

September 22, 2020



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

**Summary**

Thomas W. Lee is the Hughes M. Blake Professor of Management at the Foster School of Business, University of Washington, and served as Associate Dean for Academic and Faculty Affairs from 2004 to 2016. Tom is perhaps best known as co-creator of the unfolding model of voluntary employee turnover, job embeddedness (JE) and psychological withdrawal states theory (PWST). His current research focuses on testing and extending JE and the PWST and on employee voice. He has published approximately ninety-five academic articles and one book. Among his academic awards, Tom is most proud of the Academy of Management Career Achievement Award for Distinguished Service (2016), presenting the Inaugural Foster Distinguished Faculty Lecture in 2015, and the Herbert Heneman Jr. Career Achievement Award (2015) from the Human Resource Division of the Academy of Management. Tom also served as Editor of the *Academy of Management Journal*, as President of the Academy of Management and on eight editorial boards. Currently, he serves on the editorial board of the *Journal of Applied Psychology*. Tom is a Fellow of the Academy of Management and the Society for Industrial and Organizational Psychology.

Tom is married to Janet A. Thompson, and they have one son, Joseph T. Lee who is their best “joint venture” ever and gainfully employed. He enjoys traveling with Janet and Joe, reading literary classics and biographies, and weightlifting. His current, non-academic *fantasies* are to run a 9-minute mile and do 20 bar dips.

**Office**

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**Education**

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

- Since 1983 Michael G. Foster School of Business, University of Washington
- Professor (1997-*present*)
  - Associate Dean for Academic & Faculty Affairs (2004-16)
  - Associate Professor (1990-97)
  - Assistant Professor (1983-90)
- 1977-1980 Southern California Edison Company
- Industrial Psychologist (1978-80)
  - Associate Industrial Psychologist (1977-78)

## Awards and Honors

- Fellow, Academy of Management  
Fellow, Society for Industrial and Organizational Psychology  
2005-*present*, Hughes M. Blake Professor  
2020, Finalist for the Best Paper Award published in **Personnel Psychology** (in 2018)  
“2019 Excellence in Reviewing Award” from **Human Resource Management Review**  
2018, Keynote address at the River City Industrial and Organizational Psychology Conference in Chattanooga, TN (October 27).  
2018, William M. and Katherine B. Ginder Distinguished Visiting Professor, Carey Business School, Johns Hopkins University (April)  
2018, Visiting Scholar, Shidler College of Business, University of Hawaii, Manoa (January & February)  
2018, Presentation to the Human Resource Management Advisory Board of the Shidler College of Business, University of Hawaii, February 26.  
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
- 2005-2009, Executive Committee for the Academy of Management Board of Governors
- 2008-2009, Past President of the Academy of Management
  - 2007-2008, **President of the Academy of Management**
  - 2006-2007, President Elect of the Academy of Management
  - 2005-2006, Vice President of the Academy of Management
- 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
- 2005 Dean's Faculty Research Award
- 2005-2008, Funded research by ClubCorp for approximately \$100,000
- 2002-04, **Editor, Academy of Management Journal** (Associate Editor, 1998-2001)
- 2003-2004 Editors' Representative to the Board of Governors of the Academy of Management
- 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, 2017-2020, Awarded summer research grants from the Foster School of Business

### **Publications**

- Heckman, D., Wagoner, H., Mitchell, T.R., Owens, B., Dinger, J. & Lee, T.W. Conditionally Accepted. *An examination of whether and how prevention climate alters the influence of turnover on performance* (tentative title). **Journal of Management**.
- Lee, S.H., Lee, T.W. & Phan, P.H. 2020. Prosocial advocacy voice in healthcare: implications for human resource management. **Research in Personnel & Human Resource Management, 38**: 181-221.
- Lee, T.W., Hom, P.W., Eberly, M.B. & Li, J. 2018. Managing employee retention and turnover with 21<sup>st</sup> century ideas. **Organizational Dynamics, 47**: 88-98.
- Rubinstein, A., Eberly, M., Lee, T.W. & Mitchell, T.R. 2018. Surveying the Turnover Forest: A Meta-Analysis, Moderator Investigation, and Future-Oriented Discussion of the Antecedents of Voluntary Employee Turnover. **Personnel Psychology, 71**: 23-65.

*(The above article was a finalist for the "2020 Best Paper Award" for articles published in Personnel Psychology during 2018.)*

- 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., Felps, 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.

*(An earlier version of the above paper was a 2001 Finalist for the "Best Paper Award" at the annual meeting of the Western Academy of Management, Sun Valley, Idaho, April.)*

- Sablinski, 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., Sablinski, 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], and the AACSB report, “The Impact of Research [2008],” listed the above 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 from the 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. & 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.

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.

**Recent Teaching (overall rating on a 0-5 scale)**

2019-2020

Spring Quarter (Abruptly shifted to online teaching because of COVID 19), *Leadership and Organizational Behavior* (UG class): 4.1 (The rating for “The instructor’s contribution to the course was: 4.6.”); & *Recruiting, Hiring & Retaining Employees* (UG course): 2.4 (The rating for “The instructor’s contribution to the course was: 3.0.”)

Fall Quarter, *Leadership and Organizational Behavior* (UG class): 4.2; & *Theory & Design* (PhD course): 4.4

2018-2019

Spring Quarter, *Leadership and Organizational Behavior* (UG class): 4.6 (section A) and 3.9 (section C); & *Recruiting, Hiring & Retaining Employees* (UG course): 3.8

Fall Quarter, *Theory & Design* (PhD course): 4.7

2017-2018 (on sabbatical)

2016-2017

Spring Quarter, *Recruiting, Hiring & Retaining Employees* (UG course): 4.6

Fall Quarter, *Theory & Design* (PhD course): 5.0

2015-2016

Fall Quarter, *Theory & Design* (PhD course): 4.5

2014-2015

Spring Quarter, *Psychological Foundations of Organizational Behavior* (PhD course): 5.0

Fall Quarter, *Theory & Design* (PhD course): 4.4

**Current Dissertation Committees**

*Anupama Bharadwaj*, Department of Marketing & International Business, University of Washington

*Hannah Wiseman* (organizational behavior), London School of Economics & Political Science

**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; *Committee Co-Chair*)

*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)  
*Julie Harrison* (clinical & child psychology, 2020)  
*David Heckman* (organizational behavior, 2007)  
*Beni Halvorson* (human resource management, University of South Australia, 2015)  
*(Irene) Wong Yuk Hing* (strategic management, Hong Kong Polytechnic University, 2005)  
*Brooks Holtom* (organizational behavior, 1999, *Committee Chair*)  
*Heidi Hopper* (organizational behavior, 1997)  
*Hanna Johnson* (organizational behavior, 2015)  
*Malvina Klag* (organizational behavior, McGill University, 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, 2003)  
*Carlos Mallol* (business administration, Nova Southeastern University, 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. Sablynski* (organizational behavior, 2002)  
*John Sargent* (human resource management, 1994)  
*S. Steve Seteroff* (business administration, Nova Southeastern University, 1997)  
*William Silver* (organizational behavior, 1990)  
*Cynthia Stevens* (social & organizational psychology, 1990)  
*Deborah Vaughn* (organizational behavior, 2009)  
*Robert Wiltbank* (entrepreneurship, 2005)  
*Hong (Ivy) Yang* (strategic management, 2007)  
*Xin (Eva) Yao* (organizational behavior, 2005; *Committee Chair*)

**Masters Theses for:**

*Sarah Brenner* (Museology, 2020)  
*Sam Howes* (Museology, 2019)  
*Katelyn Johnson* (Museology, 2019)

**Invited University Research Colloquia**

Management faculty, Carey School of Business, *Johns Hopkins University*, April 20, 2018  
Management faculty, Shidler College of Business, *University of Hawaii, Manoa*, January 26, 2018  
Department of Management, Monash Business School, *Monash University*, Melbourne, Australia, November 2, 2017  
Management Group, Tasmanian School of Business and Economics, *University of Tasmania*, Hobart, Australia, October 2017  
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: 2019, 2018 (2), 2017, 2016, 2014, 2013, 2012, 2011, 2010, 2008, 2007, 2005,  
2004 (2), 2003 (4), 2001, 1997, 1995, 1994, 1992, 1984

Refereed Papers: 2020, 2019, 2015 (2), 2014, 2012, 2011, 2008, 2004 (2), 2001, 2000,  
1998, 1995, 1993, 1992, 1988, 1986, 1984

Professional Development Workshops: 2020, 2018 (3), 2017 (2), 2013, 2012, 2011 (2),  
2010, 2004, 2003, 2000 (2), 1998, 1997, 1993

Junior Faculty or Doctoral Consortia: 2019, 2007, 2006 (2), 2001, 2005, 2004 (3), 2003  
(2), 2002, 1999, 1993, 1992

*Society for Industrial and Organizational Psychology Symposia*: 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*

Keynote address to the River City Industrial and Organizational Psychology Conference  
in Chattanooga, TN, October 27, 2018  
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 to 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*

Tri-Campus HR Institute, University of Washington, October 16, 2019  
Human Resource Management Advisory Board of the Shidler College of Business,  
University of Hawaii, February 26, 2018  
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 Dr. 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 in 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

#### *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)
- Editors' Representative to the AOM Board of Governors (2002-2003)
- Guest Participant at the Board of Governors' meetings in New Orleans, LA,  
December 6, 2003, and in Denver, CO, December 7 & 8, 2001
- Program Chair, Research Methods Division, 1999-2000
- Incoming Program Chair (which organized the Professional Development  
Workshops), Research Methods Division, 1998-1999



***Academy of Management Journal***

- *Editor* (2002-2004)
- Member of the AOM's Journals Committee (2002-2004)
- Incoming editor (2001)
- *Associate editor* (1998-2001)
- Editorial Board member (1988-93)

*Current editorial board member: Journal of Applied Psychology* (2008-2026)

*Former editorial board member at:*

- **Human Resource Management Journal** (1999-2000)
- **Human Resources Management Review** (1997-2019)
- **Journal of International Business Studies** (2017-2019)
- **Journal of Management** (1995-1999)
- Chair, Advisory Board for the **Journal of Management Inquiry**, 1991-2006)
- **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)

*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

*External consultant to:*

- The Dean at the School of Management and Labor Studies, *Rutgers University, New Brunswick*, on faculty compensation, August 19, 2014
- The Associate Dean, Lundquist College of Business, *University of Oregon* on AACSB Assurance of Learning standards, March 7, 2011.

*Chair or member:*

- Selection committees for the 2020, 2017 (*chair*) and 2016 Herbert Heneman Jr. Career Achievement Awards from the Human Resources Division of the Academy of Management
- Selection committee for Academy of Management Fellows, 2019-2021
- Selection committee for the HRM Impact Award from the Society for Human Resource Management and Society for Industrial and Organizational Psychology, 2017-2020

- All Academy Theme Committee, 2017
- Selection committee for the 2014 Scholarly Achievement Award by the Human Resource Management Division of the Academy of Management
- 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 committees 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
- 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 meeting 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* for the Organizational Behavior Division of the Academy of Management meetings in 2010, 2015, 2017, 2018 & 2019

*External reviews for:*

- (Chair of a review committee for the) Lundquist College of Business, *University of Oregon*, May 1 & 2, 2017
- 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*, April 11-14, 2006
- School of Business, *Hong Kong Polytechnic University, Hong Kong*, March 21-26, 2007
- (Co-Chair of a review committee for the) 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 12-15, 2005

- Ph.D. Program in Management, *Baruch College, City University of New York*, New York, May 12, 2003
- Ph.D. Program in Management, College of Business Administration, *Arizona State University*, March 1996

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

*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)
- *Lessons Learned from our Acclaimed Colleagues* (Volume 8, No. 4, Winter, 1998)

### **University of Washington Service**

*AACSB Accreditation*. Managed the successful process for and authored the 2015 & 2010 AACSB accreditation reports

*Managed and authored* the successful 2012 10-Year Review of the Foster School of Business by the University of Washington Graduate School

*Chair or Member Foster School*

- Promotion and Tenure committee (2000-2003, 2018-2021, chair in 2019-20, re-elected chair in 2021)
- Faculty Governance Council (1989-91, vice chair in 1990-1991; 2000-2001, chair in 2001-2002)
- Budget Policy Committee (1999-2000)
- Faculty Endowment Committee (*Chair* in 2019)
- 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, 2018-19)
- Capital Space Planning Committee (1997-1999), annual awards committee (1999-2001)
- Affiliate Professorship Committee (spring quarter, 1997)
- Associate Dean Search Committee (1996)
- Human Resource Management and Organizational Behavior Faculty (Area Coordinator in 1996-97)
- Research & Travel Committee (1995-98; chair in 1995-96; acting chair in fall quarter, 1996)
- Ph.D. Program Committee (1989-95; chair in 1992-93 & chair in 1994-95)
- Combined Fund Drive (1994-95)
- Dean Search Committee (1993-1994)
- Undergraduate Program Committee (1986-89)

*Chair or member of review committees for the Foster School*

- EMBA Program (2005)
- Department Chair in Marketing and International Business (2004)
- Proposal for an “executive DBA” program (2002)
- Faculty teaching loads (2001-2002)

- Department Chair in Management & Organization (2001)
- Curriculum review committee for the EMBA (2000-2001)
- M&O curriculum in the MBA program (2001)
- Department Chair in Accounting (2000)
- Department Chair in Finance and Business Economics (1998)
- Admissions process for the undergraduate program (1997-1998)
- Ph.D. program (1991-93)

*Chair, member or participant*

- Faculty Council for Academic Standards and its Subcommittee on Admissions & Programs (2019-2022)
- Faculty Council on Multicultural Affairs (2015-2019)
- Selection Committee for the Small Grants from the UW Alcohol and Drug Abuse Institute (2018)
- UW Bothell School of Business promotion and tenure committees (2012, 2016 & 2017)
- Advancement Leadership Committee for the UW Leadership, Community and Values Initiative (2006-2016)
- Open Access Initiative Advisory Committee to the Vice Provost for Digital Initiatives and Dean of the University Libraries Elizabeth A. Wilson (2015-16)
- UW Tacoma Dean of the Milgard School of Business, (2014-15)
- Group on Lecturer Appointments (2013 & 2014)
- Royalty Research Fund (fall quarter, 2012)
- Evans School of Public Affairs promotion and tenure committee (2010-11)
- Graduate School Council (2009-2012)
- *College Architecture and Urban Planning* Runstad Endowed Professor and Runstad Center Director (Chair, 2008)
- Staff Recognition Committee for the Leadership, Community and Values Initiative (2006-07)
- Business and Industry Relations Task Force (2006)
- Three Campus Retreat (fall 2004)
- Social Science & Social Professions Dissertation Fellowship Committee (1992-1993)
- Branch Campus Business Curriculum Development Committee (Chair, 1992-1993)
- Branch Campus Facility Planning Committee (1992)