**Jonathan L. Hendricks**

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Management Department

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# EDUCATION

***Ph.D., Business Administration*** *Concentration: OB/HR* May 2019

Darla Moore School of Business

University of South Carolina

*Dissertation:* A model of impression formation in recruitment

Committee: Dr. Robert E. Ployhart (Chair); Dr. Paul D. Bliese; Dr. Patrick M. Wright; Dr. Elise C. Ince

***B.S., Exercise Science and Outdoor Recreation*** December 2012 College of Business Administration

Utah Valley University

# ACADEMIC POSITION

2019 – Present *University of Nebraska* – College of Business Assistant Professor of Management

2014 – 2019 *University of South Carolina* – Darla Moore School of Business Research Assistant

# JOURNAL PUBLICATIONS

Call, M. L., Howard, M. D., **Hendricks, J. L.** & Idso, C. Unpacking the Star Life Cycle: Knowledge Creation Across Stars’ Careers. ***Journal of Management*** (In Press).

DOI: 10.1177/01492063241245934

**Hendricks, J. L.,** Hancock, J., Ostermeier, K., Cooper, D., & Caldas, M. (2024) Moving On: Exploring the Implications of Departing Leader Tenure and Incoming Leader Permanence for Collective Turnover and Unit Performance. ***Journal of Applied Psychology,*** 109 (1) 61-76. DOI: 10.1037/apl0001120

**Hendricks, J. L.,** Call, M. L., & Campbell, E. B. (2023) High Performer Peer Effects: A Review, Synthesis, and Agenda for Future Research***. Journal of Management,*** 49 (6), 1997 – 2029. DOI: 10.1177/01492063221138225

McFarland, L. A., **Hendricks, J. L.,** Ward, W. B. (2023) A Contextual Framework for Understanding Impression Management. ***Human Resource Management Review****.* 33 (1), 100912. DOI: 10.1016/j.hrmr.2022.100912

Bliese, P. D., Maltarich, M A., **Hendricks, J. L.,** Hofmann, D., & Adler, A. B. (2019) Improving the Measurement of Group-level Constructs by Optimizing Between-group Differentiation. ***Journal of Applied Psychology***, 104 (2) 293-302.

DOI: 10.1037/apl0000349

Bliese, P. D., Maltarich, M. A., & **Hendricks, J. L**. (2018). Back to Basics with Mixed-Effects Models: Nine Take-Away Points. ***Journal of Business and Psychology*,** 33 (1), 1-23. DOI: 10.1007/s10869-017-9491-z

# MANUSCRIPTS UNDER REVIEW

Ployhart, R. E., **Hendricks, J. L.** & Shepherd, W. Orchestrating the Flow of Human Capital Resources: The Importance of Staffing Levels. (1st round R&R at ***Journal of Applied Psychology***)

**Hendricks, J.L.,** Neely, B., Smith, T., Meng, X., All in your head? An integrative conceptual review and framework for managerial gaslighting (1st round R&R at ***Journal of Applied Psychology***).

Lang, J. W. B., Voogt, A. D., **Hendricks, J. L**., Goh, Z., Herr, S. D., & Bliese, P. D., Self-Efficacy, Task Performance, and Adaptive Transfer (*Under Initial Review at* ***Organization Science***).

# RESEARCH IN PROGRESS

**Hendricks, J. L.,** Ray, C., Hancock, J., Caldas, M., & Chung, D. The impact of Lateral Moves and Voluntary Turnover on Unit Performance (*In preparation for* ***Academy of Management Journal***).

Fogel, B., Bartels, A., **Hendricks, J. L.,** High Visibility: The Internal Processing and Management of Visibility in Micro-Celebrities (*In preparation for* ***Academy of Management Journal***).

**Hendricks, J. L.,** Messersmith, J. G., Smith, T. A., Runnalls, B. A., Virtual Water Cooler Conversations: Exercise and Coworker Support on Engagement and Performance (*In preparation for* ***Academy of Management Journal***).

Meng, X., **Hendricks, J.L.,** Neely, B., Smith, T., Examining Leader-Follower Congruence in Gaslighting Behaviors (*In preparation for* ***Journal of Applied Psychology***).

**Hendricks, J. L.**, Call, M.C., Ployhart, R. E., & Schepker, D.J. Stars on Teams: Implications for Firm Value Creation and Capture. (*In preparation for* ***Academy of Management Review*).**

**Hendricks, J. L.,** Yu, J., & Call, M.Star Sacrifice.The impact of Organizational Prestige on Star Sacrifice and Peer Development(*In preparation for* ***Journal of Applied Psychology***).

McFarland, L, **Hendricks, J. L.,** Meister, A, & Thatcher, S. M. An Examination of the Prevalence and Consequences of Identity Disclosures Among Job Seekers. (*In preparation for* ***Personnel Psychology***).

# BOOK CHAPTERS

Ployhart, R. E., & **Hendricks, J. L.** (2019). The Missing Levels of Microfoundations: A Call for Bottom-Up Theory and Methods. In J. LeBreton, & S. Humphrey (Eds.), ***Handbook for Multilevel Theory, Measurement, and Analysis.***

# CONFERENCE PRESENTATIONS

McFarland, L, Ward, W. B., Clark, S., & **Hendricks, J.L.** Observer Reaction to Impression Management Use in the Workplace. Paper presented as part of a symposium entitled “Impression Management and Mismanagement in Organizations” at the *annual meeting of the Academy of Management, Seattle, WA.*

**Hendricks, J. L.,** Yu, J., & Call, M.When Do You Have a Friend in Me? Age, Tenure, and Team Ability as Boundary Conditions of Star OCBs.Paper presented as part of a symposium entitled “Aligning the Stars: Theoretical and Empirical Advancements in Star Performer Research” at the *annual meeting of the Academy of Management, Seattle, WA.*

Clark, S., **Hendricks, J. L.,** Ployhart, R. E., (2021)The Relationship Between Faultlines and Collective Voluntary Turnover. Paper presented at the *annual meeting of the Academy of Management,.*

**Hendricks, J. L.,** Hancock, J., Ostermeier, K., Cooper, D., & Caldas, M. (2020) Leaving It Better Than You Found It: The Impact Of Leader Turnover On Collective Turnover And Unit Performance. Paper presented at the *annual meeting of the Academy of Management,.*

McFarland, L. A., **Hendricks, J. L.,** Meister, A, & Thatcher, S. M. B. (2019). A Contextual Framework for Understanding Impression Management. Paper presented at the *annual meeting of the Academy of Management, Boston, MA.*

McFarland, L. A., **Hendricks, J. L.,** Ward, W. B. (2019). An Examination of the Prevalence and Consequences of Identity Disclosures Among Job Seekers. Paper presented at the *annual meeting of the Academy of Management, Boston, MA.*

Ployhart, R. E., **Hendricks, J. L.** & Shepherd, W. (2018). Complementarities Between Human Capital Resource Flows and Psychological Resources. Paper presented at the *annual meeting of the Academy of Management, Boston, MA.*

Ployhart, R. E., Shepherd, W., & **Hendricks, J. L.** (2018). The Impact of Collective Psychological Resources on Business Unit Sales. Paper presented as part of a symposium entitled “The Impact of Talent on Collective Turnover, Performance, and Profit” at the *annual meeting of the Society for Industrial and Organizational Psychology, Chicago, Il.*

**Hendricks, J. L.** & Ployhart, R. E. (2017). Star Teams: Types, Antecedents and Consequences. Paper presented as part of a symposium entitled “Research on Human Capital” at *the annual meeting of the Academy of Management, Atlanta, GA.*

Meister, A, **Hendricks, J. L.,** McFarland, L. A., & Thatcher, S. M. B. (2017). The Paradox of Virtual Disclosure. Paper presented as part of a symposium entitled “The Role of Identities and Impression Management in Image Creation in Organizations” at the *annual meeting of the Academy of Management, Atlanta, GA.*

**Hendricks, J. L.,** Call, M., & Thatcher, S. M. B. (2016) High Performer Humility and Competing Peer Goal Orientation on Peer Performance. Paper presented as part of a symposium entitled “It’s about time: Advancing theories and methods of dynamic research” at the *annual meeting of the Academy of Management, Anaheim, CA.*

Flynn, P. J. & **Hendricks, J. L**. (2016). “The Influence of Task and Interpersonal Environments on Self-efficacy Over Time”. Paper presented at the *annual meeting of the Academy of Management, Anaheim, CA.*

# RESEARCH GRANTS

University of Nebraska College of Business Research Grant for Neely, B., Meng, X., Hendricks, J. L., & Smith, T. ,. “How does leader gaslighting impact the victims in the workplace” (Awarded $3,000, 2023)

University of Nebraska College of Business Research Grant for Hendricks, J. L., , Messersmith, J., & Smith, T.& Cheng, D. “The Impact of Physical Exercise on Employee Psychological Resources” (Awarded $5,000, 2022)

University of Nebraska College of Business Research Grant for Yu, J., Hendricks, J. L., & Cheng, D. “Gender Diversity and Post-Acquisition Firm Performance”

Riegel and Emory Human Resource Center Research Grant for McFarland, L., Hendricks, J. L**.**, & Thatcher, S. M. “The Paradox of Virtual Disclosure: How Identity Disclosures in Interviews Result in Different Outcomes for Male and Female Job Seekers” (Awarded $1,760, 2017)

Moore School of Business Grant for Hendricks, J. L., & Ployhart, R. E., “The impact of industry characteristics and applicant relevance on the impression formation process for potential applicants” (Awarded $2,000, 2018)

Darla Moore School of Business Grant for Essman, S., Nyberg A., Hendricks, J. L., and Ployhart, R. E., “Investigating the Relationships among Individual Human Capital, Manager Human Capital, Team Processes, Team Performance, and Value Capture” (Awarded $5,000, 2017)

Riegel and Emory Human Resource Center Research Grant for Hendricks, J. L**.**, Call, M, Bliese, P. D., & Thatcher, S. M. “High Performer Humility and Task Interdependence on Peer Performance” (Awarded $3,000, 2016)

Darla Moore School of Business Grant for Hendricks, J. L**.**, Call, M, Bliese, P. D., & Thatcher, S. M. “High Performer Humility and Goal Orientation on Peer Performance” (Awarded $5,000, 2015)

# PROFESSIONAL SERVICE

Reviewer, Academy of Management Annual Meeting, OB Division, 2016, HR Division, 2018-2024

Chair, Management Department Doctoral Student Round Table, 2016

Volunteer, Academy of Manangement Annual Meeting, HR Division

Ad Hoc-Journal Reviewer:

* Journal of Applied Psychology
* Academy of Management Review
* Human Resource Management
* Journal of Organizational Behavior

# TEACHING EXPERIENCE

Human Resource Analytics, MGMT 398

* Spring 2024

PhD Seminar on Human Resource Management, MGMT 982

* Spring 2024

Human Resources, MGMT 361

* Fall 2023
* Fall 2022
* Spring 2022
* Fall 2021
* Spring 2021
* Fall 2020
* Spring 2020
* Fall 2019
* Spring 2019

Organizational Behavior, MGMT 376,

* Summer 2017

# PROFESSIONAL BACKGROUND

**Insidesales.com** Provo, UT

*Product specialist coach, Feb 2014 – July 2014*

*Product specialist, Feb 2013 – Feb 2014*

**Intermountain Healthcare** Provo, UT

*Physical Therapy Aide, Aug 2011 – May 2012*