor.**
- August 2011-2016**      **Distinguished Lecturer**
- August 2000- Present**      **Lecturer/Intern Coordinator-Human Resource Management  
UT SHRM Faculty Advisor  
University of Tennessee**  
Coordinator of Undergraduate and Graduate Internships.  
Recruiting of internships year round.  
Placement of over 500 students with 200 companies- 1998-2019.  
Teaching-HRM 360,481, 485, 492 and, HRM 545.
- August 2011-2017**      **Director, Human Resource Management Master's Program**
- August 2013-Present**      **Big Orange Combine Faculty Advisor-**  
Work with a diverse group of students preceding and at the Super Bowl.
- Summer 2015**      **Worked as Advisor/Intern Coordinator for the Alliance for Better Non-Profits**
- June 1997-July 2000**      **Adjunct Professor-Human Resource Development  
University of Tennessee**

Taught HRD-325 415, 473, 479, 509  
Advised Training and Development Undergraduate  
Students-Knoxville and Nashville  
Coordinated Internship Sites-Knoxville and Nashville  
Facilitated Region I DECA Events and Marketing In-  
Services for High School Marketing Program

**September 1992-1997**

**Graduate Assistant-Marketing Education-Technical-  
and Adult Education**

**University of Tennessee**

Taught Mkt. 415, 432, and 436  
Assisted in supervision of Marketing and Business training  
Students.  
Support role for all DECA events in Region I.

**Expertise Related to**

2021 Secured Travel Funding for 20 HRM students to virtually  
attend the National SHRM Workplace Policy Conference.

2018 Obtained Summer Teaching Grant.

Taught Compensation and Benefits to Undergraduates for 10  
semesters and created the Curriculum for HRM classes.

**PCD Proposal**

Supervised and Taught Career Development to Training and  
Human Resource Interns for 14 years.

Taught how to Build a Marketing Education Program to Teacher  
Educators, Undergraduate and Graduate for 8 years.

**Professional Awards**

2023 Student Engagement Advisor of the Year

2022 Haslam Advisor of the Year

2021 Chancellor's Excellence in Advising Award

2018 Scholarship Named in Honor of Debbie Mackey by  
Department of Management

2016 TVHRA HR Professional of the Year

2014 James House Williamson HR Professional for the State of  
Tennessee

National SHRM Advisor of the Year 2014

2012-2015 # 1 SHRM Chapter/Nationally

Coached the HRM graduate team to win 1<sup>st</sup> place in the  
Southeast Regional Business Case-2012 and 2013, 2015 and  
2018 and 2019 Winning State Business Case Teams.

Faculty Advisor for UT SHRM winning top chapter 2012 and  
2013 nationally and internationally.

2014 Outstanding Commitment to Students Award- CBA  
Finalist for Graduate Advising Award and Teaching Award 2013.  
Nominated for the “Chancellor’s Excellence in Teaching” Award,  
2012 and 2013.  
Received the “Outstanding Commitment to Students Award” in  
the  
College of Business at UT-2008.  
Named McKamey Scholar-2009-2011  
Received the “Outstanding Service and Commitment to  
SHRM”- 2005 at the State SHRM conference.  
Nominated for Outstanding Commitment to Students Award for  
the College of Business Administration- 2005, 2006, 2007.  
Written up in UT-eTorch for Favorite Professor-Nov. 2006.  
Nominated for Outstanding Teaching at UT through UTNAA  
Outstanding Teaching Awards-2004 and a finalist 2008.  
DECA Honorary Life Membership-2002  
Outstanding Teaching as a Graduate Student-1996  
University of Tennessee

#### **Print and non-print media:**

**Summer 2006** Created a new brochure for the student organization, University of Tennessee Society of Human Resource Management-UT-SHRM- 2006 and 2008.

#### **Research or creative development activities:**

Writing assessment questions for SHRM’s new Assurance of Learning.

Actively recruit and place students in full-time HR jobs.

Prepare and assist students in studying for the Regional SHRM games and for the preparation of the PHR certification.

Obtained funding for HRD students to participate in SHRM games and take the PHR certification- 2003-Present

Survey of traditional and online class taught in Spring 1999 and Spring 2000

Obtained 2 scholarships for HRM students through TVHRA.

Actively recruiting funds for AHRDS/SHRM student activities.

Facilitate the progress of the HRM students to compete in regional and national SHRM competitive events.

Hosted the 2006, 2008 and 2010 Southeast Regional SHRM games at the University of Tennessee.

### **Presentations at regional or national meeting:**

Presented at the Academy of Human Resource Development: Continuation of the Benefits of an HRD Internship Through Appreciative Inquiry Interviews, 2005.

Presented at the Academy of Human Resource Development: Identifying Benefits of an HRD Internship Through Appreciative Inquiry Interviews. 2004

Presented at the Academy of Human Resource Development: What Human Resource Managers Look for in Graduates. Model was made of the human resource competencies. February 2003.

Presented International Marketing curriculum at State Vocational Conference-

### **Professional organizations and offices held:**

ETWR Board Member for Knoxville-2018- present

State SHRM Council College Relations Chair-2017-Present

Pedal for Alzheimers UT Representative 2017-Present

SHRM member and Faculty Advisor 2002-Present

President ETCBA 2015, Program Chair 2016-Present

Member of TVHRA.

Liaison between TVHRA and UT-SHRM-2002-present.

Advisory Board for National SHRM-Student Division-2012-present

FCA Board Member-2012.

Item Writer for the Assurance of Learning Exam-2011

BETS Committee Member 2007-Present

Chair- College of Business Staff Awards 2012

Associate Chair for the Academy of Human Resource Development-AHRD for 2003-2007.

BETS Committee Member 2007-Present

Chair- College of Business Staff Awards 2012

Member of the Early Scholar Award for AHRD- 2004-2009.

Chair of the Early Scholar Award-2006-07, 2007-08, 08-09.

**Community Service:**

Pedal For Alzheimers Community and Campus Volunteer-2017-2021

Campus Crusade Faculty Advisor 2005-2019

Faculty Advisor for Calvary College Ministries 2010-2020

Creative Team for Children's Hospital 2008-Present.

Assistant co-chair Fantasy of Trees-Annual Benefit for Children's Hospital-1996-1997

Co-Chair for Fantasy of Trees 1997-1998-Oversee a volunteer structure of 35 monthly volunteers and a show structure of approximately 5000.

Co-Chair for Fantasy of Trees 1998.

Vice Chair and Past co chair activities 1999-present.

Member of the Ambassador Team for Children's Hospital-2004-Present

Member of the Designer Team for Fantasy of Trees 2009-Present

Honorary Life Member DECA/Marketing Education Programs-Tennessee