

September 12, 2017



**VITA**  
**THOMAS WILLIAM LEE**  
**Hughes M. Blake Professor of Management**

**[On sabbatical during the 2017-18 academic year]**

**Office**

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**Education**

|     |   |
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| PhD | Management, Lundquist College of Business, University of Oregon, 1984 |
| MA  | Industrial Psychology, Bowling Green State University, 1977           |
| AB  | Psychology, University of California, Berkeley, 1975                  |

**Employment**

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|------------|--|
| Since 1983 | Michael G. Foster School of Business, University of Washington<br>Professor (1997- <i>present</i> ), Associate Dean for Academic & Faculty Affairs<br>(2004-16), Associate Professor (1990-97), Assistant Professor (1984-90),<br>Acting Assistant Professor (1983-84) |
| 1977-80    | Southern California Edison Company<br>Industrial Psychologist (1978-80), Associate Industrial Psychologist (1977-78)   |

**Awards and Honors**

Fellow, Academy of Management  
Fellow, Society for Industrial and Organizational Psychology  
2018, William M. and Katherine B. Ginder Distinguished Visiting Professor, Carey Business School, Johns Hopkins University (April)  
2018, Visiting professor, Shidler College of Business, University of Hawaii, Manoa (January-February)  
2016 Academy of Management Career Achievement Award for Distinguished Service  
2016-19, Australian Research Council Discovery Grant with Kohyar Kiazad (PI), Simon Restubog (PI), Alessandra Capezio, Peter Hom & Brooks Holtom  
2015-17, Australian Research Council Discovery Grant with Will Felps (PI) & Colin Lee  
2015, Presented the Inaugural Foster Distinguished Faculty Lecture, November 13  
2015 Herbert Heneman Jr. Career Achievement Award from the *Human Resources Division* of the Academy of Management

- 2015, Keynote address to the annual conference of the Center for Leadership and Social Responsibility, Milgard School of Business, University of Washington, Tacoma, July
- 2015, Distinguished Visiting Scholar at the Faculty of Economics, University of Ljubljana, Slovenia, June 10-25
- 2015, Keynote speaker at a Doctoral Conference at the University of Ljubljana, Slovenia, June 11
- 2014, Visiting Scholar at the Department of Leadership and Organizational Behaviour, BI Norwegian Business School (Handelshyoskolen), Oslo, Norway, March 17-28
- 2013-2015, SHRM Foundation Grant of \$80,756 to study: *Proximal States of Organizational Participation and Withdrawal: Measurement Development and Theory Validation*
- 2013 Scholarly Achievement Award from the *Human Resources Management Division* of the Academy of Management
- 2013, Visiting Scholar at the Center for Human Resources Management, University of South Australia, July
- 2013, Public Insight Lecture at the Center for Human Resource Management, University of South Australia, July
- 2012, Interviewed (as the Exemplar) for the article, *Academic Decathletes: Insights from the Metaphor and an Exemplar*, by Sarah Kovoov-Misra, **Journal of Management Inquiry**, 21: 279-286
- 2012, Shidler Distinguished Scholar at the Shidler College of Business, University of Hawaii, Manoa, March 19-23
- 2011, Distinguished Visiting Scholar at the Department of Organization & Strategy, Maastricht School of Business and Economics, Maastricht University, Netherlands, March 19-26
- 2010 Best Student Paper Award with Dong Liu (our doctoral student) and Terry Mitchell by the *Human Resources Division* of the Academy of Management
- 2010, Keynote address at the biannual conference of the International Federation of Scholarly Associations Management, Paris, France, July 8
- 2009, Dean's Ron Crockett Award for Academic Excellence
- 2008, Keynote address at the annual conference of the Higher Education Staff Career Management Consortium, Seattle, Washington, October 2
- 2008, Keynote address at the 3<sup>rd</sup> biannual conference of the International Association on Chinese Management Research in Guangzhou, China, June 21
- 2007-2008, *President of the Academy of Management*
- Executive Committee for the Academy of Management Board of Governors, 2004-2009; Past President, 2008-09; President Elect, 2006-07; Vice President, 2005-06, Vice President Elect, 2004-05
- 2007 "Outstanding Practitioner Oriented Publication in Organizational Behavior (OB) Award" from the *OB Division* of the Academy of Management
- 2007 "Outstanding Reviewer Award" from the *OB Division* for the annual meetings of the Academy of Management. (Eight-five out of 1,109 reviewers received this award.)
- 2007, Shidler Distinguished Scholar at the Shidler College of Business, University of Hawaii, Manoa, April
- 2002-04, Editor, **Academy of Management Journal**; associate editor, 1998-2001
- 2005 Dean's Faculty Research Award
- 2005-2008, Funded research by ClubCorp for approximately \$100,000
- 2005-present, Hughes M. Blake Professorship

- 2003-2005, Evert McCabe Faculty Fellowship
- 2003, Keynote address at the annual campus-wide faculty retreat of the University of Washington, Bothell, September 23
- 2001-2003, GM Nameplate Endowed Faculty Fellowship
- 2002, “Outstanding Organizational Behavior Publication in 2001” award from the OB Division of the Academy of Management
- 2001 Finalist for the “Best Article Award” in the **Academy of Management Journal**.
- 2001 Finalist for the “Best Article Award” in 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
- 2001-2004, University of Washington (Seattle) CIBER Summer Fellowships
- 1998-1999, Citicorp Behavioral Sciences Research Council grant for \$14,077 (co-principle researcher: Professor Terence Mitchell). Final report: *Understanding Employees’ Retention and Leaving*.
- 1991, “Certificate of Appreciation for Superior Faculty Advising” by the student chapter of the Pacific Northwest Personnel Management Association
- 1988, Ascendant Scholar Award by the Western Academy of Management
- 1986, “Outstanding Competitive Paper Award” from the *Organizational Behavior Division* of the Academy of Management
- 1984-2004 & 2017, Awarded summer research grants from the Foster School of Business

### **Active Research Projects**

- Heckman, D., Van Wagner, H.P., Owens, B., Mitchell, T.R., Lee, T.W., Holtom, B.C., Hinton, T.R. & Dinger, J.M. *Resolving the puzzling effects of turnover on organizational performance: the moderating roles of business strategy and collective prevention focus. (under revision [invited R&R] for Organization Science)*
- Hom, P.W., Seo, J.J., Griffeth, R.W., Lee, T.W. & Mitchell, T.R. *Identifying different states of staying and leaving: A Preliminary Test of the Hom, Mitchell, Lee and Griffeth’s (2012) Model of Proximal Withdrawal States (tentative title)*
- With Jason Li, Marion Eberly, Terry Mitchell & Peter Hom: (1) *A dynamic examination of job embeddedness: trajectory and coevolution-based perspectives (tentative title)*
- With Will Felps, Colin Lee & Heidi Wechtler, *When should organization’s employ over/under qualified individuals? (tentative title)*
- With Kohyar Kiazad, Simon Restubog, Alessandra Capezio, Peter Hom & Brooks Holtom, *Strengthening Australia’s science workforce: a job embeddedness perspective*

### **Publications**

- Lee, T.W., Hom, P.W., Eberly, M.B. & Li, J. *Forthcoming*. Managing employee retention and turnover with 21<sup>st</sup> century ideas. **Organizational Dynamics**.
- Rubinstein, A., Eberly, M., Lee, T.W. & Mitchell, T.R. *Forthcoming*. Surveying the Turnover Forest: A Meta-Analysis, Moderator Investigation, and Future-Oriented Discussion of the Antecedents of Voluntary Employee Turnover. **Personnel Psychology**.
- Lee, T.W., Hom, P.W., Li, J., Eberly, M.B. & Mitchell, T.R. 2017. On the next decade of research in voluntary employee turnover. **Academy of Management Perspectives**, 31: 201-221.

- Li, J.I., Burch, T.C. & Lee, T.W. 2017. Intra-individual variability in work characteristics over time: examining the effect of job complexity on employee job strain. **Journal of Organizational Behavior**, **38**: 671-691.
- Hom, P.W., Lee, T.W., Shaw, J.D. & Hausknecht, J.P. 2017. One hundred years of employee turnover theory and research. **Journal of Applied Psychology**, **102**, 530-545.
- Aguinis, H., Davis, J., Detert, J.R., Glynn, M.A., Jackson, S.E., Kockan, T., Kossek, E.E., Leana, C., Lee, T.W., Morrison, E., Pearce, J., Pfeffer, J., Rousseau, D. & Sutcliffe, K. 2016. Using organizational science research to address U.S. Federal Agencies' management and labor needs. **Behavioral Science & Policy**, **2** (2): 67-76. (The order of authorship is alphabetical.)
- Li, J.I., Lee, T.W., Mitchell, T.R., Hom, P.W & Griffeth, R.G. 2016. The effects of proximal withdrawal states on job attitudes, job search, intention to leave and voluntary employee turnover. **Journal of Applied Psychology**, **101**: 1436-1456.
- Lee, T.W., Locke, E.A. & Latham, G.P. 2015. Goal setting theory and job performance. In L. Pervin (Ed.), **Goal Concepts in Personality and Social Psychology**. New York: Psychological Press. (This chapter is original published in 1989 by Lawrence Erlbaum Associates but re-published by Psychological Press.)
- Burch, T.C., Lee, T.W. & Mitchell, T.R. 2015. Labor turnover. In D. Guest and D. Needle (Eds). **Human Resource Management: Vol. 5 in the Wiley Encyclopedia of Management (3rd Edition, pp 167-169)**. Chichester, West Sussex: Wiley.
- Lee, T.W. 2014. **Using Qualitative Methods in Organizational Research**. Thousand Oaks, California: Sage Publications. (Chinese version)
- Lee, T.W, Burch, T.C. & Mitchell, T.R. 2014. *The Story of Why We Stay: A Review of Job Embeddedness*. **Annual Review of Organizational Psychology and Organizational Behavior**, **1**: 199-216.
- Mitchell, T.R., Burch, T.C. & Lee, T.W. 2014. *The Need to Consider Time, Level, and Trends: A Turnover Perspective*. **Journal of Organizational Behavior**, **35**: 296-300.
- Holtom, B.C., Tidd, S.T., Mitchell, T.R. & Lee, T.L. 2013. A Demonstration of the Importance of Temporal Considerations in the Prediction of Newcomer Turnover. **Human Relations**, **66**: 1137-1352.
- Barden, J., Bluhm, D., Mitchell, T.R & Lee, T.W. 2013. Hometown Proximity, Coaching Change, and the Success of College Basketball Recruits. **Journal of Sports Management**, **27**: 230-246.
- Mitchell, T.R. & Lee, T.W. 2013. Some reservations about a SEU model predicting employee turnover. **Industrial and Organizational Psychology: Perspectives on Science and Practice**, **6**: 181-187.
- Beach, L. R., Mitchell, T. R., and Lee, T. W. 2013. Image theory. In E. H. Kessler (Ed.), **Encyclopedia of Management Theory**. Thousand Oaks, CA: Sage.
- Eberly, M. B., Liu, D., Mitchell, T. R., & Lee, T. W. 2013. Attributions and emotions as mediators and/or moderators in the goal striving process. In E. Locke & G. Latham (Eds.), **New Developments in Goal Setting and Task Performance**. London: Taylor & Francis Group.
- Liu, D., Mitchell, T.R., Lee, T.W., Holtom, B.C. & Hinton, T.R. 2012. When employees are out of step with coworkers: how job satisfaction trajectories and dispersion influence individual- and unit-level voluntary turnover. **Academy of Management Journal**, **55**:

- 1360–1380. (*The above article received the “Scholarly Achievement Award for 2013,” from the Academy of Management’s Human Resources Division.*)
- Jiang, K., Liu, D., McKay, P.F., Lee, T.W. & Mitchell, T.R. 2012. When and how is job embeddedness predictive of turnover? A meta-analytic investigation. **Journal of Applied Psychology**, **97**: 1077-1096.
- Griffeth, R., Lee, T.L., Mitchell, T.R. & Hom, P.W. 2012. Further Clarification on the Hom, Mitchell, Lee, and Griffeth (2012) model: Reply to Bergman, Payne, & Boswell (2012) and Maertz (2012). **Psychological Bulletin**, **138**: 871-875.
- Hom, P.W., Mitchell, T.R., Lee, T.W. & Griffeth, R. 2012. Redefining Employee Turnover: Focusing on Proximal Psychological States and an Expanded Criterion. **Psychological Bulletin**, **138**: 831-858.
- Bluhm, D., Harman, W.S., Lee, T.W. & Mitchell, T.R. 2011. Qualitative research in organizations: a decade of progress. **Journal of Management Studies**, **48**: 1866-1891.
- Liu, D., Zhang, S., Wang, L. & Lee, T.W. 2011. The effects of autonomy and empowerment on employee turnover: test of a multilevel model in teams. **Journal of Applied Psychology**, **98**: 1305-1316.
- Lee, T.W. & Mitchell, T.R. 2011. Working in research teams: lessons from personal experiences. **Management and Organization Review**, **7**: 461-469.
- 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** (2<sup>nd</sup> 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.
- Lee, T.W. 2009. The management professor. **Academy of Management Review**, **34**: 196-199.
- 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.
- 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.
- 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.
- 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 received the "Outstanding Practitioner Oriented Publication in Organizational Behavior Award" from the Academy of Management's Organizational Behavior Division of the Academy of Management in 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.
- 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.
- Lee, T.W. 2004. Thank you and goodbye. **Academy of Management Journal**, **47**: 791-792.
- 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. *(The Economist.Com Global Executive [published by the Economist Magazine] included the above 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.
- 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.
- 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.
- Lee, T.W. 2003. Reflections on the first 18 months. **Academy of Management Journal**, **46**: 8-9.
- 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.

- 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.
- Sablnski, 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.
- Lee, T.W. 2002. From the editors. **Academy of Management Journal**, **45**: 9-11.
- Mitchell, T.R., Holtom, B.C., Lee, T.W., Sablnski, 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 the Academy of Management Journal, 2001. In 2008, an AACSB 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 the Academy of Management Executive, 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 received the "Outstanding Organizational Behavior Publication in 2001" award Academy of Management's Organizational Behavior Division.)*
- Lee, T.W. 2001. On qualitative research in *AMJ*. **Academy of Management Journal**, **44**: 215-216.
- 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.
- Lee, T.W. 2000. From the editors. **Academy of Management Journal**, **43**: 535-537.
- Lee, T.W., Mitchell, T.R. & Sablnski, 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.
- 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.
- 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 21<sup>st</sup> Century**.

- Proceedings from the 5<sup>th</sup> 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. (English version)
- Lee, T.W. 1999. As we enter the new century. **Human Resource Management Review**, 8: 333-334.
- 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 33<sup>rd</sup> 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.
- 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. *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.")
- 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.
- 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.
- 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.
- 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.
- 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.
- Lee, T.W. 1988. How job dissatisfaction leads to employee turnover. **Journal of Business and Psychology**, **2**: 263-271.
- 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.
- 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 Academy of Management's Organizational Behavior Division.*)
- Lee, T.W. 1986. Toward the development and validation of a measure of job boredom. **Journal of Business Issues**, **15**: 22-28.
- 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.
- 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.

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.

### **Teaching in 2016-17**

*Research Methods*, an introductory course to new doctoral students, fall quarter 2016; overall rating: 5.0 (0-5 scale)

*Recruiting, Hiring & Retaining Employees*, an undergraduate course required for HR majors, spring quarter 2017; overall rating: 4.6 (0-5 scale)

“Senior Mentor” to Julie Harrison on her grant from the National Institute for Mental Health

### **Dissertation Committees for Drs.:**

*Thomas Anderson* (computer science, 1991; Graduate School Representative), *Tyler C. Burch* (organizational behavior, 2015; *Committee Co-Chair*), *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; Graduate School Representative); *Colette Frayne* (human resource management, 1986), *William Felps* (organizational behavior, 2007), *Charles R. Griffin* (education, 1999; Graduate School Representative), *Wendy Harmon* (organizational behavior, 2006), *Jason Harris-Boundy* (organizational behavior, 2006), *David Heckman* (organizational behavior, 2007), *Beni Halvorson* (human resource management, University of South Australia; external reviewer, 2015), *(Irene) Wong Yuk Hing* (strategic management, Hong Kong Polytechnic University; external reviewer, 2005), *Brooks Holtom* (organizational behavior, 1999, *Committee Chair*), *Heidi Hopper* (organizational behavior, 1997), *Hanna Johnson* (organizational behavior, 2015), *Malvina Klag* (organizational behavior, McGill University, external reviewer, 2009), *Keith Leavitt* (organizational behavior, 2009), *Junchao (Jason) Li* (organizational behavior, 2017, *Committee Chair*), *Dong Liu* (organizational behavior, 2011), *Soo Phan Lee*, human resource management, 1993; *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; Graduate School Representative), *George R. Rueckert* (comparative literature, 2003; Graduate School Representative), *Jennifer M. Rudolph* (history, 1999; Graduate School Representative), *Chris J. Sablinski* (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 Wilbank* (entrepreneurship, 2005), *Hong (Ivy) Yang* (strategic management, 2007), *Xin (Eva) Yao* (organizational behavior, 2005; *Committee Chair*)

### **Invited University Research Colloquia**

(Invited to speak to the) Management faculty, Carey School of Business, *Johns Hopkins University*, April, 2018; (Invited to speak at the) Shidler College of Business, *University of Hawaii, Manoa*, early 2018; (Invited to speak at the) Department of Management, Monash Business School, *Monash University*, Melbourne, Australia, November 2, 2017; (Invited to speak to the) Management Group, Tasmanian School of Business and Economics, University of Tasmania, Hobart, Australia, October, 2017; (Invited to speak to) the doctoral students at the School of Management, *University of South Wales*, Australia, October 2017; Department of Work & Organizations, Carlson School of Business, *University of Minnesota*, June 24, 2016; Owen Graduate School of Management, *Vanderbilt University*, April 15, 2016; Management faculty, Carey School of Business, *Johns Hopkins University*, September 11, 2015; Faculty of Economics, *University of Ljubljana*, Slovenia, on June 18 & 22, 2015; Department of Leadership and Organizational Behaviour, *BI Norwegian Business School (Handelshyoskolen)*, Oslo, Norway, March 20 & 28, 2014; Business faculty at *Willamette University*, Salem, Oregon, September 13, 2013; School of Management, *University of New South Wales*, Australia, July 2013; Department of Management, *University of South Australia*, July 2013; Shidler College of Business, *University of Hawaii, Manoa*, March 20, 2012; Department of Psychology, *Bowling Green State University*, October 28, 2011; Department of Management, Leeds College of Business, *University of Colorado*, October 21, 2011; Department of Organization & Strategy, Maastricht School of Business and Economics, *Maastricht University*, The Netherlands, March 24, 2011; Department of Management and Organization, Faculty of Economics and Business Administration, *Free University*, Amsterdam, The Netherlands, March 17, 2011; Department of Management & Human Resources, *Ohio State University*, November 5, 2010; “2010 Conference on Commitment,” Fisher School of Business, *Ohio State University*, November 6-7, 2010; Anderson School of Business, *University of New Mexico*, June 18, 2010; Departments of Psychology and Management, *Ohio University*, October 16, 2009; Research Center for International Economics, Department of Economics, *University of Washington*, July 29, 2009; Department of Management, *Hong Kong University of Science and Technology*, January 19 & 20, 2009; Department of Management at *Chinese University, Hong Kong* on June 24 & 25, 2008; Department of Organizational Behavior, *London Business School*, November 9, 2007; Research Center for International Economics, Department of Economics, *University of Washington*, August 28, 2007; Shidler College of Business, *University of Hawaii, Manoa*, April 27, 2007; Department of Management, *University of Oregon*, May 26, 2006; Departments of Management, *University of British Columbia & Simon Fraser University*, Vancouver, BC, December 1 & 2, 2005; Department of Management, *London School of Business*, April 5 & 6, 2004; Society for Entrepreneurship Scholars, *Ohio State University*, Ohio, March 26-27, 2004; Department of Management, *University of Alberta*, February 20, 2004; Department of Management, *Arizona State University*, February 5, 2004; Department of Management & Human Resources, *Ohio State University*, August 29, 2003; Department of Management, *Baruch College, City University of New York*, New York, May 12, 2003; Department of Management, *Georgetown University*, May 5, 2003; Organizational Behavior Group, Harvard Business School, *Harvard University*, May 2, 2003; Earl G. Graves School of Business Management, *Morgan State University*, March 10, 2003; Department of Management, *Western Washington University*, March 6, 2003; Department of Management, *Arizona State University*, February 2002; David See-Chai Lam Center for International Communication, *Simon Fraser University*, Vancouver, British Columbia, February 19, 2002; Department of Management & Organization, *University of Southern California*,

October 12, 2001; *Ecole Supérieure de Management (European School of Management, ESCP-EAP)*, Paris, France, June 14, 2001; *Peking University*, Beijing, China, on December 7, 2000; Department of Management, *University of Oregon*, April 30, 1999; Department of Management, *University of Nebraska*, September 25, 1998; Internationalization Doctoral Consortium in Human Resource Management and Organizational Behavior, *University of Michigan*, September 12-14, 1996; Department of Management, *Arizona State University*, March 29, 1996; Department of Management, *University of Oregon*, November 4, 1994; Department of Psychology, *University of Washington*, April 15, 1993; Kennedy School of Government, *Harvard University*, March 25, 1987; Occupation Medicine Group of the Department of Environmental Health, *University of Washington*, May 23, 1986; Faculty of Management, *University of British Columbia*, March 14, 1986

### **Conference Presentations & Other Publications**

#### *Academy of Management Presentations*

Symposia: 2017, 2016, 2014, 2013, 2012, 2011, 2010, 2008, 2007, 2005, 2004 (2), 2003 (4), 2001, 1997, 1995, 1994, 1992, 1984

Refereed Papers: 2015 (2), 2014, 2012, 2011, 2008, 2004 (2), 2001, 2000, 1998, 1995, 1993, 1992, 1988, 1986, 1984

Professional Development Workshops: 2017 (2), 2013, 2012, 2011 (2), 2010, 2004, 2003, 2000 (2), 1998, 1997, 1993

Junior Faculty or Doctoral Consortia: 2007, 2006 (2), 2001, 2005, 2004 (3), 2003 (2), 2002, 1999, 1993, 1992

*Society for Industrial and Organizational Psychology Symposia Presentations*: 2016, 2015 (2), 2014, 2010, 2009, 2008, 2006, 2005, 2003, 2002 (2), 1989 (2), 1988

*Junior Faculty or Doctoral Consortia Presentations (non-AOM)*: 2014, INFORMS, San Francisco; 2008, International Association on Chinese Management Research, Guangzhou, China; 2007, Eastern Academy of Management, New Brunswick, NJ; 2006, Management Doctoral Students Association, KPMG's Ph.D. Project; 2002, Management Doctoral Students Association, KPMG's Ph.D. Project; 2001, Western Academy of Management, Santa Barbara, CA; 1994, Organizational Studies Doctoral Student Conference, Seattle, WA

*Keynote or Invited Presentations at Overseas Conferences*: Slovenian HR managers, University of Ljubljana, Slovenia, June 16, 2015; Center for Human Resource Management Insights Public Lecture to the University-wide and local business community, University of South Australia, July 15, 2013; Keynote address to the biannual conference of the International Federation of Scholarly Associations Management, Paris, France, July 8, 2010; British Academy of Management and the Advanced Institute of Management Studies, London, England, November 8-9, 2007; Overseas Eastern Academy of Management meetings, Amsterdam, the Netherlands, June 24-28, 2007; keynote address to the European Group and Organization Studies (EGOS) conference, Bergen, Norway, July 6, 2006; Keynote address to the annual meeting of the British Academy of Management, St. Andrews, Scotland, August 2004

*Invited Presentations at Regional Meetings*: Southwestern Academy of Management, Houston, March 7, 2008; Eastern Academy of Management, New Brunswick, NJ, May 18, 2007; Western Academy of Management, Las Vegas, April 2, 2005; Conference on Chinese

Business & Management, jointly sponsored by the Chinese University of Hong Kong and Hong Kong University of Science & Technology, December 11 & 12, 2000; Western Academy of Management, Waikoloa Beach, HI, April 5-8, 2000; Decision Sciences Institute, New Orleans, November 20-23, 1999; Western Academy of Management, Redondo Beach, CA, March 1999; Institute of Management Accountants (Bellevue-Eastside Chapter) and the American Society of Women Accountants (Bellevue-Eastside Chapter), Bellevue, WA, March 21, 1995; Western Academy of Management, San Jose, CA, March 24-27, 1993; Operations Research Society of America/The Institute of Management Sciences, San Francisco, November, 1992; Chinese American Academic and Professional Convention, sponsored by the Chinese American Professional Society of New York, New York City, July 3-6, 1990; Ascendant Scholar Award, Western Academy of Management, March 24-26, 1988;

*Invited Presentations at Overseas EMBA and MBA Students:* Department of Management & Management, Hong Kong Polytechnic University, April 12, 2006; Ecole Supérieure de Management (European School of Management, ESCP-EAP), Paris, France, June 20-21, 2003; Ecole Supérieure de Management (European School of Management, ESCP-EAP), Paris, France, June 15-16, 2001

*Other Presentations:* Technology Executive Peer Group (of CIOs), Seattle, WA, January 18, 2017; Herbert Heneman Jr. Career Achievement Award, Human Resource Management Division, Academy of Management, August 10, 2015; Husky Parent Family Program," University of Washington, March 8, 2014; Monthly meeting of the Vice President, Associate Vice Presidents and Managers at the UW Information Technology group, May 11, 2011; Attrition and Retention Consortium (senior HR Executives from Fortune 500 companies), June 9, 2009; Quarterly workshop by the University of Washington's Business & Economic Development Program, October 11, 2005; University of Washington Business School's "Back to Business" alumni group, November 5, 2004; annual workshops of the University of Washington's Business & Economic Development Program, September 24, 2004; International Western Academy of Management Conference in Lima, Peru, June, 2002; Northwest International Business Educator's Network, University of Washington, March 1, 2002; Shipbuilding & Ship Repair Human Resources Conference, Seattle, November 8-9, 2000; President's Staff Forum, Office of the President, July 12, 2000; Conference on "Performance Measurement: Directions for the Future," Dallas, Texas, November 6-8, 1982

Interview by Cristiano Guarana on "Surviving the tenure process: wise words by Tom Lee," MOC Blog, Managerial and Organizational Cognition Division, Academy of Management, March 3, 2015.

Lee, T.W. 2013. *Job attitude-work behavior relationships*. In Aldag, R.J. (Ed.), *Organizational Behavior: Navigating the complexities of the modern organization*. The Marketing & Management Collection, Henry Stewart Talks Ltd, London, UK.

Lee, T.W. 2008. On the importance of understanding ethics in a global marketplace. **Management Decision**, 46. (introduction to a special issue)

*Presidential Columns. The Academy of Management Newsletter:* 2008, Volume 39, Issue 2; 2008, Volume 39, Issue 1; 2007, Volume 38, Issue 4; 2007, Volume 38, Issue 3

### Academic Service

*Chair or member:* selection committee for the 2018 HRM Impact Award from the Society for Human Resource Management and Society for Industrial and Organizational Psychology; selection committee for the 2017 Herbert Heneman Jr. Career Achievement Award from the Human Resources Division of the Academy of Management; All Academy Theme Committee, 2017; selection committee for the 2016 Herbert Heneman Jr. Career Achievement Award from the Human Resources Division of the Academy of Management (Chair, 2015-16); selection committee for the 2014 Scholarly Achievement Award by the Human Resource Management Division of the Academy of Management (2014); paper review committee for the inaugural conference of the International Association for Chinese Management Research (2004); selection committee for the annual Best-Article Award of the Human Resource Management Division of the Academy of Management (2000); Program Committee (Chair, 1999-2000) and Professional Development Workshops (Chair, 1998-1999) for the Research Methods Division of the Academy of Management; Academy of Management Mentoring Committee (1996-1999); paper review committee for the Western Decision Sciences Institute (1995); program committee for the Society at the Industrial and Organizational Psychology (1994 & 1995); Dissertation Awards Subcommittee for the Human Resources Division of the Academy of Management (1994); Advisory Board for the **Journal of Management Inquiry** (Chair, 1991-2006); peer review panel for the State of Washington's "Demonstration Project on Telecommuting" (1990-1992); paper review committee, session chair or discussant for the Western Academy of Management in 1986, 1988, 1989, 1991, 1993, 1994, 1995, 1999, 2000, International 2000, 2001, 2002, 2003 & 2004; program committee, session chair or discussant for the Human Resources, Organizational Behavior or Research Methods Divisions of the Academy of Management in 1984, 1985, 1986, 1987, 1988, 1989, 1990, 1991, 1992, 1993, 1994, 1995, 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004 & 2007

*Volunteer mentor,* Academy of Management in 2010, 2015 & 2017

*External reviews for the:* Chair of a review committee for the Lundquist College of Business, University of Oregon, May 1 & 2, 2017 (with Terry Shelvin, University of California, Irvine, and Robert Wiseman, Michigan State University); Fox School, Temple University, October 10, 2014; Department of Management & Human Resources, The Ohio State University, April, 2013; Department of Management & Organization, National University of Singapore, September 10-14, 2007; School of Business, Hong Kong Polytechnic University, Hong Kong, March 21-26, 2007; Ph.D. Program in Management, College of Business Administration, Arizona State University, March, 1996, Ph.D. programs in accounting, computer information systems, finance, marketing and organizational behavior at Baruch College, Graduate Center, City University of New York, September 29-30, 2005; School of Business, Hong Kong Polytechnic University, Hong Kong, April 11-14, 2006; School of Business, Hong Kong Polytechnic University, Hong Kong, April 12-15, 2005; Ph.D. Program in Management, Baruch College, City University of New York, New York, May 12, 2003

*External consultant to:* the Dean at the School of Management and Labor Studies, Rutgers University, New Brunswick, on faculty compensation, August 19, 2014, and (pro bono consulting) the Associate Dean, Lundquist College of Business, University of Oregon on AACSB Assurance of Learning standards, March 7, 2011.

*Judge*, 17<sup>th</sup> annual INFORMS/Organization Science Dissertation Competition, San Diego, CA, October 10, 2009

*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, and August, 2009, Chicago, IL; annual meeting of the European Academy of Management in Liverpool, England, May 11-14, 2009; 50<sup>th</sup> annual meeting of the Western Academy of Management, March 19-21, 2009; 3<sup>rd</sup> biannual conference of the International Association on Chinese Management Research in Guangzhou, China, June 19-22, 2008; annual meeting of the Southwestern Academy of Management, Houston, Texas, March 7, 2008; annual meeting of the Eastern Academy of Management, May, 2007; annual meeting of the EGOS conference, Bergen, Norway, June 6-8, 2006; annual meeting of the Western Academy of Management, April 2005; annual meeting of the British Academy of Management, August, 2004

*Academy of Management Officer:* “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) & Guest Participant at the Board of Governors’ meetings in New Orleans, LA, December 6, 2003, and in Denver, CO, December 7 & 8, 2001

*Invited attendee*, “2007 Thought Leaders Retreat, Leadership Succession in a Changing World,” Society for Human Resource Management, Tampa, Florida. October 9-10, 2007; and “Best Practices in Human Resource Education Programs,” Society for Human Resource Management efforts to Washington, D.C., May 17-18, 1999

*Project manager*, review of three reports written by the Institute of Medicine (National Academies of Science). March 2007.

*Guest editor for special issues at Human Resource Management Review*, entitled *The Role of HRM in East and Southeast Asia* (with Professor John Butler, Volume 13, No. 3, 2003) and *Lessons Learned from our Acclaimed Colleagues* (Volume 8, No. 4, Winter, 1998)

**Academy of Management Journal:** Editor (2002-2004), Member of the AOM’s Journals Committee (2002-2004), Editors’ Representative to the AOM Board of Governors (2002-2003), Incoming editor (2001), Associate editor (1998-2001) & Board member (1988-93)

*Current or former editorial board member at Human Resources Management Review* (1997-2000; 2016-current), **Journal of Applied Psychology** (2008-current), **Journal of International Business Studies** (2017-current), **Human Resource Management Journal** (1999-2000) **Journal of Management** (1995-1999), **Journal of Vocational Behavior** (1998-2002), **Organizational Research Methods** (1997-2000), **Personnel Psychology** (1996-1999, 2008-2010) & **International Journal of Organization and Management** (Advisory Board, 2002-2017)

### **University of Washington Service**

Managed the successful process for and authored the 2015 & 2010 AACSB accreditation reports and the 2012 10-Year Review of the Foster School of Business by the University of Washington Graduate School

*Chair or Member Foster School:* Undergraduate Program Committee (1986-89), Ph.D. Program Committee (1989-95; chair in 1992-93 & chair in 1994-95), Faculty Governance Council (1989-91, *vice chair* in 1990-1991; 2000-2002, *chair* in 2001-2002), Faculty Search Committees (chair in 1991-92, chair in 1998-99, 1999-2000, co-chair in 2001-2002, 2002-2003, Philip Condit Chair in Leadership 2002-2003, 2016-17), Dean Search Committee (1993-1994), Combined Fund Drive (1994-95), Research & Travel Committee (1995-98; chair in 1995-96; acting chair in fall quarter, 1996), Human Resource Management and Organizational Behavior Faculty (Area Coordinator in 1996-97), Associate Dean Search Committee (1996), Affiliate Professorship Committee (spring quarter, 1997), Capital Space Planning Committee (1997-1999), annual awards committee (1999-2001), Budget Policy Committee (1999-2000) & promotion and tenure committee (2000-2003)

*Chair or member of review committees for the Foster School :* Ph.D. program (1991-93), admissions process for the undergraduate program (1997-1998), Department Chair in Finance and Business Economics (1998), Department Chair in Accounting (2000), M&O curriculum in the MBA program (2001), curriculum review committee for the EMBA (2000-2001), Department Chair in Management & Organization (2001), faculty teaching loads (2001-2002), proposal for an “executive DBA” program (2002), Department Chair in Marketing and International Business (2004) and EMBA program (2004-2005); *College Architecture and Urban Planning* Runstad Endowed Professor and Runstad Center Director (Chair, 2008); and the *UW Tacoma* Dean of the Milgard School of Business, (2014-15)

*Chair, member or participant:* Branch Campus Facility Planning Committee (1992), Branch Campus Business Curriculum Development Committee (Chair, 1992-1993), Social Science & Social Professions Dissertation Fellowship Committee (1992-1993), graduation ceremony (2000), Three Campus Retreat (fall 2004), Business and Industry Relations Task Force (2006), Staff Recognition Committee for the Leadership, Community and Values Initiative (2006-07), Advancement Leadership Committee for the UW Leadership, Community and Values Initiative (2006-2016), Graduate School Council (2009-2012), Evans School of Public Affairs promotion and tenure committee (2010-11), Royalty Research Fund (fall quarter, 2012), Provost’s Work Group on Lecturer Appointments (2013 & 2014), Open Access Initiative Advisory Committee to the Vice Provost for Digital Initiatives and Dean of the University Libraries Elizabeth A. Wilson (2015-16), Faculty Council on Multicultural Affairs (2016-2019), UW Bothell School of Business promotion and tenure committee for the (2012, 2016 & 2017)