

Philip S. DeOrtentiis

School of Human Resources and Labor
Relations
Michigan State University
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EDUCATION

Florida State University

Ph. D. in Organizational Behavior & Human Resources Management, August 2016

Penn State University

M.B.A. in Strategy, May 2011
B.S. in Finance, December 2005

RESEARCH INTERESTS

- Human capital
- Social class
- Demographic differences
- Job search, selection, and retention

PUBLICATIONS

DeOrtentiis, P. S., Van Iddekinge, C.H., & Wanberg, C. R. (2022). Different starting lines, different finish times: The role of social class in the job search process. *Journal of Applied Psychology*.

Van Iddekinge, C. H., Aguinis, H., LeBreton, J. M., Mackey, J. D., & **DeOrtentiis, P. S.** (2021) Assessing and interpreting interaction effects: A reply to Vancouver, Carlson, Dhanani, and Colton. *Journal of Applied Psychology*.

DeOrtentiis, P. S., Van Iddekinge, C. H., Ployhart, R. E., & Heetderks, T. D. (2018). Build or buy? The individual and unit-level performance of internally versus externally selected managers over time. *Journal of Applied Psychology*. 103(8), 916-928.

- Van Iddekinge, C. H., Aguinis, H., Mackey, J., & **DeOrtentiis, P. S.** (2018) A meta-analysis of the interactive, additive, and relative effects of cognitive ability and motivation on performance. *Journal of Management*, 44(1), 249-279.
- Roth, P. L., Van Iddekinge, C. H., **DeOrtentiis, P. S.**, Hackney, K. J., Zhang, L., Buster, M. A. (2017). Hispanic and Asian performance on selection procedures: A narrative and meta-analytic review of 12 common predictors. *Journal of Applied Psychology*. 102(8), 1178-1202.
- Fiorito, J., Padavic, I., & **DeOrtentiis, P. S.** (2015). Reconsidering union activism and its meaning. *British Journal of Industrial Relations*, 43(3), 556-579.
- Frieder, R. E., Hochwarter, W. A., & **DeOrtentiis, P. S.** (2015). Attenuating the negative effects of abusive supervision: The role of proactive voice behavior and resource management ability. *The Leadership Quarterly*.
- DeOrtentiis, P. S.**, Summers, J. K., Ammeter, A. P., Douglas, C., & Ferris, G. R. (2013). Cohesion and satisfaction as mediators of the trust – team effectiveness relationship: An interdependence theory perspective. *Career Development International*, 18(5), 521-543.
- Baur, J. E., Ellen, B. P., **DeOrtentiis, P. S.**, Buckley, M. R., & Ferris, G. R. (2013). Meta-analysis as received wisdom in the organizational sciences: Is it meeting its intended objectives? In D. Svyantek & K. Mahoney (Eds.), *Received wisdom, kernels of truth, and boundary conditions in organizational studies* (pp. 331-353). Charlotte, NC: Information Age Publishing.

CONFERENCE PRESENTATIONS

- Wanberg, C., Ren, S., **DeOrtentiis, P. S.**, Gabriel., A.S., & Sullivan, D.W. (2022) *Person-environment fit: New conceptualizations and the role in recruiting and job search*. Symposium at the 82nd Annual Meeting of the Academy of Management, Seattle, WA.
- Rho. H. J., Tapia, M. Chuan, A., **DeOrtentiis, P. S.**, & Jayasinghe, M. *Job Preferences among Food Service Workers during Covid-19: Survey Evidence from a Large Public University*. LERA@ASSA in 2023, New Orleans, LA
- Ibsen, C. L., Tapia, M., **DeOrtentiis, P. S.**, Lima Aranzaes, C. (2020) *Solidarity with temporary workers? Survey of GM/UAW workers on strike*. Paper presented at the 72nd Annual Meeting of the Labor of Employment Relations Association (LERA), Virtual conference
- DeOrtentiis, P. S.**, Van Iddekinge, C. H., & Wanberg, C., (2019) *Different starting lines, different finish times: The role of social class in the job search process*. Paper

presented at the 79th Annual Meeting of the Academy of Management, Boston, MA.

Arnold, J., **DeOrtentiis, P. S.**, Van Iddekinge, C. H. (2017). *Agency theory in the selection context*. Paper presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.

Roth, P. L., Van Iddekinge, C. H., **DeOrtentiis, P. S.**, Hackney, K. J., & Zhang, L. (2016). *Hispanic and Asian performance on construct-based predictors*. Paper presented at the 76th Annual Meeting of the Academy of Management, Anaheim, CA.

Roth, P. L., Van Iddekinge, C. H., **DeOrtentiis, P. S.**, Hackney, K. J., & Zhang, L. (2016, August). *Hispanic and Asian performance on selection procedures: What we know about method-based predictors*. Paper presented at the 76th Annual Meeting of the Academy of Management, Anaheim, CA.

DeOrtentiis, P. S. (2015). *Understanding the politics of personnel selection: An agency perspective*. Paper presented at the 75th Annual Meeting of the Academy of Management, Vancouver, British Columbia, CA.

DeOrtentiis, P. S., Van Iddekinge, C. H., Ployhart, R. E., & Heetderks, T. D. (2015). *In or out: Differences between internal and external hires on individual- and unit-level outcomes*. Paper presented at the 75th Annual Meeting of the Academy of Management, Vancouver, Canada.

Roth, P. L., Van Iddekinge, C. H., **DeOrtentiis, P. S.**, & Hackney, K. J. (2014). *Hispanic and Asian performance on selection tests: Two (largely) "forgotten" minorities?* Paper presented at the 74th Annual Meeting of the Academy of Management, Philadelphia, PA.

DeOrtentiis, P. S. (2013). *Understanding the complex relationship between abusive supervision and work-related outcomes: The role of resource management and proactive voice*. Paper presented at the Annual Meeting of the Southern Management Association, New Orleans, LA.

DeOrtentiis, P. S., Summers, J. K., Ammeter, A. P., Douglas, C., & Ferris, G. R. (2013). *Understanding the trust–team effectiveness relationship through cohesion and satisfaction*. Paper presented at the 28th Annual Convention of the Society for Industrial and Organizational Psychology, Houston, TX.

Fiorito, J., **DeOrtentiis, P. S.**, & Padavic, I. (2012). *Reconsidering activism: And just what do you mean by that?* Paper presented at Interuniversity Research Centre on Globalization and Work (CRIMT) Conference, Montreal, Quebec, CA.

TEACHING EXPERIENCE

Average Instructor Rating: 4.28/5.00 (5 = superior, 1 = inferior)
Average Course GPA: 3.04/4.00

Michigan State University (2016 – present)

Human Capital and Society – HRLR 201 (12 sections; avg. class size: 120)

This is an undergraduate introductory course conducted in a large lecture designed to provide an overview of important issues relating to society, the economy, and the labor force. This course focuses on issues related to wealth inequality, changing demographics of the labor force, the management of human capital, and the changing nature of the economy.

Quantitative Methods for HR Analyses – HRLR 832 (1 section, class size: 26)

This is a masters' course focused on the evaluation, use, and interpretation of data as related to human resources and labor relations. This course will train students not only in the conceptual bases of research methods and statistics but will place a heavy emphasis on the use of computer-aided statistical analyses.

Training and Development – HRLR 822 (3 sections; avg. class size: 18)

This is a masters' course designed to provide an understanding of the operational and strategic roles of training. Topics including needs analysis, design, implementation, and evaluation are discussed. Additionally, the course addresses the linkages between training and development activities and other functional and operational elements of human resource management.

Florida State University (2012 – 2016)

Human Resource Management – MGMT 4301 (6 sections; avg. class size: 30)

This senior-level undergraduate course is designed to provide an overview of human resource management and focuses on the development and implementation of effective human resource practices that support the strategic objectives of the organization.

Staffing – MGMT 4320 (2 sections; avg. class size: 21)

The main objective of this senior-level undergraduate course is to help students better understand the relevance of staffing to today's organizations. This course addresses issues in areas such as job analysis, recruitment, assessment, selection, and legal issues related to staffing.

SERVICE TO UNIVERSITY

- Member, Dean's Advisory Council on Diversity & Inclusion; College of Social Science 2022 – Current
- DEI committee, **chair**; MSU/School of HRLR 2021 – Current
- Awards committee, **co-chair**; MSU/School of HRLR 2020 – Current
- Speaker Series committee, **co-chair**; MSU/School of HRLR 2019 – Current
- Undergraduate curriculum committee; MSU/School of HRLR 2016 – Current
- Search committee(s); MSU/School of HRLR 2016 – 2017
- Destination Survey of MSU Alumni; MSU 2017 – 2018
- Undergraduate "Honors" committee; MSU/School of HRLR 2018 – Current

AWARDS

- Schmidt-Hunter Meta-Analysis Award from the Society for Industrial & Organizational Psychology for "*Hispanic and Asian performance on selection procedures: A narrative and meta-analytic review of 12 common predictors.*" Published in the Journal of Applied Psychology 2019
- Honor Roll of Responsible Business Research in Business and Management for "Different starting lines, different finish times: The role of social class in the job search process." Published in the Journal of Applied Psychology 2022

MEDIA COVERAGE

- Marcus, J., (2021, Sept. 24), "First-Generation College Grads Face More Hurdles in the Job Market," *WIRED Business*, <https://www.wired.com/story/first-generation-college-grads-hurdles-job-market/>
- The Royal College of Physicians and Surgeons of Canada, (2014, Mar. 4) *Key Literature in Medical Education (KeyLIME) Podcast*, Episode 54: Team Trust – Team Effectiveness Relationship

PROFESSIONAL SERVICE AND AFFILIATIONS

- Ad hoc reviewer for funding agencies
- National Science Foundation 2018 – Current
- Ad hoc reviewer for journals 2021 – Current
- Journal of Applied Psychology
 - Journal of Management
 - Management Science

Activities within the Academy of Management (AOM)

- Member *2012 – Current*
- Reviewer for annual conference *2014 – Current*
- Committee member for the HR Division's Fifth Year Review *2014*
- Chair of the student representatives committee for the HR Division *2014 – 2016*

Activities within the Society of Industrial/Organizational Psychology (AOM)

- Member *2013 – Current*
- Reviewer for annual conference *2013 – Current*

Activities within the Southern Management Association

- Member *2012 - Current*
- Reviewer for annual conference *2012 – Current*

The PhD Project; member *2011 – Current*

WORK EXPERIENCE

Michigan State University, East Lansing, MI

Assistant Professor, Tenure-Track Aug. 2019 – Present
Assistant Professor, Fixed Term Aug. 2016 – July 2019

Florida State University, Tallahassee, FL

Teaching Instructor May 2012 – Dec. 2014
Research Assistant to Dr. Chad Van Iddekinge Aug. 2012 – May 2013
Research Assistant to Dr. Jack Fiorito Aug. 2011 – May 2012

Penn State University, State College, PA

Research Assistant to Dr. Stephen Humphrey Jan. 2010 – May 2011

AllianceBernstein L.P., New York, NY

Quantitative Operations Analyst Mar. 2008 – Nov. 2008
Jr. Performance Analyst Oct. 2006 – Mar. 2008

Pepsi-Cola North America, Valhalla, NY

Database Analyst May 2006 – Oct. 2006