CURRICULUM VITAE

Stephanie T. Solansky, PhD

Department of Management
College of Business
Texas State University
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EDUCATION

University of Texas at San Antonio
PhD in Business Administration-Organizational & Management Studies

Texas Lutheran University
BA in Economics

PUBLICATIONS

- Solansky, S. T., & Gentry, J. (2026). Leader language and leadership development. *Organization Development Journal*.
- Singh B, Solansky ST, Stringer DY, Singh S (2026). Innovative work behaviors: role of climate, meaningfulness and employee status. *Organization Management Journal*.
- Singh, B., Solansky, S. T., & Stringer, D. (2025). Antecedents of learning: Role of contextual support and learning self-efficacy. *Journal of Education for Business*, 100(5), 201-207.
- Quansah, E., Solansky, S. T., Wang, Y., & Moghaddam, K. (2025). Continuous learning in SMES: The mediating role of resilient dynamic capabilities across the firm life cycle. *The Learning Organization*, 32(4), 672-694.
- Beck, T., Solansky, S. T., Davis, D., Ford-Eickhoff, K., & Plowman, D. (2024). Boundary work and high-reliability organizing in interorganizational collaborations. *Information and Organization*, *34*(3).
- Beck, T., Solansky, S. T., Davis, D., & Ford-Eickhoff, K. (2024). Temporal adaptive capacity: A competency for leading organizations in temporary interorganizational collaborations. *Group & Organization Management*, *49*(1), 114–140.
- Solansky, S. T., Wang, Y., & Quansah, E. (2023). A fear-based view of wisdom: The role of leader fear of failure and psychological empowerment. *Business Ethics, the Environment & Responsibility*, *32*(1), 154–163.

- Quansah, E., Moghaddam, K., Solansky, S. T., & Wang, Y. (2022). Strategic leadership in SMEs: The mediating role of dynamic capabilities. *Leadership & Organization Development Journal*, *43*(8), 1308–1320.
- Solansky, S. T., & Beck, T. (2021). Interorganizational Information Sharing: Collaboration during Cybersecurity Threats. *Public Administration Quarterly*, *45*(1), 105–122.
- Solansky, S. T., & Stringer, D. (2019). Collective mind: A study of development and team performance. *Organization Development Journal*, *37*(3), 59–69.
- Singh, B., Selvarajan, R., & Solansky, S. T. (2019). Coworker influence on employee performance: A conservation of resources perspective. *Journal of Managerial Psychology*, *34*(8), 587–600.
- Selvarajan, T. T., Singh, B., & Solansky, S. T. (2018). Performance appraisal fairness, leader member exchange and motivation to improve performance: A study of US and Mexican employees. *Journal of Business Research*, *85*, 142–154.
- Solansky, S. T., & McIver, D. (2018). Team characteristics and leadership training participation. *Team Performance Management*, *24*(3/4), 135–149.
- Solansky, S. T., Gupta, V., & Wang, J. (2017). Ideal and Confucian implicit leadership profiles in China. *Leadership & Organization Development Journal*, *38*(2), 164–177.
- Solansky, S. T. (2015). Self-determination and leader development. *Management Learning*, *46*(5), 618–635.
- Solansky, S. T., Beck, T. E., & Travis, D. (2014). A complexity perspective of a meta-organization team: The role of destabilizing and stabilizing tensions. *Human Relations*, *67*(8), 1007–1033.
- Beck, T. E., & Solansky, S. T. (2014). Ability to Face Threats of Cyberterrorism: Factors Associated with Organizational Competence. *International Public Management Journal*, *17*(4), 441–462.
- Solansky, S. T. (2014). Education and experience impact leadership development psychological empowerment. *Leadership & Organization Development Journal*, *35*(7), 637–648.
- Chapa, O., & Solansky, S. T. (2014). Hispanic relocation: A study of gender and ethnic identity. *SAM Advanced Management Journal*, *79*(3), 26–36.
- Solansky, S. T., Singh, B., & Huang, S. (2014). Individual perceptions of task conflict and relationship conflict. *Negotiation and Conflict Management Research*, *7*(2), 83–98.
- Solansky, S. T. (2014). To Fear Foolishness for the Sake of Wisdom: A Message to Leaders. *Journal of Business Ethics*, *122*(1), 39–51.
- Solansky, S. T. (2011). Team identification: A determining factor of performance. *Journal of Managerial Psychology*, *26*(3), 247–258.

- Solansky, S. T. (2010). The evaluation of two key leadership development program components: Leadership skills assessment and leadership mentoring. *Leadership Quarterly*, *21*(4), 675–681.
- Solansky, S. T., & Beck, T. E. (2009). Enhancing community safety and security through understanding interagency collaboration in cyber-terrorism exercises. *Administration & Society*, *40*(8), 852–875.
- Solansky, S. T. (2008). Leadership style and team processes in self-managed teams. *Journal of Leadership & Organizational Studies*, *14*(4), 332–341.
- Solansky, S. T., Duchon, D., Plowman, D. A., & Martínez, P. G. (2008). On the same page: The value of paid and volunteer leaders sharing mental models in churches. *Nonprofit Management & Leadership*, *19*(2), 203–219.
- Plowman, D. A., Baker, L. T., Beck, T. E., Kulkarni, M., Solansky, S. T., & Travis, D. V. (2007). Radical change accidentally: The emergence and amplification of small change. *Academy of Management Journal*, *50*(3), 515–543.
- Plowman, D. A., Solansky, S. T., Beck, T. E., Baker, L. K., Kulkarni, M., & Travis, D. V. (2007). The role of leadership in emergent, self-organization. *Leadership Quarterly*, *18*(4), 341–356.

CONFERENCE PRESENTATIONS

- Singh, B., Solansky, S. T., & Stringer, D. (Accepted, 2025). *If It Fits, They Stay: The Role of Person-Organization Fit in Shaping Employee Retention*. Southern Management Association, Greenville, South Carolina.
- Singh, B., Solansky, S. T., & Stringer, D. (2024). *Antecedents of Perceived Learning: Role of Contextual Support, Learning Self-Efficacy and Race*. Academy of Management, Chicago, Illinois.
- Singh, B., Solansky, S. T., & Stringer, D. (2024). *Understanding Innovative Work Behaviors: Role of Organizational & Community Diversity Climates, Meaningfulness and Employee Status.* Southern Management Association, San Antonio, Texas.
- Solansky, S. T., Wang, Y., & Quansah, E. (2022). *A Fear-Based View of Wisdom: The Role of Leader Fear of Failure and Psychological Empowerment*, Southern Management Association, Little Rock, Arkansas.
- Drose, C., Fletcher, K., Cook, N., DeChurch, L., Mathieu, J., & Solansky, S. T. (2022). *The Future of Teams Research: How to Better Capture Team Processes*, Society for Industrial and Organizational Psychology, Seattle, Washington.
- Singh, Solansky, & Selvarajan, (2021). *Community Matters Too: Roles of Community and Organizational Attachment on Employee Performance*. Southern Management Association, New Orleans, Louisiana.
- Solansky, S. T. & Beck, T. (2021). *Leadership Complexity Capacity: A Leadership Development Perspective of Intentional Tension.* Academy of Management, Virtual.

- Quansah, E., Moghaddam, K., Solansky, S. T., & Wang, Y. (2021). Strategic Leadership in SMEs: The Mediating Role of Dynamic Capabilities." Academy of Management, Virtual.
- Singh, Solansky, & Selvarajan (2020). *Two is better than one: How organizational & community diversity climates influence performance*. Southern Management Association, St. Pete. Beach, Florida.
- Solansky, S. T. & Gentry, J. (2019). *Motivational Language Based Human Resource Development: A Motivational Model for Training and Development*, Southern Management Association, Norfolk, Virgina.
- Beck, T., Solansky, S., Davis, D., Ford-Eickhoff, K. & Plowman, D. (2019). *The Complexity of Interorganizational Collaboration: The Role of IT as a Source of System Tension*, Academy of Management, Boston, Massachusetts.
- Solansky, S. T. & Stringer, D. (2018). *Collective Mind: A Study of Development and Team Performance*, Southwest Academy of Management, Alburquerque, New Mexico.
- Singh, B. Selvarajan, T., & Solansky, S. T., (2018). *Coworkers Influence on Employee Performance: Roles of Race and Psychological Flourishing*, Southern Management Association Lexington, Kentucky.
- Solansky, S. & McIver, D. (2015). *Team-Based Learning: The Impact on Leadership Training and Development Engagement*. Academy of Management Annual Conference, Vancouver, British Columbia.
- Solansky, S., Gupta, V., & Wang, J. (2015). *A Regional Exploratory Study of Ideal and Confucian Implicit Leadership Profiles in China*. Academy of Management Annual Conference, Vancouver, British Columbia.
- Beck, T. Ford-Eickoff, K., Solansky, S. & Plowman, D. (2014). *Reconceptualizing Interorganizational Collaboration: A Theoretical Framework Based on Intentionality and Temporality*. Strategic Management Society, Madrid, Spain.
- Solansky, S. (2013). *Wisdom Development: A Fear of Foolishness Framework for Leaders*. Academy of Management Annual Conference, Lake Buena Vista, Florida.
- Solansky, S. (2012). *A self-determination perspective of leadership development*. Academy of Management Annual Conference, Boston, Massachusetts.
- Solansky, S., Beck, T., & Travis, D. (2011). *A complexity perspective of a virtual, inter-organizational team.* Academy of Management, San Antonio, Texas.
- Solansky, S. (2011). *The empowerment of leadership development*. Academy of Management Annual Conference, San Antonio, Texas.
- Beck, T. & Solansky, S. (2011). *Confidence in the face of terrorism: Factors associated with collective efficacy*. Academy of Management Annual Conference, San Antonio, Texas.
- Solansky, S.T. & Beck, T. (2010). *Interorganizational information sharing: Security enhancement during terrorism threats*. Academy of Management Annual Conference, Montreal, Quebec.

- Solansky, S.T. (2010). *Individual versus team orientation: The role of identification in work group performance*. Academy of Management Annual Conference, Montreal, Quebec.
- Solansky, S. T., Beck, T., & Travis, D. (2009). *A Model of Extant and Emergent Factors Associated with Effective Inter-organizational Collaboration*. Academy of Management Annual Conference, Chicago, Illinois.
- Solansky, S. T. (2008, March). *Team cognition: A Study of development*. Southwest Academy of Management Conference, Houston, Texas.
- Solansky, S. T. & Beck, T. (2007, August). *Interorganizational Collaboration: Collective Mind, Beliefs and Behaviors*. Academy of Management Annual Conference, Philadelphia, Pennsylvania.
- Solansky, S. T. (2007, November). *Distinguishing the impact of social and cognitive processes on team performance*. Southern Management Association Annual Conference, Nashville, Tennessee.
- Solansky, S. T. (2007, March). *Leadership Styles in Self-Managed Teams: Shared Leadership versus Traditional Leadership Approaches in regard to Motivational, Social, and Cognitive Team Processes*. Southwest Academy of Management Conference, San Diego, California.
- Plowman, D., Thomas (Solansky), S., Beck, T., Baker, L., Kulkarni, M., Travis, D., (2006, August). *The Role of Leadership in the Emergence of Order*. Academy of Management Annual Conference, Atlanta, Georgia.
- Martinez, P., Plowman, D., Thomas (Solansky), S., & Duchon, D. (2005, August). *Participation and Performance: It's Shared Mental Models That Make the Difference*. Academy of Management Annual Conference, Honolulu, Hawaii.
- Plowman, D., Baker, L. , Beck, T., Kulkarni, M., & Thomas (Solansky), S. (2005, August). *Radical Change Accidentally: A Qualitative Analysis of Emergent Change*. Academy of Management Annual Conference, Honolulu, Hawaii.
- Thomas (Solansky), S. (2004, August). *College Students and Credit Cards: A Proposed Model of Propensity to Use Credit*. Academy of Management, New Orleans, Louisiana.

CURRENT TEACHING ASSIGNMENTS

- MGT 3353 - Business Communication
- MGT 4372 – Effective Leadership
- MGT5314 – Organizational Behavior and Theory
- MGT 5391 – Managing the Communication Process
- MGT5338 – Human Resource Development

SELECTED SERVICE ACTIVITIES

- Institutional
    - University:
        - Academic Affairs Leadership Committee (2026-Current)
        - Student Organization Advisor, Women in Business Student Organization. (2023 - Present).
        - Texas State University Micro-Credential Committee (2024-2025)
        - Member, Micro-Credential Community of Practice. (2023 – 2024)
        - Presenter, Texas State Leadership Academy Certificate Program. (2022-2024).
        - Member, Texas State Sustainability Exposition Planning Committee. (2022 - 2023).
    - College:
        - Dean's Faculty Advisory Board (2025-Present)
        - Organizer, Communicate to Elevate Workshop (2025 - Present)
        - Online MBA Curriculum Committee (2024-Present)
        - Member, MBA Admissions Review Committee. (2023 - Present).
        - Organizer, Responsible Decision-Making & Leadership Workshop. (2024).
        - Member, PhD Exploration Task Force. (2023).
        - Organizer, McCoy Research Symposium Sustainability Track. (2023).
        - Chair, Student Support Team of the McCoy Inclusive Excellence Advisory Council. (2022 - 2023).
        - Member, McCoy College Dean's Inclusive Excellence Advisory Council. (2022 - 2023).
        - Member, Assurance of Learning Committee. (2018 - 2023).
        - Organizer, McCoy Sustainability Symposium. (2022).
    - Department/School:
        - Member, Department of Management Strategic Planning Team. (2023 - Present).
        - Organizer, Leadership & Decision-Making Studies Concentration. (2023 - Present).
        - Member, Personnel Committee. (2021 - Present).
        - Chair, Personnel Committee. (2022 - 2023).
        - Member, Search Committee-Assistant Professor of Management (HR/IB). (2022 - 2023).
        - Business Communication & Professional Development Core Course Coordinator, Core Course Coordinators. (2018 - 2023).

- Professional:
    - AOM-MED Executive Team- Practitioner Liaison-Elect (2025 – Present)
    - Editorial Review Board Member, Group & Organization Management. (2023 - Present).
    - Editorial Review Board Member, Leadership and Organization Development Journal. (2022 - Present).
    - Editorial Review Board Member, International Journal of Global Good Governance, Ethics, and Leadership. (2016 - Present).
    - Member, SMA OB Track Best Student Paper Committee. (2023).
- Community:
    - Texas State Stream Team Community Scientist (2024-Present)
    - Reviewer, GAO Report- Performance Management: Leading Practices to Enhance Interagency Collaboration and Address Crosscutting Challenges. (2023).
    - Subject Matter Expert-Consultant, US Government Accountability Office. (2022 - 2023).
    - Speaker, SBDC- Women's Entrepreneurship Series. (2022).
    - Volunteer, Great Texas River Clean Up, San Marcos, TX. (2022-Present).
- Organization Memberships:
    - Southern Management Association. (2018 - Present).
    - Academy of Management. (2004 - Present).

SELECTED AWARDS

- Department of Management Outstanding Service Award. 2026
- Boko's Advisor Appreciation Award, Boko Awards-Student Involvement and Engagement-Texas State University. 2025
- Boko's Advisor Appreciation Award, Boko Awards-Student Involvement and Engagement-Texas State University. 2024
- Endowed Professorship: Garland Hunnicutt Professor of Management, McCoy College of Business. 2022 – Present
- McCoy College Achievement Award: Teaching, McCoy College of Business. 2023
- McCoy College Achievement Award: Scholarly Activities, McCoy College of Business. 2021
- Texas State University Presidential Distinction Award in Teaching. 2020
- McCoy College of Business Administration Advisory Board Teaching Excellence Award. 2018 – 2019
- Academy of Management Journal Best Paper Award. 2008