

Jason Kautz

Darla Moore School of Business – University of South Carolina
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EDUCATION

University of South Carolina, Columbia SC

Expected May, 2020

Ph.D. in Business Administration, OB/HR

Canisius College, Buffalo NY

M.B.A. (Finance and Supply Chain)

December, 2013

Canisius College, Buffalo NY

B.S. in Entrepreneurship, with Honors

December, 2010

Honors Thesis: *The man who sold the moon: The economic feasibility of privatized space travel.*

RESEARCH

CURRENT RESEARCH INTERESTS

Interpersonal and Team Dynamics; Applied Statistical Models (multilevel, longitudinal); Trust; Counterproductive Workplace Behaviors

DISSERTATION

Expanding the model of social undermining: Sticks and stones may break your bones, but words may ruin your reputation (proposed in April 2019).

Committee: Dr. M. Audrey Korsgaard (chair); Dr. Robert E. Ployhart; Dr. Nichelle Carpenter; Dr. Timothy Fry

PEER REVIEWED JOURNAL PUBLICATIONS

Korsgaard, M. A., **Kautz, J.**, Bliese, P., Samson, K., & Kostyszyn, P. (2018). Conceptualising time as a level of analysis: New directions in the analysis of trust dynamics. *Journal of Trust Research*, 8(2), 142-165.

CHAPTERS

Bliese, P. D., **Kautz, J.**, & Lang, J. W. (in press). Discontinuous growth models: Illustrations, recommendations, and an R function for generating the design matrix. Y. Griep, Hansen, S.D., Vantilborgh, T., & Hofmans, J. (Eds.), *Handbook of dynamic organizational behavior*. Northampton, MA: Edward Elgar Publishers, Inc.

Kautz, J., Korsgaard, M. A., Jeong, S. S. (in press). Values, Other-Interest and Ethical Behavior: The critical role of moral emotions. In *Oxford Research Encyclopedia of Business and Management*.

Ployhart, R. E., & **Kautz, J.** (2017). Managing the selection and retention of human capital resources. In P. Sparrow & Sir C. Cooper (Eds.), *A Research Agenda for Human Resource Management*. Northampton, MA: Elgar.

RESEARCH UNDER PEER REVIEW

Shepherd, W., Ployhart, R. E., & **Kautz, J.** *Title removed for blind review process. (third round revision at Journal of Applied Psychology).*

WORK IN PROGRESS (organized based on closest to submission)

Kautz, J., Korsgaard, M. A., & Bliese, P. Gradualism and Punctuated Equilibrium: Factors contributing to the accelerated growth and dramatic change in trust. (in preparation for *Personnel Psychology*).

Kautz, J., Ployhart, R. E., & Ray, C. That's too much turnover! A critical review of the collective turnover literature. (in preparation for the *Journal of Applied Psychology*).

Kautz, J., Bigelow, B., & Carpenter, N. CWB dimensions or profiles?: An item-level meta-analytic review of the Bennett and Robinson (2000) scale. (in preparation for *Journal of Applied Psychology*).

Liu, X., Thatcher, S., & **Kautz, J.** I see a chasm, you see a bridge: Consensus of subgroup perceptions and the effect on team performance above and beyond faultline strength. (in preparation for *Academy of Management Journal*).

Liu, X., **Kautz, J.**, Thatcher, S., & Ployhart, R. E. Faultlines transformation: A longitudinal investigation of the influence of faultline dynamism on team performance after a turnover event. (data collection phase; intended submission to *Academy of Management Journal*).

Carpenter, N., **Kautz, J.**, & Wu, I.-H. When do employees choose to withdraw versus act out: An ESM study of counterproductive workplace behaviors and withdrawal behaviors. (data collection phase; intended submission to *Journal of Applied Psychology*).

Ployhart, R. E., **Kautz, J.**, Sheppard, W. The emergence of unit level emotional labor and emotional exhaustion: Broaden-and-build versus collective resource depletion. (data analysis phase; intended submission to *Journal of Applied Psychology*).

Kautz, J., Bliese, P., Flynn, P., Mumbower, S. Two stage least squares and randomized trials. (data analysis phase; intended submission to *Organizational Research Methods*).

Kautz, J., Liu, X., Thatcher, S., & Bliese, P. Faultline attributes: The influence of the number and type of attributes on the calculation of faultlines. (simulation data complete; intended submission to *Organizational Research Methods*).

CONFERENCE PRESENTATIONS (chronologically; * denotes presenter)

Kautz, J.*, Korsgaard, M. A., & Bliese, P. (2019). *The timing of accelerating events in trust growth*. Academy of Management Annual Conference, Boston, MA.

Kautz, J.*, Bigelow, B.*, & Carpenter, N. (2019). *Don't forget the trees: An item-level meta-analytic review of the Bennett and Robinson (2000) scale*. Society for Industrial and Organizational Psychology Conference, Washington DC.

Liu, X.*, **Kautz, J.***, Thatcher, S., & Ployhart, R. E. (2018). *Dynamic team faultlines and team performance after turnover*. Academy of Management Annual Conference, Chicago, IL.

Shepherd, W., Ployhart, R. E., & **Kautz, J.*** (2018). *Reciprocal service relationship: The customers' influence on collective employee attitudes and collective turnover*. Society for Industrial and Organizational Psychology Conference, Chicago, IL.

Kautz, J.*, Ployhart, R. E., Shepherd, W., & Hale, D. (2017). *The influence of unit level emotional labor and exhaustion on employee attitudes*. Academy of Management Annual Conference, Atlanta, GA.

Korsgaard, A., & **Kautz, J.*** (2017) *Growth, change, and stabilization of trust*. Academy of Management Annual Conference, Atlanta, GA.

GRANTS

University of South Carolina

Co-PI, Darla Moore School Research Grant, University of South Carolina. 2018. Growth, change and stabilization of Trust. (\$1,552.50)

TEACHING

CURRENT TEACHING INTERESTS

Principles of Management; Organizational Behavior; Groups and Teams; Research methods; Statistics; I am also willing to step in to fulfil department needs.

University of South Carolina

Instructor - MGMT 371 *Principles of Management* (4.36 out of 5) (May 2018)

PROFESSIONAL EXPERINECE

Trusum Visions, Austin, TX (June, 2019)

Project: Evaluate construct validity of IC-8 Cultural Assessment model.

Duties: Performed item response theory analysis and item-level psychometric analysis to validate the IC-8 Cultural Assessment model and refine the IC-8 Cultural Assessment questionnaire.

SERVICE

Institution

Doctoral Student Roundtable

Co-chair, Darla Moore School of Business, 2016 – 2017

Doctoral Student Association

DSA Historian, Darla Moore School of Business, 2017 – 2018

Analytic Solutions

Darla Moore School of Business, Columbia, SC

Undergraduate Internship Program Analysis, Fall 2015 – Fall, 2017

- Design and implement internship program survey
- Provide detailed analysis - preparation of undergraduate students
- Provide actionable recommendations for improvement of undergraduate internship program

Masters Students 360 Feedback, Fall 2016 – Summer 2016

- Design, implement, and train personnel on 360 survey of master students
- Analyze data and provide report for each student for use in yearly academic advisor meeting

Professional

Reviewer

Academy of Management: OB Division, 2015 – Present

Academy of Management: Research Methods, 2017 - Present

WORK EXPERIENCE

Quality Manager	2013-2015
Westrock, North Tonawanda, NY	
System Implementation Specialist	2012-2013
Rocktenn, North Tonawanda, NY	
Academic Adviser	2012-2013
Canisius College, Buffalo, NY	
Culinary Specialist (Honorable discharge, 2 nd Class Petty Officer)	2006-2011
United States Navy	

REFERENCES

M. Audrey Korsgaard

Academic Director, Master of Human Resources

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Robert E. Ployhart

Bank of America Professor of Business Administration

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Paul Bliese

Jeff B. Bates Professor in Public Administration and Finance

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