

Kelly A. Mollica, Ph.D.

Associate Professor of Teaching
Department of Management
Fogelman College of Business & Economics
University of Memphis
kmollica@memphis.edu

Education

Ph.D., Business Administration, The Pennsylvania State University

Master of Science, University of Tennessee

Bachelor of Science, Western Carolina University

Academic and Professional Experience

Associate Professor of Teaching
Department of Management
Fogelman College of Business & Economics
University of Memphis, Memphis TN

Associate Professor of Business
Bethel University, McKenzie TN

Visiting Professor
Vienna University of Economics and Business Administration
Vienna, Austria

Assistant Professor of Management
Babcock Graduate School of Management
Wake Forest University, Winston-Salem NC

Owner/Consultant
Star Performance Consulting

Senior Consultant
The Centre Group, Memphis TN

Honors and Awards

Society for Human Resource Management-Memphis, Human Resource Team Award

Department of Management Undergraduate Teaching Awards

George Johnson Fellow Award for Teaching

University of Memphis Lambuth Campus Faculty Spirit Award

Outstanding Advisor Award Nominee

Excellence in Presentation Award, Academic Business World International Conference, Nashville TN for Mollica, K. & Danehower, C. *Domestic violence and the workplace: a review of literature and research questions*

Outstanding Poster Award, Annual Conference, International Association for Conflict Management, St. Louis, MO

Best Paper for the Conflict Management Division and Best Paper from a Dissertation, Academy of Management Conference, Chicago, IL

Best Theoretical Paper Award, International Association for Conflict Management, Ithaca NY

Teaching Experience

Strategic Management

Organization and Management

Human Resource Management

Employee Relations

International Management

Compensation and Performance Appraisal

Critical Thinking in Management

Conflict, Negotiation, and Organizational Politics

Strategic Human Capital Management

Independent Study in Management

Internship in Management

Student Advising and Mentoring

Interviewed prospective protégés for MILE (Memphis Institute for Leadership Education), Fogelman College of Business & Economics

Represented Management Department at Discover Your Major Day

Judge, Graduate Research Forum, Graduate School

Judge, Student Works in Progress Symposium

Academic Advisor, Lambuth campus

Co-Founder and Co-Director, *Prepped for Success!* Professionalism Certificate Program, Lambuth Campus

Undergraduate Research Fair Committee, Lambuth Campus

Internship Coordinator, BBA Management majors, Lambuth Campus

Publications

Textbook

Mollica, K. & Coomber, N. *Management: An Interactive Approach*. (2023). 1st edition. Pearson Education.

Refereed Journal Articles

Açıkgöz, Y., **Mollica, K.**, Davison, H.K., Hartwell, C., & Bergman, S.M. (in press). Applicant reactions to social media screening: Effects of social media type, screening self-efficacy, and minority status.

Mollica, K. (2023). Organizational stakeholders and managerial decision-making. *Pathways to Research*, Salem Press.

Mollica, K. (2019). Employee reactions to lottery-based incentives at United Airlines. *Journal of Business Cases & Applications*, 25: 1-8.

Mollica, K. (2018). The end of Ringling Brothers Circus: Business model and stakeholder influence. *Journal of Business Cases & Applications*, 21: 1-8.

Mollica, K. (2017). Banning the box in employee hiring. *Journal of Ethical & Legal Issues*, 10: 1-9.

Mollica, K. & Danehower, C. (2014). Domestic violence and the workplace: The employer's legal responsibilities. *Journal of Management & Marketing Research*, 17: 1-11.

Kidder, D., Lankau, M., Chrobot-Mason, D., **Mollica, K.**, & Friedman, R. (2004). Backlash toward diversity initiatives: Examining the impact of diversity program justification, personal, and group outcomes. *International Journal of Conflict Management*, 15: 61-94.

Mollica, K. (2003). The influence of diversity context on white men's and racial minorities' reactions to disproportionate group harm. *Journal of Social Psychology*, 143: 413-431.

Mollica, K., Gray, B., & Trevino, L. (2003). Race homophily and its persistence among newcomers' social networks. *Organization Science*, 14: 123-136.

DeWitt, R., Trevino, L., & **Mollica, K.** (2003). Stuck in the middle: A control-based model of managers' reactions to their subordinates' layoffs. *Journal of Managerial Issues*, 15: 32-49.

Mollica, K. & Gray, B. (2001). When layoff survivors become layoff victims: Propensity to litigate. *Human Resource Planning*, 24: 22-32.

Mollica, K. & DeWitt, R. (2000). When others retire early: What about me? *Academy of Management Journal*, 43: 1068-1075.

DeWitt, R., Trevino, L., & **Mollica, K.** (1998). The influence of eligibility on employees' reactions to voluntary workforce reductions. *Journal of Management*, 24: 593-613.

Book Chapters

Mollica, K. (2006). Seven strategies for being seen as a fair boss. In L. K. Johnson (Editor), *HR Magazine Guide to Managing People*. Society for Human Resource Management.

Mollica, K. (2006). Early retirement. In J. H. Greenhaus & G. A. Callahan (Editors), *Encyclopedia of Career Development*. SAGE Publications.

Mollica, K., Mishra, A., & Flynn, B. (2001). Human resource management practices. In R. Schroeder & B. Flynn (Editors), *High Performance Manufacturing: Global Perspectives*. Wiley.

Other Publications

Authored online content, including interactive online chapter exercises, quiz items, and case exercises for Thompson, Gamble, Peteraf, & Strickland. 2015. *Crafting and Executing Strategy: The Quest for Competitive Advantage*, 20th ed. McGraw-Hill.

Authored online content, including interactive online chapter exercises, quiz items, and case exercises for: Gamble, Peteraf, & Thompson. 2015. *Essentials of Strategic Management: The Quest for Competitive Advantage*, 4th ed. McGraw-Hill.

Mollica, K. You Messed Up? Apologize Now! Blog, The Centre Group, May 2015.

Mollica, K. Organizational Change: What Effective Leaders Do. Memphis Chamber of Commerce *Small Business, Big Ideas* blog, March 2013.

Mollica, K. Five Smart Things You Can Do to Ensure Good Communication in Your Organization. Memphis Chamber of Commerce *Small Business, Big Ideas* blog, December 2012.

Mollica, K. Don't Spray the Skunk – Stop Focusing on Attitudes in the Workplace! Memphis Chamber of Commerce *Small Business, Big Ideas* blog, July 2012.

Mollica, K. Stay Above the Fray. *Human Resource Magazine*, April 2005.

Mollica, K. Perceptions of Fairness. *Human Resource Magazine*, June 2004.

Mollica, K. Put Away the Ax: Why You Shouldn't Slash Training During the Bad Times. *The Tennessee Banker*, September 2003.

Academic Conference Presentations

Mollica, K. & Coomber, N. *Creating Your Own Ethics Mini-Cases*. 2022 Academy of Management Annual Conference, Seattle WA.

Becton, J., **Mollica, K.**, Richardson, H.A., Sodeman, W., Sturman, M.C., Davison, H.K., & Hamilton, R.H. *The role of non-tenure track faculty in business schools*. 2019 Academy of Management Annual Conference, Boston MA.

Mollica, K. & Coomber, N. *Closing the gap: Practical ideas for soft skills learning activities.* 2017 Academy of Management Annual Conference, Atlanta GA.

Mollica, K. *Hiring ex-offenders as a corporate social responsibility initiative.* 2016 Academy of Business Research Fall Conference, San Antonio TX.

Danehower, C. & **Mollica, K.** *Intimate partner violence (IPV) as a workplace issue: Advancing a renewed research agenda.* 2015 Academy of Management Annual Conference, Vancouver, Canada.

Coomber, N. & **Mollica, K.** *Sharing governance in the classroom through critical pedagogy activities.* 2015 Academy of Management Annual Conference, Vancouver, Canada

Mollica, K. *Faculty experiences in academic advising for undergraduate business majors who 'don't know what I want to be when I grow up.'* 2012 Academic Business World International Conference, Nashville TN.

Mollica, K. & Danehower, C. *Domestic violence and the workplace: a review of literature and research questions.* 2010 Academic Business World International Conference, Nashville TN. Received Excellence in Presentation Award.

Mollica, K., Kidder, D., Chrobot-Mason, D., Lankau, M., & Friedman, R. *Affirmative action versus managing diversity: Is there a difference?* 2001 Academy of Management Annual Conference, Washington DC.

Mishra, A. & **Mollica, K.** *Examining the relationship between justice and organizational commitment in franchise organizations: The mediating role of trust.* 2001 Academy of Management Annual Conference, Washington D.C.

Mollica, K. *Developing research colleagues.* 2000 Academy of Management Annual Conference, Toronto Canada

Mollica, K., Kidder, D., Chrobot-Mason, D. Lankau, M., Friedman, R., & Thomas, D. *Under what conditions is white backlash prevalent? A study of mentoring programs in organizations.* 2000 Annual Conference of the International Association for Conflict Management, St. Louis MO.

Mollica, K. & Holliday-Wayne, J. *Work-family conflict of physicians-in-training and their spouses/partners: A qualitative multi-level study.* 2000 Society for Industrial & Organizational Psychology Conference, New Orleans LA.

Mollica, K. & Gray, B. *The role of distributive and procedural justice in predicting propensity to litigate among layoff survivors.* Presented at the 1998 Academy of Management Annual Conference, San Diego, CA.

Mollica, K. *How do MBA students react to an intentional team diversity approach?* Presented at the 1998 Academy of Management Annual Conference, San Diego, CA.

Mollica, K. & Gray, B. *Diversity implications of workforce reductions: Corporate actions and employee reactions.* Presented at the Ninth Annual Conference, International Association for Conflict Management, Ithaca, NY, June 1996.

Mollica, K. & DeWitt, R. *When others retire early: The influence of age, tenure, and relationships with retirees on remaining employees' reactions.* Presented at the 1996 Academy of Management Annual Conference, Cincinnati, OH.

DeWitt, R., **Mollica, K.**, & Trevino, L. *Fairness to whom? Stayers' reactions to voluntary workforce reductions.* Presented at the 1996 Academy of Management Annual Conference, Cincinnati, OH.

Mollica, K., Gray, B., & Trevino, L. *Homophily patterns in women's and minorities' networks: Influence of structural constraints and social identity.* Presented at the 1995 Academy of Management Annual Conference, Vancouver, BC.

Academic Conference Proceedings

Mollica, K. (1999). *A social identity perspective on organizational justice among layoff survivors.* Best Papers Proceedings, Academy of Management Annual Conference, Chicago, IL.

Mollica, K. & DeWitt, R. (1994). *Women, minorities, and discrepant staffing: Implications for management teams.* Best Papers Proceedings, Academy of Management Annual Conference, Dallas, TX.

Mollica, K. (1993). *Sex and race demography in organizations: A conceptual model using the concepts of positional status value and social structure.* Proceedings, The First Organizational Studies Doctoral Student Conference, Albany, NY.

Academic Service

Chair, Undergraduate Curriculum Committee, Department of Management, Fogelman College of Business & Economics

Representative, University Undergraduate Curriculum Committee, Fogelman College of Business & Economics

Assurance of Learning Task Force, Fogelman College of Business & Economics

University-Wide Canvas LMS Technical Work Group, University of Memphis

Online Standards Committee, Fogelman College of Business & Economics

MILE Program Interviewer, Fogelman College of Business & Economics

Judge, Graduate Research Forum, Graduate School, University of Memphis

Discover Your Major Day Volunteer, University of Memphis

Chair, Management & Organization textbook selection committee, Department of Management, Fogelman College of Business & Economics

Library Liaison, Department of Management, Fogelman College of Business & Economics

Scholarship Committee, Fogelman College of Business & Economics

Chair, Search Committee for Assistant Professor of Teaching, Department of Management, Fogelman College of Business & Economics

Search Committee for Administrative Associate, Department of Management and School of Accounting, Fogelman College of Business & Economics

Search Committee for Online Instructor, Departments of Management and Marketing, Fogelman College of Business & Economics

Search Committee for Accounting Instructor, University of Memphis Lambuth Campus

Co-Founder and Co-Director, Prepped for Success! Professionalism Certificate Program, University of Memphis Lambuth Campus

Academic Advisor, BBA Management majors, University of Memphis Lambuth Campus

Internship Coordinator, BBA Management majors, University of Memphis Lambuth Campus

Undergraduate Research Fair Committee, University of Memphis Lambuth Campus

Strategic Planning Committee, University of Memphis Lambuth Campus

Faculty Committee, University of Memphis Lambuth Campus

Outreach and Professional Development

Presenter, "Giving Employee Feedback," West Tennessee Healthcare Leadership Exploration and Development Program

Guest speaker, "Managing Conflict in Groups," University of Memphis Graduate Student Association

Guest speaker, "Breaking Bad: Off-the-Job Conduct," UNIV 3450 Ethics and Professionalism class, University of Memphis

Guest speaker, "Ethics and the Penn State Scandal," UNIV 3450 Ethics and Professionalism class, University of Memphis

Trainer, "eCourseware Quizzes," Department of Management faculty and graduate student workshop

Presenter, "Building Your Resume," Workshops for University of Memphis Lambuth students

Presenter, "Fogelman College of Business and Economics Undergraduate Majors and Career Paths," School Superintendents' Study Council, University of Memphis Lambuth Campus

Presenter, "What Should an Online Course Look Like?" University of Memphis eCampus Faculty Workshop

Presenter, "Current Trends in Compensation and Benefits," West Tennessee Human Resources Association, Jackson TN

Presenter, "Personal Awareness and Communication for Managers," Jackson Chamber of Commerce, Jackson TN

Presenter, "Salary Negotiation for Women: How to Get What You're Worth," Dyersburg American Business Women's Association, Dyersburg TN

Presenter, "Do You Think You're Fair? Why it Doesn't Matter!" West Tennessee Health Care Association, Memphis TN

Presenter, "Stuck in the Middle: Creating a Leadership Role for Human Resource Professionals," Tennessee Bankers Association, Nashville TN

Presenter, "Looking to the Future: Keeping the Best Talent," West Tennessee Personnel Association

Presenter, "Negotiation," Fast Track Tech Program, Triad Entrepreneurial Initiative, Greensboro NC

Presenter, "Take Charge of Your Career: You Do Have a Choice!" Business and Professional Women, Charlotte NC

Presenter, "Salary Negotiation for Female MBAs: How to Get What You're Worth," Babcock Women in Business, Winston-Salem NC

Presenter, "How to Get What You Want: Negotiation Skills," Business and Professional Women, Winston-Salem NC, and Business and Professional Women, Concord NC

Presenter, "Communication, Coaching, and Managing Conflict," Wake Forest University, Z. Smith Reynolds Library, Supervisory Training Workshop

Presenter, "When the Going Gets Tough, The Tough Negotiate," Wake Forest University, Babcock Alumni Summer Leadership Conference

Presenter, "Negotiation Skills Workshop," Business and Professional Women of North Carolina, Spotlight on Women Conference, Winston-Salem NC

Participant, Faculty Development in International Human Resource Management program at the Institute for International Business, Center for International Business Education and Research, University of Colorado at Denver

Participant, Teaching Professor Conference, Atlanta, GA

Participant, Dynamic Collaboration, Facilitation, and Discussion, The Sloan Consortium Online Workshop

Digital Faculty Consultant for McGraw-Hill, providing training and consulting support for users and potential users of McGraw-Hill's online Connect program

Participant, McGraw-Hill Human Resource Management Focus Group, Chicago IL

Consulting Clients

Cleo, Inc.

Conwood Sales Co., LLC

ERMCO

Hamilton-Ryker

Jackson Chamber of Commerce

Jackson Energy Authority

Jackson-Madison County Hospital

Johnson & Johnson Health Care Systems

Medical Education and Research Institute

Memphis Chamber of Commerce

Pinnacle Foods

Reiter and Scheffenacker

St. Jude Children's Research Medical Center

The Baddour Center

The Commercial Appeal

The Regional Medical Center at Memphis

Walters State Community College

West Tennessee Healthcare

Williams Sonoma