

Anthony Petrucci III

Asst Professor Practice Trk, FSBM:Human Resource Management

Overview

Dr. Tony Petrucci started his career as an officer in the US Army where he attained the rank of Captain. He then went to work for the PepsiCo organization in the Pizza Hut division. At PepsiCo he held the positions of District Manager, operating 36 restaurants, and then as a Human Resources Manager. He then moved to the ARAMARK Corporation, a Fortune 500 Most Admired Company, where he was a Human Resources Director and Senior Human Resources Director. As a Senior Human Resources Director he was responsible for leading Human Resources for the International Division. Tony was then promoted to a Vice President of Human Resources where he was responsible for all Human Resource functions for a 14,000 person organization and became a member of the Executive Leadership Council for the company. In 2005 Tony started his own executive search and leadership consulting firm, Career Movement, which he built into a national firm and sold in 2010. Tony is now an owner and managing partner of Gravititas. Gravititas is a national retained executive search, board of director search, and leadership consulting firm.

Tony has written two books titled Move Up and Make Your Move which are focused on leadership and career development. He has been quoted, published or featured in publications or media outlets such as US News and World Report, HR Executive Magazine, HR Magazine, Fox News, Workforce.com, CBS Marketwatch, Yahoo Finance, Journal of Corporate Recruiting Leadership, Chief Learning Officer, HR.com, Nations Restaurant News, Career Development International, Veritude, Vending Times, CBS KYW News, Yahoo News!, Business News Daily, British Psychological Society, The Journal of Workplace and Behavioral Health, The Journal of Employment Counseling, OCS and Vending Magazine and the Automatic Merchandiser. His research interests include leadership, team performance, task and relationship conflict, and incivility.

Tony teaches Full Time, Professional, International, and Online MBA students, MS students and undergraduate students. He specializes in teaching leadership, negotiations, and strategic HR courses. He is the Director for MS in Human Resources Program. He has been awarded the Fox Dean's Teaching Fellow Award, the Temple Crystal Teaching Award, the Fox School of Business Center for Innovation in Teaching and Learning Award, and has twice been awarded the Fox Blue Mouse Award for innovation in teaching. He holds a Bachelor's Degree in Industrial Engineering Technology from the University of Dayton. He received his MBA from the University of Louisville and his PhD in Organizational Leadership from Regent University.

Experience

Academic Appointments

Faculty Member, MBA Programs, Saint Joseph's University, Philadelphia	2010
Faculty Member and Executive Advisory Board Member, Holy Family University, Philadelphia	2009-2010
Faculty Member, MBA Programs, Fox School of Business, Temple University, Philadelphia	2009-present

Non-Academic Employment

Chief Executive Officer, Gravititas Board and Executive Search	2010-present
Founder and President, Career Movement Leadership Consulting, Executive Coaching and Outplacement	2008-2010
Founder and President, Career Movement Executive Search	2006-2010
Vice President, Human Resources, ARAMARK Corporation	2000-2006
Senior Director, Human Resources, International, ARAMARK	1999-2000
Director, Human Resources, ARAMARK Corporation	1998-1999
Manager, Human Resources, ARAMARK Corporation	1997-1998
District Manager, PepsiCo, Pizza Hut	1992-1997
Army Officer, United States Army	1988-1992

Education

Degrees

PhD Regent University, Virginia Beach
 MBA University of Louisville, Louisville
 MS Industrial Engineering Technology, University of Dayton, Dayton

Memberships

National Advisory Board - Information Systems Job Index	2013-present
EDBA Academic Steering Committee	2013-present
National Advisory Council of the Information Systems Job Index	2013-present
Responsibility Centered Management	2013-present
MBA Regeneration Committee	2012-present
MBA Redesign Project	2012
HR Roundtable	2011-present
HR Week	2011-present
Graduate Programs Executive Committee	2011-present
Master's Program Committee, MPC	2011-present
CSR Donor Committee	2010-present
Executive Education Sales Proposal	2010-present

Distinctions

Top HR Analytics Influencers to Watch in 2018, <i>Mike Guglielmo and Tony Petrucci from the HRM department were both identified as "Top HR Analytics Influencers to Watch in 2018 by one of the world's top HR blogs called the CakeHR blog for their work and thought leadership in the field of HR Analytics.</i>	2018
MS in Human Resource Management Faculty of the Year, <i>Voted by students as faculty of the year for the Fox MS in HRM program., Fox School of Business</i>	2018
CITL Excellence in use of Technology in Teaching Award, Fox School of Business	2015
Andrisani-Frank Undergraduate Teaching Award	2015
OMBA Faculty of the Year Award	2014
Dean's teaching Fellowship Award	2013
Crystal Teaching Award, Fox School of Business	2012
CITL Excellence in use of Technology in Teaching Award	2012
Crystal Teaching Award	2011
CITL Excellence in use of Technology in Teaching Award	2011

Teaching Activity

Course taught

Leadership in Organizations, course code: HRM 5001	2019
Organization and Management, course code: HRM 1101	2019
Organization and Management, course code: HRM 1101	2019
Leadership Development, course code: HRM 5054	2019
Leadership and Organizational Management, course code: HRM 1101	2019
Organization and Management, course code: HRM 1101	2018
Leadership in Organizations, course code: HRM 5001	2018
Leadership in Organizations, course code: HRM 5001	2018
Leading and Managing Teams and Individuals, course code: HRM 5802	2018
Leading High Performing Teams, course code: HRM 5112	2018

Leadership Development, course code: HRM 5054	2018
Leading High Performing Teams, course code: HRM 5112	2018
Leading High Performing Teams, course code: HRM 5112	2018
Leading and Managing Teams and Individuals, course code: HRM 5802	2018
Organization and Management, course code: HRM 1101	2018
Organization and Management, course code: HRM 1101	2018
Organization and Management, course code: HRM 1101	2018
Leadership Development, course code: HRM 5054	2018
Leadership Development, course code: HRM 5054	2018
Leadership Development, course code: HRM 5054	2018
Leadership Development, course code: HRM 5054	2017
Organization and Management, course code: HRM 1101	2017
Leading and Managing Teams and Individuals, course code: HRM 5802	2017
Leadership Development, course code: HRM 5054	2017
Diamond Peer Teachers - Internship I, course code: SBM 3585	2017
Leading in Complex Organizations, course code: HRM 5304	2017
Leading and Managing Teams and Individuals, course code: HRM 5802	2017
Leadership Development, course code: HRM 5054	2017
Leadership Development, course code: HRM 5054	2017
Leading in Complex Organizations, course code: HRM 5404	2017
Leading in Complex Organizations, course code: HRM 5404	2017
Leading High Performing Teams, course code: HRM 5112	2017
Leading High Performing Teams, course code: HRM 5112	2017
Leading High Performing Teams, course code: HRM 5112	2017
Organization and Management, course code: HRM 1101	2017
Diamond Peer Teachers - Internship II, course code: SBM 3586	2017
Organization and Management, course code: HRM 1101	2017
Organization and Management, course code: HRM 1101	2017
Leadership Development, course code: HRM 5054	2017
Leading in Complex Organizations, course code: HRM 5404	2017
Leadership Development, course code: HRM 5054	2016
Leading in Complex Organizations, course code: HRM 5304	2016
Organization and Management, course code: HRM 1101	2016
Leadership Development, course code: HRM 5054	2016
Leading and Managing Teams and Individuals, course code: HRM 5802	2016
Leadership Development, course code: HRM 5054	2016
Independent Study, course code: HRM 5182	2016
Organization and Management, course code: HRM 1101	2016
Organization and Management, course code: HRM 1101	2016
Leadership Development, course code: HRM 5054	2016
Diamond Peer Teachers - Internship II, course code: SBM 3586	2016
Organization and Management, course code: HRM 1101	2016

Organization and Management, course code: HRM 1101	2015
Leading in Complex Organizations, course code: HRM 5304	2015
Leadership Development, course code: HRM 5054	2015
Leading High Performing Teams, course code: HRM 5112	2015
Strategic Challenges in Human Resources, course code: HRM 5125	2015
Leadership Development, course code: HRM 5054	2015
Organization and Management, course code: HRM 1101	2015
Organization and Management, course code: HRM 1101	2015
Leadership Development, course code: HRM 5054	2015
Diamond Peer Teachers - Internship II, course code: SBM 3586	2015
Independent Study, course code: HRM 5182	2015
Organization and Management, course code: HRM 1101	2015
Leading in Complex Organizations, course code: HRM 5304	2014
Leadership Development, course code: HRM 5054	2014
Organization and Management, course code: HRM 1101	2014
Organization and Management, course code: HRM 1101	2014
Diamond Peer Teachers - Internship I, course code: SBM 3585	2014
Leadership Development, course code: HRM 5054	2014
Leading High Performing Teams, course code: HRM 5112	2014
Leadership Development, course code: HRM 5054	2014

Courses developed

MBA Leadership	2011
Leadership and Professional Development Practicum	2011

Mentoring and advising

HRM Recruiting Event	2013-present
HRM Student Orientation	2013-present
HRM Recruiting Initiative	2012
Temple Sales Organization	2010-present

Professional Activity

Administrative Assignment

- Other
- Other

Board Membership

- Philadelphia Society for Human Resource Management

Non-Research Presentations

Featured Speaker, presented to 2019 Annual Philadelphia Society of Human Resource Management Symposium	2019
Pedagogy Research Workshop, presented to Panelist, Temple University, United States, at Temple University, United States	2018
Transforming Leadership Through Human Capital Analytics, presented to NY State Society for Human Resources Annual Conference	2017

Professional Development

- Training

Event administration

Workshop 2012

Event participation

Webinar delivered with Accenture Strategy titled "Technology Reinvents Performance Management" 2018

NY State Society for Human Resource Management Annual Conference 2017

<https://nys.shrm.org/schedule-events-sunday-1>

Transforming Leadership Through Human Capital Analytics

Participate as a CCL in preparing for health care accreditation and taking an active role in the meeting with the accrediting body 2012

Speaker for Fox sponsored event for Philadelphia Non-profit event. 60 senior executives in morning session and 40 junior manager in afternoon session on the topic of leadership and high performing teams 2011

Hosted Mark Gleason Sales Vice President of Sodexo as a speaker in Alter Hall for the Temple Sales Organization 2011

Moderated panel for MBA CSR event 2010

Hosted Marcel White, HR VP Hess Oil to 1101 and 3501 classes 2010

Participated in Sales Proposal for Executive Education with Carol Orenstein and Vice Dean Chandran 2010

Broadcast Interviews

Interviewed on "KYW News" 2014-present

Interviewed on "KYW Radio" 2012-present

Text interviews

Interviewed by "SkilledUp" 2015

Interviewed by "Philadelphia Business Journal" 2014

Interviewed by "Northeast Times" 2014

Interviewed by "Philadelphia Inquirer" 2014

Interviewed by "HR Magazine" 2012

Interviewed by "British Psychology Society" 2012

Interviewed by "Fox News" 2012

Interviewed by "Main Street" 2012

Interviewed by "Business News Daily" 2012

Interviewed by "The Science Blog" 2012

Interviewed by "MPR News" 2012

Interviewed by "Yahoo News" 2012

Interviewed by "US News and World Report" 2012

Interviewed by "HR Executive Magazine" 2009

Interviewed by "Workforce Insights.com" 2005

Interviewed by "Veritude.com" 2005

Interviewed by "Workforce Management" 2004

Interviewed by "Nations Restaurant News" 2003

Interviewed by "CBS Marketwatch" 2003

Interviewed by "HR Executive Magazine" 2002

Expert witness

Developed association report to meet grant requirements, Information Systems Job Index

2013

Service

Other

Other

Other

Faculty Mentorship

Judge

Other

Other

Other

Faculty Mentorship

Faculty Recruitment

Faculty Recruitment

Other

Faculty Mentorship

Other

Faculty Recruitment

Industry Interaction

Grants

MBA Leadership Big Data Grant, \$2,500

2013

Publications

Blau, G., Petrucci, T., Rivera, M., & Ghatge, R. (2019). Using a mobile application to test the impact of giving feedback on team-level conflict. *Journal of Education for Business*, 94(3), 167-174. doi:[10.1080/08832323.2018.1503585](https://doi.org/10.1080/08832323.2018.1503585)

Blau, G., Petrucci, T., Rivera, M., & Ghatge, R. (2019). Exploring the Impact of Receiving Sender-Based Negative and Positive Feedback on Team-Level Process Outcomes Using a Mobile Application. *Decision Sciences Journal of Innovative Education*, 17(1), 76-98. doi:[10.1111/dsji.12170](https://doi.org/10.1111/dsji.12170)

Petrucci, T., & Rivera, M. (2018). Leading Growth through the Digital Leader. *Journal of Leadership Studies*, 12(3), 53-56. doi:[10.1002/jls.21595](https://doi.org/10.1002/jls.21595)

Petrucci III, A. (2018). Higher Ed Experiencing a Boom in Huddle Rooms. *University Business*. Retrieved from <https://universitybusiness.com/higher-ed-experiencing-a-boom-in-huddle-rooms/>

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Bogardus Cortez, M., & Tony, P. (n.d.). Temple University's Real-Time Feedback App Is the Latest Analytics Business Spinoff. Retrieved from <https://edtechmagazine.com/>

Kosiniski, M., & Petrucci, T. (2017). To Combat Veteran Underemployment, Let's Make the Transition Into the Civilian Workforce Smoother. Retrieved from <https://www.recruiter.com/>

Petrucci III, A., & Tironi, C. (2016, April 25). Transforming Leadership Through Data Analytics. In *USA/Canada Northeast EMBA Regional Meeting*. Temple University.

Petrucci III, A., & Rivera, M. (n.d.). Focus on this aspect of workplace culture if you're trying to hire top talent. Retrieved from <http://technical.ly/>

John Zappe and Todd Raphael. (n.d.). Performance Management Goes To the Apps. Retrieved from <https://www.eredia.com/tlnt/performance-management-goes-to-the-apps/>

Petrucci III, A. (n.d.). Mobile app created at Temple's Fox School of Business aims to revolutionize performance-review process. Retrieved from <http://www.fox.temple.edu/>

Santos, C. (n.d.). Real Time Performance Feedback? They Have an App for That. Retrieved from

- <http://www.clomedia.com/2017/02/09/real-time-performance-feedback-app/>
- Vider, E. (n.d.). 5 Questions for DevelapMe. Retrieved from <http://www.keystoneedge.com/2016/11/28/5-questions-for-develapme/>
- Petrucci III, A. (n.d.). This Tech Entrepreneur Is Using Big Data Analytics To Boost MBAs' Leadership Skills. Retrieved from <http://www.businessbecause.com/>
- Harold, C. M., Petrucci, T., & Han, S. (2016). The interactive effects of agency and communalism on social undermining. Anaheim, California.
- Petrucci, T., Blau, G., & McClendon, J. (2015). Effect of Age, Length of Unemployment, and Problem-Focused Coping on Positive Reemployment Expectations. *Journal of Employment Counseling*, 52(4), 171-177. doi:[10.1002/joec.12022](https://doi.org/10.1002/joec.12022)
- Petrucci. (2015). *The relationship among incivility, trust, and tacit knowledge sharing..* Retrieved from <https://hbr.org/2015/01/sometimes-cutting-rd-spending-can-yield-more-innovation>
- Petrucci. (n.d.). Investment in Training Pays Big Dividends.
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- Blau, G., Petrucci, T., & McClendon, J. (2013). Exploring the Impact of Situational Background, Emotional, and Job Search Variables on Coping With Unemployment by Drinking Versus Considering Self-Employment. *Journal of Workplace Behavioral Health*, 28(3), 212-233. doi:[10.1080/15555240.2013.808081](https://doi.org/10.1080/15555240.2013.808081)
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- McClendon., Deckop., & Petrucci. (2013). Impact of Performance Appraisal on Employee Motivation: The Role of System Execution.
- Blau, G., Petrucci, T., & McClendon, J. (2013). Exploring the Impact of Demographic, Personality, and Job Reattainment Variables on Unemployment-Delayed Retirement Intent. *Journal of Workplace Behavioral Health*, 28(1), 13-29. doi:[10.1080/15555240.2013.755446](https://doi.org/10.1080/15555240.2013.755446)
- Blau, G., Petrucci, T., & McClendon, J. (2012). Effects of layoff victims' justice reactions and emotional responses on attitudes toward their previous employer. *Career Development International*, 17(6), 500-517. doi:[10.1108/13620431211280105](https://doi.org/10.1108/13620431211280105)
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- Petrucci. (2007). *Move Up: From Restaurant Manager to Multi-Site Careers.*
- Petrucci. (2006). *Make Your Move: From Restaurant Management to a Career in Sales.*
- Petrucci. (2005). ARAMARK's Secret Weapon: The New Recruiter. *HR Hub*. Retrieved from <https://www.hrhub.com/doc/aramarks-secret-hr-weapon-the-new-recruiter-0001>
- Petrucci. (n.d.). ARAMARK Employees Lives Shine with Service Stars Program, (interviewed by Dina Berta),.
- Petrucci. (n.d.). ARAMARK Introduces Unique Training For Front Line Service Employees, (with Richard Wyckoff),.
- Petrucci. (n.d.). A Fallout Shelter, (interviewed by Todd Raphael),.
- Harold, C. M., Petrucci, A., & Han, S. (n.d.). Lovable fools or competent jerks? Examining the interactive effects of agency and communalism on experienced social undermining..
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Off. Retrieved from <https://edtechmagazine.com/>

Kosinski, M. (n.d.). Combat Veteran Underemployment: Let's make the transition into the civilian workforce smoother. Retrieved from <https://www.recruiter.com/>