

Hector N. Qirko

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Education

- 1998 Ph.D., Anthropology, University of Tennessee, Knoxville.
Dissertation: Induced Altruism in the Maintenance of Institutionalized Celibacy.
- 1989 M.A., Anthropology, University of Tennessee, Knoxville.
- 1986 B.A. with highest honors, Anthropology, University of Tennessee, Knoxville.

Academic Positions

Adjunct Assistant Professor and Lecturer, Department of Anthropology, University of Tennessee, Knoxville, TN, 8/98 to present.

Instructor, Department of Anthropology, University of Tennessee, Knoxville, TN, 8/97 to 7/98.

Instructor, Health Arts program, College of St. Francis, Joliet, IL, 5/91 to 7/91.

Instructor, Department of Latin American Studies, University of Tennessee, Knoxville, TN, 8/91 to 7/92, 8/92 to 7/93.

Teaching Assistant, Department of Music, University of Tennessee, Knoxville, TN, 8/90 to 12/90, 1/91 to 5/91.

Teaching Assistant, Department of Anthropology, University of Tennessee, Knoxville, TN, 8/86 to 5/87, 8/87 to 5/88, 8/88 to 5/89.

Courses Taught

Undergraduate (* with graduate-level sections):

| | | | |
|------------------|-------|--|--|
| Anthro | 130 | Intro. to Cultural Anthropology | Mini 87, 88, 89, Fall 89, Wtr 90, Sum 90, Fall 97, Fall 08 |
| Anthro/LatAmStud | 316* | People and Cultures of S.America | Fall 97, Spr 99, Fall 02, Spr 04, Fall 05, Fall 07 |
| Anthro/LatAmStud | 319* | Caribbean Societies and Cultures | Fall 98, Spr 00, Spr 05, Fall 06 |
| Anthro/AmStud | 320 | American Cultures | Spr 01, Sum 02 |
| Anthro/Ling | 411* | Anthropological Linguistics | Fall 03, Spr 06, Spr 08 |
| Anthro | 413* | Dynamics of Culture | Spr 03 |
| Anthro | 416 | Applied Anthropology | Spr 09 |
| Anthro | 459 | Anthropology and Business | Spr 98, Fall 99, 02 |
| Anthro (team) | 459* | Org. Culture and Social Impact Assmt. | Fall 07 |
| Anthro/AmStud | 459 | American Musical Cultures | Fall 01 |
| LatAmStud | 251-2 | Intro. to Latin Am. Studies (Parts I,II) | Spr 91,Fall 91,Spr 92,Fall 92 |

Graduate:

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|-------------------------|-----|---------------------------------------|----------------------------|
| Anthro (topic lectures) | 510 | Method and Theory in Cultural Anthro. | Fall 98, 00, 01, 02, 04-07 |
| Anthro | 511 | Evo.Theory and Human Behavior | Spr 99, 00, 02, 04, 07 |

Invited Course Lectures:

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|----------|-----|-------------------------------------|------------------------|
| Soc | 250 | Global Studies | Spr 05, 06, 07 |
| Anthro | 322 | Topics in U.S. Ethnography | Spr 08 |
| Anthro | 410 | Principles of Cultural Anthropology | Spr 08, Fall 08 |
| Psych | 415 | Psychology of Religion | Spr 08, 09 |
| Anth | 416 | Applied Anthropology | Spr 06 |
| English | 417 | Sociolinguistics | Spr 07 |
| Anth | 450 | Current Trends in Anthropology | Fall 99, 03, 05, 06 |
| Psych | 496 | Seminar in Evolutionary Psychology | Spr 07 |
| Anth | 560 | Theory in Archaeology | Spr 03 |
| Psych | 546 | Seminar in Ethological Psychology | Spr 01 |
| Mark | 613 | Qualitative Research Methods | Spr 04, 05 |
| Business | | Physician's Executive MBA Program | Sum 04, 05, 06, 07, 08 |

PublicationsJournal articles and chapters

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| In press | Qirko, H.N. "Altruism in Suicide Terror Organizations." <i>Zygon: Journal of Religion and Science</i> . |
| 2007 | Qirko, H.N. "Diversity and Cultural Assessments in Business Organizations." <i>International Journal of Diversity in Organisations, Communities and Nations</i> 7(3):151-158. |
| 2004 | Qirko, H.N. "Does Commitment Theory Explain Non-Kin Altruism in Religious Contexts?" <i>Behavioral and Brain Sciences</i> 27(6):746-747. |
| 2004 | Qirko, H.N. "Altruistic Celibacy, Kin-Cue Manipulation, and the Development of Religious Institutions." <i>Zygon: Journal of Religion and Science</i> : 39(3):681-706. |
| 2004 | Qirko, H.N. "'Fictive Kin' and Suicide Terrorism." <i>Science</i> 304(5667):50-51. |
| 2004 | Qirko, H.N. "The Interstitial, Musical Authenticity, and Social Identity." <i>Indiana (Berlin)</i> 21:14-24. |
| 2002 | Qirko, H.N. "The Institutional Maintenance of Celibacy." <i>Current Anthropology</i> 43(2):321-328. |
| 2001 | Qirko, H.N. "The Maintenance and Reinforcement of Celibacy in Institutionalized Settings." In <i>Anthropological Approaches to Sexual Celibacy</i> , E.J. Sobo and S. Bell, Eds. University of Wisconsin Press. |

- 1996 Logan, M.H. and Qirko, M.H. "An Evolutionary Perspective on Maladaptive Traits." *American Journal of Human Biology* 8(6): 615-629.
- 1995 Qirko, H.N., Atchley, K.P., and Landon, G.G. "Potential Contribution of an Anthropological Perspective to the Managing Diversity Process." *Proceedings of the 1995 Global Conference on Managing Diversity*. Atlanta GA: American Institute for Managing Diversity.
- 1994 Qirko, H.N. "The Use of the Opening Interrogative in Belize." *Tennessee Anthropologist* 19(2): 22-25.
- 1992 Logan, M.H. and Qirko, H.N. "Variance in Risk and Reward in Human Maladaptive Behavior: A Cross-Cultural Perspective." *Social Science Perspectives Journal* 4(5):97-117.
- 1990 Logan, M.H. and Qirko, H.N. "Ladinoization in Guatemala: A Darwinian Perspective." *Annals of the Southeastern Council on Latin American Studies* 21(3):89-98.
- 1985 Qirko, H.N. "A Study of a Magical Folk-Cure." *Tennessee Anthropologist* 10(1):50-55.

Review essays

- 2007 Review of The Evolution of Mind: Fundamental Questions and Controversies, edited by S.W. Gangestad and J.A. Simpson. *Medical Anthropology Quarterly* 21(4):417-419.
- 2005 Review of Collapse: How Societies Choose to Fail or Succeed, by J. Diamond. *American Anthropologist* 107(4):724.
- 1996 Review of The Moral Animal: Evolutionary Psychology and Everyday Life, by R. Wright. *Human Ethology Bulletin* 11(2): 17-19.
- 1994 Review of The Scented Ape: The Biology and Culture of Human Odor, by D.M. Stoddart. *Human Ethology Bulletin* 9(3): 14-15.

Miscellaneous

- 2007 "How Far We Have Fallen." *Anthropology News* 48(3):3.
- 2003 "Celibacy," Episode 2 of "The Sex Files," by *The Discovery Channel: Exploration Production Inc*, first airing January 14, Discovery Channel Canada.
- 1996 "Diversity in Organizations." *Anthropology News* 37(6):2.
- 1995 "Diversity: A Personal Look at its Value." *Spectrum* 1(2): 6-7.

Professional Presentations

- 2008 “Musical Authenticity, Social Identity, and Globalization.” Paper presented at the Annual Meeting of the Southern Anthropological Society, Staunton, VA.
- 2007 “Diversity and Cultural Assessments in Organizations.” Paper presented at the 7th International Conference of Diversity in Organizations, Communities and Nations. Amsterdam, The Netherlands, July 3-6 (virtual presentation, indexed at http://d07.cgpublisher.com/session_descriptions.html).
- 2005 “Is Human Non-kin Altruism Really Such a Problem for Evolutionists?” Paper presented at the Annual Meeting of the Human Behavior and Evolution Society, Austin, TX.
- 2004 “The Organizational Reinforcement of Suicide Terrorism.” Paper presented at the Annual Meeting of the American Anthropological Association, Atlanta, GA.
- 2004 “Non-kin Altruism and the Manipulation of Kinship-Recognition Cues in Religious, Military, and Terrorist Institutions.” Paper presented at the Symposium on the Psychological Interpretation of War, sponsored by the Library of Social Science, Elmhurst, NY.
- 2004 “Ethnography and Diversity in Organizations.” Paper presented at the Mid-Atlantic Conference on the Scholarship of Diversity, Blacksburg, VA.
- 2004 “Commitment in Organizations.” Paper presented at the Department of Anthropology, Wayne State University, Detroit, MI.
- 2003 “Cultural Assessments in Business Organizations.” Paper presented at the Annual Meeting of the American Anthropological Association, Chicago, IL.
- 2003 “The Interstitial and Musical Authenticity.” Paper presented at the “Art, Music, and Globalization in Latin America” Symposium, 51st International Congress of Americanists, Santiago, Chile.
- 2002 “The Potential Value of an Evolutionary-Psychological Paradigm for Interpreting Folk Illnesses: The Case of Susto.” Paper presented at the Annual Meeting of the American Anthropological Association, Washington DC.
- 2002 “Undertoads, Mondegreens, and Top-Down Theories of Human Speech Perception.” Paper presented at the Annual Meeting of the Southern Anthropological Society, Asheville NC.
- 2002 “Using a Cultural Assessment to Improve Training Effectiveness” (with S.J. Miller). Paper Presented to the American Society for Training and Development, Chattanooga, TN.

- 2001 “Anthropological Theory and Organizational Development.” Paper presented at the “Depth of Field: Lenses on Organizational Development,” American Society for Training and Development; International Association for Human Resources Management; Organization Change Alliance; Society for Human Resource Management; and Southern Center for Organizational Excellence, Atlanta GA.
- 2001 “Evolutionary Psychology and Culture-Bound Disorders: The Case of Susto.” Paper presented at the Annual Meeting of the Southern Anthropological Society, Nashville TN.
- 1999 “Institutionalized Celibacy: A Cross-Cultural Perspective.” Paper Presented at the Department of Anthropology, The Ohio State University, Columbus, OH.
- 1997 "Kin Recognition Mechanisms and Organized Celibacy: A Research Model." Paper presented at the “Celibacy: Sexual Abstinence Examined” Symposium, Annual meeting of the American Anthropological Association, Washington DC.
- 1996 “Driving Diversity-Related Organizational Change: The TVA Model” (with G. Nixon and G. Love). Paper presented at the 5th Annual National Managing Diversity in the Workplace Conference, Cincinnati OH.
- 1995 “Potential Contributions of an Anthropological Perspective to the Managing Diversity Process” (with G. Landon). Paper presented at the Global Conference on Managing Diversity, Athens GA.
- 1994 “Benchmarks for Diversity: A Review of Prevalent and Potential Diversity Practices in U.S. Companies” (with K. Atchley, G. Landon, J.A. Howell, V. Metts). Paper presented at the 4th Annual National Diversity Conference, San Francisco CA.

Applied Positions

Consultant, Independent, Howard & Qirko Consultants, and SJ Miller & Associates (10/96 to present). Consultant in organizational culture to government, business, community, and educational organizations.

Consultant, Diversity Management Services; Education, Training and Diversity; Tennessee Valley Authority (3/1995 to 9/1996). Diversity and organizational consultant to TVA corporate and line organizations.

Cultural Assessment Specialist, Assessment and Evaluation; Education and Training and Diversity; Tennessee Valley Authority (5/1993 to 3/1995).

Selected Client List

Agricultural Extension Service, U.S. Department of Agriculture
 Baptist Health System
 Chattanooga Electric Power Board
 Division of Forestry, Tennessee Department of Agriculture
 Historic Ramsey House and Plantation
 Knox County Schools
 Mohawk Industries
 Oak Ridge Arts Center
 Tennessee Valley Authority
 University of Tennessee, Knoxville

Selected Technical Reports and Publications

- 2006 “Organization Design for Training and Development: Summary of Process and Results.” SJ Miller & Associates, submitted to Mohawk Logistics and Regional Operations, Mohawk Industries (with S.J. Miller).
- 2003 “EPB Organization Development: Report of Progress and Recommendations.” SJ Miller & Associates, submitted to the Electric Power Board of Chattanooga Management Team (with S.J. Miller).
- 2001 “EPB Organizational Assessment: Report of Results and Recommendations.” SJ Miller & Associates, submitted to the Electric Power Board of Chattanooga Management Team (with S.J. Miller).
- 1997 “Johnsonville Fossil Plant Cultural Assessment Report.” Howard & Qirko Consultants, submitted to the Johnsonville Fossil Plant Management, Tennessee Valley Authority (with W. Howard).
- 1996 “Understanding Sexual Harassment.” Course developed for TVA University, Education and Training, Tennessee Valley Authority (with I. Hagins-Dyer).
- 1996 “Sequoyah Nuclear Plant Cultural Assessment Report.” TVA Education, Training, and Diversity, submitted to the SQN Maintenance Diversity Steering Team (with G. Landon).
- 1996 “Widows Creek Fossil Plant Cultural Assessment Report.” TVA Education, Training, and Diversity, submitted to the Widows Creek Diversity Steering Team (with G. Landon and K. Atchley).
- 1995 “Communications Cultural Assessment Report.” TVA Education, Training, and Diversity, submitted to the Communications Diversity Steering Team, Tennessee Valley Authority (with W. Howard, G. Landon, and K. Atchley).
- 1994 “Central Laboratory Services Cultural Assessment Findings.” SJ Miller & Associates, submitted to Central Laboratory Services Management, Tennessee Valley Authority (with S.J. Miller).

- 1994 “Benchmarks for Diversity: A Benchmarking and Assessment Guide.” Education, Training, and Diversity, Tennessee Valley Authority (with V. Metts, G. Landon, and K. Atchley).
- 1994 “Cultural Assessment Process Manual.” Education, Training, and Diversity, Tennessee Valley Authority (with V. Metts, G. Landon, and K. Atchley).
- 1993 “Office of the Inspector General Cultural Assessment Report.” TVA Diversity Development, submitted to the Office of the Inspector General Diversity Steering Team (with V. Metts, W. Howard, G. Landon, and K. Atchley).
- 1993 Browns Ferry Nuclear Plant Cultural Assessment Report.” TVA Diversity Development, submitted to Browns Ferry Diversity Steering Team (with V. Metts, W. Howard, G. Landon, and K. Atchley).

Workshops and Invited Lectures

- 2006 “Diversity Cultural Assessments in Business Organizations.” Presented at the Center for Creative Leadership, Greensboro NC.
- 2005 “Ethnographic Assessments in Organizations.” Presented at the Anthropology Department, Drew University, Madison, NJ.
- 1999 “Unleashing Organizational Potential.” Presented at the TVA Labor Joint Cooperative Conference, Nashville TN (with Willie Howard).
- 1999 “Cross-Cultural Communications: A Necessary Tool for Today’s Workforce.” Presented at the Professional Continuing Education Workshop, College of Social Work, University of Tennessee, Knoxville TN (with Willie Howard).
- 1998 “Effective Cross-Cultural Communications.” Presented at the Knox County Magnet Schools Community Coaches Workshop, Knoxville TN (with Willie Howard).
- 1995 “Managing Diversity.” Presented at the Leadership Academy, Agricultural Extension Service, US Department of Agriculture, Fall Creek Falls State Park TN.
- 1995 “Understanding Differences.” Presented to District 5, Agricultural Extension Service, US Department of Agriculture, Knoxville and Greeneville TN.
- 1994 “What You See Isn't What You Get: Diversity Issues.” Presented at the University of Tennessee Leadership Retreat, Gatlinburg TN (with K. Atchley).
- 1994 “Diversity Issues in the Workforce.” Presented at the University of Tennessee Clerical Seminar, Knoxville TN (with K. Atchley).
- 1990-1992 “Cultural Aspects of Woods Arson.” Presented at the Wildfire Investigation School, Division of Forestry, Tennessee Department of Agriculture, Winchester TN.

Graduate and Undergraduate Honors Direction and Committee Service

Darrell Lynch, Ph.D Anthropology 2005
 John Mello, Ph.D Marketing, Logistics, and Transportation 2005
 Erin Eldredge, M.A. Anthropology 2005
 Brad Jamison, M.A. Anthropology 2005
 Desiree Plaisance, M.A. Anthropology 2004
 Patrick Higdon, College Scholars Thesis, 2005
 Morgan Miltner, University Honors Program Senior Project 2005
 Max Taylor, University Honors Program Senior Project 2005

Professional and University Activities

President, Southern Anthropological Society, 2006-2008
 Member, Southern Anthropological Society Student Paper Competition Committee, 2003, 2004
 Peer Reviewer, *American Anthropologist*, *Australian Journal of Anthropology*,
Journal of Comparative Psychology
 Member, University of Tennessee Linguistics Committee, 2003-2005
 Mentor, University of Tennessee “Life of the Mind” Academic Orientation Program, 2003, 2008
 Member, University of Tennessee W.K. McClure Fund for the Study of World Affairs
 Committee, 2003, 2004
 Speaker, University of Tennessee Center for International Education Orientation, 2002, 2003
 Member, University of Tennessee Council Travel Scholarship Committee, 2001, 2002
 Member, University of Tennessee US Students Abroad Scholarship Committee, 2000

Grants and Awards

Scholarly Activity and Research Incentive Funds, June 2004 (\$1500.00)
 University of Tennessee Interdisciplinary Program in Global Studies Research Award,
 May 2004 (\$1780.00)
 Scholarly Activity and Research Incentive Funds, March 2003 (\$1500.00)

Honors and Funding

Board Member, Tennessee Commission on National and Community Service, 2006-2008
 Finalist for Chancellor’s Award for Outstanding Instructor, University of Tennessee,
 March 2001
 Honored for “Outstanding Faculty Contribution” by University of Tennessee, Knoxville
 Panhellenic and Intrafraternity Councils, February 2001
 Graduate Associate, Latin American Studies Institute, UTK 1992-1993
 Hilton A. Smith Graduate Fellow, UTK 1992-1993
 Graduate Associate, Latin American Studies Institute, UTK 1990-1991
 Hilton A. Smith Graduate Fellow, 1990-1991
 Graduate Assistant, Department of Anthropology, UTK, 1988-1989

Graduate Assistant, Department of Anthropology, UTK, 1987-1988
Graduate Assistant, Department of Anthropology, UTK, 1986-1987
National Alumni Scholar, 1987-1988
Phi Beta Kappa
Phi Kappa Phi

Languages

Fluent in English and Spanish, functional in Portuguese.

Professional Organizations

American Anthropological Association
Human Behavior and Evolution Society
National Association for the Practice of Anthropology
Southern Anthropological Society