

Peter Anzollitto

Address:

5109 Mountain View Dr.
Krum, Texas 76249

Contact Information:

Peter.Anzollitto@unt.edu
(254) 315-8998

EDUCATION

University of North Texas, Denton, Texas

Expected Graduation: May 2021

Ph.D. in Management

Concentration: Organizational Behavior and Human Resources

Minor: Research Methods

The Ohio State University, Columbus, Ohio

May 2009

Master of Arts in Higher Education Administration

Concentration: Organizational Theory, Student Development

Baylor University, Waco, Texas

May 2006

Bachelor of Business Administration in Business Journalism

Baylor Interdisciplinary Core Curriculum Honors Program

RESEARCH INTERESTS

Identity Work * Network Theory & Analysis * Socialization * Turnover * Leadership

DISSERTATION

Title: Embedding Roles and Social Identities during Socialization: An Intrapersonal Identity Network Perspective

Status: Proposal defense passed, data collected and analyzed

Committee: Danielle Cooper (chair), Virginie Lopez-Kidwell, Julie Hancock, Anna Sidorova

Proposal Defense: July 10, 2020

Final Defense: May 2021 (expected)

Essay 1 Abstract: To shed light on the effectiveness of organizational socialization, I propose theory to explain how newcomers' new organizational roles and social identities become embedded. Using a network perspective, I suggest that the identity embeddedness of new roles and identities are indicated by: degree centrality in an intrapersonal identity harmony network, perceived harmony with the network itself, and the perceived cost of lacking harmony with a focal identity. Newcomers are likely to be more satisfied and engaged with identities with greater embeddedness as well as find such identities more salient. The process of identities becoming embedded is influenced by how an individual's preexisting identities interact with new organizational identities during socialization. Organizations can work to embed their employees' new identities through initiating identity work directed towards increasing harmony perceptions among the newcomers' new organizational identities and preexisting identities. Through helping individuals create harmony relationships among identities, organizations can improve socialization outcomes.

Essay 2 Abstract: Building upon theory developed in essay one, I conduct a network analysis of 26 respondents' full intrapersonal harmony networks representing 290 total identities with 162 roles. Utilizing harmony ties, respondents map their full identity networks with both social identities and roles. The centrality of an individual's role is hypothesized to positively correlate with role salience, satisfaction, and performance. I also hypothesize that role status moderates the relationship between

role centrality and outcome variables. I found support for all hypothesized relationships, indicating that perceived harmony across levels of identity influences important outcomes for roles.

Essay 3 Abstract: I investigate the impact of intrapersonal identity harmony network density on employee psychological well-being. Trait negative affect is hypothesized to moderate the relationship. Building from essay one, I suggest that lower network harmony increases the dissonance experienced by individuals which reduces their well-being. Results indicate that perceived harmony among social identities and roles is related to psychological well-being. Organizations can potentially help increase employees' well-being though assisting them with their identity work thereby increasing harmony network density.

MANUSCRIPTS UNDER REVIEW

Anzollitto, P., & Cooper, D. Loyalties divided or identities as resources? The role of external relational identification in facilitating socialization
Under review at *Management Decision*

Ostermeier, K., Cooper, D., Hancock, J.I., & **Anzollitto, P.** A burden or a boon? Dual identification, identity conflict, and employee outcomes.
Under review at *Self and Identity*

Anzollitto, P., Cooper, D., Lopez-Kidwell, V., & Hancock, J. Embedding roles and social identities during socialization: An intrapersonal identity network perspective.
Under review at *Human Resource Management Review*

Anzollitto, P., Cooper, D., Lopez-Kidwell, V., & Struckell, B. Who's the leader anyway? The role of behavioral integrity on shared leadership in teams
Under review at *Journal of Leadership & Organizational Studies*

WORKING MANUSCRIPTS

Cooper, D., Ostermeier, K., Caldas, M. P., & **Anzollitto, P.** Calling, meaningful work, and organizational identification in the era of Covid-19
Data collected, preparing for submission to *Journal of Applied Behavioral Science* in July 2021

Anzollitto, P., & Hancock, J. Checking out: A COR perspective on turnover intention.
Preparing to collect data

Lopez-Kidwell, V., **Anzollitto, P.,** Ostermeier, K., & Shipp, A. The role of individual clock-subjective time orientation in team performance.
Preparing to collect data

Anzollitto, P. Intrapersonal simmelian ties among identities and in-role performance.
Data collected, finishing manuscript

Sigdya, P., Cooper, D., Medina, M., & **Anzollitto, P.** Investigating the influence of Work Environment on Career Callings.
Preparing to collect second data sample

Kaszak, S., & **Anzollitto, P.** Multiple identification targets and accurate gratuity reporting among restaurant servers.
Preparing to collect data

CONFERENCE PRESENTATIONS

- Anzollitto, P.***, Cooper, D., Lopez-Kidwell, V., & Hancock, J. (2021, August). Embedding roles and social identities during socialization: An intrapersonal identity network perspective. Upcoming at the Academy of Management virtual meeting
- Anzollitto, P.***, Cooper, D., Lopez-Kidwell, V., & Struckell, B. (2021, August). Who's the leader anyway? Paradox theory and shared leadership in teams. Upcoming at the Academy of Management virtual meeting
- Anzollitto, P.***, & Cooper, D. (2021, August). Identities as resources: The role of external relational identification in newcomer socialization. Upcoming at the Academy of Management virtual meeting
- Anzollitto, P.***, Cooper, D., Lopez-Kidwell, V., & Struckell, B. (2021, March). Mixed signals: Adaptive leadership theory in teams. Presented at the Southwest Academy of Management virtual meeting
- Anzollitto, P.***, & Cooper, D. (2019, October). I brought my friends with me: The impact of external identities on socialization processes. Presented at the Southern Management Association meeting in Norfolk, VA.
- Anzollitto, P.***, & Struckell, B. (2019, August). Consequences of an inconsistent formal leader: A shared leadership perspective. Presented at the Academy of Management meeting in Boston, MA.

*indicates presenter

CONFERENCE SYMPOSIA & PDWs

- Landay, K., Arena, D. (2021, August). **Facilitator** of a Professional Development Workshop (PDW) entitled "We got by with a little help from our friends: Recent perspectives on the academic job market." Accepted for presentation at the upcoming Academy of Management virtual meeting.

AWARDS, GRANTS, & SCHOLARSHIPS

Awards

John H. Kelly Student Research Award (UNT, Department of Management)	January 2020
OB Doctoral Consortium Stipend (Academy of Management)	August 2020
Doctoral Consortium Stipend (Southern Management Association)	October 2019
College of Business Dean's Travel Stipend (University of North Texas)	May 2019
Doctoral Consortium Stipend (Southwest Academy of Management)	March 2018

Scholarships

Graduate Assistantship Scholarship (UNT, Toulouse Graduate School)	August 2017- present
Jim McDonald Scholarships (UNT, Department of Management)	May 2020
Emabeth Thompson Scholarship (UNT, Department of Management)	May 2019
Landscaping Student Scholarship (UNT, Department of Management)	April 2018
Academic Achievement Scholarship (UNT, Toulouse Graduate School)	April 2017, April 2018

TEACHING EXPERIENCE

Management Concepts	Fall 2020
MGMT 3820 (n = 60)	Online
Course Evaluation (0-5): TBD	

Management Concepts MGMT 3820 (n = 37) Course Evaluation (0-5): 4.5	Summer 2020 <i>Online</i>
Management Concepts MGMT 3820 (n = 48) Course Evaluation (0-5): 4.6	Spring 2020 <i>Face-to-Face (transitioned to online after Spring Break)</i>
Human Resource Management MGMT 3860 (n = 79) Course Evaluation (0-5): 4.4	Fall 2019 <i>Face-to-Face</i>
Management Concepts MGMT 3820 (n = 81) Course Evaluation (0-5): 4.5	Summer 2019 <i>Online</i>
Business Ethics and Social Responsibility MGMT 3880 (n = 43) Course Evaluation (0-5): 4.7	Spring 2019 <i>Online</i>
Management Concepts MGMT 3820 (n = 58) Course Evaluation (0-5): 3.8	Fall 2018 <i>Online</i>
Leadership Perspectives (Teaching Assistant) MGMT 5870 (n = 26)	Spring 2018 <i>Face-to-Face</i>
Entrepreneurship Management (Teaching Assistant) MGMT 5300 (n = 35)	Spring 2018 <i>Online</i>
Leadership Perspectives (Teaching Assistant) MGMT 4470 (n = 41)	Fall 2017 <i>Face-to-Face</i>
McMurry Expeditions: Diversity, Leadership & Wellness (McMurry University) ACAD 120001 (n = 26)	Fall 2011 <i>Face-to-Face</i>
McMurry Expeditions: Diversity, Leadership & Wellness (McMurry University) ACAD 120001 (n = 24)	Fall 2010 <i>Face-to-Face</i>
Exploring Leadership Development (Ohio State University) PUBPOL&M 594 (n = 31)	Fall 2008 <i>Face-to-Face</i>
Leadership with In-Tact Groups (Ohio State University) EDP&L 270 (n = 15)	Spring 2008 <i>Face-to-Face</i>

SERVICE

Reviewer: Article/Manuscript

2019-2021: Reviewer for the Academy of Management annual meeting (MOC/OB/HR tracks)
2019-2021: Reviewer for Southern Management Association annual meeting (OB/HR tracks)
2021: Reviewer for Southwestern Academy of Management annual meeting

Departmental/College Service

2021: PhD Student Writing Workshop Discussion Leader
2018-2020: Lehigh Hanson Scholarship Selection Committee
2017-2020: Fidelity Case Competition Judge for Capstone Business Policy Course
2018-2020: Volunteer for UNT HR Collaborative
2018-2019: Coordinator for Management Department Doctoral Student Consortium
2018-2019: Coordinator for Consortium for the Advancement of Research Methods webinar series UNT

Conference Activities

2019: Academy of Management Association annual meeting (AOM Placement Center volunteer)

2019: Southern Management Association (head count and room check volunteer)

PROFESSIONAL DEVELOPMENT

LINKS Center Summer Workshop for Network Analysis University of Kentucky	June 2020
Late Stage Doctoral Consortium Southern Management Association	October 2020
Organizational Behavior Late-Stage Doctoral Consortium Academy of Management	August 2020
Late Stage Doctoral Consortium Southern Management Association	October 2019
Human Resources Mid-Stage Doctoral Consortium Academy of Management	August 2019
Doctoral Consortium Southwestern Academy of Management	March 2019
Consortium for the Advancements of Research Methods and Analysis University of Nebraska- Monthly Webinars	Fall 2017-Present
Teaching Enhancement Seminar- "Using Technology" University of North Texas	August 2020
Teaching Enhancement Seminar- "Engaging Students" University of North Texas	August 2018

PROFESSIONAL EXPERIENCE

Marketing Director

Research Tax Consultants, December 2013- June 2017

- Analyzed data for failing strategic business unit, retrained staff in application of data resulting in profitability within six months
- Researched state-level production data to consistently expand client base to record highs in Texas and Oklahoma
- Responsible for sales team supervision and training
- Managed relationships with top level executives of small, medium and large sized companies

Director of Account Management

National Hospice Medical Equipment (NHME), March 2013- December 2013

- Liaison between NHME corporate leadership and hospice executives
- Oversight of inventory procedures such as purchasing, warehousing and delivery leading to procedural innovations and increased sales
- Supervision and training of Texas account executives
- Achieved highest state sales growth every quarter

Regional Account Executive

National Hospice Medical Equipment (NHME), December 2012 – March 2013

- Promoted in December 2012 to Regional Account Executive with territory expansion, supervisory responsibilities and pricing authority
- Manage all business development in the state of Texas

Account Executive

National Hospice Medical Equipment (NHME), February 2012 – December 2012

- Presented in-services with nurses and CNAs on over 100 pieces equipment, including technical and safety aspects, and advised on applications for unique circumstances
- Exceeded quarterly and annual sales goals in largest USA territory
- Managed largest territory in US representing over 2,400 patients and \$4,712,290 in annual revenue
- Led company every quarter in customer retention

Director of Student Activities and Orientation

McMurry University, June 2009- February 2012

- Provided oversight and strategic planning for Student Activities, Orientation, and Greek Life
- Budget and administrative responsibility for department and volunteers and staff
- Developed and coordinated summer orientation and welcome week, managing operations and facilitation of program content; chair and collaborate with a 14-member wide orientation committee
- Recruit, select, train, and supervise student orientation leaders
- Developed student leadership board and mentored students for governing council
- Developed and presented large educational programs for parents

Graduate Administrative Associate

The Ohio State University, August 2007 – June 2009

- Assessed orientation program effectiveness and instituted new programs and procedures
- Created orientation sessions utilizing university personnel and guest speakers
- Responsible for public speaking to parent and student groups of 600+ attendees

MEMBERSHIPS

Academy of Management Association Divisions: HR, OB, MOC	2018- Present
Southern Management Association	2019- Present
Society for Industrial and Organizational Psychology	2019- Present
Southwestern Academy of Management	2019- Present

REFERENCES

Danielle Cooper

Dean Henry Hayes Professor of Management
G. Brint Ryan College of Business, University of North Texas
1155 Union Circle #305429
Denton, Texas 76203-5017
(940) 565-4487
Danielle.Cooper@unt.edu

Julie Hancock

Associate Professor of Management
G. Brint Ryan College of Business, University of North Texas
1155 Union Circle #305429
Denton, Texas 76203-5017
(940) 565-3277
Julie.Hancock@unt.edu

Virginie Lopez-Kidwell

Associate Professor of Management
G. Brint Ryan College of Business, University of North Texas
1155 Union Circle #305429
Denton, Texas 76203-5017
(859) 494-0028
Virginie.Kidwell@unt.edu