

ANTHONY C. KLOTZ

Texas A&M University
Mays Business School | Department of Management
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SOCIETAL IMPACT STATEMENT

I seek to have a positive impact on society through my research and teaching. In terms of research, I seek to discover new management insights and translate them into leadership practices that advance the prosperity of all organizational members. Through teaching, I hope to motivate students to see how management can transform employee well-being and organizational performance, and to give students the tools to help them advance on their leadership journey.

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

2019 – present	Texas A&M University, Mays Business School (College Station, Texas) Associate Professor of Management Anderson Clayton Professor of Business Administration (2021 – present)
2013 – 2019	Oregon State University, College of Business (Corvallis, Oregon) Assistant Professor of Management (2013 – 2018) Associate Professor of Management (2018 – 2019) Management Program Director (2018 – 2019)
2009 – 2013	University of Oklahoma, Price College of Business (Norman, Oklahoma) Assistant in Research
2006 – 2009	B Street Collision Center (Omaha, Nebraska) Co-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)

BUSINESS PRESS ARTICLES

Klotz, A.C. (2021, May 30). The Covid vaccine means a return to work. And a wave of resignations. NBC News THINK. <https://www.nbcnews.com/think/opinion/covid-vaccine-means-return-work-wave-resignations-ncna1269018>

Additional Great Resignation media coverage: Bloomberg Businessweek, Bloomberg Wealth, New York Times, Wall Street Journal, BBC Newsday, BBC Mundo, BBC Worklife, BBC Business Daily, NBC Nightly News, Los Angeles Times, Boston Globe (1, 2), Hello Monday Podcast, Axios, Time, LinkedIn, Cheddar, Entrepreneur, Inc, BigThink, Forbes, Fast Company, Politico, WIRED, New York Post, Dallas Morning News, Scripps, Wisconsin Public Radio, Guardian, The Independent (1, 2), Voice of America, Die Zeit (Germany), RTE (Ireland)

Klotz, A.C., Bolino, M.C., & Ahmad, G. (2021). How good citizens can inspire bad leadership. *MIT Sloan Management Review*, 62(3), 81-84. <https://sloanreview.mit.edu/article/how-good-citizens-enable-bad-leaders/>

Klotz, A.C. (2020). Creating jobs and workspaces that energize people. *MIT Sloan Management Review*, 61(4), 74-78. <https://sloanreview.mit.edu/article/creating-jobs-and-workspaces-that-energize-people/>

Klotz, A.C. & Bolino, M.C. (2019, July 31). Do you really know why your employees leave your company? *Harvard Business Review online*. <https://hbr.org/2019/07/do-you-really-know-why-employees-leave-your-company?>

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>

Reprinted in HBR Guide to Motivating People, 2019

Reprinted in How to Lead with Purpose (HBR Special Issue), Spring 2020

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>

REFEREED ARTICLES

Ahmad, G., **Klotz, A.C.**, & Bolino, M.C. (in press). Do good followers create unethical leaders? How follower citizenship leads to leader moral licensing and unethical behavior. *Journal of Applied Psychology*. <https://psycnet.apa.org/record/2020-70962-001>

McClellan, S.T., Koopman, J., *Yim, J., & **Klotz A.C.** (2021). Stumbling out of the gate: The energy-based implications of morning routine disruption. *Personnel Psychology*, 74, 411-448.

Featured in Idea Watch section of *Harvard Business Review* (vol. 98, no. 6, 2020, p. 24-25)

Klotz, A.C. & Bolino, M.C. (2021). Bringing the great outdoors into the workplace: The energizing effect of biophilic job design. *Academy of Management Review*, 46, 231-251.

Barnes, C.M., Watkins, T., & **Klotz, A.C.** (2021). An exploration of employee dreams: The dream-based overnight carry over of emotional experiences at work. *Sleep Health*, 7, 191-197.

Klotz, A.C., Swider, B.W., Shao, Y., *Prengrer, M.K. (2021). The paths from insider to outsider: A review of employee exit transitions. *Human Resource Management*, 60, 119-144.

Murnieks, C.Y., **Klotz, A.C.**, & Shepherd, D.A. (2020). Entrepreneurial motivation: A review of the literature and agenda for future research. *Journal of Organizational Behavior*, 41, 115-143.

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.

Featured in Idea Watch section of *Harvard Business Review* (vol. 94, no. 10, 2016, p. 24)

Selected media coverage: NBC News/Better, Fast Company, Forbes, Inc.com, 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.

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.

INVITED RESEARCH PRESENTATIONS

I/O Psychology Colloquium, **Texas A&M University**, August 2020

Research Seminar Series, **George Washington University**, November 2020

Research Seminar Series, **University of Central Florida**, November 2020

Research Seminar Series, **Virginia Polytechnic Institute and State University**, December 2020

CONFERENCE PRESENTATIONS

Pregler, M., **Klotz, A.C.**, & Murphy, C. A grounded model of autonomy calibration in location-independent work arrangements. Presented at the 2021 Academy of Management Meeting, Virtual.

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

Winner of the MOC Division Best Student Led Paper Award

*Tang, P.M., **Klotz, A.C.**, McClean, S., & Lee, R. A self-expansion model of contact with nature at work. Presented at the 2021 Academy of Management Meeting, Virtual.

*Yim, J., Kim, J., Jang, H., **Klotz, A.C.**, & Call, M. When and why does safety compliance lead to one's well-being? Presented at the 2021 Academy of Management Meeting, Virtual.

Pregler, M., **Klotz, A.C.**, & Murphy, C. World wide workforce: A qualitative examination of digital nomadism. Presented at the 2020 Strategic Management Society Annual Conference, Virtual.

Nominated for the SMS London PhD Paper Prize

Klotz, A.C., McClean, S., & Yim, J. When does a daily dose of nature matter? Linking extra-work contact with nature to employee behavior. Presented at the 2020 Academy of Management Meeting, Virtual.

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

Lee, R., Tang, P.M., **Klotz, A.C.**, Ilies, R., & McClean, S. The impact of customer creativity on service employees: An emotional appraisal perspective. Presented at the 2020 Academy of Management Meeting, Virtual.

Winner of the MOC Division Best Student Led Paper Award

Ahmad, G., **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. & 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.

PDWS, PANELS, AND ROUNDTABLES

Klotz, A.C. Acing the job talk: An evidence-based perspective (Organizational Behavior Doctoral Consortium keynote). Presented virtually at the *2021 Annual Meeting of the Academy of Management*.

Klotz, A.C. Presenting in the rough: The art of the academic job talk. Virtual Panelist at the *2021 Annual Meeting of the Academy of Management*.

Klotz, A.C. I'm speaking: Understanding gender experiences in academia. Virtual Panelist at the *2021 Annual Meeting of the Academy of Management*.

Klotz, A.C. Acing the job talk: An evidence-based perspective (Organizational Behavior Doctoral Consortium keynote). Presented virtually at the *2020 Annual Meeting of the Academy of Management*.

Klotz, A.C. Evaluating and negotiating the job offer. Table Talk at HR Division late-stage doctoral consortium. Presented virtually at the *2020 Annual Meeting of the Academy of Management*.

Klotz, A.C. Socialization. Roundtable at HR Division Research Networking Forum
2019 Annual Meeting of the Academy of Management, Boston, MA.
2020 Annual Meeting of the Academy of Management, virtual.

Klotz, A.C. Managing the process. Panelist in the Demystifying the Revise and Resubmit Process Professional Development Workshop at the *2019 Annual Meeting of the Academy of Management, Boston, MA.*

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 Annual Meeting of the Academy of Management, Anaheim, CA.*

TEACHING PERFORMANCE

Texas A&M University

2019- MGMT 614 Leading in Organizations (6 sections)
MBA required course for both Professional and Full-time programs.
Average instructor effectiveness rating: 4.6/5.0

2020- MGMT 634 Organizational Behavior Doctoral Seminar (2 sections)
Doctoral required course for Management PhD program.

Average instructor effectiveness rating: 5.0/5.0

Oregon State University

2013-2019 MGMT 453/553 Human Resources Management (23 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

2013-2019 BA 352 Managing Individual & Team Performance (7 sections)
Undergraduate required course for all business programs. Four sections were part of London study abroad program.
Average instructor effectiveness rating: 5.8/6.0

2015-2019 MGMT 452 Leadership (4 sections)
Undergraduate required course for Management program. All sections were part of London study abroad program.
Average instructor effectiveness rating: 5.9/6.0

2016-2019 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, *Human Resource Management*, 2019-present
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
Editorial Review Board, *Journal of Management Inquiry*, 2020-present
Senior ad hoc review board, *Journal of Organizational Behavior*, 2013-2014
Ad hoc reviewer, *Organizational Behavior and Human Decision Processes*, 2017-2020
Ad hoc reviewer, *Academy of Management Review*, 2020
Ad hoc reviewer, *Personnel Psychology*, 2020
Ad hoc reviewer, *Environment & Behavior*, 2020
Ad hoc reviewer, *Human Resource Management Review*, 2020
Ad hoc reviewer, *Behavioral Science & Policy*, 2020
Ad hoc reviewer, *Academy of Management Journal*, 2015-2017
Ad hoc reviewer, *Business Ethics Quarterly*, 2019
Ad hoc reviewer, *Career Development International*, 2017
Ad hoc reviewer, *Entrepreneurship Theory and Practice*, 2014-2020
Ad hoc reviewer, *European Journal of Work and Organizational Psychology*, 2012-2018
Ad hoc reviewer, *European Management Journal*, 2012
Ad hoc reviewer, *Group and Organization Management*, 2012
Ad hoc reviewer, *Human Relations*, 2012-2017
Ad hoc reviewer, *Human Resource Management*, 2017-2018
Ad hoc reviewer, *Journal of Applied Psychology*, 2014-2017
Ad hoc reviewer, *Journal of Business Ethics*, 2016-2018
Ad hoc reviewer, *Journal of Business Venturing*, 2017-2018
Ad hoc reviewer, *Journal of Management Inquiry*, 2014
Ad hoc reviewer, *Journal of Management*, 2016
Ad hoc reviewer, *Journal of Managerial Psychology*, 2013
Ad hoc reviewer, *Journal of Occupational and Organizational Psychology*, 2014-2019
Ad hoc reviewer, *Journal of Organizational Behavior*, 2012-2013
Ad hoc reviewer, *Psychological Reports*, 2016
Symposium organizer, *Academy of Management Annual Meeting*, 2016
Reviewer, *Oxford Bibliographies*, 2017
Reviewer, *Academy of Management Annual Meeting*, 2011-2020
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
"JOB Best Paper of 2018" Selection Committee, *Journal of Organizational Behavior*, 2019

Texas A&M Dissertation and Thesis Committees

Junhyok Yim (Dept. of Management, Texas A&M University). Dissertation committee co-chair.
Graduated 2021.
David Sullivan (Dept. of Management, Texas A&M University). Dissertation committee member.
Graduated 2021.

Melanie Prengler (Dept. of Management, Texas A&M University). Dissertation committee chair. Graduates 2022.

Young Lee (Dept. of Management, Texas A&M University). Dissertation committee member. Graduates 2022.

Xichen Sun (Dept. of Information and Operations Management, Texas A&M University). Dissertation committee member. Graduates 2022.

Corey Grantham (Dept. of Management, Texas A&M University). Dissertation committee chair. Graduates 2024.

Texas A&M University Mays Business School Department of Management

2019- Member of the Doctoral Program Committee

2019- Member of the Awards Committee

2020 Co-chair of tenure-track search committee

Oregon State University

2013-18 Graduate Council Representative for seven master's thesis committees in the College of Agriculture

2016-17 Search Advocate for College of Engineering Assistant Professor search committee

2016-18 Panelist at Search Advocate training (three sessions)

2017 Faculty Mentor for Honors student thesis

2017-19 Search Advocate for College of Public Health Assistant/Associate Professor search committee

2018-19 Faculty Mentor for College of Public Health instructor

Oregon State University 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

2018-19 Co-chair of the Faculty Development Committee

2019 Committee member for Honors student thesis

Oregon State University College of Business Management Program

2014-17 Advisor to the OSU Management Club/ SHRM student chapter

2014-19 Course coordinator for MGMT 453/553 (Human Resources Management)

2018 Chair of P&T discipline committee for Instructor in Management program

2018-19 Management Program Director

HONORS AND AWARDS

Outstanding Reviewer Award, *Journal of Management*, 2020
Best Reviewer Award, *Academy of Management Journal*, 2019
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, 2019
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

Participant, Aggie Allies Workshop, 2021
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, 2016-2019
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)