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Degrees Earned

Ph.D. University of Texas at Arlington, Arlington, Texas, Organizational Behavior, 2001
M.B.A. Stephen F. Austin, Nacogdoches, Texas, Management, 1986
B.S. University of Houston (Central Campus), Houston, Texas, Hotel/Restaurant Management, 1984

Peer-Reviewed Publications and Artistic Performances/Exhibitions

Articles

Lilly, J. D., Virick, M., & Hadani, M. (2010). The Dynamic Nature of Justice: Influential Effects of Time and Work Outcomes on Long-term Perceptions of Justice. *Social Justice Research*.

Ryan, F., Virick, M., Prussia, G., Harvey, J., & Lilly, J. (2009). Life after the layoff: Getting a job work keeping. *Journal of Organizational Behavior*, 30, 561-580.

Lilly, J., Kavanaugh, J., Zelbst, P., & Duffy, J. (2008). The impact of human resource practices on low-income workers in the context of a natural disaster. *Journal of Behavioral and Applied Management*, 10 (1), 110-136.

Virick, M., Lilly, J. D. , & Casper, W. (2007). Doing more with less: An analysis of work life balance among layoff survivors. *Career Development International*, 12 (5), 463-480.

Proceedings

Full Paper

Lilly, J. D. & Duffy, J. (2010). The Impact of Personality on the Relationship between OCB, Trust, and POS. *Institute of Behavioral and Applied Management*.

Lilly, J. D. & Duffy, J. (2010). The Impact of Ethical Climate on Organizational Trust and the Role of Business Performance: If Business Performance Increases, Does Ethical Climate Still Matter? *Institute of Behavioral and Applied Management*.

Abstract Only

Virick, M., Lilly, J. D. , Simmons, A., & Liao, W. (2008). Guanxi and justice comparisons in a hiring context: A comparative study of US and Chinese students. *Academy of Management*.

Research Monographs and Technical Reports

Funded External Grants

Peer-Reviewed Presentations/Posters

Paper Presentations

International

Lilly, J. D., Simmons, A. L. , & Baker, L. T. (2009). *Does higher pay always leaiato higher performance? Aacross-culturala comparison of the pay for performance issue*. InternationalaHuman Resource Management Conference,aSanta Fe, Newa Mexico.a

National

Lilly, J. D. & Duffy, J. (2010). *The impact of personality on the relationship between OCB, trust, aniaPOS*. Institute of aBehavioral aniaApplied Management, San Diego, California.

Lilly, J. D. & Duffy, J. (2010). *The impact of ethical climate on organizational trust and the role of business performance: If business performance increases, does ethical climate still matter?* Institute of Behavioral and Applied Management, San Diego, California.

Lilly, J. D. & Kavanaugh, J. (2009). *The high cost of mistrust: The role of psychological contracts, justice and individual behavior.* Decision Sciences Institute Annual Meeting, New Orleans, Louisiana.

Roman, R., Lilly, J., & Virick, M. (2009). *Effects of attribution of responsibility and moral intensity on the ethicality of layoffs.* Academy of Management, Chicago, Illinois.

Lilly, J. D. (2008, October). *Work family conflict and performance: The role of proactive personality and career identity salience.* Institute of Behavioral and Applied Management, Orlando, Florida.

Virick, M., Lilly, J. D. , Simmons, A., & Liao, W. (2008, August). *Guanxi and justice comparisons in a hiring context: A comparative study of US and Chinese students.* Academy of Management, Anaheim, California.

Lilly, J. D. & Duffy, J. (2007, October). *Does employee attitude toward new technology impact employee behavior? A cognitive dissonance view of the link between employee attitudes, supervisor behavior, and OCB.* Institute of Behavioral and Applied Management, Reno, Nevada.

Regional

Virick, M., Wheeler, K., & Lilly, J. (2008, March). *Do organizational policies prevent women from fully participating in the high technology work forces? An investigation of work cultures and female gender roles.* Southwest Academy of Management Conference, Houston, Texas.

Lilly, J. D., Kavanaugh, J., Zelbst, P., & Duffy, J. (2007, March). *The impact of HR practices in the context of a catastrophic disaster: Evidence from Hurricanes Katrina and Rita.* Western Academy of Management International Conference, Missoula, Montana.

Work or Professional Experiences

Experience: Academic

Assistant Professor, Sam Houston State University (2002 - Present).

Visiting Assistant Professor, University of Texas (2001 - 2002).

Research and Teaching Assistant, University of Texas (1996 - 2001).

Instructor, Stephen F. Austin State University (1986 - 1988).

Honors and Awards

Honor

2004: Won Division II: Best Paper Award (The effect of personality on perceptions of justice) Institute of Behavioral and Applied Management.

2003: Recipient of McGraw-Hill Distinguished Paper Award (Outsourcing the human resource function: Environmental and organizational characteristics that affect HR performance) Southwest Academy of Management.

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