

CURRICULUM VITAE

SCOTT M. SOLTIS

University of Kentucky
Gatton College of Business and Economics
Lexington, Kentucky 40506
Phone: (724) 822-9869
Email: scott.m.soltis@gmail.com

EDUCATION

Ph.D., The University of Kentucky, 2012

- Major: Business Administration
- Concentrations: Human Resource Management and Social Network Analysis

M. B. A., The Pennsylvania State University at Erie, 2007

B.A., The Pennsylvania State University at Erie, 2005

- Major: Social and Behavioral Sciences
- Minor: Political Science

ACADEMIC APPOINTMENTS

2014 – Present: Assistant Professor of Management, University of Kentucky, Gatton College of Business and Economics

- 2021 – 2023: Director of Graduate Studies, Master's in Strategic Human Resource Management and Analytics

2012 – 2014: Assistant Professor of Management, University of Missouri-St. Louis, College of Business Administration

RESEARCH INTERESTS

My primary interest is in advancing the field of human resource management through the use of social network theory and methodology. Specifically, I have ongoing research which explores the relationship between social network position (both actual and perceived) and person-environment fit and data on the impact of social network position on HR practice effectiveness (i.e. job search, performance management, socialization).

My secondary interest is in the antecedents and consequences of cognitive social networks: Why do some more accurately perceive the network within which they are embedded? What are the effects of social network accuracy and the occupation of positions in cognitive structures?

PUBLICATIONS

Soltis, S. M., Methot, J. R., Gittell, J. H., & Harris, T. B. (2023). Leveraging relational analytics in human resource research and practice. *Human Resource Management, 62*(4), 377-389.

Soltis, S.M., Dineen, B.A., & Wolfson, M.W. (2023). Contextualizing Social Networks: The Moderating Effects of Person-Organization Fit on Workplace Relationships. *Human Resource Management, 62*(4), 445-460.

Soltis, S. & Patrick, B. (2023). Trust – A common ingredient in the best places to work. *2023 Best Places to Work*, 39-42.

Yang, S.W., Soltis, S.M., Ross, J., & Labianca, J. (2021). Dormant Tie Reactivation as an Affiliative Coping Response to Stressors During the COVID-19 Crisis. *Journal of Applied Psychology, 106*(4), 489.

Causholli, M., Floyd, T., Jenkins, N., & Soltis, S.¹ (2021). The Ties that Bind: Knowledge-Sharing Networks and Auditor Performance. *Accounting, Organizations and Society, 92*(3), 101239.

Halgin, D. S., Borgatti, S. P., Mehra, A., & Soltis, S. (2020). Audience perceptions of high-status ties and network advantage: The market for coaching jobs in the NCAA (2000-2011). *Journal of Organizational Behavior, 41*(4), 332-347.

**Second Runner-Up for JOB Best Paper of 2020*

Soltis, S. M. (2019). Person-environment fit and social networks: A social resource management perspective on organizational entry. In Brass, D.J. & S.P. Borgatti (Eds), *Social Networks at Work*, 251-274.

Soltis, S. M., Brass, D. J., & Lepak, D. P. (2018). Social resource management: Integrating social network theory and human resource management. *Academy of Management Annals, 12*(2), 537-573.

Mehra, A., Borgatti, S., Soltis, S., Floyd, T., Ofem, B., Halgin, D., and Kidwell, V. (2014). Imaginary worlds: Using visual network scales to capture perceptions of social networks. In S. Borgatti, D. Brass, D. Halgin, G. Labianca & A. Mehra (Eds.), *Research in the Sociology of Organizations: Contemporary Perspectives on Organizational Social Networks*. Emerald Group Publishing Ltd.

Soltis, S.M., Agneessens, P., Sasovova, Z., & Labianca, J. (2013). A social network perspective on turnover intentions: The influence of social support and distributive justice. *Human Resource Management, 52*(4), 561-584.

¹ Authors listed in alphabetical order.

Dineen, B.R., Ling, J., & Soltis, S.M. (2011). Manager responses to internal transfer attempts: Managerial orientation, social capital, and perceived benefits as predictors of assisting, hindering, or refraining. *Organizational Psychology Review*, 1(4), 293-315.

Dineen, B.R. & Soltis, S.M. (2010). Recruitment: A review of research and emerging directions. In S. Zedeck (Ed.), *APA Handbook of Industrial and Organizational Psychology*, Vol. 2, 43-66. Washington, DC: American Psychological Association.

WORK IN PROGRESS

Zagenczyk, T., Cruz, K., Powell, E., & Soltis, S. Which relationships are better predictors of citizenship? An investigation of advice ties, friendship ties, and the moderating effects of social exchange with the organization.

Under second review at *Human Performance*.

Soltis, S., Sterling, C., Borgatti, S., & Ferrier, W. Relational rivalry and factor-market competition.

Revise and resubmit (low risk) at *Group and Organization Management*.

Anderson, U., Causholli, M., Rakipi, R., & Soltis, S.² Friends and advisors: The effects of knowledge acquisition through informal relationships on auditor performance.

Submission to *The Accounting Review* pending.

Zhu, S, Soltis, S., da Motta Veiga, S, MacGowan, R., & Gabriel, A. Understanding peer comparisons during the job search process: A social network perspective.

7 waves of pilot data collected SP22, 5 waves of full data collected in FA22, SP23, and FA24. Analyses underway. Target outlet: *Journal of Applied Psychology*.

Soltis, S. & Sung, W. Newcomer social capital development and socialization outcomes. 3-wave data collection complete, analyses underway. Target outlet: *Academy of Management Journal*.

Bertoni, V, Krause, R., Borgatti, S., Soltis, S., & Parker, A. Uncovering the role of performance evaluations: A longitudinal analysis of network dynamics.

Data collection complete, analysis and writing underway. Target outlet: TBD.

CONFERENCE PRESENTATIONS

Anderson, U., Causholli, M., Rakipi, R., & Soltis, S. 2024. Friends and advisors: The effects of knowledge acquisition through informal relationships on auditor performance. Paper to be presented at the 2024 AAA Audit Midyear Meeting, New Orleans, LA.

² Authors listed in alphabetical order.

Soltis, S. 2023. Relational Analytics in HR. Kentucky Society for Human Resource Management Annual Conference, Lexington, KY.

Gittell, J. & Zhang, Q. 2023. Relational human resource management. Symposium held at Academy of Management Annual Meeting, Boston, MA.

Role: Discussant

Soltis, S. 2023. How Relational Analytics Change HR. HR Executive Roundtable, May Meeting. Lexington, KY.

Patrick, B., Jackson, C., & Soltis, S. 2022. Using People Analytics to Predict & Solve HR's Toughest Challenges. Kentucky Society for Human Resource Management Annual Conference, Louisville, KY.

Yang, S.W., Soltis, S.M., Ross, J., & Labianca, J. 2021. Dormant Tie Reactivation as an Affiliative Coping Response to Stressors During the COVID-19 Crisis. Paper presented at North American Regional Social Networks (NASN).

Soltis, S.M. & Methot, J.M. 2020. Relational Perspectives on Human Resource Management. Symposium held at Academy of Management Meetings, Vancouver, ON.

Methot, J.M. & Soltis, S.M. 2019. Building a Research Community: Advancing the Social Network Paradigm in Human Resource Management. PDW held at Academy of Management Meetings, Boston, MA.

- PDW Selected by HR Division for a sponsorship

Soltis, S.M. & Gladstone, E. 2018. Leveraging Archival Data in Social Network Analysis. PDI held at Southern Management Association Annual Meeting, Lexington, KY.

Methot, J.M. & Soltis, S.M. 2017. Building a Research Community: Advancing a Social Network Perspective in Human Resource Management. PDW held at Academy of Management Meetings, Atlanta, GA.

Causholli, M., Floyd, T., Jenkins, N. T., & Soltis, S. 2017. The Ties that Bind: Knowledge-Sharing Networks and Auditor Performance. Paper presented at American Accounting Association Auditing Section Mid-Year Meeting, Orlando, FL.

- Winner of "Best Conference Paper" Award

Causholli, M., Floyd, T., Jenkins, N. T., & Soltis, S. 2017. The Ties that Bind: Knowledge-Sharing Networks and Auditor Performance. University of Florida International Conference on Assurance and Governance, Gainesville, FL.

Soltis, S.M. 2016. Leveraging Social Network Analysis in Person-Environment Fit Research. 31st Annual Conference of the Society for Industrial and Organizational

Psychology, Anaheim, CA.

Paper is part of symposium entitled “Contemporary Approaches to Person-Environment Fit Research.” Organizer: Harold, C.

Soltis, S.M. 2015. Person-organization fit and employee performance: A social network perspective. Paper presented at the Academy of Management Meetings, Vancouver, British Columbia, Canada.

- *Academy of Management Proceedings*: 16979.

Soltis, S.M. & Floyd, T. 2013. Network perceptions, contextual performance, and person-organization fit. Paper presented at the Academy of Management Meetings, Lake Buena Vista, FL.

Paper is part of symposium entitled “Real in their consequences: Studies of the perceptions of social networks.” Organizers: Soltis, S.M. & Sinha, R.

Discussants: Sparrowe, R. & Brands, R. Division Sponsors: OB, OMT, MOC.

- *Academy of Management Proceedings*: 11650.

Floyd, T., Borgatti, S., & Soltis, S.M. 2013. Contagion of organizational commitment in the context of contradictory influences. Paper presented at the Academy of Management Meetings, Lake Buena Vista, FL.

- *Academy of Management Proceedings*: 11069.

Soltis, S.M., Mehra, A., & Borgatti, S. 2013. The cognition of structural holes: Implications for individual performance. Paper presented at Sun Belt Social Network Conference, Hamburg, Germany.

Floyd, T., Gerbasi, A., Borgatti, S., & Soltis, S.M. 2013. The dynamics of contagion of workplace attitudes in the context of contradictory influences. Paper presented at Sun Belt Social Network Conference, Hamburg, Germany.

Soltis, S.M., Sterling, C., Borgatti, S., & Ferrier, W. 2012. NCAA football rivalry on and off the field: An early empirical test and extension of the theory of factor-market rivalry. Paper presented at the European Group for Organizational Studies Colloquium, Helsinki, Finland.

Soltis, S.M. 2012. Multiple ways of seeing networks: A comparison of visual scales and traditional cognitive social structure surveys. Paper presented at Sun Belt Social Network Conference, Redondo Beach, CA.

Soltis, S.M., Agneessens, P., Sasovova, Z., Labianca, J. 2011. Control and turnover intentions: A social network perspective. Paper presented at the Academy of Management Meetings, San Antonio, TX.

Dineen, B.R., Ling, J., & Soltis, S.M. 2011. Manager responses to internal transfer attempts: Assistance, hindrance, or refraining. Paper presented at the Academy of Management Meetings, San Antonio, TX.

Soltis, S.M, Borgatti, S. & Mehra, A. 2011. A measure of acuity of structural hole perception. Paper presented at Sun Belt Social Network Conference, St. Pete Beach, FL.

Soltis, S.M., Sterling, C., Borgatti, S. & Ferrier, W. 2010. College football recruiting: A test of factor market competition theory. Paper presented at the Academy of Management Meetings, Montreal, QC.

Soltis, S.M. & Halgin, D. 2010. Social networks and career development. Presentation for the American Association of Budget and Policy Analysts Spring Symposium, Washington, DC.

Mehra, A., Borgatti, S.P., Soltis, S., Kidwell, G., & Floyd, T. 2010. Seeing networks in organizations: A novel approach to assessing the accuracy of network perceptions. Paper presented at the Intra-Organizational Networks (ION) Conference, Lexington, KY.

Soltis, S.M., Mehra, A. & S.P. Borgatti. 2009. Seeing holes: The performance benefits of cognitive accuracy in the perception of structural holes. Paper presented at the Academy of Management Meetings, Chicago, IL.

Soltis, S.M. & Sterling, C. Organizational and network antecedents to factor market competition and performance: An examination of the 2007-2008 NCAA Football Bowl Subdivision recruiting cycle. Paper presented at Sun Belt Social Network Conference, San Diego, CA.

TEACHING INTERESTS AND EXPERIENCE

My primary teaching interests are Human Resource Management, Organizational Behavior, and Research Methodology (Social Network Analysis).

Course Instructor:

University of Kentucky

MGT 668: Network Applications for Human Resource Management (spring 2022, spring 2023)

MGT 795: Doctoral Seminar in Human Resource Management (spring 2017, spring 2018, fall 2019, spring 2023)

MGT 320: Human Resource Management (10 sections between fall 2016 and fall 2021)
Mean 3-year Quality of Teaching 4.62/5

MGT 320: Human Resource Management (9 sections between fall 2014 and spring 2016)
Mean Quality of Teaching 3.19/4

University of Missouri-St. Louis

PSYCH 7458: Special Topics in Organizational Psychology – Social Network Analysis (spring 2014)

MGT 3621: Human Resource Management (6 sections between fall 2012 and fall 2013)
Mean Overall Instructor Rating 6.46/7

University of Kentucky

MGT 320: Human Resource Management (4 sections between fall 2008 and spring 2012)
Mean Quality of Teaching 3.65/4

Executive and Continuing Education Sessions

University of Kentucky - Big I Kentucky Emerging Leaders Program: “Human Resource Management for Managers” (fall 2021)

University of Kentucky - Healthcare Executive Leadership Program: “Human Resource Management for Managers” (spring 2020, spring 2021)

University of Kentucky - Ephraim McDowell Healthcare Executive Healthcare Leadership Program: “Human Resource Management for Managers” (fall 2016)

Penn State University Summer Leadership Conference: “Networks In and Around Organizations” (summer 2016) - *Mean Session Evaluation 4.5/5*

University of Kentucky Certificate of Business Administration: “The Strategic Role of Human Resource Management” (spring 2016)

University of Kentucky Certificate of Business Administration: Strategic Human Resource Management (spring 2015) - *Mean Session Evaluation 3.42/4*

Links Center Summer Social Network Analysis Workshop: Networks and Human Resource Management (2015), Networks and Leadership Session (with Ajay Mehra) (2014), Designing Network Surveys Mini-Module (2014), Cognitive Social Structures Mini-Module (2014, 2013, 2012) and Archival Data Mini-Module (2016, 2015, 2014, 2013, 2012), Social Capital and Brokerage Session (2011).

CITIZENSHIP

Guest Editor, *Human Resource Management* Special Issue entitled “Relational Perspectives on Human Resource Management” (published as July/August 2023 issue)

Ad-hoc reviewer for, *Organization Science*, *Personnel Psychology*, *Human Resource*

Management, Human Relations, Management Science, Network Science, Organization Studies, Journal of Management Studies, Computational and Mathematical Organizational Theory, European Management Journal, International Journal of STEM Education and Journal of Destination Marketing & Management.

Director of Graduate Studies, Master of Science in Strategic Human Resource Management and Analytics (2021-2023)

Director of Graduate Certificate, Graduate Certificate in Human Resource Management (2021-2023)

Director of LINKS Center Summer Workshop on Social Network Analysis (2022-present)

Associate Director of LINKS Center Summer Workshop on Social Network Analysis (2016-2021)

Faculty Advisor for University of Kentucky Human Resource Management Club (2017-present)

Bluegrass SHRM Workforce of the Future Committee (2020)

Coordinator of Doctoral Student Recruitment – Management Department (2016-2020)

Coordinator of Guest Speaker Series – Management Department (2015-2017)

Reviewer for the International Conference on Information Systems (2016)

Reviewer for Academy of Management Annual Meetings (2009-Present).

2016 Outstanding Reviewer for the OB Division.

2015 Outstanding Reviewer for the OB Division.

2013 Outstanding Reviewer for the OB Division.

Member of the Academy of Management, Society for Industrial and Organizational Psychology, Society for Human Resource Management and the International Network for Social Network Analysis.

Committee service on UMSL College of Business Undergraduate Studies Committee, Student Newspaper Committee, and the UMSL Rev. Dr. Martin Luther King Commemoration Planning Committee.

PhD Committee Member for Amanda Blinebry (UMSL, I/O Psychology)

Thesis Committee Member for Sarah Hill (UMSL, I/O Psychology)