

# Hector Nako Qirko

January 2026

Department of Sociology and Anthropology  
College of Charleston  
843.953.5738

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Charleston SC 29424  
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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 and experience

### Full-time

Professor of Anthropology, Department of Sociology and Anthropology, College of Charleston, Charleston, SC, 8/21 to present.

Associate Professor of Anthropology, Department of Sociology and Anthropology, College of Charleston, Charleston, SC, 8/14 to 7/21.

Assistant Professor of Anthropology, Department of Sociology and Anthropology, College of Charleston, Charleston, SC, 8/10 to 7/14.

### Part-time

Lecturer and Adjunct Assistant Professor, Department of Anthropology, University of Tennessee, Knoxville, TN, 8/98 to 7/10.

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 7/93.

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

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

## Courses list

### College of Charleston

|              |     |                                                            |
|--------------|-----|------------------------------------------------------------|
| Anthropology | 101 | Introduction to Anthropology                               |
| Anthropology | 201 | Cultural Anthropology                                      |
| Anthropology | 210 | Development of Anthropological Thought                     |
| Anthropology | 319 | Special Topics: Anthropology and Business                  |
| Anthropology | 319 | Special Topics: Popular Culture and Identity               |
| Anthropology | 325 | People and Cultures of Latin America (South America focus) |
| Anthropology | 342 | Human Behavior and Evolution                               |
| Anthropology | 345 | Applied Anthropology                                       |

|                    |       |                                                                                           |
|--------------------|-------|-------------------------------------------------------------------------------------------|
| Anthropology       | 362   | Social and Cultural Change                                                                |
| Anthropology       | 381-8 | Anthropology Internships                                                                  |
| Anthropology       | 491   | Research Methods                                                                          |
| First-Year Seminar | 103   | Identity and Popular Culture                                                              |
| Honors             | 382   | The Cat: Biology & Social Construction of a Domesticated Species<br>(with Melissa Hughes) |

### University of Tennessee

#### *Undergraduate* (\* with graduate-level sections):

|                |       |                                                      |
|----------------|-------|------------------------------------------------------|
| Anth           | 130   | Introduction to Cultural Anthropology                |
| Anth/LatAmStud | 316*  | People and Cultures of South America                 |
| Anth/LatAmStud | 319*  | Caribbean Societies and Cultures                     |
| Anth/AmStud    | 320   | American Cultures                                    |
| Anth/Ling      | 411*  | Linguistic Anthropology                              |
| Anth           | 413*  | Dynamics of Culture                                  |
| Anth           | 416   | Applied Anthropology                                 |
| Anth           | 459   | Anthropology and Business                            |
| Anth (team)    | 459*  | Organizational Culture and Social Impact Assessments |
| Anth/AmStud    | 459   | American Musical Cultures                            |
| LatAmStud      | 251-2 | Intro. to Latin Am. Studies (Parts I,II)             |

#### *Graduate:*

|                       |     |                                             |
|-----------------------|-----|---------------------------------------------|
| Anth (topic lectures) | 510 | Method and Theory in Cultural Anthropology. |
| Anth                  | 511 | Evolutionary Theory and Human Behavior      |

#### *Invited Course Lectures:*

|          |     |                                     |
|----------|-----|-------------------------------------|
| Soc      | 250 | Global Studies                      |
| Anth     | 322 | Topics in U.S. Ethnography          |
| Anth     | 410 | Principles of Cultural Anthropology |
| Psych    | 415 | Psychology of Religion              |
| Anth     | 416 | Applied Anthropology                |
| English  | 417 | Sociolinguistics                    |
| Anth     | 450 | Current Trends in Anthropology      |
| Psych    | 496 | Seminar in Evolutionary Psychology  |
| Anth     | 560 | Theory in Archaeology               |
| Psych    | 546 | Seminar in Ethological Psychology   |
| Mark     | 613 | Qualitative Research Methods        |
| Business |     | Physician's Executive MBA Program   |

### **Publications**

#### Journal articles, commentaries, and book chapters

- 2025 Morris, D. S & Qirko, H. N. "Saving little swimmer, jumper, and digger: Three survey experiments testing kinship appeals in conservation marketing." In *Environmental Policy Science's Exploration for Innovative Data*, N. Guehlstorf (Ed.). Berlin: Springer Nature. [https://doi.org/10.1007/978-3-031-90889-7\\_6](https://doi.org/10.1007/978-3-031-90889-7_6)
- 2025 Qirko, H. N. "Identity is probably too complicated to serve as a useful criterion for defining society." *Behavioral and Brain Sciences* 48:e68. DOI: <https://doi.org/10.1017/S0140525X24001304>.

- 2024 Qirko, H. N. "Pace setting as an adaptive precursor of rhythmic musicality." *Annals of the New York Academy of Sciences* 1533(1):5-15. DOI: <https://doi.org/10.1111/nyas.15120>.
- 2021 Qirko, H. N. "The role of culture in evolutionary theories of human cooperation." *Analyse & Kritik* 43(1):169-190. DOI: <https://doi.org/10.1515/auk-2021-0009>
- 2021 Qirko, H. N. "What is a 'critter'? Potential problems with the scientific community's use of informal language to describe non-human species." *Language & Ecology*, 2021. <http://ecolinguistics-association.org/journal>.
- 2020 Qirko, H. N. "Altruistic punishment in modern intentional communities." *Interaction Studies* 21(3):412-427. DOI: <https://doi.org/10.1075/is.19011.qir>
- 2020 Morris, D. S. & Qirko, H. N. "Saving 'little sister': A test of the effectiveness of kinship appeals in conservation marketing." *Environmental Communication* 14(4):481-491. DOI: 10.1080/17524032.2019.1687102
- 2019 Qirko, H. N. "'Dumb' performance as a marker of authenticity." *Popular Music and Society* 42(4):470-482. DOI: 10.1080/03007766.2018.1482703
- 2018 Wynne, A. L., Nieves, P. M., Vulava, V. M., Qirko, H. N., & Callahan, T. J. "A community-based approach to solid waste management for riverine and coastal resource sustainability in the Philippines." *Ocean & Coastal Management* 151:36-44. DOI: <https://doi.org/10.1016/j.ocecoaman.2017.10.028>
- 2017 Qirko, H. N. "Kinship appeals and conservation social marketing." *Biodiversity and Conservation* 26(5):1009-1026. DOI: 10.1007/s10531-017-1297-9
- 2016 Qirko, H. N. "An evolutionary argument for unconscious personal death unawareness." *Mortality* 22(3):255-269. DOI: 10.1080/13576275.2016.1176018
- 2014 Qirko, H. N. "Organizational structures and practices are a better predictor of suicide terror threats than individual psychological dispositions." *Behavioral and Brain Sciences* 37:374-375. DOI: <http://dx.doi.org/10.1017/S0140525X13003464>
- 2014 Qirko, H. N. "Current trends in cultural particularism: The problem does seem to lie with anthropology." *Topics in Cognitive Science* 6:155-156. DOI: 10.1111/tops.12054
- 2014 Qirko, H. N. "Consumer authentication of popular music in the global postmodern." *Popular Music and Society* 37(3): 295-312. DOI: 10.1080/03007766.2013.798552
- 2013 Qirko, H. N. "Race and rhythm in rock and roll." In *The Art of Anthropology/The Anthropology of Art* (Southern Anthropological Society Proceedings, Volume 42, B. D. Lundy (Ed.). Knoxville, TN: Newfound Press (The University of Tennessee Libraries), pp. 239-257. DOI: 10.7290/V7Z60KZK
- 2013 Qirko, H. N. "Induced altruism in religious, military, and terrorist organizations." *Cross-Cultural Research* 47(2):131-161. DOI: 10.1177/1069397112471804

- 2012 Qirko, H. N. "Applied anthropology and business diversity management." *International Journal of Business Anthropology* 3(2):97-121. DOI: <https://doi.org/10.33423/ijba.v3i2.1167>
- 2011 Qirko, H. N. "Fictive kinship and induced altruism." In *The Oxford Handbook of Evolutionary Family Psychology*, C. Salmon and T. Shackelford (Eds.). New York: Oxford University Press, pp. 310-328. DOI: <https://doi.org/10.1093/oxfordhb/9780195396690.013.0018>
- 2009 Qirko, H. N. "Altruism in suicide terror organizations." *Zygon: Journal of Religion and Science* 44(2):289-322. DOI: <https://doi.org/10.1111/j.1467-9744.2009.01001.x>
- 2007 Qirko, H. N. "Diversity and cultural assessments in business organizations." *International Journal of Diversity in Organisations, Communities and Nations: Annual Review* 7(3):151-158. DOI: 10.18848/1447-9532/CGP/v07i03/39388
- 2004 Qirko, H. N. "Does commitment theory explain non-kin altruism in religious contexts?" *Behavioral and Brain Sciences* 27(6):746-747. DOI: <https://doi.org/10.1017/S0140525X04390175>
- 2004 Qirko, H. N. "Altruistic celibacy, kin-cue manipulation, and the development of religious institutions." *Zygon: Journal of Religion and Science* 39(3):681-706. DOI: 10.1111/j.1467-9744.2004.t01-1-00608.x
- 2004 Qirko, H. N. "'Fictive kin' and suicide terrorism." *Science* 304(5667):50-51. DOI: 10.1126/science.304.5667.49
- 2004 Qirko, H. N. "The interstitial, musical authenticity, and social identity." *Indiana* (Berlin) 21:14-24. <https://journals.iai.spk-berlin.de/index.php/indiana/article/view/1898/1536>
- 2002 Qirko, H. N. "The institutional maintenance of celibacy." *Current Anthropology* 43(2):321-328. DOI: <https://doi.org/10.1086/339380>
- 2001 Qirko, H. N. "The maintenance and reinforcement of celibacy in institutionalized settings." In *Celibacy, Culture, and Society: The Anthropology of Sexual Abstinence*, E. J. Sobo and S. Bell (Eds.). University of Wisconsin Press, pp. 65-86.
- 1996 Logan, M.H. & Qirko, H. N. "An evolutionary perspective on maladaptive traits." *American Journal of Human Biology* 8(6): 615-629. DOI: [https://doi.org/10.1002/\(SICI\)1520-6300\(1996\)8:5%3C615::AID-AJHB7%3E3.0.CO;2-U](https://doi.org/10.1002/(SICI)1520-6300(1996)8:5%3C615::AID-AJHB7%3E3.0.CO;2-U)
- 1995 Qirko, H. N., Atchley, K. P., & 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. & 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. & 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

- 2011 "Diversity." In *A Tapestry of Voices: The Knoxville Writers' Guild 2011 Anthology*, K. Newton and D. Ivie (Eds.). Knoxville TN: KWG, pp. 176-180.
- 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**

- 2018 "Cooperation and Punishment in Intentional Communities." Paper presented at the Annual Meeting of the Society for Anthropological Sciences/Society for Applied Anthropology, Philadelphia PA, April 3-7.
- 2016 "Cross-cultural Notions of Relatedness and Conservation Social Marketing." Paper presented at the Annual Meeting of the Society for Applied Anthropology, Vancouver, Canada, March 29-April 2.
- 2015 "Saving our 'Mother Earth': How Fictive Kinship Theory and Mechanisms Might Inform Conservation Social Marketing Efforts." Paper presented at the Annual Meeting of the Southern Anthropological Society, Athens GA, April 9-11.

- 2014 "Consciousness and Personal Death (Un)Awareness." Poster presented at the Annual Science of Consciousness Conference, Center for Consciousness Studies, Tucson AZ, April 21-26.
- 2014 "Music, Cultural Identity, and Globalization." Keynote address at the Annual Meeting of the Society for Cross-Cultural Research, Charleston SC, February 12-15.
- 2013 "Evolutionary Perspectives on Altruistic Communalism." Paper presented at the Annual Conference of the Communal Studies Association, Historic Harmony and Old Economy Village PA, October 3-5.
- 2012 "Should Anthropologists Work In Diversity Management?" Invited paper presented at the "Mobility and Minoritizing Identities across Borders and within Boundaries" Symposium (sponsored by the AAA Committee on Minority Issues in Anthropology), Annual Meeting of the American Anthropological Association, San Francisco CA.
- 2012 "Mortality Salience, Self-Deception, and the Rise of Culture." Paper presented at the Annual Meeting of the Southern Anthropological Society, Birmingham AL.
- 2011 "Applied Anthropology and Business Diversity Management." Paper presented at the Annual Meeting of the Society for Applied Anthropology, Seattle WA.
- 2011 "Costly Altruism and Kin-Cue Manipulation in Institutions." Invited paper presented at the "Evolutionary Approaches to Cross-Cultural Anthropology" Symposium, Annual Meeting of the Society for Cross-Cultural Research, Charleston SC.
- 2010 "Darwinian Evolutionary Theory and Culture Change." Paper presented at the Annual Meeting of the Southern Anthropological Society, Savannah GA.
- 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 7<sup>th</sup> 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](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." Invited 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.

- 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.” Invited 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.
- 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.

#### **Graduate and undergraduate committee service**

##### College of Charleston

Joseph M. McElwee, M.S. Environmental Sciences, 2015

Andrew Wynne, M.S. Environmental Sciences, 2015

##### University of Tennessee

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  
 Patrick Higdon, College Scholars Thesis, 2005  
 Morgan Miltner, University Honors Program Senior Project 2005  
 Max Taylor, University Honors Program Senior Project 2005  
 Desiree Plaisance, M.A. Anthropology 2004

### Professional and university activities

#### College of Charleston

Committee on Tenure, Promotion and Third-Year Review member, 9/2024-5/2025  
 Faculty Research & Development Committee Member, 8/2022- 5/2023  
 Faculty Senator (HSS at-large), 8/2020-5/2022  
 Associate Chair, Department of Sociology and Anthropology, 8/2014-7/2016, 8/2017-7/2019  
 Committee on Tenure, Promotion and Third-Year Review Member, 8/2018- 5/2020  
 Committee on Tenure, Promotion and Third-Year Review Alternate, 8/2017-5/2018  
 Faculty Senator, 8/2014-5/2016  
 Grievance Committee Alternate, 8/2015-5/2016  
 Faculty Welfare Committee, 8/2012-5/2015  
 Honor Board Advisor, 8/2011-5/2012  
 Anthropology Internship Coordinator, 8/2011-5/2016

#### Other

Member, Editorial Board, Southern Anthropological Society, 2017-2020  
 President, Southern Anthropological Society, 2006-2008  
 Member, Southern Anthropological Society Student Paper Competition Committee, 2003-2004  
 Ad hoc peer reviewer: *Aigne, American Anthropologist, Australian Journal of Anthropology, Journal of Comparative Psychology, Language@Internet, Medical Anthropology Quarterly, Popular Music and Society, Scandinavian Journal of Management, Zygon: Journal of Religion and Science*  
 Grant Reviewer, *NSF*  
 Member, University of Tennessee Linguistics Committee, 2003-2010  
 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

#### College of Charleston

HSS Dean's Discretionary Funds, February 2020 (\$800.00)  
 HSS Dean's Discretionary Funds, February 2019 (\$750.00)  
 HSS Dean's Discretionary Funds, February 2018 (\$1000.00)  
 HSS Dean's Discretionary Funds, February 2017 (\$750.00)

HSS Dean's Discretionary Funds, February 2016 (\$1000.00)  
Faculty Research and Development Grant, February 2015 (\$2850.00):  
    “Conceptual and technical approaches used by Nashville ‘roots music’ studio musicians, engineers, and producers to convey authenticity.”  
HSS Dean's Discretionary Funds, October 2013 (\$500.00)  
HSS Dean's Discretionary Funds, August 2012 (\$250.00)  
Summer Undergraduate Research with Faculty (SURF) Grant, April 2012 (\$5750.00):  
    “Success factors in the attainment of legal status among Central American immigrants”  
    (Co-Principal Investigator with C. Marshall).

University of Tennessee

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

**Honors**

Nominated, Distinguished Teaching Award, College of Charleston, 2023  
Nominated, Distinguished Teaching Award, College of Charleston, 2022  
Volunteer, The Nature Conservancy, Charleston SC 2015-2020.  
Member, Advisory Council for Our Lady of Mercy Community Outreach, Charleston SC 2014-2015  
Member, Neighborhood House Committee, Our Lady of Mercy Community Outreach Board of Directors, Charleston SC, 2011-2014  
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 1990-1991, 1992-1993  
Graduate Associate, Latin American Studies Institute, UTK 1990-1991  
Graduate Assistant, Department of Anthropology, UTK, 1986-1989  
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  
Communal Studies Association  
Human Behavior and Evolution Society  
National Association for the Practice of Anthropology  
Society for Applied Anthropology  
Society for Cross-Cultural Research

Southern Anthropological Society

### Applied anthropology positions

**Consultant**, Independent, Howard & Qirko Consultants, and SJ Miller & Associates (10/96 to 7/08). 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 internal 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 consulting 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).

#### Selected 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- “Cultural Aspects of Woods Arson.” Presented at the Wildfire Investigation
- 1992 School, Division of Forestry, Tennessee Department of Agriculture, Winchester TN.

### Performing arts experience

**Musician**, local and touring performer, studio musician, composer, arranger, and producer.

#### Artists

|                             |                                                      |
|-----------------------------|------------------------------------------------------|
| 2021-present                | <i>Darwin Diego</i> , Charleston, SC                 |
| 2011-2020                   | <i>Hector Qirko, Imaginary Band</i> , Charleston, SC |
| 1985-2010                   | <i>hqband</i> , Knoxville, TN                        |
| 1989-93, 1999-2010          | <i>R.B. Morris</i> , Knoxville, TN                   |
| 1977-79, 1982-84, 2002-2019 | <i>Lonesome Coyotes</i> , Knoxville, TN              |
| 1978-81                     | <i>Balboa</i> , Westfield, NJ, Knoxville, TN         |
| 1973-77                     | <i>Lonnie Brooks</i> , Chicago, IL                   |

#### Selected recordings - solo, leader or band member (label - format):

- 2025 “Summer/A Fool Like Me,” Darwin Diego (One Fish Music - single)
- 2025 “Live Shots from Jammin at Hippie Jack’s,” R. B. Morris (New Shot Records - album)
- 2024 “Road to Ruin Redux/Hannah,” Darwin Diego (One Fish Music - isngle)
- 2023 “Tales of Power,” Darwin Diego (One Fish Music - EP)
- 2022 “Darwin Diego,” Darwin Diego (One Fish Music - EP)
- 2018 “Tone Poems,” UWP -Terry Hill & Hector Qirko (Blind Guru - EP)
- 2015 “Field Notes,” Hector Qirko (Blind Guru - album)
- 2009 “Spies, Lies, and Burning Eyes,” R.B. Morris (Rich Mountain Bound - album)
- 2008 “Old School,” hqband (Blind Guru - album)
- 2007 “Wherever You Go,” Hector Qirko (Blind Guru - album)
- 2007 “Empire,” R.B. Morris (AC Entertainment - EP)
- 2005 “Just Like New,” Lonesome Coyotes (Leap of Faith - album)
- 2004 “UWP,” UWP - Hector Qirko & Terry Hill (Blind Guru - EP)
- 2002 “82-02,” Lonesome Coyotes (Too Tall - album)
- 2001 “Live Like This (Plus!),” Balboa (Wonderdog - album)
- 2000 “South,” hqband (Blind Guru - album)
- 1999 “Zeke and the Wheel,” R.B. Morris (Koch - album)
- 1998 “Knoxville Sessions,” R.B. Morris (Rich Mountain Bound - album)
- 1994 “Blues is a Living Thing,” hqband (Blind Guru –album)

- 1992 “Can’t Help It,” hqband (Blind Guru - album)
- 1991 “Local Man,” R.B. Morris (D.Void - album)
- 1989 “Road to Ruin,” hqband (Blind Guru - album)
- 1985 “Pickin’ at the Paradise Live,” I-40 Paradise Band (Cinetel - album)

Selected radio and television:

- 2016-17 *“Image-Fee Radio,”* Charleston Public Library, Charleston, SC – creator and host of first locally-produced specialty show on CPL community radio WYLA-LP 97.5 FM (29 one hour episodes).
- 2007 *“Walking the Trunkline,”* Vital Visuals, Inc., Oak Ridge, TN – composer, performer and soundtrack editor for documentary on race relations and school desegregation in 1958 Clinton, Tennessee.
- 1989-1990 *“Amigos,”* PBS, UTCTV, Knoxville, TN Tennessee – composer and performer of music for 30-episode Spanish language education series.
- 1982-86 *“I-40 Paradise” & “Pickin’ at the Paradise,”* Cinetel Productions, Knoxville, TN – performer and co-arranger of over 1400 songs for 460 episodes of two cable television series for The Nashville Network (TNN).