

Philip S. DeOrtentiis



School of Human Resources and Labor Relations
MICHIGAN STATE UNIVERSITY

School of Human Resources and Labor Relations
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EDUCATION

Florida State University

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

Dissertation: *Examining the role of social class within the job search process*

Committee: Chad Van Iddekinge (Chair), Gerald Ferris, Jack Fiorito, and Chris Schatschneider

Penn State University

M.B.A. in Strategic Leadership, May 2011

B.S. in Finance, December 2005

RESEARCH INTERESTS

- Human capital theory
- Organizational staffing and employment; including recruitment, selection and job search
- Social class

PUBLICATIONS

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

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

Arnold, J., **DeOrtentiis, P. S.**, Van Iddekinge, C. H. (2017). *Agency theory in the selection context*. Paper to be 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 to be 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 to be 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

Overall Average Instructor Rating: 4.34/5.00

Overall Average Course GPA: 3.03/4.00

Michigan State University (2016 – present)

Human Capital and Society – HRLR 201 (4 sections; avg. class size: 129)

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.

Average Instructor Rating: 3.99/5.00

Average Course GPA: 2.80/4.00

Training and Development – HRLR 822 (2 sections; avg. class size: 16)

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.

Average Instructor Rating: 3.71/5.00

Average Course GPA: 3.38/4.00

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.

Average Instructor Rating: 4.47/5.00
Average Course GPA: 3.01/4.00

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.

Average Instructor Rating: 4.58/5.00
Average Course GPA: 3.06/4.00

SERVICE TO UNIVERSITY

- Undergraduate curriculum committee; MSU/School of HRLR *2016 – Current*
- Search committee(s); MSU/School of HRLR *2016 – 2017*
2017 – 2018
- Undergraduate “Scholars” committee; MSU/School of HRLR *2018 – Current*

PROFESSIONAL SERVICE AND AFFILIATIONS

Ad hoc reviewer for funding agencies

- National Science Foundation *2018 – Current*

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	Aug. 2016 - Present
Florida State University, Tallahassee, FL Teaching Instructor Research Assistant to Dr. Chad Van Iddekinge Research Assistant to Dr. Jack Fiorito	May 2012 – Dec. 2014 Aug. 2012 – May 2013 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 Jr. Performance Analyst	Mar. 2008 – Nov. 2008 Oct. 2006 – Mar. 2008
Pepsi-Cola North America, Valhalla, NY Database Analyst	May 2006 – Oct. 2006