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 Rutgers Business School-Newark and New Brunswick  
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**ACADEMIC APPOINTMENT**

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Assistant Professor in Management Rutgers Business School-Newark & New Brunswick, Rutgers University	2019 - present
Assistant Professor in Management Freeman School of Business, Tulane University	2017 – 2019

**EDUCATION**

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<b>Ph.D.</b>	University of Washington, Seattle, WA Major: Organizational Behavior	2017
<b>B.A.</b>	Sun Yat-sen University, Guangzhou, China Major: Economics	2010

**RESEARCH INTERESTS**

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Employee Voice and Proactivity; Leadership; Decision Making.

**PEER-REVIEWED PUBLICATIONS**

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Feng, J., **Li, J.\***, Chen, S.\*, & Rubenstein, A. (forthcoming). From a Spark to a Sweeping Fire: An Integrative Conceptual Review of Group Turnover and a Theoretical Exploration of Its Development. *Journal of Applied Psychology*.

\*The second and third authors contribute equally to the manuscript.

Farh, C.,\* **Li, J.\***, & Lee, T. W. (in press). Towards a Contextualized View of Voice Quality, Its Dimensions, and Its Dynamics Across Newcomer Socialization. *Academy of Management Review*.

\*The first two authors contribute equally to the manuscript.

Holtom, B, Lee, S., Lee, T. W., & **Li, J.** (2022) \* Quasi-field Experiment Examining the Effects of Perceived Career Opportunities on Organizational Embeddedness and Intent to Stay. *Journal of Managerial Issues*.

\* The four authors contribute equally to the manuscript and are listed alphabetically

**Li, J.**, Mitchell, T. R., Lee, T. W., Eberly, M. B., & Shi, L. (2022). Embeddedness and perceived oneness: Examining the effects of job embeddedness and its trajectory on employee proactivity via an identification perspective. *Journal of Applied Psychology*, 107(6), 1020–1030.

<https://doi.org/10.1037/apl0000961>

**Li, J.**, Barnes, C. M., Yam, K. C., Guarana, C. L., & Wang, L. (2019). Don't Like It When Need It the Most: Examining the Effect of Manager's Ego Depletion on Managerial Voice Endorsement. *Journal of Organizational Behavior*. 40(8), 869-882. <https://doi.org/10.1002/job.2370>

Wang, L., Owens, B. P., **Li, J.**, & Shi, L. (2018).\* Exploring the affective impact, boundary conditions, and antecedents of leader humility. *Journal of Applied Psychology*, 103(9), 1019.

<https://doi.org/10.1037/apl0000314>

\* The four authors contribute equally to the manuscript

Lee, T. W., Hom, P. W., Eberly, M., & **Li, J.** (2018). Managing Employee Retention and Turnover with 21st Century Ideas. *Organizational Dynamics*. 47(2), 88-98.

<https://doi.org/10.1016/j.orgdyn.2017.08.004>

**Li, J.**, Chen, X. P., Kotha, S. & Fisher, G. (2017). Catch Fire and Spread It: A Glimpse into Displayed Entrepreneurial Passion in Crowdfunding Campaigns. *Journal of Applied Psychology*, 102 (7), 1075-1090. <http://dx.doi.org/10.1037/apl0000217>.

Guarana, C. L.\*, **Li, J.\***, & Hernandez, M. (2017) Examining the Effects of Leader-Follower Gender Match on Managerial Response to Voice. *Journal of Experimental Social Psychology*, 72, 147-160. <https://doi.org/10.1016/j.jesp.2017.04.004>

\* The first two authors contribute equally to the manuscript and are listed alphabetically

**Li, J.**, Burch, T. C., & Lee, T. W. (2017). Intra-individual Variability in Job Complexity over Time: Examining the Effect of Job Complexity Trajectory on Employee Job Strain. *Journal of Organizational Behavior*, 38, 671–691. <http://dx.doi.org/10.1002/job.2158>

Lee, T. W., Hom, P. W., Eberly, M., **Li, J.**, & Mitchell, T. R. (2017). On the Next Decade of Turnover Research. *Academy of Management Perspectives*, 31(3), 201–221.

<https://doi.org/10.5465/amp.2016.0123>

**Li, J.**, Lee, T. W., Mitchell, T. R., Hom, P. W., & Griffeth, R. W. (2016). The Effect of Proximal Withdrawal States on Job Attitudes, Job Search, Intent to Leave and Employee Turnover. *Journal of Applied Psychology*, 101(10), 1436-1456. <http://dx.doi.org/10.1037/apl0000147>

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## MANUSCRIPTS UNDER REVIEW

Bird, Y. Z., **Li, J.** Zhu, Y., & Liao, Z. [topic: decision making in evaluating social entrepreneurs].

- Under revise and resubmit at *Organizational Behavior and Human Decision Processes*
- The four authors contribute equally to the manuscript

Wang, L., Owens, B. P., **Li, J.**, Shi, L., & Wang, M. [Topic: leader humility].

- Under revise and resubmit at *Organization Science*

Sun, H., Li, W., **Li, J.**, & Zhang, H. [topic: decision making in crowdfunding]

- Under revise and resubmit at *Information Systems Research*

## WORK IN PROGRESS

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**Li, J.**, Farh, C., Wang, L., & Huang, C. [topic: employee silence].

- Status: final stage of editing for submission

**Li, J.** [Topic: Coworker Influence on Employee Voice].

- Status: data collection stage

**Li, J.**, Sun, S., Huang, C., & Pan, J. [Topic: employee communication profile]

- Status: data collection stage

Wang, L., **Li, J.**, Chen, F., & Huang, C [Topic: empowering leadership]

- Status: at initial writing stage

## SELECTED REFEREED CONFERENCE PRESENTATIONS

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Wang, L., **Li, J.**, Chen, F., & Huang, C. Energizing Yourself by Empowering Others: The Effect of Empowering Leadership on Leaders Themselves. Paper at the 2023 Annual Meeting of the Academy of Management, Boston, MA.

- *Included in Best Paper Proceedings of the 83<sup>rd</sup> Annual Meeting of the Academy of Management*

**Li, J.**, Farh, C., Wang, L., & Huang, C. Keep It Unsaid but Can't Let It Go: Examining the Repercussions of Silence on Employees Via a Rumination Perspective. In "Tuning into the Life Cycle of Voice: Voice Emergence, Adoption, and Decline into Silence" Symposium at the 2022 Annual Meeting of the Academy of Management, Seattle, Washington.

Farh, C. I. H., **Li, J.**, & Lee, T. W. Voice Quality: A Theory of Its Dimensions, Dynamics, and Downstream Implications for Performance. In "Making Voice Happen: New Directions for Managerial Facilitation of and Responses to Employee Voice," Symposium at the 2019 Annual Meeting of the Academy of Management, Boston, Massachusetts.

- *Showcase Symposium of the 82<sup>nd</sup> Annual Meeting of the Academy of Management.*

Wang, L., **Li, J.**, Owens, B. P., & Shi, L. Recalling the Valued Past Makes a Leader Humble: Examining the Effect of Daily Nostalgia on Leader Expressed Humility. In Lanaj, K. & Foulk, T. (Co-Chairs), Daily Leadership. Symposium at the 2017 Annual Meeting of the Academy of Management, Atlanta, Georgia.

Wang, L.\*, Owens, B. P.\*, **Li, J.\***, Shi, L.\* Who Displays Humility, When Does It Matter, and How Does It Feel? Exploring the Antecedents, Contingencies, and Affective Impact of Leader Humility. Paper presented at the 2016 Annual Meeting of Academy of Management, Anaheim, CA.

- \* denotes equal authorship contribution

**Li, J.**, Lee, T. W., Mitchell, T. R., Hom, P. W., & Griffeth, R. W. The Effect of Proximal Withdrawal States on Job Attitudes, Job Search, Intent to Leave and Employee Turnover. Paper presented at the 2015 Annual Meeting of the Academy of Management, Vancouver, BC.

**Li, J.**, Lee, T. W., & Mitchell, T. R. (2014). New Directions in Job Embeddedness. In Eberly, M.B. & Schipzand, P. (Co-Chairs), What is Next on the Job Embeddedness Horizon? Current Trends and New Directions. Symposium at the 2014 Annual Meeting of the Academy of Management, Philadelphia, PA.

- *Showcase Symposium of the 74<sup>th</sup> Annual Meeting of the Academy of Management.*

**Li, J.**, Burch, T. C., & Lee, T.W. (2014). The Interactive Impact of Job Complexity Trajectory, Autonomy, and Emotional Stability on Employee Job Stress. Paper presented at the 2014 Annual Meeting of the Academy of Management, Philadelphia, PA.

\*Guarana, C. L., \***Li, J.**, & Hernandez, M. (2014). Examining the Effects of Leader-Follower Gender Match on Managerial Response to Voice. Paper presented at the 2014 Annual Meeting of the Academy of Management, Philadelphia, PA.

- \* denotes equal authorship contribution

Hom, P., Seo, J., Griffeth, R. W., Lee, T. W., Mitchell, T. R., & **Li, J.**, (2014). Identifying Different States of Staying or Leaving: A Preliminary Test of the Hom, Mitchell, Lee, and Griffeth's (2012) Model of Proximal Withdrawal States. Paper presented at the 29<sup>th</sup> annual conference for the Society for Industrial and Organizational Psychologists, Honolulu, HI, 2014

**Li, J.** & Burch, T. C. (2013). The Joint Impact of Job Complexity, Autonomy, and Personality Differences on Employee Job Stress. Paper presented at 2013 Annual Meeting of the Academy of Management, Orlando, FL.

- *Included in Best Paper Proceedings of the 73<sup>rd</sup> Annual Meeting of the Academy of Management.*

## HONORS AND AWARDS

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- **Junior Faculty Research Excellence Award, Rutgers Business School, 2021-2022**, given to a junior tenure-track faculty member whose research quality and productivity are

evaluated as most promising and most likely to help RBS achieve greater visibility and academic prominence

## TEACHING EXPERIENCE

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### **Rutgers Business School-Newark and New Brunswick, Rutgers University.**

- Management Skills (MGMT 302 for Undergraduate Students)

### **Freeman School of Business, Tulane University, New Orleans, 2017-2019**

- Organizational Behavior (MGMT 3010 for Undergraduate Students)
- Leadership (MGMT 4160 for Undergraduate Students)

### **Foster School of Business, University of Washington, Seattle, 2015**

- Leadership and Organizational Behavior (MGMT 300 for Undergraduate Students)

## ACADEMIC SERVICE

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### **Reviewer Service**

- **Editorial Board Member**

Management and Organization Review (2022-2025)

- **Ad-hoc Reviewer Service**

Personnel Psychology; Organization Science; Journal of Management Studies; Journal of Business Venturing; Journal of Organizational Behavior; Journal of Vocational Behavior; Journal of Organizational and Occupational Psychology; Academy of Management Perspectives; Journal of Business Ethics; Journal of Small Business; Academy of Management Conference (OB, HR Divisions)

### **Academy Service**

- Academy of Management 2023 Annual Conference HR-Entrepreneurship Best Paper Award Committee