

LASTARR HOLLIE

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EDUCATION

- PhD** University of Massachusetts, Amherst
PhD in Organization Studies
Anticipated May 2026
- MBA** Dallas Baptist University
Emphasis: Management
- BBA** Baylor University
Major: Human Resource Management

RESEARCH INTERESTS

Strategic HR, Inequality, Leadership

PUBLICATIONS

- Kraus, M. W., Sanji, D. J., Burns, M. E., Cha-Ju, I., Vinluan, A. C., **Hollie, L.**, & Dupree, C. H. (in press). The psychology of inequality as domination and resistance. *Nature Reviews Psychology*.
- Torrez, B., **Hollie, L.**, Richeson, J. A., & Kraus, M. W. (2024). The misperception of organizational racial progress toward diversity, equity, and inclusion. *American Psychologist*.
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- Richard, O., **Hollie, L.** (2024). Diversity and Performance. *Encyclopedia of Equality, Equity, Diversity and Inclusion*, 80-85.
- Kraus, M. W., Torrez, B., & **Hollie, L.** (2022). How Narratives of Racial Progress Create Barriers to Diversity, Equity, and Inclusion in Organizations. *Current Opinion in Psychology*, 43, 108-113. [Download](#)

MANUSCRIPTS UNDER REVIEW/REVISIONS

- Trzebiatowski, T., **Hollie, L.** Reframing DEI in a Changing Climate: How HR-AI Design and Positive Organizational Scholarship Can Advance Diversity Goals Without the Labels. *Human Resource Management* (revise and resubmit)
- Roberson, Q.M., Pyram, R., **Hollie, L.** Diversity Practices and Employee Experiences. Proposal Accepted to *Journal of Applied Psychology* Special Issue on Social Impact. (manuscript in preparation)
- Choi, S., Hogan, C. T., **Hollie, L.** The Context of Diversity, Equity, and Inclusion (DEI) Leadership Roles in US Healthcare Organizations: A Qualitative Study. *Social Science & Medicine*. (manuscript under review)

SELECTED RESEARCH IN PROGRESS

Hollie, L., Tilton, J., Lucas, K., & Kish-Gephart, J. Workplace Dignity Coercions and Reactions Across Job Levels. Expected to submit to *Human Relations* (analyzing data)

Hart, C., Johnson, C., **Hollie, L.** White, M. Examining DEI Backlash from Individual to Institutional Levels. (*data collection*)

INVITED TALKS

Yale School of Management, Summer Management and Organizational Research 2020 Experience Seminar (S'MORES)

CONFERENCE PRESENTATIONS

Hollie, L., White, M., Hart, C., Palmer-Johnson, C. (July 2025). The Ripple Effect: Examining DEI Backlash from Individual to Institutional Levels. Symposium sponsored by the DEI division of the Academy of Management for the 85th *Annual Meeting of the Academy of Management*, Copenhagen, Denmark.

Maxie, J., Massey, M., White, M., Boyd, T., & **Hollie, L.**, (October 2024). Keeping Hope Alive: The Art of Navigating Publishing, Obligations and Life. *2024 Meeting of the Southern Management Association Annual Meeting*, San Antonio, TX.

Erskine, S., Johnson, C., Hart, C., **Hollie, L.**, Samuel, N. (August 2024): Addressing Impact: A Practical Path Forward for DEI Scholarship Amid Volatility. Professional Development Workshop (PDW) sponsored by the DEI division of the Academy of Management for the 84th *Annual Meeting of the Academy of Management*, Chicago, IL.

Jean-Denis, H., Mangaliso, MP, **Hollie, L.** (August 2024). Ethnicity, Race and Corruption: An Investigation of History and Management Within South Africa. *Academy of Management Proceedings*, Chicago, IL.

Jean-Dennis, H., Mangaliso, M.P., & **Hollie, L.** (June 2024). Ethnicity and corruption: A South African perspective. *20th EAM-International Conference on Managing in a Global Economy*. Taipei, Taiwan.

Hollie, L., Mangaliso, MP, Richard, O. (January 2024). The impact of ethnic harassment on anxiety and subsequent job performance: Does a clan culture buffer or bolster the effects? Poster Session at the 7th Biennial AFAM Conference, Cape Town, South Africa.

Hollie, L., Mercado, M., Lide, C., Hubbard, A. (August 2023): Co-chair: Understanding the Challenges in Measuring Subtle Bias: Context Conscious DEI Research. PDW sponsored by the DEI division of the Academy of Management for the 83rd *Annual Meeting of the Academy of Management*, Boston, MA.

Mangaliso, M., **Hollie, L.** (August 2023). Infusing Compassion and Humanity Into the Organizational Praxis. *Academy of Management Proceedings, Annual Meeting*, Boston, MA.

Torrez, B., **Hollie, L.**, Dupree, C., Richeson, J., & Kraus, M. W. (February 2023): *Combating Workplace Inequality: Lay Beliefs and Practical Solutions*. Symposium at the Society for Personality and Social Psychology, Atlanta, GA.

Torrez, B., **Hollie, L.**, & Kraus, M. W. Misperceptions of Organizational Racial Progress Toward Diversity, Equity, and Inclusion.

Torrez, B., **Hollie, L.**, Richeson, J., & Kraus, M. W. The misperception of racial progress toward organizational diversity, equity, and inclusion. August 2022, *Academy of Management Proceedings*, Seattle, WA.

Boncouer, O. Dorian, Lee, H.W., Richard, O., & **Hollie, L.**, (2021, August). When Receipt of Gratitude Impacts Work Outcomes via Emotional Regulation amongst Coworkers. *Academy of Management Proceedings, Annual Meeting, Virtual*.

Torrez, B., **Hollie, L.**, & Kraus, M.W. (2021, August). The Promises and Pitfalls of Diversity and Inclusion in Organizations and Society. *Academy of Management Proceedings, Annual Meeting, Virtual*.

Boncouer, O. Dorian, Lee, H.W., Richard, O., & **Hollie, L.**, (2020, October). A Multilevel Investigation of How Receiving Gratitude Reduces Workplace Withdrawal in Inclusive Diversity Climates. *Southern Management Association Annual Meeting, Virtual*.

Torrez, B., Kraus, M.W., & **Hollie, L.** (2020, August). The Misperception of Progress Toward Diversity, Equity, and Inclusion. *Organizational Behavior Division Plenary Racial Inequality and System Racism in Organizations at the Academy of Management Annual Meeting, Virtual*.

Hollie, L. (2020, August). The Misperception of Progress Toward Diversity, Equity, and Inclusion. *Talk presented at the Summer Management and Organizational Research Experience Seminar (S'MORES) Conference*. Yale School of Management.

RESEARCH EXPERIENCE

Research Assistant September 2020 to August 2021
Yale University, Contending with Societal Inequality (CSI) Lab - Advisor: Dr. Michael Kraus

- Participated in weekly lab meetings
- Analyzed data and data visualization with R
- Manuscript preparation

Summer Research Intern in Organizational Behavior June 2020 to August 2020
Yale University, School of Management - Advisors: Dr. Michael Kraus and Brittany Torrez

- Designed study in Qualtrics and collected data with Prolific
- Analyzed data using R

- Participated in weekly Organizational Behavior and Social Psychology academic seminars
- Visualized data for presentation to faculty and graduates at the Summer Management and Organizational Research Experience Seminar (S'MORES) Conference

Research Assistant

March 2019 to May 2020

The University of Texas at Dallas - Advisors: Dr. Orlando Richard and Dorian Boncoeur

- Designed longitudinal study in Qualtrics and collected data with Prolific
- Compiled and Synthesized 75+ articles for literature reviews on Emotional Labor, Gratitude, Workplace Withdrawal and Diversity Climate
- Reviewed and edited manuscript to ensure compliance with APA formatting
- Attended Organizations, Strategy and International Management Seminars in Fall and Spring

TEACHING EXPERIENCE

Graduate Student Instructor, University of Massachusetts Amherst

MGMT 494BI: Business Policy and Strategy, Fall 2023 and Spring 2024

MGMT 314: Human Resource Management, Fall 2024 and Spring 2025

Teaching Assistant, Yale School of Management

Instructor: Michael W. Kraus - MGT 417: Power and Politics (MBA Core Course), Fall 2021

WORK EXPERIENCE

HR Director, BNSF Railway, 2015-2018

HRBP, Baylor Scott & White Health, 2014-2015

HR Manager, ADT Security, 2007-2014

Lockheed Martin, Diversity Program Manager, 2005-2007

GRANTS, AWARDS, AND HONORS

Academy of Management Organizational Behavior (OB) Division Best Reviewer Award	2025
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UMass Amherst Research Enhancement and Leadership Fellowship (\$6,000)	2025
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UMass Amherst Research Enhancement and Leadership Fellowship (\$5,000)	2024
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Southern Management Association (SMA) Doctoral Consortium (\$500)	2023
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UMass Amherst Research Enhancement and Leadership Fellowship (\$5,000)	2023
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UMass Amherst Research Enhancement and Leadership Fellowship (\$5,000)	2022
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UMass Amherst Outstanding Applicant Fellowship (\$2300)	2021
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Yale University School of Management Summer Research Stipend (\$4000)	2020
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Southern Management Association (SMA) Pre-Doctoral Consortium Stipend (Selected to attend conference for potential doctoral students)	2020
The PhD Project Conference Selected Attendee (Selected to attend a 3-day conference for potential doctoral students)	2019
LM Aerostar Diversity Award, Lockheed Martin Aeronautics	2006
Lockheed Martin Leadership Development Program	2003
Robert D. Riley Scholarship (Full Tuition to Baylor University)	1998

SERVICE

Professional and Field Service

AOM Student Community Communications Committee (SCCC)	2025
Reviewer, <i>Academy of Management</i> Annual Meeting (OB Division)	2025
Organizational Behavior Panel, PhD Project Conference (Chicago, IL)	2024
University Representative, PhD Project Conference (Chicago, IL)	2024
Service Committee (Chair), Management Doctoral Student Association	2022 - 2023

University and Departmental Service (University of Massachusetts Amherst)

Co-organizer, University of Massachusetts Alumni Reception	2024
Graduate Student Interviewer, Chief Diversity Officer	2024
Student Representative, Ethics Conference	2022
Panelist, Principles of Management	2021-2022

PROFESSIONAL TRAINING

Strategic HR Business Partner (sHRBP) Certification HCI, 2016

Certified as a strategic, high impact, proactive partner.

PHR Certification, HRCI, 2005

The Professional in Human Resources (PHR) demonstrates mastery of technical and operational aspects of HR management, including U.S. law and regulations.

PROFESSIONAL MEMBERSHIPS

Academy of Management (AOM)
Southern Management Association (SMA)
Society for Human Resource Management (SHRM)
Human Capital Institute (HCI)
Society for Personality and Social Psychology (SPSP)

STATISTICAL & TECHNOLOGICAL SKILLS

Statistical Techniques: Linear regression, Analysis of variance, path analysis, exploratory and confirmatory factor analysis, structural equation modeling, reliability, validity

Data Analysis: SPSS, R, NVivo
Survey Design: Qualtrics, Prolific

DOCTORAL CONSORTIA

Academy of Management – OB Division Doctoral Consortium (OBDC)	July 2025
Academy of Management – HR Division Doctoral Consortium	Aug. 2024
Southern Management Association – Doctoral Consortium	Oct. 2023
Academy of Management – HR Division Early-Stage Doctoral Consortium	Aug. 2022
Academy of Management – New Doctoral Student Consortium	Aug. 2021

PROFESSIONAL DEVELOPMENT

Participant, Access, Collaboration, and Transformation (ACT) Research Symposium, UMass Amherst, 2025

Participant, Behavioral Ethics Workshop, 2024

Completed Essentials of Online Teaching Course, UMass Amherst, 2024

Participant in Academy of Management Review Idea Development Workshop, Virtual, 2023

Participant in Northeastern Qualitative Research Conference, Virtual, 2023

Participant in DEI and Expertise in Racialized Organizations PDW, Columbia Business School, 2023

Participant, Behavioral Ethics Workshop, 2022

Participant in Teaching Strategies for Success Workshop, Bentley University, 2022

Participant in ISSR Methodology Workshop, NVivo Queries, UMass Amherst, 2022

Participant in ISSR Methodology Workshop, Qualtrics for Beginners, UMass Amherst, 2021

Participant in ISSR Methodology Workshop, Introduction to NVivo: The Basics, UMass Amherst, 2021

Participant in ISSR Methodology Workshop, Introduction to Qualitative Interviewing, UMass Amherst, 2021

Participant in ISSR Methodology Workshop, Introduction to R, UMass Amherst, 2021

REFERENCES

Orlando Richard (Dissertation Chair)
Earl W. Stafford Endowed Professor
Department of Management
Isenberg School of Management
University of Massachusetts, Amherst
orichard@isenberg.umass.edu

Mzamo Mangaliso (Dissertation Committee)
Department Chair, Management Department
Elected Fellow and Past President, Eastern Academy of Management
Isenberg School of Management
University of Massachusetts, Amherst
mangaliso@isenberg.umass.edu

Michael W. Kraus (PhD Mentor)
Professor of Psychology
Morton O. Schapiro IPR Faculty Fellow, Institute for Policy Research
michael.kraus@northwestern.edu