

**JUNCHAO (JASON) LI, PhD**

Department of Management and International Business  
 Rutgers Business School-Newark and New Brunswick  
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**ACADEMIC APPOINTMENT**

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Assistant Professor in Management Sept 2019 - present  
 Rutgers Business School, Rutgers, The State University of New Jersey

Assistant Professor in Management July 2017 – June 2019  
 Freeman School of Business, Tulane University

**EDUCATION**

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**Ph.D.** University of Washington, Seattle, WA 2017  
 Major: Organizational Behavior  
Dissertation: When Are They More Likely to Listen? An Investigation on  
 Managerial Response to Voice  
Committee: Thomas Lee, Xiao-Ping Chen, Christopher Barnes, Terence Mitchell

**M.S.B.A** University of Washington, Seattle, WA 2015  
 Major: Organizational Behavior

**B.A.** Sun Yat-Sen University, Guangzhou, China 2010  
 Major: Economics

**RESEARCH INTERESTS**

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Employee Voice; Employee Turnover; Leadership; Micro-dynamics of Entrepreneurship.

**PUBLICATIONS**

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**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*

Wang, L.\*, Owens, B. P.\*, **Li, J.\***, Shi, L.\* (2018) Exploring the Antecedents, Boundary Conditions, and Affective Impact of Leader Humility. *Journal of Applied Psychology*.

- \*The four authors contribute equally to the manuscript

**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

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

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.**, 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>

**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>

## MANUSCRIPTS UNDER REVIEW

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Farh, C. I. H.\*, **Li, J.\***, & Lee, T. W. Voice Quality: A Theory of Its Dimensions, Dynamics, and Downstream Implications for Performance.

- Under Revise and Resubmit at *Academy of Management Review*
- The first two authors contribute equally to the manuscript.

Feng, J., **Li, J.** & Chen, S. When Birds of a Feather “Leave” Together: An Integrative Conceptual Review of Group Turnover.

- Under Revise and Resubmit at *Journal of Applied Psychology*

**Li, J.**, Mitchell, T. R., Lee, T. W., & Eberly, M. Examining the Distinct Predictive Power of On- and Off-the-job Embeddedness, and Their Trajectories on Employee Attitudes, Proactivity, and Life Satisfaction.

- Under Revise and Resubmit at *Journal of Applied Psychology*
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## WORK IN PROGRESS

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Lee, T. W., Lee, S., Holtom, B., & **Li, J.** A Field Experiment Examining the Effects of Organizational Embeddedness on Voluntary Employee Turnover.

- Under review at *Journal of Applied Psychology*

**Li, J.**, Bird, Y. Z., & Zhu, Y. Founder Identity, Perceived Mission Drift, and Decision of Funding in Social Enterprise.

- Status: at writing stage, targeting *Academy of Management Journal*

Wang, L., **Li, J.**, Owens, B. P., Shi, L., & Wang, M. Recalling the Valued Past Makes a Leader Humble: Examining the Effect of Daily Nostalgia on Leader Expressed Humility.

- Status: at writing stage, targeting *Academy of Management Journal*

**Li, J.**, Chen, X. P., He, W., & Wang, L. The Balance of Voice, Helping, and Ingratiation on Managerial Attribution of Voice and Reaction to Voice

- Status: at writing stage, targeting *Journal of Applied Psychology*

## SELECTED REFEREED CONFERENCE PRESENTATIONS

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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,” Showcase Symposium at the 2019 Annual Meeting of the Academy of Management, Boston, Massachusetts.

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.\*, **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 to be 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.

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

## TEACHING INTERESTS

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Organizational Behavior, Leadership, People Analytics

## TEACHING EXPERIENCE

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

- **Independent instructor,** Leadership and Organizational Behavior (MGMT 300 for Undergraduate Students)

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

- **Independent instructor,**
  - Organizational Behavior (MGMT 3010 for Undergraduate Students)
  - Leadership (MGMT 4160 for Undergraduate Students)

## REVIEWER SERVICE

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Journal of Business Venturing; Academy of Management Perspectives; Journal of Business Ethics; Academy of Management Conference (OB, HR Divisions)