

ANTHONY C. KLOTZ

Oregon State University
College of Business
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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, Food Manufacturing Department (2002 – 2005, Lodi, California)
Distribution Management Assistant (2001 – 2002, Albuquerque, New Mexico)

PUBLICATIONS

Klotz, A.C., Hmieleski, K.M., Bradley, B.H., & Busenitz, L.W. New venture teams: A review of the literature and roadmap for future research. *Journal of Management*, forthcoming.

Bolino, M.C., **Klotz, A.C.**, & Daniels, D. The impact of impression management over time. *Journal of Managerial Psychology*, forthcoming.

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

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

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.

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

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

Bolino, M.C. & **Klotz, A.C.** Heck no, I won't go: How declining an expatriate assignment may harm one's career. Revise and resubmit at the *International Journal of Human Resources Management*.

INVITED CHAPTERS

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.

PAPER PRESENTATIONS

Klotz, A.C. Is breaking up hard to do? A qualitative investigation of the resignation process. To be 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. To be 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 EXPERIENCE

		<u>Instructor Overall Rating</u>
	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	5.55/6.00
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PROFESSIONAL SERVICE

Senior Ad Hoc Review Board, *Journal of Organizational Behavior*, 2013
 Ad hoc reviewer, *Journal of Organizational Behavior*, 2012-2013
 Ad hoc reviewer, *Journal of Managerial Psychology*, 2013
 Ad hoc reviewer, *Human Relations*, 2012-2013
 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
 Reviewer, *Academy of Management Annual Meeting*, 2011 - 2013
 Reviewer, *Southern Management Association Annual Meeting*, 2011 - 2012
 Discussant, *Southern Management Association Annual Meeting*, 2012
 Session Chair, *Southern Management Association Annual Meeting*, 2012

HONORS AND AWARDS

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, Organizational Behavior Division Doctoral Consortium, 2012 (AoM)
 Participant, Human Resources Division Doctoral Consortium, 2011 (AoM)

RESEARCH INTERESTS

Organizational citizenship behavior
 Team conflict
 Employee resignation
 Impression management
 Counterproductive work behavior