

ANTHONY C. KLOTZ

Oregon State University
College of Business
368 Austin Hall
Corvallis, Oregon 97331
Phone: (541) 737-6044
anthony.klotz@oregonstate.edu

EDUCATION

Ph.D.	University of Oklahoma Michael F. Price College of Business Major: Organizational Behavior / Human Resource Management	2013
M.B.A.	Creighton University College of Business Administration	2009
B.B.A.	Iowa State University College of Business Major: Transportation and Logistics. 2 nd Major: Finance	2001

WORK EXPERIENCE

2018 – present	Oregon State University, College of Business (Corvallis, Oregon) Associate Professor of Management Management Program Director
2013 – 2018	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)

REFEREED ARTICLES

Klotz, A.C., Yam, K.C., He, W., Bolino, M.C., Wei, W., & Houston, L. (2018). Good actors but bad apples: Deviant consequences of daily impression management at work. *Journal of Applied Psychology, 103*, 1145-1154.

Selected media coverage: CBC Radio, Wharton Business Radio, Oregon Public Broadcasting (Think Out Loud), Daily Mail, NY Post, Miami Herald, Kansas City Star, Sacramento Bee, Charlotte Observer, Fort Worth Star-Telegram

Klotz, A.C. & da Motta Veiga, S.P. (2018). Recruiting under the influence: New labor market entrants' reactions to workplace drinking norms. *Human Resource Management, 57*, 1303-1316.

Bolinger, A.R., **Klotz, A.C.**, & Leavitt, K. (2018). 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, 43*, 1-24.

Klotz, A.C., Bolino, M.C., Song, H., & Stornelli, J. (2018). Examining the nature, causes, and consequences of profiles of organizational citizenship behavior. *Journal of Organizational Behavior, 39*, 629-647.

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.

Featured in London School of Economics Business Review

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.

Selected media coverage: NBC News/Better, Fast Company, Forbes, Harvard Business Review (magazine), Inc.com, BYU Radio, SHRM magazine, Quartz

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.

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.

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

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., 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.

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. [Name removed]. Under third-round review at the *Academy of Management Review*.

Ghufran, A., **Klotz, A.C.**, & Bolino, M.C. [Name removed]. First-round revise-and-resubmit at the *Journal of Applied Psychology*.

Murnieks, C.Y., **Klotz, A.C.**, & Shepherd, D.A. [Name removed]. Second-round revise-and-resubmit at the *Journal of Organizational Behavior*.

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

INVITED CHAPTERS

Bolino, M.C., **Klotz, A.C.**, & Turnley, W.H. (2018). 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* (pp. 185-202). New York, NY: Oxford University Press.

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.

PRACTITIONER ARTICLES

Bolino, M.C. & **Klotz, A.C.** (2018, November 21). Don't let lazy managers drive away your top performers. *Harvard Business Review online*. <https://hbr.org/2018/11/dont-let-lazy-managers-drive-away-your-top-performers>

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>

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>

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>

PRESENTATIONS

Ghufran, A., **Klotz, A.C.**, & Bolino, M.C. Vicarious moral licensing at work: When does follower citizenship license leader deviance? 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. 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

Oregon State University

- 2013-present MGMT 453/553 Human Resources Management (21 sections)
Undergraduate required course for Management, Health Management, and Construction Engineering Management programs. Graduate elective course for MBA program. Taught as a 50/50 hybrid since 2017.
Average instructor effectiveness rating: 5.8/6.0
- 2013-present BA 352 Managing Individual & Team Performance (6 sections)
Undergraduate required course for all business programs. Three sections were part of London study abroad program.
Average instructor effectiveness rating: 5.8/6.0
- 2015-present MGMT 452 Leadership (3 sections)
Undergraduate required course for Management program. All sections were part of London study abroad program.
Average instructor effectiveness rating: 5.9/6.0
- 2016-present BA 650 Organizational Behavior Doctoral Seminar (2 sections)
Doctoral required course for Entrepreneurship PhD program. The seminar focuses on research at the intersection of OB and Entrepreneurship.
Average instructor effectiveness rating: N/A
- 2014 BA 406 Cross Cultural Management (1 section)
Undergraduate elective course for Management program. Taught as part of London study abroad program.
Average instructor effectiveness rating: 6.0/6.0

University of Oklahoma

- 2011-12 MGT 3013 Principles of Management (2 sections)
Undergraduate required course for all business programs.
Average instructor effectiveness rating: 4.8/5.0
- 2012-13 MGT 3363 Organizational Behavior (2 sections)
Undergraduate required course for all Management program.
Average instructor effectiveness rating: 4.9/5.0
- 2012 MGT 3513 Human Resources Management (1 section)
Undergraduate required course Management program.
Average instructor effectiveness rating: 5.0/5.0

SERVICE ACTIVITIES

Profession

Associate Editor (incoming), *Human Resource Management*, beginning January 2019
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, *European Journal of Work and Organizational Psychology*, 2012-2018
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
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, 2019
Discussant, *Southern Management Association Annual Meeting*, 2012
Session Chair, *Southern Management Association Annual Meeting*, 2012

Oregon State University

2013-present Graduate Council Representative for seven master's thesis committees and one doctoral dissertation committee, all in the College of Agriculture
2016-17 Search Advocate for College of Engineering Assistant Professor search committee
2016-present Panelist at Search Advocate training (three sessions)
2017 Faculty Mentor for Honors student thesis
2017-present Search Advocate for College of Public Health Assistant/Associate Professor search committee
2018-present Faculty Mentor for College of Public Health instructor

OSU College of Business

2013 Member of the Assistant Professor in Management search committee
2013-16 Coordinator of CARMA sessions for the College of Business
2015-16 Member of the College of Business strategic planning taskforce
2016 Member of the Associate Dean of Research search committee
2016-18 Member of Austin Family Business Program advisory council
2016-17 Member of the Peer Review of Teaching Committee
2017-18 Chair of the Peer Review of Teaching Committee
2018 Member of P&T discipline committee for Assistant Professor in Strategy/Entrepreneurship program
2018-19 Chair of the DBA task force
2018-19 Developer and coordinator of the Research Impact Workshop series
2018-present Co-chair of the Faculty Development Committee

Management Program

2014-17 Advisor to the OSU Management Club/ SHRM student chapter
2014-present Course coordinator for MGMT 453/553 (Human Resources Management)
2018 Chair of P&T discipline committee for Instructor in Management program
2018-present Management Program Director

HONORS AND AWARDS

OSU College of Business Gilley Family Excellence in Student Experience Award, 2018
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, 2018
Dean's Professorship in Excellence, 2015-2018
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

Attendee, Multilevel Modeling: A Second Course, 2018 (Statistical Horizons)
Participant, Donor Engagement and Fundraising Training, 2018 (Advancement Resources)
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)