

# Ksenia O Krylova

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*September 2014*

## EDUCATION

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- University of Houston      **Ph.D. in Management** (Organizational Behavior/HR track), Aug 2010- Present (GPA 3.9/4)  
Houston, TX      Current status: ABD- Expected Defense: May 2015  
Dissertation: *Dispositional Attributions and Deterioration of Trust Following Transgression: The role of Perceived Intent and Outcome Severity*  
Dissertation Chair: Teri Elkins Longacre
- LL.M.** Master in International Law, Aug 2008- May 2009 (GPA 3.5/4)
- Mari State University      **Bachelor in Jurisprudence** Civil Law (*summa cum laude, red diploma, second best GPA*), 2002-2007  
Russia

## RESEARCH INTERESTS

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Apology, trust repair, trust preservation, forgiveness, attribution theory, humility, organizational learning, improvisation.

Current areas of focus: preemptive apology, trust repair, integrity and competence-based violations, transgressor's motivation to apologize.

## RESEARCH IN PROGRESS

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- Krylova, K., Longacre, T., Phillips, J. Apologies for Integrity-based Wrongdoing: Can Preemptively Accepting Responsibility Preserve Integrity and Trust Better than Blaming Others? *Under review at Organizational Behavior and Human Decision Processes.*
- Maldonado T., Krylova, K., Lee, H. How flexible should flexible benefits be? *Target: Journal of Management.* Stage: Writing. Expected submission: Fall 2014.
- Krylova, K. Why do people preemptively apologize? *Target: Academy of Management Review.* Stage: Writing. Expected submission: Spring 2015.
- Krylova, K., Vera, D., Crossan, M. Paradox no more: The role of improvisation in the "transfer-inimitability" paradox. *Target: Journal of Management Studies.* Stage: Editing after rejection with invitation to revise and resubmit. Expected submission: August 2014.
- Krylova, K., Longacre, T., Hall, A. Trainee Perceived Effectiveness of Sexual Harassment Training. Stage: Initial idea and data collection.

## ACADEMIC CONFERENCE PRESENTATIONS

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- Krylova, K.O., Vera, D., & Crossan, M. (2011). Transcending the Transfer-Imitation Paradox through Improvisation. At Academy of Management Annual Conference. San Antonio, Texas.
- Maldonado T., Krylova, K., Lee, H. (2012). How flexible should flexible benefits be? At Academy of Management Annual Conference. Boston, Massachusetts.

Krylova, K., Longacre, T., Phillips, J. (2012). Preemptive Apology as a Trust Preservation Mechanism: An Inoculation Theory Perspective. At Academy of Management Annual Conference. Boston, Massachusetts.

Krylova, K., Vera, D., Crossan, M. (2013). Paradox no more: The role of improvisation in the “transfer-inimitability” paradox. At Academy of Management Annual Conference. Orlando, Florida.

Krylova, K.O. and 21 other Doctoral Institute Participants (June, 2014). A more effective doctoral process: Engaging today’s graduate students’ voices. Invited presentation of the Doctoral Institute at the Organizational Behavior Teaching Conference, Nashville, Tennessee.

**TEACHING EXPERIENCE**

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Instructor

Fall (2013): Legal Environment of Management (undergraduate elective). Face-to-face format. Evaluations were 4.52/5.00.

Spring (2014): Legal Environment of Management (undergraduate elective): Online format. Evaluations were 4.53/5.00.

Fall (2014): Legal Environment of Management (undergraduate elective): Hybrid format.

**SERVICE**

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*Journal and Conference Reviewer*

- Reviewer: AOM OB Division, MOC Division

*Student Activities*

- Best Student Consultant in the Free Legal Aid Clinic at the Law Faculty (Mari State University, 2006).

**HONORS & AWARDS**

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- University of Houston - Presidential Graduate Scholarship 2010-2012.
- **Fulbright grantee 2008-2009.**
- Returning Scholars Program (Open Society Institute) 2010
- University of Houston Graduate Assistant (Doctoral Student) Tuition Fellowship (2010-Present)
- Full Scholarship from Organizational Behavior Teaching Society (OBTS) for Participating in Organizational Behavior Teaching Conference (OBTC) and OBTC Doctoral Institute (2014)
- Jesse H Jones Business Leadership Dissertation Completion Grant (2014)
- **PhD Teaching Excellence Award** Department of Management, Bauer College of Business (2014)

**WORK EXPERIENCE**

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**Assistant for a judge** ..... 2009-2010  
 Arbitration Court of Mari El Republic, Yoshkar-Ola, Russia

**Law clerk (secretary of judicial session)** ..... 2007-2009  
 Arbitration Court of Mari El Republic, Yoshkar-Ola, Russia

**PERSONAL DETAILS**

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Enthusiastic and passionate researcher, a curious mind inspired to make a change through education.  
 Languages: Russian, English, Turkish

Interests and activities: Global Ambassador of Russia at World Affairs Council of Houston; Secretary and member of the United Nations Association International Choir, Houston

**REFERENCES**

**Teri Elkins Longacre**  
Vice Provost and Dean,  
Undergraduate Student Success

Associate Professor of  
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**James S Phillips**  
Professor and Chairperson

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