

April 12, 2011

VITA

THOMAS W. LEE
Hughes M. Blake Professor of Management
&
Associate Dean for Academic and Faculty Affairs

Office

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Education

Ph.D. in Management, University of Oregon, 1984
Major: Organizational Studies (Organizational Behavior & Organization Theory)
Minors: Human Resource Management & Business Statistics
MA in Industrial Psychology, Bowling Green State University, 1977
AB in Psychology, University of California, Berkeley, 1975

Employment History

Since 1983 Associate Dean for Academic & Faculty Affairs (2004-present)
Professor (1997- present)
Associate Professor (1990-97)
Assistant Professor (1984-90)
Acting Assistant Professor (1983-84)
Michael G. Foster School of Business, University of Washington, Seattle

1980-83 Graduate Research Fellow (1982-83), Graduate Teaching Fellow (1980-81)
(now Lundquist) College of Business, University of Oregon, Eugene, Oregon

1977-80 Industrial Psychologist (1978-80), Associate Industrial Psychologist (1977-78)
Southern California Edison Company
Rosemead, California

Current Teaching Interests

Organizational behavior, human resource management and research methods at the undergraduate, MBA, EMBA and Ph.D. levels

Served on the dissertation committees for Drs.:

- Thomas Anderson (computer science, 1991)
- James Burton (organizational behavior, 2002)
- Joan Dahl (human resource management, 1986)
- Denise Daniels (organizational behavior, 1997)
- David Deeds (strategic management, 1994)
- Trevor Elkington (comparative literature, 2001)
- Colette Frayne (human resource management, 1986)
- William Felps (organizational behavior, 2007)
- Charles R. Griffin (education, 1999)
- Wendy Harmon (organizational behavior, 2006)
- Jason Harris-Boundy (organizational behavior, 2006)
- David Heckman (organizational behavior, 2007)
- (Irene) Wong Yuk Hing (strategic management, Hong Kong Polytechnic University; external reviewer, 2005)
- Brooks Holtom (organizational behavior, 1999; tenured associate professor at Georgetown University; *Committee Chair*)
- Heidi Hopper (organizational behavior, 1997)
- Malvina Klag (organizational behavior, McGill University, external reviewer, 2009)
- Keith Leavitt (organizational behavior, 2009)
- Soo Phan Lee (human resource management, 1993; tenured associate professor at Old Dominion University; *Committee Chair*)
- C. K. Leung (organizational behavior, Hong Kong Polytechnic University; external reviewer, 2003)
- Carlos Mallol (business administration, Nova Southeastern University; external committee member, 2003)
- Bradley P. Owens (organizational behavior, 2009)
- Rebecca Portnoy (organizational behavior, 2007)
- Lin Robinson (forest resources, 2010)
- George R. Rueckert (comparative literature, 2003)
- Jennifer M. Rudolph (history, 1999)
- Chris J. Sablynski (organizational behavior, 2002)
- John Sargent (human resource management, 1994)
- S. Steve Seteroff (business administration, Nova Southeastern University; external committee member, 1997)
- William Silver (organizational behavior, 1990)
- Cynthia Stevens (psychology, 1990)
- Deborah Vaughn (organizational behavior, 2009)
- Robert Wiltbank (strategic management/entrepreneurship, 2005)
- Hong (Ivy) Yang (strategic management, 2007)

Xin (Eva) Yao (organizational behavior, 2005; assistant professor at University of Colorado, Boulder; *Committee Chair*)

Current Research Interests

Primary: employee loyalty, retention and turnover; work motivation

Secondary: employee staffing and research methods

Manuscripts Under Active Preparation

Holtom, B.C., Tidd, S.T., Mitchell, T.R. & Lee, T.W. *Beyond if and when: temporal dependence in the prediction of voluntary turnover.*

Bussman, M., Schilpzand, P., Lee, T. W. & Kammeyer-Mueller, J.D. *Jumping through Hoops: How Selection Process Intensity Impacts Applicant Attitudes and Cognitions.*

Barden, J., Bluhm, D., Mitchell, T.R & Lee, T.W. *Hometown heroes or coddled underachievers? The influences of locality and leadership change on basketball recruit performance.* (Revision requested [R&R] by **Strategic Management Journal**)

Hom, P.W., Mitchell, T.R., Lee, T.W. & Griffeth, R. *Rethinking Employee Turnover: Focusing on Proximal Psychological States and an Expanded Criterion* (Revision requested [R&R] by **Psychological Bulletin**)

Liu, D., Mitchell, T.R., Lee, T.W., Holtom, B.C. & Hinton, T.R. *Job Satisfaction Growth and Voluntary Turnover: A Dynamic Multilevel Investigation.* (Revision requested [R&R] by the **Academy of Management Journal**)

Publications

Lee, T.W. & Mitchell, T.R. Forthcoming. Working in research teams: lessons from personal experiences. **Management and Organization Review.**

Liu, D., Zhang, S., Wang, L. & Lee, T.W. Forthcoming. The effects of autonomy and empowerment on employee turnover: test of a multilevel model in teams. **Journal of Applied Psychology.**

Bluhm, D., Harman, W.S., Lee, T.W. & Mitchell, T.R. Forthcoming in 2011. Qualitative research in organizations: a decade of progress. **Journal of Management Studies.**

Lee, T.W., Mitchell, T.R. & Harman, W.S. 2011. Qualitative Research Strategies in Industrial and Organizational Psychology. In S. Zedeck (Ed.), **APA Handbook on Industrial and Organizational Psychology**, Washington, D.C.: American Psychological Association.

Burton, J.P., Holtom, B.C., Sablinski, C.J., Mitchell, T.R. & Lee, T.W. 2010. The buffering effects of job embeddedness on negative shocks. **Journal of Vocational Behavior**, 76: 42-51.

Eberly, M.B., Holtom, B.C., Lee, T.W. & Mitchell, T.R. 2009. Control voluntary turnover by understanding its causes. In E.A Locke (Ed.), **Handbook of Principles of Organizational Behavior** (2nd edition). Blackwell Press: Oxford.

(The above chapter is an updated version. Earlier versions appear in 2004 [paperback edition] and 2000 [hardback edition] and are listed below.)

Felps, W., Mitchell, T.R., Heckman, D., Lee, T.W., Holtom, B.C. & Harman, W.S. 2009. Turnover contagion: How coworkers' job embeddedness and coworkers' job search behaviors influence quitting. **Academy of Management Journal**, **52**: 545-561.

(An earlier version of the above article was presented at the 67th annual meeting of the Academy of Management, Philadelphia, PA, August, 2007.)

Lee, T.W. 2009. The management professor. **Academy of Management Review**, **34**: 196-199.

(An earlier version of the above article was presented as my Presidential Speech at the 68th annual meeting of the Academy of Management, Anaheim, CA, August, 2008.)

Hom, P.W., Tsui, A.S., Wu, J.B., Lee, T.W., Zhang, Y., Fu, P.P. & Li, L. 2009. Explaining Employment Relationships with Social Exchange and Job Embeddedness. **Journal of Applied Psychology**, **94**: 277-297.

(This above paper was the issue's lead article. An earlier version of the above article was presented at the 67th annual meeting of the Academy of Management, Philadelphia, PA, August, 2007.)

Holtom, B.H., Mitchell, T.R., Lee, T.W. & Bussman, M. 2008. Turnover & retention research: a glance at the past, a closer review of the present, and a venture into the future. **Academy of Management Annals**, **2**: 231-274.

Mitchell, T.R., Harman, W.S., Lee, T.W. & Lee, D.Y. 2008. Self Regulation and Multiple Deadline Goals. In R. Kanfer, G. Chen & R.D. Pritchard (Eds), **Work motivation: past, present, and future**. Mahwah, NJ.

(The above chapter appears in a volume of the **Organizational Frontier Series** sponsored by the Society for Industrial and Organizational Psychology.)

Lee, S.H., Lee, T.W. & Lum, C. 2008. The effects of employee services on organizational commitment and intention to quit. **Personnel Review**, **37**: 222-237.

Mallol, C., Holtom, B. & Lee T.W. 2007. Job embeddedness in a culturally diverse environment. **Journal of Business and Psychology**, **22**: 35-44.

(An earlier version of the above paper was presented at the Academy of International Business Southeast USA Conference, Clearwater, Florida, November 12-14, 2003.)

Harman, W.S., Lee, T.W., Felts, W., Mitchell, T.R. & Owens, B.P. 2007. The Psychology of Voluntary Employee Turnover. **Current Directions in Psychological Science**, **16**: 51-54.

Holtom, B.C., Mitchell, T.R. & Lee, T.W. 2006. Increasing human and social capital by applying job embeddedness theory. **Organizational Dynamics**, **35** (4), 316-331.

(The above article won the award for the “Outstanding Practitioner Oriented Publication in Organizational Behavior” from the Organizational Behavior Division of the Academy of Management. Awarded at the 67th annual meeting of Academy of Management in Philadelphia, PA, August 2007.)

Holtom, B.C., Mitchell, T.R., Lee, T.W. & Inderrieden, E.J. 2005. Shocks as causes of turnover: what they are and how organizations can manage them. **Human Resource Management Journal**, **44**:337-352.

Burton, J.P., Mitchell, T.R. & Lee, T.W. 2005. Negative reactions to injustice: the role of self-esteem and social influences. **Journal of Business and Psychology**, **20**:131-170.

(An earlier version of the above paper was presented at the 2003 Western Academy of Management meetings, Palm Springs California, April 12, 2003.)

Mitchell, T.R., Lee, T.W., Lee, D.Y. & Harman, W. 2004. Attributions and the action cycle of work. In M. Martinko (Ed.), **Attribution Theory in the Organizational Sciences**. Information Age: Greenwich, CT.

(An earlier version of the above paper was peer reviewed and selected for presentation at the 2nd Florida State University International Symposium on Attribution Theory, Tallahassee, Florida, February 20-21, 2004.)

Lee, T.W. 2004. Thank you and goodbye. **Academy of Management Journal**, **47**: 791-792.

(The above essay is not a refereed, peer-reviewed article. It is an editor’s statement.)

Lee, T.W., Mitchell, T.R., Sablinski, C.J., Burton, J.P. & Holtom, B.H. 2004. The effects of job embeddedness on organizational citizenship, job performance, volitional absences and voluntary turnover. **Academy of Management Journal**, **47**: 711-722.

(Professor **Susan Jackson** served as guest editor for the above research note. An earlier version of the above paper was also presented at the 62nd annual meeting of the Academy of Management, Denver, Colorado, August, 2002. The *Economist.Com Global Executive*

[published/posted by the **Economist Magazine**] included this article in its “*A Quick Look at Noteworthy Articles from Business Journals*,” December 14, 2004)

Yao, E., Lee, T. W., Mitchell, T. R., Burton, J. P. & Sablinski, C. J. 2004. Job Embeddedness: Current Research and Future Directions. In R. Griffeth & P. Hom (Eds.), **Innovative Theory and Empirical Research on Employee Turnover**. Information Age: Greenwich, CT.

(An earlier version of the above chapter was presented at the Hawaiian Conference on Business, Honolulu, Hawaii, June, 2002.)

Lee, T.W. & Mitchell, T.R. 2004. Control turnover by understanding its causes. In E.A. Locke (Ed.), **A Handbook of Principles in Organizational Behavior**. Oxford, United Kingdom: Blackwell Publishers.

(The above chapter is an updated version that appears in the paperback version of this book. The original chapter and hardback book were published in 2000 and are listed below.)

Butler, J.E. & Lee, T.W. 2003. Regional recovery and development: the role of HRM in east and southeast Asia. **Human Resource Management Review**, **13**: 367-372.

(The above article appears in a special issue that was guest edited by J.E. Butler & T.W. Lee.)

Maurer, S.D, Lee, T.W. & Mitchell, T.R. 2003. Retaining knowledge by retaining technical professionals: implications of the unfolding model and the job embeddedness construct. In S. Jackson, M. Hitt & A. DeNisi (Eds.), **Managing Knowledge for Sustained Competitive Advantage: Designing Strategies for Effective Human Resource Management**. San Francisco: Jossey-Bass.

(The above book is a volume in the **Organizational Frontier Series** sponsored by the Society for Industrial and Organizational Psychology.)

Lee, T.W. 2003. Reflections on the first 18 months. **Academy of Management Journal**, **46**: 9-9.

(The above essay is not a refereed, peer-reviewed article. It is an editor's statement.)

Holtom, B.C., Lee, T.W. & Tidd, S.T. 2002. The relationship between work status congruence and work-related attitudes and behaviors. **Journal of Applied Psychology**, **87**: 903-915.

(An earlier version of the above article was presented at the 60th annual meeting of the Academy of Management, Toronto, Ontario, August, 2000.)

Lee, T.W. 2002. The management of people in Chinese enterprises. In A. S. Tsui & C.M. Lau (Eds.), **The Management of Enterprises in the People's Republic of China**. New York: Kluwer Academic Publishers.

Burton, J.P., Lee, T.W. & Holtom, B.C. 2002. Motivation to attend, ability to attend, and organizational commitment: their influence on different types of absence behaviors. **Journal of Managerial Issues, 14:** 181-197.

(An earlier version of the above article was presented at the 2001 Western Academy of Management meetings, Sun Valley, Idaho. It was a finalist for the conference's "Best Paper Award.")

Sablynski, C.J., Lee, T.W., Mitchell, T.R., Burton, J.P., & Holtom, B.C. 2002. Turnover: an integration of Lee and Mitchell's unfolding model and job embeddedness construct, and Hulin's withdrawal construct. In J. Brett & F. Drasgow (Eds.), **The Psychology of Work: Theoretically Based Empirical Research**. Mahwah, NJ: Lawrence Erlbaum Associates.

(An earlier version of the above chapter was presented at the Charles Hulin Retirement Conference sponsored by the Department of Psychology, University of Illinois at Urbana-Champaign, May 19-20, 2000.)

Lee, T.W. 2002. From the editors. **Academy of Management Journal, 45:** 9-11.

(The above essay is not a refereed, peer-reviewed article. It is an editor's statement.)

Mitchell, T.R., Holtom, B.C., Lee, T.W., Sablynski, C.J. & Erez, M. 2001. Why people stay: using job embeddedness to predict voluntary turnover. **Academy of Management Journal, 44:** 1102-1121.

(The above article was a finalist for the "Best Article Award" in volume 44 of the *Academy of Management Journal*, 2001. An earlier version of the above article was presented at the 59th annual meeting of the Academy of Management, Chicago, Illinois, August, 1999.)

(In 2008, an AASCB report, "The Impact of Research," listed this article as having had "an impact on practice or policy.")

Mitchell, T.R., Holtom, B.C. & Lee, T.W. 2001. How to keep your best employees: the development of an effective attachment policy. **Academy of Management Executive, 15:** 96-108.

(The above article was a finalist for the "Best Article Award" in volume 15 of the *Academy of Management Executive*, 2001. An earlier version of the above article was presented at the Hawaiian Conference on Business, Honolulu, Hawaii, June, 2001.)

Mitchell, T.R. & Lee, T.W. 2001. The unfolding model of voluntary turnover and job embeddedness: foundations for a comprehensive theory of attachment. In B. Staw & R. Sutton (Eds.), **Research in Organizational Behavior (vol. 23)**. London: JAI Press/Elsevier Science Limited.

(The above chapter won the award for the “Outstanding Organizational Behavior Publication in 2001” from the Organizational Behavior Division of the Academy of Management.)

Lee, T.W. 2001. On qualitative research in *AMJ*. **Academy of Management Journal, 44**: 215-216.

(The above essay is not a refereed, peer-reviewed article. It is an editor’s statement.)

Lee, T.W. & Mitchell, T.R. 2000. Control turnover by understanding its causes. In E.A. Locke (Ed.), **A Handbook of Principles in Organizational Behavior**. Oxford, United Kingdom: Blackwell Publishers.

Maurer, S.D. & Lee, T.W. 2000. Accuracy of the situational interview in rating multiple job candidates. **Journal of Business and Psychology, 15**: 73-96.

(An earlier version of the above article appears in L.N. Dosier & J.B. Keys (Eds.), **Academy of Management Best Papers Proceedings, 1997**, and was presented at the 57th annual meeting of the Academy of Management, Boston, MA.)

Lee, T.W. 2000. From the editors. **Academy of Management Journal, 43**: 535-537.

(The above essay is not a refereed, peer-reviewed article. It is an editor’s statement.)

Lee, T.W., Mitchell, T.R. & Sablinski, C.J. 1999. Qualitative research in organizational and vocational psychology, 1979-1999. **Journal of Vocational Behavior, 55**: 161-187.

Lee, T.W. & Maurer, S.D. 1999. The effects of family structure on organizational commitment, intention to leave and voluntary turnover. **Journal of Managerial Issues, 11**: 493-513.

(An earlier version of the above article was presented at the 56th annual meeting at the Academy of Management, Cincinnati, Ohio, August, 1996.)

Lee, T.W., Mitchell, T.R., Holtom, B.C., McDaniel, L.S. & Hill, J.W. 1999. The unfolding model of turnover: a replication and extension. **Academy of Management Journal, 42**: 450-462.

(An earlier version of the above article was presented at the 58th annual meeting of the Academy of Management, San Diego, CA, 1998.)

Mitchell, T.R., Holtom, B.C. & Lee, T.W. 1999. Decisions regarding organizational attachment: why people leave and why people stay. In C. Zopounidis (Editor), **Integrating Technology and Human Decisions: Global Bridges into the 21st Century**. Proceedings from the 5th International Conference of the Decision Sciences Institute. Athens, Greece. July 4-7, 1999.

Lee, T.W. 1999. **Using Qualitative Methods in Organizational Research**. Thousand Oaks, California: Sage Publications.

Lee, T.W. 1998. As we enter the new century. **Human Resource Management Review**, 8: 333-334.

(The above article appears in a special issue that was guest edited by T.W. Lee. The special issue was printed in 1999.)

Seteroff, S.S. & Lee, T.W. 1998. Impact on the firm of voluntary employee turnover among well educated, highly skilled professionals. **SOLE (The International Society of Logistics) '98 33rd Annual Proceedings**. Seattle, WA, August.

Lee, T.W. & Maurer, S.D. 1997. The retention of knowledge workers with the unfolding model of voluntary turnover. **Human Resource Management Review**, 7:247-275.

(The above paper was the issue's lead article.)

Lee, T.W., Locke, E.A. & Phan, S. 1997. Explaining the assigned goal-incentive interaction: the role of self efficacy and personal goals. **Journal of Management**, 23: 541-560.

Cheocharnpipat, J., Butler, J.E. & Lee, T.W. 1997. The evolution of HRM practices in Thailand: a model for management learning. **Thammasat Journal of Business Administration**, 40: 77-92.

(An earlier version of the above article appears as: "Lee, T.W., Butler, J.E. & Cheocharnpipat, J. 1997. Human resources management practices in Thailand: A cycle of convergence and divergence. In D.H. Kent (Ed.), **Proceedings of the 1997 Eastern Academy of Management International Conference - Managing in a Global Economy VII**. Eastern Academy of Management, Dublin, Ireland" and was presented at the 1997 Eastern Academy of Management meetings in Dublin, Ireland.)

Lee, T.W. 1997. Employee turnover. In L. Peters, C. Greer, & S. Youngblood (Eds.), **Encyclopedic Dictionary of Human Resource Management**. Oxford, United Kingdom: Blackwell Publishers.

Lee, T.W. 1997. Employee morale. In L. Peters, C. Greer, & S. Youngblood (Eds.), **Encyclopedic Dictionary of Human Resource Management**. Oxford, United Kingdom: Blackwell Publishers.

Lee, T.W. 1996. Why employees quit. In L. Beach (Ed.), **Decision Making in the Workplace: A Unified Perspective**. Hillsdale, NJ: Lawrence Erlbaum Associates.

Lee, T.W., Mitchell, T.R., Wise, L. & Fireman, S. 1996. An unfolding model of voluntary employee turnover. **Academy of Management Journal**, **39**: 5-36.

(The above paper was the issue's lead article.)

Lee, T.W. & Mitchell, T.R. 1994. Organizational attachment: Attitudes and actions. In J. Greenberg (Ed.), **Organizational Behavior: The State of the Science**. Hillsdale, NJ: Lawrence Erlbaum Associates.

Maurer, S.D. & Lee, T.W. 1994. Toward a resolution of contrast error in the employment interview: a test of the situational interview. In D.P. Moore (Ed.), **Academy of Management Best Papers Proceedings, 1994**. Academy of Management, Dallas, Texas.

Lee, T.W. & Mitchell, T.R. 1994. An alternative approach: The unfolding model of voluntary employee turnover. **Academy of Management Review**, **19**: 51-89.

(An earlier version of the above article was presented at the 52nd annual meeting of the Academy of Management, Las Vegas, Nevada, August, 1992.)

Lee, T.W. & Johnson, D.R. 1994. Reactions to job transfers by job type and career stage. **Journal of Business & Psychology**, **8**: 377-390.

Morita, J.G., Lee, T.W. & Mowday, R.T. 1993. The regression-analog to survival analysis: A selected application to turnover research. **Academy of Management Journal**, **36**: 1430-1464.

Maurer, S.D., Howe, V. & Lee, T.W. 1992. Organizational recruiting as marketing management: An interdisciplinary study of engineering graduates. **Personnel Psychology**, **45**: 807-833.

Peterson, R.B., Lee, T.W. & Finnegan, B. 1992. Strategies and tactics in union organizing campaigns. **Industrial Relations**, **31**: 370-381.

(An earlier version of the above article was presented at the annual meeting of the Industrial Relations Research Association, New York, New York, 1988.)

Lee, T.W., Ashford, S.J., Walsh, J.P. & Mowday, R.T. 1992. Commitment propensity, organizational commitment, and voluntary turnover: A longitudinal study of organizational entry processes. **Journal of Management**, **18**: 15-32.

Lee, T.W. & Mitchell, T.R. 1991. The unfolding effects of organizational commitment and anticipated job satisfaction on voluntary employee turnover. **Motivation and Emotion**, **15**: 99-121.

Lee, T.W. & Johnson, D. 1991. The effects of work schedule and employment status on the organizational commitment and job satisfaction of full versus part time employees. **Journal of Vocational Behavior**, **38**: 208-224.

Morita, J.G., Lee, T.W. & Mowday, R.T. 1989. Introducing survival analysis to organizational researchers: A selected application to turnover research. **Journal of Applied Psychology**, **74**: 280-292.

(An earlier version of the above article appears in F. Hoy (Ed.), **Academy of Management Best Papers Proceedings, 1987**, and was presented at the 47th annual meeting of the Academy of Management, New Orleans, Louisiana, August 1987).

Lee, T.W., Locke, E.A. & Latham, G.P. 1989. Goal setting theory and job performance. In L. Pervin (Ed.), **Goal Concepts in Personality and Social Psychology**. Hillsdale, N.J.: Lawrence Erlbaum Associates.

Lee, T.W. 1989. The antecedents and prediction of employee attendance. **Journal of Business Issues**, **17**: 17-22.

(An earlier version of the above article was presented at the 1988 Western Academy of Management meetings, Big Sky, Montana.)

Lee, T.W. 1988. How job dissatisfaction leads to employee turnover. **Journal of Business and Psychology**, **2**: 263-271.

(An earlier version of the above article was presented at the 45th annual meeting of the Academy of Management, San Diego, California, 1985).

Lee, T.W. & Mowday, R.T. 1987. Leaving the organization: An empirical investigation of the Steers and Mowday (1981) model of turnover. **Academy of Management Journal**, **30**: 721-743.

Lee, T.W. 1987. Toward a model of departmental decision making. **Journal of Business Issues**, **16**: 22-28.

(An earlier version of the above article was presented at the 1985 Western Academy of Management Meetings, San Diego, California).

Mowday, R.T. & Lee, T.W. 1986. The influence of propensity to become committed on the development of commitment and prediction of turnover during organizational entry. In J. Pearce & R. Robinson (Eds.), **Academy of Management Best Papers Proceedings, 1986**. Academy of Management, Chicago, Illinois.

(The above paper won the "Outstanding Competitive Paper Award" from the Organizational Behavior Division of the Academy of Management.)

Lee, T.W. 1986. Toward the development and validation of a measure of job boredom. **Journal of Business Issues**, **15**: 22-28.

(An earlier version of the above article was presented at the 1986 Western Academy of Management meetings, Reno, Nevada.)

Latham, G.P. & Lee, T.W. 1986. Goal setting. In E. Locke (Ed.), **Generalizing from Laboratory to Field Settings: Findings from Industrial and Organizational Psychology, Organizational Behavior and Human Resources Management**. Boston: Heath Lexington.

(An earlier version of the above article was presented at the 44th annual meeting of the Academy of Management, Boston, 1984.)

Terborg, J.R. & Lee, T.W. 1984. A predictive study of organizational turnover rates. **Academy of Management Journal**, **27**: 793-810.

Steers, R.M. & Lee, T.W. 1983. Facilitating effective performance appraisals: The role of employee commitment and organizational climate. In F. Landy, S. Zedeck, & J. Cleveland (Eds.), **Performance Measurement and Theory**. Hillsdale, N.J.: Lawrence Erlbaum Associates.

(An earlier version of the above article was presented at the conference on "Performance Measurement: Directions for the future," Dallas, Texas, November 6-8, 1982.)

Terborg, J.R., Lee, T.W., Smith, F.J., Davis, G.A. & Turbin, M. S. 1982. Extension of the Schmidt and Hunter validity generalization procedure to the prediction of absenteeism behavior from knowledge of job satisfaction and organizational commitment. **Journal of Applied Psychology**, **67**: 440-449.

Invited Colloquia and Workshops, Formal Presentations and Refereed Conference Papers (not published elsewhere) and Non-Academic Publications

Invited colloquium *to be presented* to the Department of Psychology, Bowling Green State University, October 28, 2011.

Eberly, M., Buhlm, D., Mitchell, T.R & Lee, T.W. Against all odds: job embeddedness in extreme contexts. Paper *to be presented* at the 71st annual meeting of the Academy of Management, San Antonio, Texas, August 16, 2011.

Presentation *to be made* at a symposium entitled "'Theoretical, Methodological and Empirical Developments on Turnover and Turnover Intentions," at the 71st annual meeting of the Academy of Management, San Antonio, Texas, August 16, 2011.

- Invited facilitator on “Inclusion and Publishing” at a Professional Development Workshop *to be held* at the 71st meeting of the Academy of Management, San Antonio, Texas, August 14, 2011.
- Invited presentation to be made at a Professional Development Workshop entitled, “Halfway There, But Now What? Advice for Pre Dissertation Doctoral Students at the 71st annual meeting of the Academy of Management, San Antonio, Texas, August 12, 2011.
- Invited colloquium presented to the Department of Organization & Strategy, Maastricht School of Business and Economics, Maastricht University, The Netherlands, March 24, 2011.
- Invited colloquium presented to the Department of Management and Organization, Faculty of Economics and Business Administration, Free University, Amsterdam, The Netherlands, March 17, 2011.
- Invited panelist on “Construct Distinctions and Redundancy among Commitment, Engagement, Embeddedness, Satisfaction, Embeddedness, Satisfaction, and Others” at the “2010 Conference on Commitment.” Fisher School of Business, Ohio State University, Columbus, Ohio, November 6-7, 2010.
- Invited colloquium presented to the Department of Management & Human Resources, Ohio State University, November 5, 2010.
- Invited speaker (via telephone) to a research methods course taught by Professor Peter Hom in the Department of Management, Arizona State University. October 26, 2010.
- Liu, D., Mitchell, T.R. & Lee, T.W. *Job Satisfaction Growth and Voluntary Turnover: A Dynamic Multilevel Investigation*. Paper presented at the 70th annual meeting of the Academy of Management, Montreal, Quebec, August 10, 2010. (This paper won the “Best Student Paper Award” from the Human Resources Division.)
- Hom, P.W., Mitchell, T.R., Lee, T.W. & Griffeth, R. *Turnover Turned Over: Focusing on Psychological States and an Expanded Criterion*. Paper presented at the 70th annual meeting of the Academy of Management, Montreal, Quebec, August 10, 2010.
- Invited speaker at an All Academy session on ethical issues in publishing, 70th annual meeting of the Academy of Management, Montreal, Quebec, August 8, 2010.
- Invited speaker at a professional development workshop on the “role of centers in business schools,” 70th annual meeting of the Academy of Management, Montreal, Quebec, August 7, 2010.
- Invited keynote address at the biannual conference of the International Federation of Scholarly Associations Management, Paris, France, July 8, 2010.
- Invited participant on a panel discussion (on European and US business schools) at the biannual conference of the International Federation of Scholarly Associations of Management, Paris, France, July 8, 2010.
- Invited colloquium to the Anderson School of Business at the University of New Mexico, June 18, 2010.
- Presentation at a symposium entitled, “Recent Advances in Voluntary Turnover Research: Expanding the Horizon,” at the 25th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA, April 8, 2010.
- Liu, D., Zhang, S., Wang, L. & Lee, T.W. *A Self-determination Perspective on Turnover: Examining Personality and Context Predictors*. Paper presented at the 25th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA, April 8, 2010. (A revised version is under third review at the *Journal of Applied Psychology*.)

- Invited colloquium to the Department of Psychology and Department of Management, Ohio University, October 16, 2009.
- Invited presentation to the Research Center for International Economics, Department of Economics, University of Washington, July 29, 2009.
- Invited presentation to the Attrition and Retention Consortium (which consists of senior HR Executives from Fortune 500 companies), June 9, 2009.
- Presentation at a symposium entitled, "Future Directions in Voluntary Turnover Research," at the 24th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA, April 3, 2009.
- Presentation at a symposium entitled "Theory of Job Embeddedness and Applications to Predicting Employee Retention," at the 24th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA, April 3, 2009.
- Holtom, B.C., Tidd, S.T., Mitchell, T.R. & Lee, T.W. Beyond if and when: temporal dependence in the prediction of voluntary turnover. Paper presented at the 50th annual meeting of the Western Academy of Management March 20, 2009.
- Invited colloquium, entitled, "On publishing," to the Department of Management, Hong Kong University of Science and Technology, January 20, 2009.
- Invited colloquium, entitled, "Why people leave and why people stay: latest research findings," to the Department of Management, Hong Kong University of Science and Technology, January 19, 2009.
- Lee, T.W. 2008. On the importance of understanding ethics in a global marketplace. **Management Decision**, 46. (This paper is an introduction to a special issue.)
- Invited keynote speaker at the 2008 conference of the Higher Education Staff Career Management Consortium, Seattle, Washington, October 2, 2008.
- Bussman, M., Lee, T.W. & Kammeyer-Mueller, J.D. *Jumping through Hoops: How Selection Process Intensity Impacts Applicant Attitudes and Cognitions*. Paper presented at the 68th annual meeting of the Academy of Management, Anaheim, CA, August, 2008.
- Presentation at a symposium entitled, "Developing More Robust Theory by Building Bridges between Quantitative and Qualitative Research" at the 68th annual meeting of the Academy of Management, Anaheim, CA, August, 2008.
- Lee, T. W. 2008. Presidential Column. *The Academy of Management Newsletter*, Volume 39, Issue 2.
- Invited colloquium to the Department of Management at Chinese University, Hong Kong on June 25, 2008.
- Invited colloquium to the Department of Management at Chinese University, Hong Kong on June 24, 2008.
- Invited participant on a mentoring session to junior faculty at the 3rd biannual conference of the International Association on Chinese Management Research in Guangzhou, China, June 22, 2008.
- Invited participant an Editors' Panel at the 3rd biannual conference of the International Association on Chinese Management Research in Guangzhou, China, June 22, 2008.
- Invited keynote speaker at the 3rd biannual conference of the International Association on Chinese Management Research in Guangzhou, China, June 21, 2008.
- Presentation at a symposium entitled, "Developing More Robust Theory by Building Bridges between Quantitative and Qualitative Research Methods," at the 23rd annual meeting of

- the Society for Industrial and Organizational Psychology, San Francisco, CA, April 12, 2008.
- Invited presentation at a symposium held at the 23rd annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA April 11-13, 2008. The chapters from Kanfer, Pritchard & Chen (Eds.), **Work motivation: past, present, and future**, which is a volume from the Organizational Frontier Series, were introduced. (Our chapter is entitled, *Self Regulation and Multiple Deadline Goals*.)
- Lee, T. W. 2008. Presidential Column. *The Academy of Management Newsletter*, Volume 39, Issue 1.
- Invited (short) speech at the annual business meeting of the Southwestern Academy of Management, Houston, Texas, March 7, 2008.
- Invited presentation, entitled, "The Academy of Management: Reflections and Future Directions," at the annual meeting of the Southwestern Academy of Management, Houston, Texas, March 7, 2008.
- Lee, T. W. 2007. Presidential Column. *The Academy of Management Newsletter*, Volume 38, Issue 4.
- Invited colloquium, entitled, "Why people leave and why people stay: latest research findings," to the Department of Organizational Behavior, London Business School, London, England, November 9, 2007.
- Invited workshop on writing-up qualitative research presented to the British Academy of Management and the Advanced Institute of Management Studies, London, England, November 8-9, 2007.
- Lee, T. W. 2007. Presidential Column. *The Academy of Management Newsletter*, Volume 38, Issue 3.
- Invited presentation to the Research Center for International Economics, Department of Economics, University of Washington, August 28, 2007.
- Presentation at a symposium entitled, "New Directions in Voluntary Turnover Research: Moving Beyond the 'One-Model-Fits All' Paradigm" at the 67th annual meeting of the Academy of Management, Philadelphia, PA, August, 2007.
- Invited keynote address at the New Doctoral Student Consortium at the 67th annual meeting of the Academy of Management, Philadelphia, PA, August, 2007.
- Presentation at a symposium at the overseas Eastern Academy of Management meetings, Amsterdam, the Netherlands, June 24-28, 2007,
- Invited lunch time speech at the annual meeting of the Eastern Academy of Management, New Brunswick, NJ, May 18, 2007.
- Invited colloquium to the Doctoral Student Consortium at the Eastern Academy of Management, New Brunswick, NJ, May 17, 2007.
- Invited colloquium as the Shidler Distinguished Scholar to the Shidler College of Business, University of Hawaii, Manoa, April 27, 2007
- Invited keynote address at the Human Resource Management Doctoral Student Consortium at the 66th annual meeting of the Academy of Management, Atlanta, GA, August 12, 2006.
- Invited keynote address at the New Doctoral Student Consortium at the 66th annual meeting of the Academy of Management, Atlanta, GA, August 12, 2006.
- Invited colloquium to the Management Doctoral Students Association (MDSA, sponsored by KPMG's Ph.D. Project), Atlanta, GA, August 11, 2006.

- Invited presentation at a panel discussion, entitled “Publishing and Progressing in a Scholarly Career: Journals, Jobs and Judicious Choices” at the European Group and Organization Studies (EGOS) conference in Bergen, Norway, July 6, 2006.
- Invited colloquium to the Department of Management, University of Oregon, May 26, 2006.
- Presentation at a symposium entitled, “Adaptation, Withdrawal, and Turnover: Current Issues and Directions,” at the 21th annual meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas, May, 2006. (Our paper was entitled, “Toward a Greater Understanding of the Dynamic Nature of Job Embeddedness,” by Brooks Holtom, Simon Tidd, Terrence Mitchell & Thomas Lee)
- Invited colloquium to the MBA students in the Department of Management & Management, Hong Kong Polytechnic University, April 12, 2006.
- Invited colloquia presented to the Departments of Management, University of British Columbia and Simon Fraser University Vancouver, BC, December 1 & 2, 2005.
- Invited presentation at a quarterly-held workshop sponsored by the University of Washington’s Business & Economic Development Program, Seattle, Washington, October 11, 2005.
- Presentation at a symposium entitled, “Social Capital and Job Embeddedness,” at the 65th annual meeting of the Academy of Management, Honolulu, Hawaii, August 2005. (This symposium was organized by Ms. Malvina Klag, Dr. Brooks Holtom and myself. Ms. Klag deserves most of the credit, whereas Dr. Holtom deserves the second most.)
- Invited keynote address at the New Doctoral Student Consortium at the 65th annual meeting of the Academy of Management, Honolulu, Hawaii, August 2005.
- Presentation at a symposium entitled, “Organizational Psychology, 1985-2005: What a Difference a Generation Makes,” at the 20th annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, California, April 2005.
- Invited lunch time (short) speech made at the President’s Luncheon at the annual meeting of the Western Academy of Management, Las Vegas, NV, April 2, 2005.
- Invited presentation (entitled, “People-Oriented Strategies of Management”) to the University of Washington Business School’s “Back to Business” alumni group. Seattle, Washington, November 5, 2004.
- Invited lunch time speech at the annual workshops of the University of Washington’s Business & Economic Development Program, Seattle, Washington, September 24, 2004
- Invited address presented to the annual meeting of the British Academy of Management, St. Andrews, Scotland, August 2004.
- Presentation made at an All Academy of Management Showcase symposium entitled, “Voluntary Turnover Research and Practice: Building an Agenda for the Future” at the 64th annual meeting of the Academy of Management, New Orleans, LA, August 2004. (This symposium was organized by Ms. Malvina Klag, Dr. Brooks Holtom and myself. Ms. Klag deserves most of the credit, whereas Dr. Holtom deserves the second most.)
- Invited colloquium presented at a Professional Development Workshop entitled, “Learning the Art and Craft of Reviewing: From the Best Reviewers of Today to the Best Reviewers of Tomorrow,” at the 64th annual meeting of the Academy of Management, New Orleans, LA, August 8, 2004.
- Invited senior faculty presenter at the Organizational Behavior Division’s Junior Faculty Consortium at the 64th annual meeting of the Academy of Management, New Orleans, LA, August 8, 2004.

- Invited colloquium presented at the New Doctoral Student Consortium at the 64th annual meeting of the Academy of Management, New Orleans, LA, August 2004.
- Presentation made at a symposium entitled, "Third HR Town Meeting: Crafting an HR Value Statement" at the 64th annual meeting of the Academy of Management, New Orleans, LA, August 2004.
- Invited colloquiums presented to the Department of Management, London School of Business, April 5 & 6, 2004.
- Invited colloquium presented to the Society for Entrepreneurship Scholars, Ohio State University, Columbus, Ohio, March 26-27, 2004.
- Invited colloquium presented to the Department of Management, University of Alberta, February 20, 2004.
- Invited colloquium presented to the doctoral students from the Department of Management, Arizona State University, February 5, 2004.
- Keynote address presented at the annual campus-wide faculty retreat of the University of Washington, Bothell, September 23, 2003.
- Invited workshop presented at the annual campus-wide faculty retreat of the University of Washington, Bothell, September 23, 2003.
- Invited colloquium presented to the Department of Management & Human Resources, Ohio State University, August 29, 2003.
- Sablynski, C.J., Mitchell, T.R. & Lee, T.W. *Third-Party Observers of Workplace Bullying: Causal Attributions, Anxiety, and Avoidance*. Paper presented at the 63rd annual meeting of the Academy of Management, Seattle, Washington, August 6, 2003.
- Presentation made at a symposium entitled, "Job Embeddedness and Social Capital: New Directions in Turnover Research" at the 63rd annual meeting of the Academy of Management, Seattle, Washington, August 5, 2003.
- Presentation made at a symposium entitled, "Second HR Town Meeting: Crafting an HR Value Statement" at the 63rd annual meeting of the Academy of Management, Seattle, Washington, August 4, 2003.
- Invited colloquium presented to a Professional Development Workshop sponsored by Mentoring Committee of the Academy of Management at the 63rd annual meeting of the Academy of Management, Seattle, Washington, August 3, 2003.
- Invited colloquium presented at the Entrepreneurship Doctoral Student Consortium at the 63rd annual meeting of the Academy of Management, Seattle, Washington, August 3, 2003.
- Invited colloquium presented at the New Doctoral Student Consortium at the 63rd annual meeting of the Academy of Management, Seattle, Washington, August 2, 2003.
- Invited workshop entitled, "Strategic Human Resource Management," presented to the EMBA students at the Ecole Supérieure de Management (European School of Management, ESCP-EAP), Paris, France, June 20-21, 2003.
- Invited colloquium presented to the Department of Management, Baruch College, City University of New York, New York, May 12, 2003.
- Invited colloquium presented to the Department of Management, Georgetown University, May 5, 2003.
- Invited colloquium presented to the Organizational Behavior Group at the Harvard Business School, May 2, 2003.

- Presentation made at a symposium entitled, "Predicting Turnover and Its Impact: New Possibilities and Paradigms," at the 18th annual meeting of the Society for Industrial and Organizational Psychology, Orlando, Florida, April 13, 2003.
- Invited colloquium presented to the Earl G. Graves School of Business Management, Morgan State University, March 10, 2003.
- Invited colloquium presented to the Department of Management, Western Washington University, March 6, 2003.
- Invited colloquium presented at a session entitled, "Meet the *AMJ* Editor," at the 62nd annual meeting of the Academy of Management, Denver, Colorado, August, 2002.
- Invited colloquium at an *AMJ* "Reviewers' Workshop" at the 62nd annual meeting of the Academy of Management, Denver, Colorado, August, 2002.
- Invited colloquium presented at a session entitled, "Being Sisyphus; Becoming Parsival: Overcoming Myths About 'Unconventional; Research Methods,'" at the 62nd annual meeting of the Academy of Management, Denver, Colorado, August, 2002.
- Invited colloquium at the International Management Division Doctoral Consortium presented at the 62^{ed} annual meeting of the Academy of Management, Denver, Colorado, August, 2002.
- Invited colloquium at the Entrepreneurship Division Doctoral Consortium presented at the 62^{ed} annual meeting of the Academy of Management, Denver, Colorado, August, 2002.
- Invited colloquium presented at "The Ph.D. Project, Management Doctoral Student Association Conference" sponsored by KPMG at the 62^{ed} annual meeting of the Academy of Management, Denver, Colorado, August, 2002.
- Holtom, B.C., Mitchell, T.R. & Lee, T.W. 2002. *Implantacion como Metodo para Retener los Empleados Valiosos: Asuming the Predictive Validity of the Job Embeddedness Construct among Hispanic Employees*. Paper presented at the International Western Academy of Management Conference in Lima, Peru, June, 2002.
- Presentation at a symposium entitled, "New Directions and Considerations in Research Examining Voluntary Turnover," at the 17th annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Ontario, April 7, 2002.
- Moderator at a debate entitled "Control Theory Vs. Goal Theory: Which is the Proper Model?" at the 17th annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Ontario, April 6, 2002. (Professors Edwin Locke and Jeffrey Vancouver were the debaters.)
- Invited colloquium presented to the Department of Management & Organization, University of Washington, April 5, 2002.
- Invited colloquium presented at the Northwest International Business Educator's Network, University of Washington, March 1, 2002.
- Invited colloquium presented to the Department of Management, Arizona State University, February 2002.
- Invited colloquium presented at the David See-Chai Lam Center for International Communication, Simon Fraser University, Vancouver, British Columbia, February 19, 2002.
- Invited colloquium presented to the Department of Management & Organization, University of Southern California, October 12, 2001.

- Invited colloquium at the New Faculty Consortium, Business Policy and Strategy Division presented at the 61st annual meeting of the Academy of Management, Washington, D.C., August, 2001.
- Invited colloquium at a session entitled, "Research Methods in Careers Research," presented at the 61st annual meeting of the Academy of Management, Washington, D.C., August, 2001.
- Invited workshop entitled, "Strategic Human Resource Management," presented to the executive MBA students at the Ecole Superieure de Management (European School of Management, ESCP-EAP), Paris, France, June 15-16, 2001.
- Invited presentation entitled, "Why People Leave and Why People Stay," at the Ecole Superieure de Management (European School of Management, ESCP-EAP), Paris, France, June 14, 2001.
- Presentation at a symposium entitled, "Expanding Turnover Research: Exploring Individual, Group and Organizational Linkages," at the 16th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, California, April, 2001.
- Invited presentations at the Conference on Chinese Business & Management, jointly sponsored by the Chinese University of Hong Kong and the Hong Kong University of Science & Technology, Hong Kong, December 11 & 12, 2000.
- Invited colloquium on "Qualitative Research Methods" presented at Peking University, Beijing, China, on December 7, 2000.
- Invited presentation entitled, "Managing Turnover," presented to the Shipbuilding & Ship Repair Human Resources Conference, Seattle, Washington, November 8-9, 2000.
- Invited colloquium at a session entitled, "Critical Theory in Management Journals: Problems and Perspectives," presented at the 60th annual meeting of the Academy of Management, Toronto, Ontario, August, 2000.
- Invited colloquium at a session entitled, "The Craft of Reviewing," presented at the 60th annual meeting of the Academy of Management, Toronto, Ontario, August, 2000.
- Invited presentation to the President's Staff Forum, sponsored by the University of Washington, Office of the President, July 12, 2000.
- Invited colloquium entitled, "Publishing Qualitative Research in the Academy of Management Journal," presented at the annual meetings of the Western Academy of Management, Waikoloa Beach, Hawaii, April 5-8, 2000.
- Invited colloquium at a panel session entitled, "Meet the Editor-Journal Talk Session," held at the national meetings of the Decision Sciences Institute, New Orleans, Louisiana, November 20-23, 1999.
- Invited colloquium presented at the New Doctoral Student Consortium at the 59th annual meeting at the Academy of Management, Chicago, Illinois, August, 1999.
- Invited colloquium presented to the Department of Management, University of Oregon, April 30, 1999.
- Invited colloquium at a panel session entitled, "Research Methods," at the annual meetings of the Western Academy of Management, Redondo Beach, California, March 1999.
- Invited colloquium presented to the Department of Management, University of Nebraska, September 25, 1998.
- Invited colloquium at a panel session entitled, "Ask the Experts," sponsored by the Research Methods Division at the 58th annual meeting of the Academy of Management meetings, San Diego, California, 1998.

- Presentation at a symposium entitled, "The Outcomes of Affect; There's More than Meets the Eye," at the 57th annual meeting of the Academy of Management, Boston, MA, August, 1997.
- Invited colloquium at the panel session entitled, "Capitalizing on Longitudinal Data," sponsored by the Research Methods Division at the 57th annual meeting of the Academy of Management, Boston, MA, August, 1997.
- Invited colloquium presented to the University of Michigan's Doctoral Internationalization Consortium in Human Resource Management and Organizational Behavior, Ann Arbor, Michigan, September 12-14, 1996.
- Invited colloquium presented to the Department of Management, Arizona State University, March 29, 1996.
- Presentation at an All Academy of Management Showcase symposium (jointly accepted by the Organizational Behavior, Human Resources and Research Methods Divisions) entitled, "Turnover 2000: Transforming Theory, Methods, and Practice to Meet the Knowledge Demands of the 21st Century," at the 55th annual meeting of the Academy of Management, Vancouver, British Columbia, August, 1995.
- Invited presentation entitled, "Equal Opportunity, Affirmative Action and Diversity: What are they? What are their purposes? How are they implemented? and Speculations for the future," to a joint meeting of the Institute of Management Accountants (Bellevue-Eastside Chapter) and the American Society of Women Accountants (Bellevue-Eastside Chapter), Bellevue, WA, March 21, 1995.
- Invited colloquium presented to the Department of Management, University of Oregon, November 4, 1994.
- Invited colloquium at the Organizational Studies Doctoral Student Conference, Seattle, WA, October 1, 1994.
- Presentation at a symposium entitled, "The Role of Human Resource Practices in Defining the Employment Relationship," at the 54th annual meeting of the Academy of Management, Dallas, Texas, August, 1994.
- Invited colloquium at a panel session entitled, "Ask the Experts," sponsored by the Research Methods Division at the Academy of Management meetings, Atlanta, Georgia, August, 1993.
- Invited colloquium entitled, "A Case Study on Research Cooperation: A Selected Application to Turnover," at the Doctoral Student and Junior Faculty Consortium of the Human Resources Division, Academy of Management meetings, Atlanta, Georgia, August, 1993.
- Invited colloquium presented to the Department of Psychology, University of Washington, April 15, 1993.
- Invited colloquium entitled, "Reflections on Membership Feedback," at the annual meetings of the Western Academy of Management, San Jose, CA, March 24-27, 1993.
- Invited colloquium at a session of the national meetings of the Operations Research Society of America/The Institute of Management Sciences, San Francisco, CA, November, 1992.
- Presentation at a symposium entitled, "Self Efficacy Theory and Work Behavior: Current Research and Future Directions," at the 52nd annual meeting of the Academy of Management, Las Vegas, Nevada, August, 1992.
- Invited colloquium at a "Careers Session" at the P/HR Doctoral Student and Junior Faculty Consortium, Academy of Management meetings, Las Vegas, Nevada, August, 1992.

- Invited colloquium at a "Panel Discussion on Teaching Doctoral Students," at the annual meeting of the Western Academy of Management, Santa Barbara, CA, March 21, 1991.
- Invited colloquium at a "Panel Discussion on Human Resource Issues in Management" at the Chinese American Academic and Professional Convention, sponsored by the Chinese American Professional Society of New York. New York City, July 3-6, 1990.
- Presentation at a symposium entitled, "Turnover and Career Activism: Perspectives from Identical Data," at the 4th annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA, April 29-30, 1989.
- Presentation at a symposium entitled, "Critique of Traditional Turnover Research Designs and a Survival Model Alternative," at the 4th annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA, April 29-30, 1989
- Presentation at a symposium entitled, "New Approaches to Turnover Research," at the 3rd annual meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas, April 22, 23, 1988.
- Invited colloquium as part of the Ascendant Scholar Award at the Western Academy of Management meetings, March 24-26, 1988.
- Invited colloquium given to the Kennedy School of Government, Harvard University, March 25, 1987.
- Invited colloquium given to the Occupation Medicine Group of the Department of Environmental Health, University of Washington, May 23, 1986.
- Invited colloquium given to the Faculty of Management, University of British Columbia, March 14, 1986.
- Presentation at a symposium entitled, "Generalizing from Laboratory to Field Settings," at the 44th annual meeting of the Academy of Management, Boston, MA, August, 1984.
- Invited presentation at a conference entitled, "Performance Measurement: Directions for the Future," Dallas, Texas, November 6-8, 1982.

Professional Affiliations

Academy of Management (*Fellow*)
American Sociological Association (non-voting associate member)
Society for Industrial and Organizational Psychology (*Fellow*)
Society for Organizational Behavior
Southern Management Association

Awards and Honors

Distinguished Visiting Scholar at the Department of Organization & Strategy, Maastricht School of Business and Economics, Maastricht University, The Netherlands, March 19-26, 2011.
With Dong Liu (our doctoral student) and Terry Mitchell, "Best Student Paper Award" by the Human Resources Division of the Academy of Management, 2010
Dean's Ron Crockett Award for Academic Excellence, 2009
"Outstanding Practitioner Oriented Publication in Organizational Behavior Award" from the Organizational Behavior Division of the Academy of Management, August 2007

“Outstanding Reviewer Award” from the Organizational Behavior Division for the 2007 annual meetings of the Academy of Management. (Eight-five out of 1,109 reviewers were selected for this award.)

Shidler Distinguished Scholar at the Shidler College of Business, University of Hawaii, Manoa, April 2007

Dean’s Faculty Research Award, 2005

Fellow of the Society for Industrial and Organizational Psychology

Fellow of the Academy of Management

Society for Organizational Behavior

Funded research by ClubCorp for approximately \$100,000 (2005-2008)

Hughes M. Blake Professorship, 2005-present

Evert McCabe Faculty Fellowship, 2003-2005

GM Nameplate Endowed Faculty Fellowship, 2001-2003

“Outstanding Organizational Behavior Publication in 2001” award from the Organizational Behavior Division of the Academy of Management, August 2002

Finalist for the “Best Article Award” in Volume 44 of the **Academy of Management Journal**, 2001.

Finalist for the “Best Article Award” in Volume 15 of the **Academy of Management Executive**, 2001.

Finalist for the “Best Paper Award” at the annual meeting of the Western Academy of Management, Sun Valley, Idaho, April 5-8, 2001.

Awarded University of Washington CIBER Summer Fellowships in 2001, 2002, 2003 & 2004

Awarded \$14,077 from Citicorp Behavioral Sciences Research Council for the period May 1, 1998 to April 30, 1999 (co-principle researcher: Professor Terence Mitchell). Final report: *Understanding Employees’ Retention and Leaving*.

Awarded competitive summer research grants from the University of Washington Business School in 1985-2004.

Awarded a “Certificate of Appreciation for Superior Faculty Advising” by the student chapter of the Pacific Northwest Personnel Management Association, 1991.

"Ascendant Scholar" by the Western Academy of Management, 1988

“Outstanding Competitive Paper Award” from the Organizational Behavior Division for the 1986 Academy of Management meetings

Academic Service

Judge at the 17th annual INFORMS/Organization Science Dissertation Competition, San Diego, CA, October 10, 2009.

Participating faculty at the doctoral consortium for the West Coast Research Symposium (entrepreneurship), Seattle, Washington, September 10, 2009.

Academy of Management

“Liaison and Reviewing Representative” to the International Federation of Societies and Associations of Management (2009-2010)

Past President (2008-2009)

President (2007-2008)

President-Elect (2006-2007)

Vice President and Program Chair (2005-2006)

Vice President and Program Chair-Elect (2004-2005)
Incoming Vice President and Program Chair-Elect (2004)
Member of the Executive Committee for the AOM Board of Governors (2004-2009)

Academy of Management Journal

Editor (2002-2004)
Member of the AOM's Journals Committee (2002-2004)
Editors' Representative to Board of Governors of the AOM (2002-2003)
Incoming editor (2001)
Associate editor (1998-2001)
Overseeing editor for a special issue of **AMJ** on "Knowledge Transfers Between Academics and Practitioners" (Volume 44, No. 2, April 2001)
Board member (1988-93)

Member of these other editorial boards:

Human Resource Management Journal (1999-2000)
Human Resources Management Review (1997-2000)
Journal of Applied Psychology (Incoming Board member in 2007, 2008-*present*)
Journal of Management (1995-1999)
Journal of Vocational Behavior (1998-2002)
Organizational Research Methods (1997-2000)
Personnel Psychology (1996-1999, 2008-2010)

Member of the Editorial Advisory Board for the **International Journal of Organization and Management** (which is published by the International Association of Chinese Management Research; 2002-2013)

Member of the Academy of Management Mentoring Committee (1996-1999).

Chair of the Advisory Board for the **Journal of Management Inquiry** (1991-2006)

Ad Hoc Editorial Reviews Conducted for following:

Academy of Management Journal, Academy of Management Review, Applied & Preventive Psychology, Applied Psychology An International Review, Human Resource Management Review, International Journal of Management Review, International Journal of Organization and Management, Journal of Applied Behavioral Science, Journal of Applied Psychology, Journal of Business Research, Journal of Business Venturing, Journal of Management, Journal of Management Inquiry, Journal of Management - Research Methods, Journal of Management Studies, Journal of Managerial Issues, Journal of Marketing, Journal of Occupational and Organizational Psychology, Journal of Organizational Behavior Journal of Retailing, Journal of Vocational Behavior, Management and Organization Review, Motivation and Emotion, National Science Foundation Organization Science, Organizational Behavior and Human Decision Processes, Organizational Behavior and Human Performance, Organizational Research Methods, Personnel Psychology, & Psychological Reports/Perceptual and Motor Skills.

Chair and discussant at a keynote session at the 3rd biannual conference of the International Association on Chinese Management Research in Guangzhou, China, June 21, 2008.

Discussant on a session entitled, Recruitment and Employability, at the 3rd biannual conference of the International Association on Chinese Management Research in Guangzhou, China, June 19, 2008.

Guest editor (with Professor John Butler) for a special issue of **Human Resource Management Review**, entitled “The Role of HRM in East and Southeast Asia” (Volume 13, No. 3, 2003).

Guest editor for a special issue of **Human Resource Management Review**, entitled “Lessons Learned from our Acclaimed Colleagues” (Volume 8, No. 4, Winter, 1998).

Program chair (1999-2000) for the Research Methods Division of the Academy of Management Professional Development Workshops chair (1998-1999) for the Research Methods Division of the Academy of Management

Member of the paper review committee for the 2004 and inaugural conference of the International Association for Chinese Management Research.

Member of the paper review committee for the 1986, 1988, 1993, 1994, 1995, 1999, 2000, International 2000, 2001, 2002, 2003 and 2004 Western Academy of Management meetings.

Member of the program committee for the 1989 & 1995 Western Academy of Management meetings.

Member of the program committee for the Organizational Behavior Division at the 1987, 1988, 1989, 1990, 1991, 1992, 1993, 1994, 1995, 1998, 2000 and 2007 Academy of Management meetings

Member of the program committee for the Human Resources Division at the 1987, 1988, 1989, 1990, 1991, 1992, 1993, 1994 and 1995 Academy of Management meetings

Member of the program committee for the Research Methods Division at the 1988, 1994, 1997, 1998, 1999, 2000, 2001, 2002, 2003 and 2004 Academy of Management meetings

Member of the program committee for the 1994 & 1995 annual meeting of the Society for Industrial and Organizational Psychology

Member of the paper review committee for the 1995 meeting of the Western Decision Sciences Institute

Member of the Dissertation Awards Subcommittee for the Human Resources Division of the Academy of Management (1994).

Session Chair and/or Discussant at the 1987, 1988, 189, 1990, 1993, 1994, 1997, 2003 and 2007 Academy of Management meetings

Session Chair and/or Discussant at the 1989, 1991, 1994, 1999 and 2000 Western Academy of Management meetings

Member of the selection committee for the annual Best-Article Award of the Human Resource Management Division of the Academy of Management (2000)

Project manager for the founding of the Academy of Management’s Journals’ Hall of Fame (1999-2000).

University of Washington Service

Member of the School of Business undergraduate program committee (1986-89)

Faculty advisor to the student chapter of the Pacific Northwest Personnel Management Association (1990 - 1992)

Chair or Member of the School of Business faculty governance council; chairs and members are elected directly by a vote of the Business School faculty (1989-91, *vice chair* in 1990-1991; 2000-2002, *chair* in 2001-2002)

Chair or member of faculty search committees for the School of Business (1991-92, chair; 1998-99, chair; 1999-2000; 2001-2002, co-chair; 2002-2003)

Member of the ad hoc Facility Planning Committee for the Bothell Branch Campus, appointed by Provost L. Wilkening (1992)

Chair of the Branch Campus Business Curriculum Development Committee, appointed by Provost Laurel Wilkening (1992-1993)

Member of the School of Business Task Force to review the Ph.D. program (1991-93)

Member of the Social Science and Social Professions Dissertation Fellowship Committee (1992-1993)

Member of the dean's search committee for the School of Business Administration, appointed by President William Gerberding (1993-1994).

Chair or member of the School of Business Ph.D. program committee (1989-95; 1992-93, chair; & 1994-95, chair)

Chair or member of the School of Business' "Research and Travel" Committee (1995-98; chair in 1995-96; acting chair in fall quarter, 1996).

Member of the associate dean's search committee for the School of Business Administration (1996).

Member of the School of Business Affiliate Professorship Committee (spring quarter, 1997)

Area coordinator for the Human Resource Management and Organizational Behavior Faculty (1996-97)

Member of the School of Business' Capital Space Planning Committee (1997-1999).

Member of a task force to evaluate the admissions process for the undergraduate business program (1997-1998).

Member of the selection committee for the Department Chairperson in Finance and Business Economics (1998)

Member of the School of Business annual awards committee (1999-2001)

Member of the School of Business Budget Policy Committee (1999-2000)

Chair of the selection committee for the Department Chairperson in Accounting (2000)

Faculty marshal at the 2000 University of Washington graduation ceremony

Member of a Department of Management & Organization curriculum review committee for the MBA program (2001).

Member and subcommittee chair of a curriculum review committee for the EMBA (2000-2001)

Member of the selection committee for the Department Chairperson in Management & Organization (2001)

Member of the Business School's promotion and tenure committee; members are elected directly by the Business School's faculty (2000-2003)

Member of a task force to review the faculty teaching loads in the Business School (2001-2002)

Member of a task force to review a proposal for an "executive DBA" program (2002)

Member of the faculty search committee for the Philip Condit Chair in Leadership (2002-2003)

Chair of a curriculum review committee for the EMBA program (2004-2005)

Chair of the selection committee for the Department Chairperson in Marketing and International Business (2004)

Participant in a "Three Campus Retreat," in which potential relationships among the University of Washington three campuses were discussed (fall, 2004)

Member of the “Business and Industry Relations Task Force,” chaired by Vice Provost Mary Lidstrom and other members included Vice Provost Greg Sheridan, Vice Provost James Severson & Acting Dean Mani Soma (2006)

Member of the Staff Recognition Committee for the UW’s Leadership, Community and Values Initiative (2006-07)

Chair of a review committee on whether to re-appoint the Runstad Endowed Professor and the Runstad Center Director, College Architecture and Urban Planning (2008)

Member of the Faculty Leadership Advancement Committee for the UW’s Leadership, Community and Values Initiative (2006-2011)

Member of the Graduate School Council (2009-2012). Co-led the reviews on the Graduate Certificate Programs in Advance Practice Nursing and on the Master of Science in Genetic Epidemiology

Member of a promotion and tenure committee for the Evans School of Public Affairs (2010-11)

Other Public Service

Pro bono advising to the Lundquist College of Business, University of Oregon on AACSB Assurance of Learning standards. March 7, 2011.

Represented the Board of Governors of the Academy of Management at the Executive Committee of the International Federation of Societies and Academies of Management. July 2010, Paris, France.

Represented the Board of Governors of the Academy of Management at the Executive Committee of the International Federation of Societies and Academies of Management. August 2009, Chicago, IL.

Represented the Board of Governors of the Academy of Management at the annual meeting of the European Academy of Management in Liverpool, England, May 11-14, 2009.

Represented the Board of Governors of the Academy of Management at the 50th annual meeting of the Western Academy of Management, March 19-21, 2009.

Represented the Board of Governors of the Academy of Management at the 3rd biannual conference of the International Association on Chinese Management Research in Guangzhou, China, June 19-22, 2008.

Represented the Board of Governors of the Academy of Management the annual meeting of the Southwestern Academy of Management, Houston, Texas, March 7, 2008.

Attended the, “2007 Thought Leaders Retreat, *Leadership Succession in a Changing World*, at the invitation of the Society for Human Resource Management, Tampa, Florida. October 9-10, 2007.

External reviewer to the Department of Management & Organization, National University of Singapore. September 10-14, 2007.

Represented the Board of Governors of the Academy of Management at the annual meeting of the Eastern Academy of Management, May, 2007.

Institute of Medicine (IOM). Project manager for a review process of three reports written by the IOM, which is part of the National Academies of Science. At the request of the IOM, the review was sponsored by the Academy of Management (AOM) and required the coordination of eleven AOM members/reviewers from across the country. For the final report, Amy Edmonson, Ingrid Nembhard (both of Harvard Business School) and I wrote its executive summary. March 2007.

- External evaluator of the academic programs in the School of Business, Hong Kong Polytechnic University, Hong Kong, March 21-26, 2007.
- Represented the Board of Governors of the Academy of Management at the annual meeting of the EGOS conference, Bergen, Norway, June 6-8, 2006.
- External evaluator of the academic programs in the School of Business, Hong Kong Polytechnic University, Hong Kong, April 11-14, 2006.
- External evaluator of the Ph.D. programs in accounting, computer information systems, finance, marketing and organizational behavior at Baruch College. Jane Mutchler (Associate Dean at Georgia State) and I were invited by the Graduate Center, City University of New York. September 29-30, 2005.
- External evaluator of the academic programs in the School of Business, Hong Kong Polytechnic University, Hong Kong, April 12-15, 2005.
- Represented the Board of Governors of the Academy of Management at the annual meeting of the Western Academy of Management, April 2005.
- Represented the Board of Governors of Academy of Management at the annual meeting of the British Academy of Management, August, 2004.
- Guest participant at the Board of Governors' meeting for the Academy of Management in New Orleans, LA, on December 6, 2003.
- External evaluator of the Ph.D. Program in Management, Baruch College, City University of New York, New York, May 12, 2003.
- Guest participant at the Board of Governors' meeting for the Academy of Management in Denver, Colorado, on December 7 & 8, 2001.
- Participant in the efforts by the Society for Human Resource Management to identify "Best Practices in Human Resource Education Programs." As one of about twenty HR faculty selected from around the country, I participated in a 1½ day session in Washington, D.C., May 17-18, 1999.
- External evaluator of the Ph.D. Program in Management, College of Business Administration, Arizona State University, March, 1996.
- Volunteer Departmental Coordinator for the 1994-95 Combined Fund Drive, University of Washington
- Member of a peer review panel for the State of Washington's "Demonstration Project on Telecommuting" (1990-1992)