ANTHONY C. KLOTZ

Oregon State University

College of Business

368 Austin Hall

Corvallis, Oregon 97331

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**EDUCATION**

Ph.D. University of Oklahoma 2013

Michael F. Price College of Business

Major: Organizational Behavior / Human Resource Management

M.B.A. Creighton University 2009

College of Business Administration

B.B.A. Iowa State University 2001

College of Business

Major: Transportation and Logistics. 2nd Major: Finance

**WORK EXPERIENCE**

2013 – Present Oregon State University, College of Business (Corvallis, Oregon)

Assistant Professor of Management

2009 – 2013 University of Oklahoma, Price College of Business (Norman, Oklahoma)

Assistant in Research, worked for Professors Bolino, Bradley, and Buckley

2006 – 2009 B Street Collision Center (Omaha, Nebraska)

Owner and Business Development Manager

2001 – 2006 General Mills

Manufacturing Manager (2005 – 2006, Midland, Ontario, Canada)

Team Leader (2002 – 2005, Lodi, California)

Distribution Management Assistant (2001 – 2002, Albuquerque, New Mexico)

**PRACTITIONER ARTICLES**

Bolino, M.C. & **Klotz, A.C.** (2017, September 15). How to motivate employees to go beyond their jobs. *Harvard Business Review online.* https://hbr.org/2017/09/how-to-motivate-employees-to-go-beyond-their-jobs

Bolino, M.C., **Klotz, A.C.,** & Turnley, W.H. (2017, April 18). Will refusing an international assignment derail your career? *Harvard Business Review online.* https://hbr.org/2017/04/will-refusing-an-international-assignment-derail-your-career

**Klotz, A.C.** & Bolino, M.C. (2016, September 15). Seven ways people quit their jobs. *Harvard Business Review online*. https://hbr.org/2016/09/7-ways-people-quit-their-jobs

Yam, K.C., **Klotz, A.C.,** He, W., & Reynolds, S.J. (2016, September 16). Pushing employees to go the extra mile can be counterproductive. *Harvard Business Review online*. https://hbr.org/2016/09/ pushing-employees-to-go-the-extra-mile-can-be-counterproductive

**REFEREED ARTICLES**

**Klotz, A.C.**, Yam, K.C., He, W. Bolino, M.C., Wei, W, & Houston, L. (forthcoming). Good actors but bad apples: Deviant consequences of daily impression management at work. Under review after being conditionally accepted at the *Journal of Applied Psychology*.

Bolinger, A.R., **Klotz, A.C.**, & Leavitt, K. (online first). Contributing from inside the outer circle: The identity-based effects of noncore role incumbents on group relational coordination and organizational climate. *Academy of Management Review*.

**Klotz, A.C.** & da Motta Veiga, S.P. (online first). Recruiting under the influence: New labor market entrants’ reactions to workplace drinking norms. *Human Resource Management*.

**Klotz, A.C.**, Bolino, M.C., Song, H., & Stornelli, J. (online first). Examining the nature, causes, and consequences of profiles of organizational citizenship behavior. *Journal of Organizational Behavior*.

Djurdjevic, E.D., Stoverink, A.C., **Klotz, A.C.**, da Motta Veiga, S.P., Koopman, J., Yam, K.C., & Chiang, J. (2017). Workplace status: The development and validation of a scale. *Journal of Applied Psychology, 102*, 1124-1147.

Yam, K.C., **Klotz, A.C.,** He, W., & Reynolds, S.J. (2017). From good soldiers to psychologically entitled: Examining when and why citizenship behavior leads to deviance. *Academy of Management Journal, 60*, 373-396.

Murphy, C., **Klotz, A.C.**, & Kreiner, G.E. (2017). Blue skies and black boxes: The promise (and practice) of grounded theory in human resource management research. *Human Resource Management Review, 27*, 291-305.

Bolino, M.C., **Klotz, A.C.**, & Turnley, W.H. (2017). The implications of turning down an international assignment: A psychological contracts perspective. *International Journal of Human Resources Management, 28*, 1816-1841*.*

**Klotz, A.C.** & Bolino, M.C. (2016) Saying goodbye: The nature, causes, and consequences of employee resignation styles. *Journal of Applied Psychology, 101*, 1386-1404.

Yam, K.C., Fehr, R., Keng, F., **Klotz, A.C.**, & Reynolds, S.J. (2016). Out of control: A self-control perspective on the link between surface acting and abusive supervision. *Journal of Applied Psychology, 101*, 292-301.

**Klotz, A.C.** & Neubaum, D.O. (2016). Research on the dark side of personality traits in entrepreneurship: Observations from an organizational behavior perspective. *Entrepreneurship Theory and Practice, 40*, 7-17*.*

Bradley, B.H., Anderson, H.J., Baur, J.E., & **Klotz, A.C.** (2015). When conflict helps: Integrating evidence for beneficial conflict in groups and teams under three perspectives. *Group Dynamics: Theory, Research, and Practice, 19*, 243-272.

Bolino, M.C., & **Klotz, A.C.** (2015). The paradox of the unethical organizational citizen: The link between organizational citizenship behavior and unethical behavior at work. *Current Opinion in Psychology, 6*, 45-49.

Busenitz, L.W., Plummer, L.A., **Klotz, A.C.**, Shahzad, A., & Rhoads, K.A. (2014). Entrepreneurship research (1985-2009) and the emergence of opportunities. *Entrepreneurship Theory and Practice, 38*, 981-1000.

Bolino, M.C., **Klotz, A.C.**, & Daniels, D. (2014). The impact of impression management over time. *Journal of Managerial Psychology, 29*, 266-284.

\*\*\*Received the Highly Commended Paper Award for 2014 from *Journal of Managerial Psychology*\*\*\*

**Klotz, A.C.**, Hmieleski, K.M., Bradley, B.H., & Busenitz, L.W. (2014). New venture teams: A review of the literature and roadmap for future research. *Journal of Management, 40,* 226-255.

**Klotz, A.C.** & Bolino, M.C. (2013). Citizenship and counterproductive work behavior: A moral licensing view. *Academy of Management Review*, *38*, 292-306.

**Klotz, A.C.**, da Motta Veiga, S.P., Buckley, M.R., & Gavin, M. (2013). The role of trustworthiness in recruitment and selection: A review and guide for future research. *Journal of Organizational Behavior, 34*, S104-S119.

Bolino, M.C., **Klotz, A.C.**, Turnley, W.H., & Harvey, J. (2013). Exploring the dark side of organizational citizenship behavior. *Journal of Organizational Behavior, 34,* 542-559.

Bradley, B.H., **Klotz, A.C.**, Postlethwaite, B.E., & Brown, K.G. (2013). Ready to rumble: How team personality composition and task conflict interact to improve performance. *Journal of Applied Psychology, 98,* 385-392.

**Klotz, A.C.** & Buckley, M.R. (2013). A historical perspective of counterproductive work behavior targeting the organization. *Journal of Management History, 19,* 114-132.

\*\*\*Received the Highly Commended Paper Award for 2013 from *Journal of Management History*\*\*\*

Bradley, B.H., Postlethwaite, B.E., **Klotz, A.C.**, Hamdani, M.R. & Brown, K.G. (2012). Reaping the benefits of task conflict in teams: The critical role of team psychological safety climate. *Journal of Applied Psychology, 97,* 151-158.

**Klotz, A.C.**, & Buckley, M.R. (2010). Where everybody knows your name: What big business might learn from small business concerning the prevention of workplace violence. *Business Horizons, 53,* 571-579.

**MANUSCRIPTS UNDER REVIEW**

**Klotz, A.C.** & Bolino, M.C. [Title removed]. Under second-round review at the *Academy of Management Review.*

Murnieks, C.Y., **Klotz, A.C.**, & Shepherd, D.A. [Title removed]. Proposal accepted at the *Journal of Organizational Behavior*; full manuscript now being written for review.

Leavitt, K., Kouchaki, M., & **Klotz, A.C.** [Title removed]. First-round revise-and-resubmit at *Personnel Psychology*.

**INVITED CHAPTERS**

Bolino, M.C., **Klotz, A.C.**, & Turnley, W.H. (online first). The unintended consequences of organizational citizenship behaviors for employees, teams, and organizations. In P.M. Podsakoff, S.B. MacKenzie, & N.P. Podsakoff (Eds.), *The Oxford Handbook of Organizational Citizenship Behavior.*

**Klotz, A.C.** & Zimmerman, R.D. (2015). On the turning away: An exploration of the employee resignation process. In J.R.B. Halbesleben, A.R. Wheeler, & M.R. Buckley (Eds.), *Research in Personnel and Human Resource Management* (pp. 51-119). Vol. 33. Emerald Publishing.

Turnley, W.H., **Klotz, A.C.**, & Bolino, M.C. (2013). Crafting an image at another's expense: Understanding unethical impression management in organizations. In R.A. Giacalone & M.D. Promislo (Eds.), *Handbook of unethical work behavior: Implications for well-being* (pp. 123-139). Armonk, NY: M.E. Sharpe.

Zeni, T.A., Buckley, M.R., **Klotz, A.C.**, & Novicevic, M.M. (2012). “Not so fast, my friend!” The eternal marital bliss or imminent divorce of leadership and neuroscience. In A.M. Rossi, P.L. Perrewé, & J.A. Meurs (Eds.), *Stress and quality of working life: Coping and prevention* (pp. 195-217). Charlotte, NC: Information Age.

Buckley, M.R., Hamdani, M.R., **Klotz, A.C.**, & Valcea, S. (2011). Into the great wide open: Bridging the micro-macro divide in the organizational sciences. In D.D. Bergh & D.J. Ketchen (Eds.), *Research methodology in strategy and management* (pp. 31-68). Greenwich, CT: Elsevier Press.

**Klotz, A.C.**, Wheeler, A.R., Halbesleben, J.R.B., Brock, M., & Buckley, M.R. (2011). Can reward systems influence the creative individual? In M.D. Mumford (Ed.), *Handbook of organizational creativity* (pp. 607-631). Greenwich, CT: Elsevier Press.

**PRESENTATIONS**

Ghufran, A., **Klotz, A.C.**, & Bolino, M.B. Vicarious moral licensing at work: When does follower citizenship license leader deviance? To be presented at the 2018 Academy of Management Meeting, Chicago, IL.

Houston, L. & **Klotz, A.C.** Getting to know you: Newcomer socializing as impression management, and its differential effects for male and female newcomers. To be presented at the 2018 Academy of Management Meeting, Chicago, IL.

Rubenstein, A., **Klotz, A.C.**, Leavitt, K, & Kammeyer-Mueller, J.D. Exploring the bright and dark consequences of performing necessary evil at work: An investigation of repossession agents. Presented at the 2017 Academy of Management Meeting, Atlanta, GA.

**Klotz, A.C.,** Wei, W., & Bolino, M.C. Good actors but bad apples: A resource-depletion perspective on the counterproductive consequences of impression management at work. Presented at the 2016 Academy of Management Meeting, Anaheim, CA.

Leavitt, K., Kouchaki, M., & **Klotz, A.C.** Manning-up through misappropriation: Threats to masculinity increase unethical behavior. Presented at the 2016 Academy of Management Meeting, Anaheim, CA.

**Klotz, A.C.** Ordinary people: Some practical advice for the everyday academic. Presented at “The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty” Professional Development Workshop at the 2016 Academy of Management Meeting, Anaheim, CA.

**Klotz, A.C.** & da Motta Veiga, S.P. Recruiting under the influence: The effect of alcohol-based rituals on applicant attraction. Presented at the 2015 Academy of Management Meeting, Vancouver, BC.

Yam, K.C., Fehr, R., Keng, F., & **Klotz, A.C.** Out of control: A self-control perspective on the link between surface acting and abusive supervision. Presented at the 2015 Academy of Management Meeting, Vancouver, BC.

Yam, K.C., **Klotz, A.C.,** He, W., Reynolds, S.J. Turning good soldiers into bad apples: Examining when and why citizenship behavior leads to deviance. Presented at the 2014 Academy of Management Meeting, Philadelphia, PA.

\*\*\* This paper was selected to appear in the Best Paper Proceedings\*\*\*

\*\*\* This paper received the Best Competitive Paper Award, OB Division\*\*\*

Djurdevic, E.D., Stoverink, A., **Klotz, A.C.**, & da Motta Veiga, S.P. Perceived workplace status: Scale development and validation. Presented at the 2014 SIOP Conference, Honolulu, HI.

**Klotz, A.C.** Is breaking up hard to do? A qualitative investigation of the resignation process. Presented at the 2013 Academy of Management Meeting, Lake Buena Vista, FL.

Bradley, B.H., **Klotz, A.C.**, Banford, C.G., & Baur, J.E. 2013. When does conflict improve team performance? A review of evidence and framework for future research. Presented at the 2013 Academy of Management Meeting, Lake Buena Vista, FL.

**Klotz, A.C.**, Bolino, M.C., & Song, H. Exploring patterns of citizenship in organizations. Presented at the 2012 Southern Management Association Meeting, Fort Lauderdale, FL.

Harvey, J., Bergeron, D., Bolino, M.C., & **Klotz, A.C.** When going the extra mile really helps: The effects of control systems on career outcomes of citizenship behavior. Presented at the 2012 Academy of Management Meeting, Boston, MA.

Bradley, B.H., **Klotz, A.C.**, & Postlethwaite, B.E. Personality moderators of the relationship between task conflict and performance in teams. Presented at the 2012 Academy of Management Meeting, Boston, MA.

**Klotz, A.C.**, Turnley, W.H., & Bolino, M.C. 2011. Looking good at the expense of others: How impression management harms coworker well-being. Presented at the Southern Management Association Meeting, Savannah, GA.

Hamdani, M., Valcea, S., **Klotz, A.C.**, & Buckley, M.R. 2011. Into the great wide open: Bridging the micro-macro divide in the organizational sciences. Presented at the Academy of Management Meeting, San Antonio, TX.

**Klotz A.C.**, & Bolino, M.C. 2011. The effects of managing multiple images on employee social anxiety and job performance. Presented at the Academy of Management Meeting, San Antonio, TX.

**Klotz, A.C.** 2010. Fortune favors the bold: The impact of large acts of proactive trust on new venture survival. Presented at the Academy of Management Meeting, Montreal, QC.

**TEACHING PERFORMANCE**

Instructor Overall Rating

**University of Oklahoma**

FA 2011 MGT 3013 Principles of Management 4.76/5.00

SP 2012 MGT 3013 Principles of Management 4.82/5.00

SU 2012 MGT 3513 Human Resources Management 5.00/5.00

FA 2012 MGT 3363 Organizational Behavior 4.81/5.00

SP 2013 MGT 3363 Organizational Behavior 5.00/5.00

**Oregon State University**

SU 2013 BA 352 Managing Individual & Team Performance 5.7/6.0

FA 2013 MGMT 453/553 Human Resources Management 5.9/6.0

FA 2013 MGMT 453/553 Human Resources Management 5.8/6.0

WI 2014 BA 352 Managing Individual & Team Performance 5.5/6.0

WI 2014 BA 352 Managing Individual & Team Performance 5.6/6.0

WI 2014 BA 352 Managing Individual & Team Performance 5.6/6.0

SU 2014 BA 406 Cross Cultural Management (London) 6.0/6.0

FA 2014 MGMT 453/553 Human Resources Management 5.8/6.0

FA 2014 MGMT 453/553 Human Resources Management 5.8/6.0

SP 2015 MGMT 453/553 Human Resources Management 5.9/6.0

SP 2015 MGMT 453/553 Human Resources Management 5.7/6.0

SP 2015 MGMT 453/553 Human Resources Management 5.8/6.0

SU 2015 BA 352 Managing Ind. & Team Performance (London) 6.0/6.0

SU 2015 MGMT 452 Leadership (London) 6.0/6.0

FA 2015 MGMT 453/553 Human Resources Management 5.9/6.0

FA 2015 MGMT 453/553 Human Resources Management 5.7/6.0

WI 2016 BA 650 Organizational Behavior Doctoral Seminar N/A

SP 2016 MGMT 453/553 Human Resources Management 5.8/6.0

SP 2016 MGMT 453/553 Human Resources Management 5.8/6.0

SU 2016 BA 352 Managing Ind. & Team Performance (London) 6.0/6.0

SU 2016 MGMT 452 Leadership (London) 5.9/6.0

FA 2016 MGMT 453/553 Human Resources Management 5.9/6.0

FA 2016 MGMT 453/553 Human Resources Management 5.8/6.0

SP 2017 MGMT 453/553 Human Resources Management 5.7/6.0

SP 2017 MGMT 453/553 Human Resources Management 5.8/6.0

FA 2017 MGMT 453/553 Human Resources Management (hybrid) 5.8/6.0

FA 2017 MGMT 453/553 Human Resources Management (hybrid) 5.7/6.0

WI 2018 BA 650 Organizational Behavior Doctoral Seminar N/A

SP 2018 MGMT 453/553 Human Resources Management (hybrid)

SP 2018 MGMT 453/553 Human Resources Management (hybrid)

**PROFESSIONAL SERVICE**

Editorial Review Board, *Journal of Applied Psychology*, 2018-present

Editorial Review Board, *Academy of Management Journal*, 2017-present

Editorial Review Board, *Journal of Management,* 2017-present

Editorial Review Board, *Journal of Organizational Behavior,* 2014-present

Senior ad hoc review board, *Journal of Organizational Behavior,* 2013-2014

Ad hoc reviewer, *Academy of Management Journal*, 2015-2017

Ad hoc reviewer, *Journal of Applied Psychology*, 2014-2017

Ad hoc reviewer, *Organizational Behavior and Human Decision Processes,* 2017-2018

Ad hoc reviewer, *Journal of Management*, 2016

Ad hoc reviewer, *Journal of Occupational and Organizational Psychology,* 2014-2018

Ad hoc reviewer, *Journal of Business Ethics*, 2016-2018

Ad hoc reviewer, *Human Relations*, 2012-2017

Ad hoc reviewer, *Journal of Business Venturing,* 2017-2018

Ad hoc reviewer, *Human Resource Management,* 2017-2018

Ad hoc reviewer, *Career Development International,* 2017

Ad hoc reviewer, *Psychological Reports,* 2016

Ad hoc reviewer, *Entrepreneurship Theory and Practice,* 2014-2018

Ad hoc reviewer, *Journal of Management Inquiry*, 2014

Ad hoc reviewer, *Journal of Organizational Behavior,* 2012-2013

Ad hoc reviewer, *Journal of Managerial Psychology,* 2013

Ad hoc reviewer, *Human Relations*, 2012-2017

Ad hoc reviewer, *European Management Journal*, 2012

Ad hoc reviewer, *Group and Organization Management*, 2012

Ad hoc reviewer, *European Journal of Work and Organizational Psychology*, 2012

Symposium organizer, *Academy of Management Annual Meeting,* 2016

Reviewer, *Oxford Bibliographies,* 2017

Reviewer, *Academy of Management Annual Meeting*, 2011 - 2018

Reviewer, *Southern Management Association Annual Meeting*, 2011 – 2012

Ambassador, OB Division, *Academy of Management Annual Meeting*, 2017

Awards Committee Member, OB Division, *Academy of Management Annual Meeting*, 2018

Discussant, *Southern Management Association Annual Meeting*,2012

Session Chair, *Southern Management Association Annual Meeting*, 2012

**HONORS AND AWARDS**

Western Academy of Management Ascendant Scholar Award, 2017

Best Reviewer Award, *Journal of Organizational Behavior*, 2014, 2015, 2016

OSU College of Business Scholarly Impact Award, 2017

University of Oklahoma’s *Price Magazine* 40 Under 40, 2017

Outstanding Reviewer Award, OB Division, Academy of Management, 2017

OSU College of Business Prominent Scholar Award, 2016, 2017

Dean’s Professorship in Excellence, 2015-2017

Oregon State Panhellenic Council Professor of the Term, Fall 2016

OSU College of Business Summer Research Support, 2016, 2017

OSU Byron L. Newton Excellence in Teaching Award, 2015

SHRM Foundation Dissertation Grant Award, 2012

Price College of Business PhD Student Teaching Excellence Award, 2012

Price College of Business Graduate Research Excellence Award, 2011

University of Oklahoma Graduate Foundation Fellowship, 2009 – 2013

**PROFESSIONAL DEVELOPMENT**

Participant, Oregon State University Hybrid Course Development Program, Spring 2017

Participant, OB Division Junior Faculty Consortium, 2016 (Academy of Management)

Certification, Oregon State University Search Advocate, 2016

Member, OSU Austin Family Business Program Advisory Council, 2016-present

Attendee, Wharton Junior Organizational Behavior Conference, 2014-2017

Participant, HR Division Junior Faculty Consortium, 2015 (Academy of Management)

Attendee, Introduction to Multilevel Modeling, 2014 (Curran-Bauer Analytics)

Participant, OB Division Doctoral Consortium, 2012 (Academy of Management)

Participant, HR Division Doctoral Consortium, 2011 (Academy of Management)