

KELLY G. MANIX, PH.D.

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EDUCATION

UNIVERSITY OF SOUTH ALABAMA

Ph.D. in Business Administration – Management Emphasis

Mobile, AL

May 2022

- **Dissertation:** Is Humility Enough? The Impact of Leader Humility on Follower Moral Disengagement & Unethical Behavior

MIDDLE TENNESSEE STATE UNIVERSITY

Master of Business Administration – Management Emphasis

Murfreesboro, TN

August 2015

MIDDLE TENNESSEE STATE UNIVERSITY

Bachelor of Science – Recording Industry/Music Business Management

Murfreesboro, TN

May 2007

ACADEMIC EXPERIENCE

WESTERN KENTUCKY UNIVERSITY

Visiting Assistant Professor of Human Resources

Bowling Green, KY

Fall 2023 – Present

- Teaching 4 courses per semester in-person and online.
- Courses: Human Resources Management: approx. 30-35 students per section, Fundamentals of Business Communication: approx. 40-42 students per section, Strategic Human Resources Management: approx. 30 students
- Developed course materials to support learning objectives and delivered instruction in traditional, face-to-face sections during the day and in online sections.
- Grading of papers, assignments, and exams.
- Utilized Blackboard Ultra to deliver instruction and materials to on-campus and online sections.

MIDDLE TENNESSEE STATE UNIVERSITY

Full-time Lecturer

Murfreesboro, TN

2017-2020; 2021-2023

- Taught 5 courses per semester in-person, online, and some night courses.
- **Courses:** Principles of Management: 25-96 students depending on the section, Entrepreneurship: 25-45 students per section, Leadership Theories & Practices: 20-30 students per section International Business: 25 students, Human Resource Management: 30-45 students on campus and online, Principles of Management: 45 students, Building and Leading Teams: 10 students on campus; MBA course: Integrated Management & Marketing Decision Making: 10 students online
- Developed course materials to support learning objectives and delivered instruction in traditional, face-to-face sections during the day and in online sections.
- Grading of papers, assignments, and exams.
- Utilized D2L Learning Management System to deliver instruction to online sections.
- Informal student advising and mentoring.
- Service activities - Student Issues Committee (Spring '18), Judge for Entrepreneurship Fair (Spring '18)

WALTERS STATE COMMUNITY COLLEGE

Adjunct Instructor

Morristown, TN

2020 – 2022

- **Course:** Business Presentations: 12-30 students per section
- Developed course materials to support learning objectives and delivered instruction both asynchronously via recorded lectures and synchronously via zoom.
- Utilized web-based technologies (eLearn, Zoom, etc.) to deliver content, instruction, and assessment remotely.
- Most recent teaching effectiveness scores from Spring 2021: 3.9 (4-point scale), 100% would recommend instructor (n=23)

UNIVERSITY OF NORTH ALABAMA

October 2023

Florence, AL

Clinical Teaching Assistant

Contract – Fall 2020, Fall 2021

- Courses: Undergraduate and Graduate Seminars in Human Resource Management: 40+ students per section
- Assisted lead faculty in giving feedback on assignments and course papers.
- Moderated discussion boards and helped facilitate discussion by posting questions and supplemental materials.
- Fielded student course-related and technical questions.

MOTLOW STATE COMMUNITY COLLEGE

Smyrna, TN

Adjunct Instructor

2015 –2017

- Courses: Business Law, International Business, Intro to Business, Small Business Management, Business Communication, Career Development: 5-15 students per section
- Developed course materials to support learning objectives and delivered instruction in traditional, face-to face sections during the day and evening and in online sections.
- Utilized D2L Learning Management System to deliver instruction to online sections.
- Taught across 4 regional campuses using an interactive TV system.

PROFESSIONAL EXPERIENCE

BARNES AND NOBLE COLLEGE BOOKSELLERS

Nashville, TN

Department Manager - Cafe

2011-2012

- Interviewed, hired & trained cafe staff of 20 for new store opening.
- Smooth cafe opening resulted in my being asked to help hire for other departments: textbooks, technology, and warehouse.
- Conducting team meetings for upcoming promotions/sales.
- Training booksellers and cafe servers on completing transactions.
- Scheduling staff for cafe coverage.
- Ordering, rotating, and replenishing ready-to-eat and drink products as well as cafe supplies and materials.
- Operating, maintaining, and troubleshooting cafe equipment.
- Ensuring adherence to food and health standards; including cleaning, sanitation, and proper food handling.
- Resolving customer complaints and modeling excellent customer service.

STARBUCKS COFFEE COMPANY

Murfreesboro, TN

Shift Manager/ Trainer

2008-2011

- In charge of store operations during scheduled shifts.
- Supervised and deployed 3-7 baristas in cafe and drive thru.
- Trained new baristas and oversaw adherence to quality and health standards.
- Oversaw cash management, inventory, and supply ordering during scheduled shifts.
- Completed Coffee Master training to increase product knowledge.
- Scanning the retail/cafe environment to ensure baristas are creating and maintaining a high-quality experience for customers.

COMPASS RECORDS GROUP

Nashville, TN

New Media Manager

2007-2008

- Maintained online brand awareness for an independent record label with 2-3 new releases per month.
- Developed and implemented digital marketing plans for each new release.
- Coordinated with publicity, sales, and touring departments to develop cross-promotional initiatives across multiple platforms.
- Maintained and updated the company website.
- Created content for the official record label blog.
- Tracked analytics and drove web traffic through email marketing, social networking, interactive/mobile advertising, and online editorial coverage.
- Compiled metadata and mp3s for both iTunes and Amazon MP3 accounts.

ACADEMIC RESEARCH

Journal Publications:

- **Manix, K. G.** (2022). Educating Future Researchers with an Eye Toward Intellectual Humility. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 15(1), 135-136. <https://doi.org/10.1017/iop.2021.135>
- **Manix, K. G.** (2022). Why and When Do Leaders Express Humility? Leader Expressed Humility as Psycho-Social Signaling. *American Business Review*, 25(1), 36-49. <https://digitalcommons.newhaven.edu/cgi/viewcontent.cgi?article=1565&context=americanbusinessreview>
- Howard, M. C. & **Manix, K. G.** (2022). Assessing the Shared Facets of Honesty-Humility and Machiavellianism: Implications for the Common Conceptual Core of Honesty-Humility and the Dark Triad. *Journal of Individual Differences*. Advanced online publication. <https://doi.org/10.1027/1614-0001/a000384>

Projects in Progress:

- **Manix, K. G.** & Abston, K. A. (In Progress). Humility as Personal Resource: A Conservation of Resources Perspective. Under review.
- Serviss, E., **Manix, K. G.**, & Oglesby, M. (In Progress). Ethical Leadership in a Remote Sales Context: Implications for Salesperson Wellbeing and Performance. Invited revision at Journal of Personal Selling and Sales Management.
- **Manix, K. G.** & Oglesby, M. (In Progress). Learning to Adapt: Leader Humility as an Antecedent of Relational Coordination and Organizational Adaptability. Targeting organizational change journals.
- Abston, E. & **Manix, K.G.** (In Progress). High School Research Programs as Experiential Learning: Implications for Developing Young Scholars. Submitting to ABSEL conference.

Conference Publications:

- Boudreaux, M. & Manix, K.G (2023, July) *Flex It at Work: Leader's Tolerance of Ambiguity, Humility, Openness to Experience, Organizational Empowerment, Flexible Work, and the Effects on Employee Motivation* [Conference presentation]. Academy of Business Research, Boston, Massachusetts, United States. <https://mail.google.com/mail/u/0/#search/ABR/FMfcgzGtwMkDgVcfpSQhgsRqhQWkLLSK?projector=1&messagePartId=0.1> *Awarded Best Session Paper
- Serviss, E., **Manix, K. G.**, & Oglesby, M. (2022, November) *Ethical Leadership in a Remote Sales Context: Implications for Salesperson Wellbeing and Performance*. [Conference presentation]. Society of Marketing Advances, Charlotte, North Carolina, United States.
- **Manix, K. G.** (2022, October). *Is Humility Enough? The Impact of Leader Humility on Follower Moral Disengagement and Unethical Behavior* [Conference presentation]. SMA 2022 Conference, Little Rock, Arkansas, United States. <https://smgmt.org/wp-content/uploads/2022/10/2022-SMA-Little-Rock-10.25.22-FINAL.pdf?825510&825510>
- **Manix, K. G.** (2022, February 24). *Ready to Adapt: Leader Humility as an Antecedent of Relational Coordination and Organizational Adaptability* [Conference presentation]. SBI 2022 Conference, Charleston, SC, United States. <https://smallbusinessinstitute.wildapricot.org/resources/Documents/SBI2022%20Proceedings%20final.pdf>
- ***Manix, K. G.** (2021, November 6). *I Get by With a Little Help from My Boss: Leader-Member Exchange as Moderator Between Surface Acting and Moral Disengagement* [Conference presentation]. SMA 2021 Conference, New Orleans, LA, United States. https://d1keuthy5s86c8.cloudfront.net/static/ems/upload/files/embed_agenda_sma_202110_mccaf.pdf
*Awarded 2021 Best Doctoral Student Paper – Track 5 – Careers/Diversity/Ethics
- ***Manix, K. G.** & Abston, K. (2021, November 6). *Using Monroe's Motivated Sequence to Facilitate Engagement and Social Innovation* [Conference presentation]. SMA 2021 Conference, New Orleans, LA, United States. https://d1keuthy5s86c8.cloudfront.net/static/ems/upload/files/embed_agenda_sma_202110_mccaf.pdf
*Awarded 2021 Best Doctoral Student Paper – Track 8 - Innovative Teaching/Management Education Track
- **Manix, K. G.** (2021, April 23). *It's a Process: Leader Humility as Psycho-Social Signaling* [Conference presentation]. 2021 WAM Conference, Virtual. https://0c3e007d-8c11-40e6-bd86-d327862680bf.filesusr.com/ugd/aaf7f8_6501f64f83824faea0f19893c1fe9f07.pdf
- **Manix, K. G.** (2021, March 26). *What's Good for the Goose: Leader Humility as an Antecedent of Relational Coordination and Organizational Adaptability* [Conference presentation abstract]. 2021 ABR Conference, Virtual. <https://drive.google.com/file/d/137abt378cOfL1V835CnjFcIAr9il-r9g/view?usp=sharing>

PROFESSIONAL AFFILIATIONS AND DEVELOPMENT

- **Southern Management Association** - member, ad hoc reviewer, 2020 Early Doc Consortium Member
- **Western Academy of Management** - member, ad hoc reviewer
- **Academy of Management** - member, ad hoc reviewer
- **Small Business Institute**, member, ad hoc reviewer, invited to inaugural 2022 PhD Consortium
- **Society of Marketing Advances** – ad hoc reviewer
- **Dale Carnegie Intensive Course** – August 2017
- **Quality Matters - Improving Your Online Course** - May 2021
- **Tennessee Board of Regents Summer Collaborative Institute** - June 2021
- **MTSU Institute of Experiential Learning Conference** - June 2021
- **Walters State I.D.E.A.S. Training - Gaining a Better Understanding of Students with Various Disabilities** – September 2021
- **Walters State I.D.E.A.S. Training – Teaching to Blank Screens** – October 2021
- **Walters State I.D.E.A.S. Training – Utilizing the Vocabulary of Race** – October 2021
- **Tennessee Board of Regents QPR Suicide Prevention Training** – October 2021
- **MTSU Experiential Learning Institute** – June 2022
- **WKU Center for Innovative Teaching & Learning - Teaching Effectively at WKU** – August 2023
- **WKU Center for Applied Data Analytics – An Overview of Structural Equation Models** – August 2023
- **WKU Counseling Center – Real “Self-Care”**- September 2023

SPECIAL PRESENTATIONS

- **“Young Professionals Panel”** – Institute of Leadership Excellence – Middle Tennessee State University – 2018
- **“Well-being at Work”** – IGNITE – Jones College of Business - Middle Tennessee State University - 2019
- **“What I Wish I Knew Before the Dissertation Panel”** – University of South Alabama - 2022
- **“Humility in Leadership”** – Institute of Leadership Excellence – Middle Tennessee State University - 2022
- **“Using Design Thinking in Entrepreneurship”** – Central Magnet School, Murfreesboro, TN – 2023
- **“Recent Doctoral Graduate Panel”** – Marshall University DBA Program – 2023
- **“Humility in Leadership”** – Institute of Leadership Excellence – Middle Tennessee State University – 2023
- **“Leadership in the Marvel Cinematic Universe”** – Institute of Leadership Excellence – MTSU – 2023

AWARDS & RECOGNITION

- Admitted to 2020 Southern Management Association Early Doctoral Consortium
- Awarded Southern Management Association 2021 Best Doctoral Student Paper – Track 5 Careers/Diversity/Ethics
- Awarded Southern Management Association 2021 Best Doctoral Student Paper – Track 8 - Innovative Teaching/Management Education Track
- Invited to 2022 Small Business Institute PhD Consortium
- Awarded Best Session Paper – Academy of Business Research Conference – 2023 – Boston, MA

REFERENCES

Dr. Joe Hair - Professor, Marketing & Quantitative Methods, University of South Alabama
(251) 460-6412 - jhair@southalabama.edu

Dr. Micki Kacmar - Professor, Department of Management, University of South Alabama
(205) 331-9900 - Micki.kacmar@gmail.com

Dr. Matt C. Howard - Professor, Marketing & Quantitative Methods, University of South Alabama
(251) 460-6411 - mhoward@southalabama.edu

Dr. Matt Oglesby – Assistant Professor, Department of Management University of North Alabama
(256) 324-8192 - mtoglesby@una.edu