Pol P. Solanelles (He/His)

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Education

Ph.D. in Business Management, University of Mississippi

M.B.A., Certificate in Sports Management, East Carolina University

B.S. in Interpersonal/Organizational Communication, East Carolina University

B.S. in Exercise Science and Sport, Universitat de Barcelona (Completed 60 credits)

Professional Employment

Assistant Professor of Human Resources July 2025 – Present

Department of Management, University of North Florida

Assistant Professor of Management, Leadership, & HRM August 2024 – July 2025

Department of Management, Leadership, & HRM, Le Moyne College

Honorary Associate Research Fellow 2022 – 2025

Department of Management, University of Exeter Business School

Visiting Researcher Summer 2023

Department of People Management and Organisation, ESADE

Research Interest

My research applies social network thinking to focus on power, status, and influence, the relational aspects of leadership, and complex collaboration teams.

Refereed Publications

Zhu, S., He, Y., **Solanelles, P.**, & Cullen-Lester, K. (2025). Examining the Dynamic Relational Effects of "Letting Off Steam": The Coevolution of Workplace Venting and Advice-Giving Ties. *Personnel Psychology.* http://doi.org/10.1111/peps.12689

Porter, C. M., **Solanelles, P.,** Pearson, A. H., Cullen-Lester, K. L. & Du, J. (2025). A Tale of Two Job Searches: An Integrative Review of How Job Seeker Characteristics Shape Informal Job Search Effectiveness. *Journal of Organizational Behavior.* https://doi.org/10.1002/job.2864

Woo, H.S., Berns, J., & **Solanelles, P.** (2023)*. How Rare is Rare? How Common is Common? Empirical Issues Associated with Binary Dependent Variables with Rare/Common Event Rates. *Organizational Research Methods, 26*(4), 655-677. https://doi.org/10.1177/10944281221083197

*Nominated for the ORM 2023 Best Paper Award

Cullen-Lester, K. L., Porter, C. M., Trainer, H. M., **Solanelles, P**., & Carter, D. R. (2021). Network structures of influence within organizations and implications for HRM. In M.R.

Buckley, A.R. Wheeler, J.E. Baur, J. R. B. Halbesleben (Ed.), *Research in Personnel and Human Resources Management,* 39,129-174. http://doi.org/10.1108/S0742-730120210000039005

McMillan, A., **Solanelles, P.**, & Rogers, L. B. (2021). Bias in Student Evaluations: Self-efficacy and Identity-threat at Play. *Studies in Educational Evaluation, 70*. https://doi.org/10.1016/j.stueduc.2021.101032

Solanelles, P., Babin, B.J., & Locander, D. (2021). Drinking (Wine) Again: Always the Same in a Pandemic?*, Journal of Wine Research*. https://doi.org/10.1080/09571264.2021.1971641

Chapters in Edited Volumes

Emery, C., Gerbasi, A., Cullen-Lester, K., **Solanelles, P.,** & Carter, D. R. (2024). Beyond the leadership dyad: Applications of social network analysis to study leadership networks emergence and effectiveness. In O. Epitropaki & R. Martin (Eds.), *Contemporary perspectives on relationship-based leadership: The Series, Vol. X, Beyond exchange: Revisiting leadership as a relationship* (pp. 183–221). Information Age Publishing. Doi: 10.1108/979-8-88730-802-920251014

Carter, D.R., Cullen-Lester, K.L., **Solanelles, P.**, Jones, J.M., & Wormington, S.V. (2023). Uncovering patterns of strategic leadership networks to support organizational agility. In S. Zaccaro, N. Hiller, and R. Klimoski (Eds). *Senior leadership teams and the agile organization.* SIOP Frontiers

Other Publications & White Papers

Solanelles, P. & Cullen-Lester, K. L. (2021). Team assembly in modern workplaces: Network origins of emergent teams. Oxford: University of Mississippi.

Solanelles, P. (2015). Audience Inequality in Sport: Track and Field vs. Popular Sports. *The Lookout, 3*(1), 61-66.

Media Coverage

University of Mississippi (2025, October 3). *Blowing Off Steam at Work Builds Connections but Carries a Cost*. Ole Miss News. https://olemiss.edu/news/2025/09/blowing-off-steam-at-work-builds-connections-but-carries-a-cost/index.html

Research Under Review

Solanelles, P., Cullen-Lester, K., Woehler, M., Carter, D., Lester, H., Johnson, P., & Pucalev, B. [Title Omitted for Peer Review]. R&R at *Journal of Management*

Research in Progress

Solanelles, P., Cullen-Lester, K., Carter, D., Lester, H., Johnson, P., & Jones, J. (2026). Shooting for the Stars: The Role of Informal Leaders' Status in Team Assembly. Targeting the *Journal of Management*

Solanelles, P., He, Y., Zhu, S., Cullen-Lester, K. Claiming and Granting Leadership. Targeting the *Academy of Management Journal*

Solanelles, P. & Pucalev, B. Teams 101: How to Assemble a Team. Targeting *Small Group Research*

Solanelles, P., Woehler, M., Cullen-Lester, K., & Grosser, T. Brokering as intended? Targeting the *Academy of Management Journal*

Porter, C. M., **Solanelles, P.**, & Cullen-Lester, K. L. Agentic perspective on network-based influence. Targeting *Human Resource Management*

Cullen-Lester, K., Woehler, M., Lester, H., & **Solanelles, P**. Activated, mobilized, & successfully mobilized networks; COVID-19 responses. Targeting the *Journal of Applied Psychology*

Meuser, J.D., **Solanelles, P**., Smallfield, J., Gullifor, D.P., Cao, X., Lowe, K. B., & Atwater, L. What do we know that we can tell them? A critical inquiry into the practicality of practical implications offered by leadership scholars. Targeting *Journal of Management*

Conference Presentations

Solanelles, P., Cullen-Lester, K., Carter, D., Lester, H., Johnson, P., & Jones, J. (2026). *Shooting for the Stars: The Role of Informal Leaders' Status in Team Assembly.* Paper presented at the Southern Management Association, St. Pete Beach, FL

Solanelles, P., Cullen-Lester, K., Carter, D., Lester, H., Johnson, P., & Jones, J. (2026). *Shooting for the Stars: The Role of Informal Leaders' Status in Team Assembly.* Paper presented at the Social Networks Society Conference, Barcelona, Spain

Li, S. & **Solanelles, P.** (2024). *Motivation, Affect, and Personality in Network Building and Utilization: Perspectives From Agentic Behaviors.* Symposium organized at the 85th Annual Meeting of the Academy of Management, Chicago, IL

Solanelles, P., He, Y., Zhu, S., Cullen-Lester, K. (2024). *Workplace Venting and Leadership: A Network Analysis.* Symposium Paper presented at the 82nd Annual Meeting of the Academy of Management, Chicago, IL

Bartels, A., **Solanelles, P.,** Hiller, N., & Reina, C. (2024). *For the Love of Leadership: Leadership Doctoral Student Consortium.* Doctoral consortium organized at the 85th Annual Meeting of the Academy of Management, Chicago, IL

Solanelles, P., De Kerviler, G., Babin, B. (2024). *A sociocultural perspective on wine: identification of four dimensions of wine consumption value*. Paper presented at the 2024 European Marketing Academy, Romania

Solanelles, P., De Kerviler, G., Babin, B. (2024). *The Value of Wine Drinking: A Scale Development*. Paper presented at the 2024 Academy of Marketing Science World Marketing Congress, Mauritius

Solanelles, P. (2023). *Working Well with Others: Teamwork and Negotiation*. Paper session facilitated at the Southern Management Association, St. Pete Beach, FL

Solanelles, P., & Cullen-Lester, K. (2023). *Teaming up! Maximizing Employees' Potential through the Assembly of Teams.* Caucus presented at the 84th Annual Meeting of the Academy of Management, Boston, MA

Bartels, A., **Solanelles, P.,** & Hiller, N. (2023). *For the Love of Leadership: Leadership Doctoral Student Consortium.* Doctoral consortium organized at the 84th Annual Meeting of the Academy of Management, Boston, MA

Carter, D., Cullen-Lester, K., Jones, J., & **Solanelles, P.** (2023). A network approach to understanding strategic leadership systems. In G. N. Burns, & N. S., Duong (Co-Chairs). (2023). Research incubator: Network methods in organizational research [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA

Solanelles, P. (2023). *From Marvel Comics to Running Organizations: Leading the Assembly of Teams.* Paper presented at Graduate Student Council Research and Creative Achievement Symposium, Oxford, MS

Solanelles, P. (2023). *The Art of Assembling Teams: Understanding the Influence of Leaders and Followers.* Paper presented at Mid-South Management Research Consortium, Denton, TX

Solanelles, P., & Cullen-Lester, K. (2022). *Teaming up! Creating a better world by advancing research on the assembly of high-performing teams.* Caucus presented at the 82nd Annual Meeting of the Academy of Management, Seattle, WA

Cullen-Lester, K., Woehler, M., Lester, H., & **Solanelles, P.** (2022). *Calling on ties when everyone is under siege: Gender, pervasive threat, and network utilization.* Symposium Paper presented at the 82nd Annual Meeting of the Academy of Management, Seattle, WA

Solanelles, P., Babin, B.J., & de Kerviler, G. (2022). *Wine and value: A scale development.* Paper presented at the Academy of Wine Business Research Conference, Dijon

Cullen-Lester, K., Carter, D., **Solanelles, P.**, Jones, J. & Wormington, S. (2022) Revealing the 'Real' Strategic Leadership Network to Senior Leaders: Benefits and Challenges. In Chackoria, J. & Bell, S. T. *Novel Applications of Social Network Analysis in I-O Psychology*. Symposium

accepted for the 37th Annual Society for Industrial and Organizational Psychology Conference, Seattle, WA

Solanelles, P., Cullen-Lester, K., & Lester, H. (2021). *A network approach to team assembly: Antecedents of network-leveraged team formation.* Paper presented at the Southern Management Association Conference, New Orleans, LA

Solanelles, P., Cullen-Lester, K., Woehler, M., & Lester, H. (2021). *Calling on strong and weak ties when Forming a Team: The impact of COVID-19 on men's and women's network utilization.* Paper presented at the INGRoup Conference, virtual conference

Solanelles, P., Gao, H., Kim, J., & Woo, H.S. (2020). *Revisiting the role of organizational vision in management: A meta-analysis.* Paper presented at the Southeast Management Doctoral Student Consortium, virtual conference

McMillan, A., **Solanelles, P.**, & Rogers B. (2020). *Bias in student peer evaluations: Self-efficacy and identity threat at play*. Paper presented at the Southern Management Association Conference, virtual conference

Solanelles, P., Gao, H., Kim, J., & Woo, H.S. (2020). *Revisiting the role of organizational vision in management: A meta-analysis.* Nominated for the SMS London Ph.D. Paper Prize and Best Paper Prize. Paper presented at the Strategic Management Society Conference, virtual conference

Woo, H.S., Berns, J., & **Solanelles, P.** (2020). *How rare is rare? How common is common? Empirical issues with skewed binary outcome distributions.* Paper presented at the Strategic Management Society Conference, virtual conference

Meuser, J.D., Blakely, A.N., Smallfield, J., **Solanelles, P**., Cao, X., Atwater, L., & Lowe, K. (2020). *What do we know that we can tell them? A critical inquiry into the practicality of practical implications offered by leadership scholars.* Paper presented at the Mid-South Management Research Consortium, Auburn, AL

Madden, T., Madden, L., & **Solanelles, P**. (2019). *In-class participation: A self-assessment approach.* Paper presented at the Southern Management Association Conference, Norfolk, VA

Invited Presentations

Solanelles, P. (2026). *Leadership Development for Strategic Management Capstone Course.* Invited presentation at the University of Mississippi, Oxford, MS

Solanelles, P. (2024). *How do Organizations Really Operate? Social Networks at Work.* Invited presentation at the 2024 myHopeprint Symposium, Virtual.

Solanelles, P. (2023). *A Social Network Approach to Studying Organizational Phenomena*. Invited presentation at ESADE Business School, Barcelona, Spain

Solanelles, P. (2023). *Organizational Behavior from the Social Network Lens*. Guest lecturer for the Honors College Students at the University of Mississippi, Oxford, MS

Solanelles, P., & Meuser, J. (2021). *Special Panel: Advice from Ph.D. Students and the people advising them*. Discussants: Ester Jean, Wayne Crawford, Pol Solanelles, Jeremy Meuser, Jake Waddingham, Jack Walker, Michelle Mfuni, & James Vardaman. Panel for the Pre-Doctoral Consortium at the Southern Management Association annual meeting, New Orleans, LA

Teaching Experience

University of North Florida, *Course Instructor*
- Human Resource Management (FTF) — Fall 2025, 26, Spring 2026
- Employee Relations (FTF) — Spring 2026

Le Moyne College, *Course Instructor*
- Human Resource Management (FTF & Web) — Spring & Maymester 2025
- Group Skills and Team Leadership (FTF) — Fall 2024
- Organizational Behavior (FTF) — Fall 2024

University of Mississippi, *Course Instructor*
- Leadership and Group Dynamics (FTF) — Fall 2023, Spring 2024
- Organizational Behavior (FTF) — Fall 2022, Spring 2022-23
- Human Resource Management (Web) — Summer 2020, 22, 23, 24

University of Mississippi, *Course Facilitator*
- Entrepreneurship and Management (FTF & Web) — Fall 2019 – Present
- Organizational Behavior (FTF & Web) — Fall 2019 – Present

East Carolina University, *Teaching Assistant*
- Organizational Behavior (FTF) — Spring 2019
- Comparative Management (FTF) — Spring 2017 – Fall 2018
- Dimensions of Tourism (FTF) — Spring 2017

Academic Conference Attendance

Southern Management Association, St. Pete Beach, FL	2026
Academy of Management, Philadelphia, PA	2026
Southern Management Association, San Antonio, TX	2024
Academy of Management, Chicago, IL	2024
Southern Management Association, St. Pete Beach, FL	2023
Academy of Management, Boston, MA	2023
Social Networks Society, Exeter, UK	2023
Mid-South Management Research Consortium, Denton, TX	2023
Southern Management Association, Little Rock, AR	2022
INGRoup Developing Scholars Workshop, Greenville, SC	2022

Academy of Management, Seattle, WA 2022
Southern Management Association, New Orleans, LA 2021
INGRoup, Virtual 2021
Academy of Management, Virtual 2021
Southeast Management Doctoral Student Consortium, Virtual 2020
Strategy Management Society, Virtual 2020
Southern Management Association, Virtual 2020
RM Division-CARMA Doctoral Student and Junior Faculty Consortium 2020
Mid-South Management Research Consortium, Auburn, AL 2020
Southern Management Association, Norfolk, VA 2019
Southern Management Association, St. Petersburg, FL 2017

Other Academic Sessions Attendance

CARMA Short Course: *Introduction to Multilevel Analysis in R by James Lebreton* 2024
CARMA Short Course: *Advanced Multilevel Analysis I by Gilad Chen* 2023
CARMA Short Course: *Advanced Data Analysis with R by Justin DeSimone* 2022
Cranfield Talks: *Construct Clarity* 2021
Journal of Managerial Psychology: *Manuscript Development PDW* 2021
Cranfield Talks: *Strategy, Organization, and Complexity* 2021
Journal of Managerial Psychology: *Manuscript Development PDW* 2020
Leadership Quarterly: *Writing and Publishing in the Leadership Quarterly* 2020

Professional Membership and Honor Societies

Academy of Management (AOM) 2019 – Present
Southern Management Association (SMA) 2017 – Present
Interdisciplinary Network for Group Research (INGRoup) 2021 – 2024
National Center for Faculty Development & Diversity (NCFDD) 2019 – 2024
Strategy Management Society (SMS) 2020

Grants & Awards

Florida International University Center for Leadership
- Finalist for the FIU Alvah H. Chapman Jr. Dissertation Award 2026

University of North Florida
- Scholars Transforming Academic Research Symposium Award Nomination 2026

The National Science Foundation (NSF), Science of Organizations (SoO) 2019 – Present
- *Strategic Leadership Systems: How Networks of Strategic Communication and Informal Influence Arise and Drive Firm Performance* (3/1/2019-2/28/2022). Carter, D.R. (PI, #1853470), Cullen-Lester, K. (PI, #1853404). Budget: **$356,810**

University of Mississippi

- Outstanding Ph.D. Student of the Year Award 2022
- Excellence in Community Engagement Awards: 2021 Finalist with distinction, "LeadershipServ's™: Excellence in Servant Leadership Program," **$3000** 2021
- Excellence in Community Engagement Awards: 2020 Finalist for Community-Engaged Service, "LeadershipServ's™: Excellence in Servant Leadership Program," **$1000** 2020

East Carolina University, Academics

- Don Boldt Outstanding International Student 2019
- Honorable Mentions at The Aspen Institute Case Study Competition 2019
- International Graduate Student Award 2017
- The College of Business Pirate Purple Scholarship 2017
- Outstanding Student Award in Communication 2016
- Outstanding Interpersonal and Organizational Student 2016
- Winner of the Research & Creative Achievement for Social Sciences 2016
- Nominated for the 2016 Robert H. Wright Alumni Leadership Award 2016

East Carolina University, Athletics

- East Carolina University's Outstanding Scholar-Athlete 2017
- David A. Dosser - Pirate Service & Leadership 2017
- The Vance B. and Sue Worthington Graduate Fellowship 2017
- Named All-Academic Team Cross Country & Track and Field 2014 –2017
- Named All-Conference: American Athletic Conference Outdoor Track and Field Championships 2016 – 2017

Licenses & Certifications

Academic Outreach's eLearning Endorsement Program, University of Mississippi 2020
Equitable and Inclusive Search Committee Training, University of Mississippi 2020

Technology Proficiency

R, SPSS, STATA, AMOS, Qualtrics, Microsoft Office, Blackboard, Canvas

Service

Service to the Profession

Ad Hoc Reviewer

- Journal of Managerial Psychology 2026 – Present
- Journal of Organizational Effectiveness: People and Performance 2026 – Present
- Journal of Organizational Behavior 2025 – Present
- Human Resource Management 2025 – Present

Communications Officer for the Network of Leadership Scholars 2024 – Present
Ph.D. Representative for CARMA at the University of Mississippi 2021 – 2024

Graduate Assistant for the Network of Leadership Scholars 2020 – 2024
Active Member of the INGRoup Student Volunteer Committee 2022 – 2024
Session Chair at the GSC Research and Creative Achievement Symposium 2023

Conference Service
Volunteer at Southern Management Association 2019 – Present
Facilitated Paper Session: Leadership, Status, and Networks at INGRoup, Virtual 2021

University Service
University of North Florida
- Faculty Advisor for the Human Resource Management student club 2026 – Present
- University-Wide Academic Standards Committee for CCB 2026 – Present
- International Business Faculty Advisory Committee 2026 – Present
- Member of the Undergraduate Assurance of Learning Committee 2026 – Present
- Alternate Senator; United Faculty of Florida at UNF 2026 – Present
- Member of the Search Committee for the Chair of the Management Department 2025

Le Moyne College
- Faculty Athletic Affiliate Representative for the Cross Country & Track and Field 2024
- Representative for the Mgmt, Leadership, HRM, and MIS department at the Hetterich Center for Global Engagement and Impact 2024

University of Mississippi
- Ph.D. Student Selection Committee 2022
- President of the Ole Miss Ballroom Dancing Club (OMBDC) 2021 – 2024
- Senator at the Graduate Student Council 2021 – 2024
- International Student Ambassador 2020 –2021
- Volunteer at the Center for Innovation and Entrepreneurship Summit 2019

East Carolina University
- Vice-Chair of the Global Affairs Advisory Council 2025 – Present
- International Student Ambassador 2019
- Marketing Director of the International Student Association (ISA) 2018
- Vice-President of the Student-Athlete Advisory Committee (SAAC) 2016 – 2017
- Varsity Men's Cross Country and Track & Field Team - Team Captain 2014 – 2017
- Ambassador for the School of Communication 2015 – 2016

Conference Reviewer Activities

Academy of Management Annual Meeting 2020 – Present
- 2023 'Best Reviewer' Award of the OB Division

Southern Management Association Conference 2020 – Present
INGRoup Conference 2021

Language Skills

Catalan (Native), Spanish (Native), English (Proficient), Italian (Fluent)