

**Phillip M. Jolly**  
C. T. Bauer College of Business  
University of Houston  
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## **Education**

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- Doctor of Philosophy** Expected  
May 2017  
Organizational Behavior and Human Resource Management  
Supporting Area: Research Methods  
University of Houston – Houston, TX
- Dissertation Title: *Implicit theories of leader-follower relationships*  
Chair: James Phillips  
Committee: Leanne Atwater, Dejun Tony Kong, C. Raymond Knee  
Proposal Defended May 16, 2016
- Master of Business Administration** May 2010  
General Management  
University of Alaska Anchorage – Anchorage, AK
- Bachelor of Arts** May 2006  
Political Science  
Montana State University – Bozeman, MT

## **Research Interests**

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- Diversity in organizations (gender, ethnicity, religion, nationality)
- Social cognition (implicit theories, identity, sensemaking)

## **Refereed Publications**

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Krylova, K., Jolly, P. M., & Phillips, J. S. (forthcoming). Followers' moral judgments and leaders' integrity-based transgressions: A synthesis of literatures. *The Leadership Quarterly*.

Jolly, P. M., Reid, J., & Hoanca, B. (2013). A big change at Get-You-There Air. *Journal of Critical Incidents*, 7: 85-87.

## **Conference Proceedings**

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Jolly, P. M., & Tabesh, P. (2016). Beyond the law: Psychological and relational processes underlying religious accommodation decisions. In John Humphreys (Ed.), *Best Paper Proceedings of the Seventy-Sixth Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561.

Kong, D., & Jolly, P. M. (2016). U.S. ethnic minorities' sensemaking of psychological contract violation in the workplace. In John Humphreys (Ed.), *Best Paper Proceedings of the Seventy-Sixth Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561.

## **Manuscripts Under Review**

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Jolly, P. M., & Tabesh, P. Beyond the law: Psychological and relational processes underlying religious accommodation decisions. Currently under review at *Academy of Management Review*.

Kong, D. T., & Jolly, P. M. US ethnic minorities' sensemaking of psychological contract violation in the workplace. Currently under review at *Administrative Science Quarterly*.

Jolly, P. M., Kim, K. Y., Kim, M., & Baik, K. Task conflict, supportive climate, and team outcomes. Currently under review at *Group and Organization Management*.

Kim, K. Y., Jolly, P. M., Atwater, L., Kim, M., & Baik, K. Can leaders influence relationships among team members? The role of supportive leadership. Currently under review at *Organizational Behavior and Human Decision Processes*.

Kim, K. Y., Atwater, L., Kim, M., & Jolly, P. M. Predicting career advancement: The roles of gender, self-efficacy, and human capital investment strategies. Currently under review at *Personnel Psychology*.

Valenzuela, M., Jian, G., & Jolly, P. M. The effects of perceived ethnic diversity and perceived similarity on immigrants' coworker relationships. Currently under review at *Human Resource Management*.

## **Works in Progress**

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Jolly, P. M., Kim, K. Y., & Krylova, K. O. An investigation of harassment and bullying, identity threat, and turnover intentions. Target: *Academy of Management Journal* Stage: Manuscript preparation

Huang, M., Jolly, P. M., & Werner, S. Compensation: Another eclectic review. Target: *Human Resource Management Review* Stage: Manuscript preparation

Joo, M-K., Jolly, P. M., Kong, D., & Lee, J-Y. Female leadership and firm performance: the effect of high-performance work systems. Target: *Strategic Management Journal* Stage: Manuscript preparation

Schroeder, T., Shoss, M., Bergeron, D., Jolly, P. M., & Amdurer, E. Managing job insecurity during restructuring with managerial listening. Target: *Journal of Applied Psychology* Stage: Data analysis

Kong, D., Jolly, P. M., & Oswald, F. Self-determination theory in organizational settings. Target: *Psychological Bulletin* Stage: Data analysis

Kong, D., Jolly, P. M., & Avery, D. Effects of diversity in nonprofit leadership. Target: *Academy of Management Journal* Stage: Data collection

Sturm, R., Williams, S. D., & Jolly, P. M. A cascading model of support, empowerment, pride, and employee behavioral outcomes. Target: *Journal of Applied Psychology* Stage: Data collection

### **Refereed and Invited Presentations**

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Kong, D., & Jolly, P. M. (2016). U.S. ethnic minorities' sensemaking of psychological contract violation in the workplace. Academy of Management Annual Meeting, Anaheim, CA.

**\*Selected for Best Paper Proceedings**

Jolly, P. M., & Tabesh, P. (2016). Beyond the law: Psychological and relational processes underlying religious accommodation decisions. Academy of Management Annual Meeting, Anaheim, CA.

**\*Selected for Best Paper Proceedings and winner of best paper in Academy of Management MSR Division**

Jolly, P. M., Krylova, K., & Phillips, J. (2016). Effects of implicit person theories and apologies on trust following transgressions. Academy of Management Annual Meeting, Anaheim, CA.

Kong, D., & Jolly, P. M. (2016). Understanding perceived ethnic discrimination from a sensemaking perspective. International Association for Conflict Management Annual Meeting, New York, NY.

Jolly, P. M., Kim, K. Y., Kim, M., Baik, K., & Shin, S. (2016). Task conflict, supportive climate, and team outcomes. Society for Industrial and Organizational Psychology Annual Meeting, Anaheim, CA.

Kim, K. Y., Atwater, L., Kim, M., & Jolly, P. M. (2015). Predicting career advancement: The roles of gender, self-efficacy, and human capital investment strategies. Southern Management Association Annual Meeting, St. Pete Beach, FL.

**\*Selected as best overall conference doctoral student paper and best doctoral student paper in HRM and Research Methods Track**

Kim, K. Y., Jolly, P. M., Kim, M., & Baik, K. (2015). Can leaders influence relationships among team members? The role of supportive leadership. Southern Management Association Annual Meeting, St. Pete Beach, FL.

Jolly, P. M., & Krylova, K. O. (2015). An investigation of harassment and bullying, identity threat, and turnover intentions. Academy of Management Annual Meeting, Vancouver, BC.

Ross, J., & Jolly, P. M. (2015). Developmental training and perceived organizational support: The mediating role of means efficacy. Western Academy of Management Annual Meeting, Kauai, HI.

Latheef, Z., Jolly, P. M., Samba, C., & Krylova, K. (2014). What I wish I knew before I started teaching. Southwestern Business Administration Teaching Conference, Houston, TX.

Brown, J. L., Jones, C. D., & Jolly, P. M. (2014). Leading the global village: An examination of the risk and performance effects of board cultural diversity. Academy of International Business – Southeast Annual Meeting, Miami, FL.

Jones, C. D., Jolly, P. M., Martin, G., & Gomez-Mejia, L. (2014). Competitive aggressiveness and behavioral agency: Exploring the role of CEO self-interest. Academy of Management Annual Meeting, Philadelphia, PA.

Students of the OBTC Doctoral Institute. (2014). A more effective doctoral process: Engaging today's graduate students' voices. Invited presentation at the Organizational Behavior Teaching Conference, Nashville, TN.

Jones, C. D., & Jolly, P. M. (2013). The carrot and the stick: Examining the influence of CEO incentive compensation on competitive aggressiveness. Southern Management Association Annual Meeting, New Orleans, LA.

Jolly, P. M., Reid, J., & Hoanca, B. (2013). A big change at get-you-there air. Society for Case Research Annual Meeting, Chicago, IL.

## **Technical Reports**

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Zheng, D., Malone, G., Kirkland, J., Jolly, P., Presson, D., & Eisenberger, R. (2015). Santa Fe Independent School District employee opinion survey consulting report.

## **Teaching Experience**

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University of Houston

MANA 3335 – Introduction to Organizational Behavior and Management

Spring 2015 – Rating: 4.82/5.0

Fall 2016 (Online) – Rating: NA/5.0

MANA 4358 – Compensation Systems  
Spring 2016 – Rating: 4.51/5.0

## **Awards**

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MSR Division Best Paper Award – 2016 Academy of Management Conference  
PhD Teaching Excellence Award 2016 – Bauer College of Business, Management Department  
Best Overall Doctoral Student Paper – 2015 Southern Management Conference  
Best Doctoral Student Paper in HRM Track – 2015 Southern Management Conference  
Presidential Fellowship – University of Houston  
Cullen Fellowship Travel Grant – University of Houston  
Beta Gamma Sigma – University of Alaska Anchorage  
Phi Kappa Phi – University of Alaska Anchorage  
Presidential Scholarship – Montana State University

## **Service Activities**

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Ad-Hoc Reviewer – The Leadership Quarterly, International Journal of Human Resource Management, Journal of Trust Research, Journal of Critical Incidents  
Reviewer for the Academy of Management Annual Meeting  
Reviewer for the Southern Management Association Annual Meeting  
Reviewer for the Western Academy of Management Annual Meeting  
Academy of Management OB Division Adopt-a-Member Mentor  
Departmental PhD Student Mentor  
Volunteer and Fundraiser – Houston Food Bank

## **Professional Development**

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Academy of Management OB Division Doctoral Consortium  
August 5-6, 2016. Anaheim, CA.

Academy of Management HR Division Middle-Stage Doctoral Consortium  
August 2, 2014. Philadelphia, PA.

Organizational Behavior Teaching Conference Doctoral Institute  
June 10, 2014. Nashville, TN.

## **Professional Memberships**

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Academy of Management  
Society for Industrial and Organizational Psychology  
Society for Human Resource Management  
Southern Management Association  
Organizational Behavior Teaching Society

## **Non-Academic Work Experience**

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Professional Musician – Salt Lake City, UT Mandolin Player	2010-2012
Business Integration Solutions – Anchorage, AK Accounting/HR Technician	2008-2010
Northern Economics – Anchorage, AK Staff Intern	2010
Sound to Earth, Ltd. – Bozeman, MT Luthier	2007-2008
Front Desk Clerk/Front Desk Lead – Bozeman, MT Super 8 Hotel	2006-2007

## **References**

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### **Dr. James Phillips**

(Chair, Dissertation Committee)

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### **Dr. Dejun ‘Tony’ Kong**

(Member, Dissertation Committee)

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### **Dr. Leanne Atwater**

(Member, Dissertation Committee)

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### **Dr. Carla D. Jones**

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