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 Rutgers Business School-Newark and New Brunswick
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ACADEMIC APPOINTMENT

Assistant Professor in Management 2019 - present
 Rutgers Business School-Newark & New Brunswick, Rutgers University
 (Academic years 2019-2020 and 2020-2021 excluded from probationary period due to Covid)

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

EDUCATION

Ph.D. University of Washington, Seattle, WA 2017
 Major: Organizational Behavior
 Dissertation Committee: Thomas Lee (Chair), Xiao-Ping Chen, Christopher Barnes,
 Terence Mitchell, and Marion Eberly

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

RESEARCH INTERESTS

Employee voice, leadership, turnover, crowdfunding.

PEER-REVIEWED PUBLICATIONS

13. Wang, L., **Li, J.**, Owens, B. P., Shi, L., & Wang, M. (forthcoming). The Humbling Effect of Significant Relationships: A Field Experiment Examining the Effect of Significant-other Activation on Leaders' Expressed Humility. *Organization Science*.
<https://pubsonline.informs.org/doi/10.1287/orsc.2023.17377>
12. Farh, C.,* **Li, J.***, & Lee, T. W. (2024). Towards a Contextualized View of Voice Quality, Its Dimensions, and Its Dynamics Across Newcomer Socialization. *Academy of Management Review*. 49(2), 399-428. <https://doi.org/10.5465/amr.2019.0159>
 *The first two authors contribute equally to the manuscript.
11. Feng, J., **Li, J.***, Chen, S.*, & Rubenstein, A. (2024). 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*. 109(1), 13–38.

<https://doi.org/10.1037/apl0001118>

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

10. 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*, 34(4), 312-333.
9. **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>
8. **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>
7. 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
6. 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>
5. **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. <https://doi.org/10.1037/apl0000217>
4. 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
3. **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. <https://doi.org/10.1002/job.2158>

2. 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>
1. **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. <https://doi.org/10.1037/apl0000147>

MANUSCRIPTS UNDER REVIEW

Sun, H., You, W., **Li, J.**, & Zhang, H. [topic: crowdfunding dynamics]

- Under 3rd revise-and-resubmit at *Information Systems Research*

Bird, Y. Z.*, **Li, J.*** Zhu, Y.*, & Liao, Z. [topic: gender and social entrepreneurship].

- Under 2nd revise-and-resubmit at *Organizational Behavior and Human Decision Processes*
- * The first three authors contribute equally to the manuscript.

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

- Under review at *Academy of Management Journal*

SELECTED WORK IN PROGRESS

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

- Status: final write-up for submission

Li, J. [topic: coworker influence on employee voice]

- Status: writing stage

Fan, **Li**, & Feng [topic: social network and voice quality]

- Status: writing stage

Li, J., Sun, S., Pan, J. & Zhang, M. [topic: employee communication]

- Status: data collection stage

Zhang, **Li**, and Zhang [topic: voice and team performance]

- Status: data collection stage

SELECTED REFEREED CONFERENCE PRESENTATIONS

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 83rd 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 82nd 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 74th 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.

- *Included in Best Paper Proceedings of the 74th Annual Meeting of the Academy of Management*

*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 *29th Annual Conference for the Society for Industrial and Organizational Psychology*, 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 73rd Annual Meeting of the Academy of Management.*

HONORS AND AWARDS

- **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

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

Reviewer Service

- **Editorial Board Member**

Management and Organization Review (2022-2025)

- **Selected Ad-hoc Reviewer Service**

Academy of Management Journal; Journal of Personality and Social Psychology; 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

Academy Service

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