#  CURRICULUM VITAE

1. **GENERAL INFORMATION**

A. Name: Peter W. Hom

B. Rank: Professor, Department of Management, Arizona State University

C. Date of Appointment: August, 1984

D. Education:

 Ph.D. University of Illinois, Champaign (January, 1979)

 M.A. University of California, Berkeley (December, 1974)

 B.A. New York University (June, 1972)

1. Prior Academic Experience

1983-1984 Associate Professor (tenured), Department of Ad­minis­tra­tive Sciences, Kent State University

1978-1983 Assistant Professor, Department of Administrative Sciences, Kent State University

**II. RESEARCH**

## PREMIER JOURNAL ARTICLES

1. Seo, J., Nahrgang, J., Carter, M., & Hom, P. (In press). Not all differentiation is the same: Examining the moderating effects of leader-member exchange (LMX) configurations. Journal of Applied Psychology, [http://dx.doi.org/10.1037/apl0000262](http://psycnet.apa.org/doi/10.1037/apl0000262)
2. Oi, A., Seo, J., Choi, D., & Hom, P. (2017). When can humble top executives retain middle managers? The moderating role of top management team faultlines. Academy of Management Journal. 60, 1915-1931.
3. Li, J., Lee, T.W., Mitchell, T.R., Hom, P.W., & Griffeth, R.W. (2016). The effects of proximal withdrawal states on job attitudes, job search, intent to leave, and voluntary employee turnover. Journal of Applied Psychology, 101, 1436-1456.
4. Hom, P., Lee, T., Shaw, J., & Hausknecht, J. (2017). Seminal research in turnover during the past 100 years. Journal of Applied Psychology, 102, 530-545.
	1. Web of Science nomination as “highly cited paper”
	2. As of September/October 2017, this **highly cited paper** received enough citations to place it in the top 1% of the academic field of Psychiatry/ Psychology based on a highly cited threshold for the field and publication year.
5. Shapiro, D., Hom, P., Shen, W., & Agarwal, R. (2016). How do the leader departures affect subordinates’ organizational attachment? A 360-degree relational perspective. Academy of Management Review, 41:479-502
6. Kiazad, K., Holtom, B., Hom, P., & Newman, A. (2015). Job embeddedness: A multi-foci theoretical extension. Journal of Applied Psychology, 100, 641-659.
7. Griffeth, R., Lee, T., Mitchell, T., & Hom, P. (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.

1. Hom, P., Mitchell, T., Lee, T., & Griffeth, R. (2012) Reviewing employee turnover: Focusing on proximal withdrawal states and an expanded criterion. Psychological Bulletin, 138, 831-858. (*lead article*)
2. Hom, P., & Xiao, Z. (2011). Embedding social capital: How guanxi ties reinforce Chinese employees’ retention. Organizational Behavior and Human Decision Processes, 116, 188-202.
3. Hom, P., Tsui, A., Wu, J., & Lee, T., Zhang, Y., Fu, P.P., & Li, L. (2009). Why do Chinese managers stay?: A multilevel inquiry into the mediating role of social exchange and job embeddedness. Journal of Applied Psychology, 94, 277-297. (*lead article*)

11. Hom, P., Roberson, L., & Ellis, A. (2008). Challenging conventional wisdom about who quits: Revelations about employee turnover from corporate America. Journal of Applied Psychology, 93, 1-34. (*lead article*) (HRMagazine summarized the study; May, 2008, Vol. 53, Iss. 5; p. 12)

12. Salamin, A., & Hom, P. (2005). In search of the elusive U-shaped performance-turnover relationship: Are high performing Swiss bankers more liable to quit? Journal of Applied Psychology, 90, 1204-1216.

13. Miller, J., Hom, P., & Gomez-Mejia, L. (2001). The high costs of low wages: Do maquiladora compensation practices reduce turnover among Mexican workers? Journal of International Business Studies, 32, 585-595.

14. Hom, P. & Kinicki, A. (2001). Toward a greater understanding of how dissatisfaction drives employee turnover. Academy of Management Journal, 44, 975-987.

15. Hom, P., Griffeth, R., Palich, L., & Bracker, J. (1999). Revisiting met expectations as a reason for why realistic job previews work. Personnel Psychology, 52, 97-112.

16. Hom, P., Griffeth, R., Palich, L., & Bracker, J. (1998). An exploratory investigation into theoretical mechanisms underlying realistic job previews. Personnel Psychology, 51, 421-451.

17. Aquino, K., Griffeth, R., Allen, D., & Hom, P. (1997). Outcome and supervisory satisfaction as predictors of turnover: A test of a referent cognitions model. Academy of Management Journal, 40, 1208-1227.

18. Kinicki, A., Hom, P., Trost, M, & Wade, K. (1995). The effects of catego­ry accessi­bility on perfor­mance ratings. Journal of Applied Psychology, 80, 354-370.

19. Hom, P., Caranikis-Walker, F., Prussia, G., & Griffeth, R. (1992). A meta-analytical structural equations analysis of a model of em­ployee turn­over. Journal of Applied Psychology, 77, 890-909.

20. Hom, P., & Griffeth, R. (1991). Structural equations modeling test of a turnover theory: Cross-sectional and longitu­dinal analyses. Journal of Applied Psychol­ogy, 76, 350-366.

21. Kinicki, A., Lockwood, C., Hom, P., & Griffeth, R. (1990). Interview predictions of applicant qualifications and inter­viewer validity: Aggregate and individual analyses. Journal of Applied Psychology, 75, 477-486.

22. Hom, P., Griffeth, R., & Sellaro, L. (1984). The validity of Mobley's (1977) model of employee turnover. Organizational Behavior and Human Perfor­mance, 34, 141-174. (Re­printed in M. Patrickson [ed.] Readings on Organizational Behavior. Adelaide, Australia: Tech Search Inc.)

23. Hom, P., DeNisi, A., Kinicki, A., & Bannister, B. (1982). The effec­tiveness of performance feedback from behaviorally anchored rating scales. Journal of Applied Psychology, 67, 568-576.

24. Hom, P., & Hulin, C. (1981). A competitive test of the predic­tion of reenlistment by several models. Journal of Applied Psychology, 66, 23-39.

25. Katerberg, R., & Hom, P. (1981). The effects of within-group and between group variations in leadership. Journal of Applied Psychology, 66, 218-223.

26. Hom, P. (1979). The effects of job peripherality and personal charac­teris­tics on the job satisfaction of part-time work­ers. Academy of Manage­ment Journal, 22, 551-565.

27. Katerberg, R., Hom, P., & Hulin, C. (1979). Effects of job complexity on the reac­tions of part-time workers. Organiza­tional Behavior and Human Perfor­mance, 24, 317-332.

28. Hom, P., Katerberg, R., & Hulin, C. (1979). A comparative examination of three approaches to the prediction of turn­over. Journal of Applied Psychology, 64, 280-290.

## B. OTHER JOURNAL ARTICLES

1. Qin, X., Hom, P., & Xu, M. I am a farmer or a worker? Exploring why and when migrant workers quit from an identity strain perspective. Human Relations, forthcoming (April 10, 2018).
2. Lee, T., Hom, P., Eberly, M., & Li, J. (2017) Managing employee retention and turnover with 21th Century ideas. Organizational Dynamics, online September 6 2017

<https://doi.org/10.1016/j.orgdyn.2017.08.004>

1. Lee, T., Hom, P., Eberly, M., Li, J. & Mitchell, T. (2017). The way forward in turnover research. Academy of Management Perspective, 31, 201-221.
2. Reina, C., Rogers, K., Peterson, S.J., Byron, K., & Hom, P.W. (2017) Leaving your manager: The role of manager influence and employee emotional engagement in voluntary turnover. Journal of Leadership and Organizational Studies, doi: [10.1177/1548051817709007](http://dx.doi.org/10.1177/1548051817709007)
3. Wang, D., Hom, P., & Allen, D. (2017) Avoiding newcomer “hangover”: How socialization tactics can reduce declining job satisfaction during early employment. Journal of Vocational Behavior, 100, 196-210 (*http://dx.doi.org/10.1016/j.jvb.2017.03.007*)

1. Gardner, T., Iddekinge, C., & Hom, P. (2016). If you’ve got leavin’ on your mind: Pre-quitting behavior as a precursor of voluntary turnover. Journal of Management, online May 4 2016. DOI: 10.1177/0149206316665462.

1. Gardner, T., Munyon, T., Hom, P., & Griffeth, R. (2016). Territoriality and employee guarding as managerial behavioral strategies to limit employee defection. Journal of Management*,* online August 29 2016.DOI: 10.1177/0149206316642272
2. Manz, C., Fugate, M., Hom, P., & Millikin, J. (2015). When having to leave is a “Good Thing”: A case for positive involuntary turnover. Organizational Dynamics, 44, 57-64.
3. Qin, X., Hom, P., Xu, M., & Ju, D. (2014). Applying the job demands-resources model to migrant workers: Exploring how and when geographic distance increases quit propensity. Journal of Occupational and Organizational Psychology, 87, 303-328.
4. Ehrhardt, K., Miller, J., Freeman, S., & Hom, P. (2014). Examining Project Commitment in Cross-functional Teams: Antecedents and Relationship with Team. Journal of Business and Psychology, 29, 443-461.
5. Rivera, B.R.G., Hom, P., Martinez, I., Radillo, S., & Baron, C. (2013). Turnover and job embeddedness in Tijuana, Mexico. Global Journal of Business Research, 7, 113-122.
6. Hom, P., & Griffeth, R. (2013). What is wrong with turnover research? Commentary on Russell’s critique. Industrial and Organizational Psychology:  Perspectives on Science and Practice!, 6(2), 174-181.
7. Waldman, D., Carter, M., & Hom, P. (2015). Buffering against shocks in changing times: How transformational leaders can discourage prospective leavers from quitting. Journal of Management, 41, 1724-1744.
8. Ehrhardt, K., Miller, J., Freeman, S., & Hom, P. (2011). Further exploration of training perceptions and employee attitudes: An examination of perceived training comprehensiveness and organizational commitment across eight organizations. Human Resource Development Quarterly, 22, 459-489.
9. Millikin, J., Hom, P., & Manz, C. (2010). Self-management competencies in embedded self-managing teams: Their impact on multi-team productivity. Leadership Quarterly, 21, 687-702.
10. Hom, P., & DelCampo, R. (2009). Developing multimedia cases for undergraduate education in organizational behavior. Journal of the Academy of Business Education, 10, 163-176. (name is spelled as “Horn”)

1. Wu, J., Hom, P., Tetrick, L., Shore, L., Jia, L., Li, C., & Song, J. (2006). The norm of reciprocity: Scale development and validation in the Chinese context. Management and Organization Review, 2, 377-402.
2. Steel, R., Griffeth, R., & Hom, P. (2002). How can employers curb turnover? Academy of Management Executive, 16, 149-162.
3. Griffeth, R., Hom, P., Gaertner, S. (2000). A meta-analytical update of antecedents and correlates of employee turnover: Research in the nineties with research implications for the next millennium. Journal of Management, 26, 463-488. (Reprinted in C. Cooper (Ed.), New *Directions in Organizational Behavior*, 2008, 463-488. London: Sage Publications).
	1. Fifth Most Cited JOM Paper (August, 2015)
4. Lytle, R., Hom, P., & Mokwa, M. (1998). SERV\*OR: A managerial measure of organizational service-orientation. Journal of Retailing, 74, 455-489.
5. Sager, J., Griffeth, R., & Hom, P. (1998). A comparison of structural models representing turnover cognitions. Journal of Vocational Behavior, 53, 254-273.
6. Griffeth, R., Hom, P., Cohen, D., & Fink, L. (1997). A compara­tive examina­tion of two models of mediation: Recruiting sources effectiveness in a health care setting. Journal of Management, 23, 19-36.
7. Palich, L., Hom, P., & Griffeth, R. (1995). Managing in the international con­text: Testing cultural generality of sourc­es of commitment to multina­tional enter­prises. Journal of Man­agement, 20, 671-690.
8. Palich, L., & Hom, P. (1992). The impact of leader power and behav­ior on leadership per­ceptions: A LISREL test of an expanded categori­zation theory of leader­ship model. Group & Organization Management, 17, 279-296.
9. Griffeth, R., & Hom, P. (1988). Locus of control and delay of gratification as moderators of employee turnover. Journal of Applied Social Psychol­ogy, 18, 1318-1333.
10. Griffeth, R., & Hom, P. (1988). A comparison of several conceptu­alizations of per­ceived alternatives in turnover research. Journal of Organiza­tional Behavior, 9, 103-111.
11. Bannister, B., Kinicki, A., DeNisi, A., & Hom, P. (1987). The statisti­cal control of rating error: A novel approach. Journal of Educational and Psychological Measurement, 47, 583-596.
12. Vecchio, R., Griffeth, R., & Hom, P. (1986). The predictive utility of the vertical dyad linkage model approach. Jour­nal of Social Psychology, 126, 617-625.
13. Kinicki, A., Bannister, B., Hom, P., & DeNisi, A. (1985). Behaviorally anchored rating scales vs. summated rating scales: Psychometric properties and suscepti­bility to rating bias. Journal of Educa­tional and Psychological Measurement, 45, 535-549
14. Griffeth, R., Hom, P., DeNisi, A., & Kirchner, W. (1985). A comparison of different methods of clustering countries on the basis of employee attitudes. Human Relations, 38, 813-840.
15. Hom, P. (1980). Expectancy predictions of reenlistment in the National Guard. Journal of Vocational Behavior, 16, 235-248.

## BOOKS

1. Griffeth, R., & Hom, P. (2004). Innovative Theory and Empirical Research on Employee Turnover. Greenwich, CT: Information Age Publishing, Inc.
2. Griffeth, R., & Hom, P. (2001). Retaining Valued Employees. Thousand Oaks, CA: Sage Publications.
3. Hom, P., & Griffeth, R. (1995). Employee Turnover. Cincinnati, OH: South-Western College Publishing Company.

## BOOK CHAPTERS

1. Hom, P.W. (2017). Contemporary Research and Theory on Employee Turnover. In Reference Module in Neuroscience and Biobehavioral Psychology, Elsevier, 2017. ISBN 9780128093245
2. Hom, P. (2017). Labor turnover. Reference Module in Neuroscience and Biobehavioral Psychology, Elsevier. (online chapter)
3. Hom, P. (2012). Employee-organizational Relationships and turnover. In L. Shore, J. Coyle-Shapiro & L. Tetrick (Eds.), Understanding the Employee-Organization Relationship: Advances in Theory and Practice, pp. 391-425. NY: Routledge.
4. Hom, P., Leong, F., & Golubovich, J. (2010). Integrating career theories with turnover models. In Martocchio, J., Liao, H., & Josh, A. (Eds.), Research in Personnel and Human Resources Management, Vol. 29, pp. 115-165.Bingley, UK:Emerald Group Publishing Limited.
5. Hom, P. (2011). Organizational exit. In S. Zedeck, H. Aguinis, W. Cascio, M. Gelfand, K. Leung, S. Parker, & J. Zhou (Eds.), Handbook of Industrial/Organizational Psychology*,* Vol. 2, pp. 67-117. Washington, DC: American Psychological Association.
6. Hom, P., & Haynes, K. (2007). Advanced methods in panel data analysis. In D. Ketchum & Bergh, D. (eds.), Research Methodology in Strategy and Management, vol. 4, 193-272. Amsterdam, The Netherlands: Elsevier.
7. Hom, P. (2004). Labor turnover. In C. Spielberger’s (Ed.), Encyclopedia of Applied Psychology. San Diego, CA: Academic Press.
8. Griffeth, R., & Hom, P. (1995). The employee turnover process. In G. Ferris (Ed.), Research in Personnel and Human Resources Management (Vol. 13, pp. 245-293), Greenwich, CT: JAI Press.
9. Hom, P., Griffeth, R., & Phillips, P. (1994). Turnover of per­sonnel. In J. Rabin, T. Vocino, W. Hildreth, and G. Miller's (Eds.), Handbook of Public Personnel Administration and Labor Rela­tions (2nd Edition). NY: Marcel Dekker.
10. Hom, P. (2001). The Legacy of Charles Hulin’s work on turnover thinking and research. In J. Brett & F. Drasgow (eds.), The Psychology of Work: Theoretically Based Empirical Research (pp. 169-187). Hillsdale, NJ: Lawrence Erlbaum.

## E. REFEREED PROCEEDING PAPERS

1. Qin, X., Hom, P., & Xu, M. I am a farmer or a worker? Exploring why and when migrant workers quit from an identity strain perspective. Proceedings of the Academy of Management, Vancouver, CA, 2015.
2. Hom, P., Boudwin, K., & Allen, D. (2009) . Social network theory and job embeddedness. Proceedings of the Southern Management Association.
3. Hom, P. & Xiao, Z. Structural holes in guanxi networks: Do they increase employee turnover in the People’s Republic of China? Proceedings of the Academy of Management, Atlanta, GA, 2006.
4. Hom, P., Roberson, L., & Ellis, A. Challenging conventional wisdom about who quits: Revelations about employee turnover from corporate America. Proceedings of the Academy of Management, Atlanta, GA, 2006.
5. Hom, P., Caranikis-Walker, F., Prussia, G., Dickey, L., Ander­son, J., & Griffeth, R. A meta-analytical test of a model of employee turnover. Proceedings of the Academy of Management, Miami, FL, 1991.
6. Palich, L., Hom, P., & Griffeth, R. Do Amer­ican theories of manage­ment apply abroad? A structural equations modeling test of cultural dimensions as modera­tors in an organiza­tional commitment model. Proceedings of the Decision Sci­ences Institute, San Diego, CA, 1990.
7. Sutton, C., Tehrani, M., Hom, P., Seedane, D., & Edwards, M. A structural equation model of the psychological deter­minants of lenient peer performance ratings. Proceedings of the Decision Sciences In­stitute, New Orleans, LA, 1989.
8. Palich, L., Hom, P. Sutton, C., & Lytle, R. Testing a categorization model of leadership. Proceedings of the Decision Sciences Institute, New Orleans, LA, 1989.
9. Hom, P., Kinicki, A., & Domm, D. Confirmatory validation of a theory of employee turnover. Proceedings of the Acade­my of Management, Washing­ton, DC, 1989.
10. Hartman, S., Mahesh, R., Griffeth, R., & Hom, P. Use of a decision-tree approach with expert systems in turnover forecasting. Proceedings of the Decision Sciences Insti­tute, Las Vegas, NV, 1988.
11. Lockwood, C., Kinicki, A., Hom, P., & Griffeth, R. The employment interview: Its subjective and objective compo­nents and their relation­ship with job perfor­mance, turnover, organizational commitment, and satisfaction. Proceedings of the Decision Sciences Institute, Boston, MA, 1987.
12. Hom, P., & Griffeth, R. A longitudinal study of Mobley's (1977) turnover model. Proceedings of the Academy of Man­agement, New Orleans, LA, 1987.
13. Griffeth, R., & Hom, P. A comparison of several concep­tualiza­tions of perceived alternatives in turnover research. Proceedings of Southern Management Association, Atlanta, GA, 1986.
14. Cheng, C., & Hom. P. In need of blind men: Case illus­tration of testing organizational commitment cross-cultural­ly. Proceed­ings of the American Institute for Decision Sciences, Hawaii, HI, 1986.
15. Hom, P., & Griffeth, R. Psychological processes that mediate the effect of the realistic job preview on nursing turnover. Proceedings of the Academy of Management, San Diego, CA, 1985.
16. Kinicki, A., Bannister, B., Hom, P., & DeNisi, A. A new method for the statistical control of rating error in per­formance ratings. Proceed­ings of the American Institute for Decision Sciences, San Antonio, TX, 1983.
17. Griffeth, R., Sellaro, L., & Hom, P. Peripherality in the labor market and level of professionalism in nurses. Proceedings of the American Institute for Decision Sciences, San Francisco, CA, 1982.
18. Hom, P., Griffeth, R. & Sellaro, L. The validity of Mobley's (1977) model of employee turnover. Proceedings of the American Institute for Decision Sciences. San Francis­co, CA, 1982.
19. Kinicki, A., Bannister, B., Hom, P., & DeNisi, A. Validity, reliability, and psychometric errors: Behavioral­ly anchored rating scales vs. summated scales. Proceedings of the Midwest Academy of Management, Chicago, IL, 1981.
20. Hom, P., & Katerberg, R. A study of multiple job hold­ers: Effects of the complexity of the primary job on the secondary job experience. Proceedings of the American Institute for Decision Sciences, Las Vegas, NV, 1980.
21. Griffeth, R., Hom, P., DeNisi, A., & Kirchner, W. A multi­variate multina­tional comparison of managerial atti­tudes. Proceedings of the Academy of Management, Detroit, MI, 1980.
22. Katerberg, R., & Hom, P. An examination of some corre­lates of within-and between-group variance in leader behav­ior. Proceed­ings of the American Institute for Decision Sciences, New Or­leans, LA, 1979.
23. Hom, P. Expectancy predictions of reenlistment in the National Guard. Proceedings of the Academy of Management, Atlanta, GA, 1979.
24. Katerberg, R., & Hom, P. Role characteristics, job attitudes, and turnover: The case of multiple role holders. Proceedings of the Midwest Academy of Management, Cleveland, OH, 1979.

## MISCELLANEOUS PUBLICATIONS

1. Hom, P. Managing employee turnover. Newsledger, January, 1986.
2. Hom, P., & Bracker, J. Job turnover in Arizona public accounting firms. Newsledger, January 1987.
3. Hom, P., Bracker, J., & Julian, G. In pursuit of greener pastures. New Accountant, October, 1988.
4. Hom, P., Palich, L., & Bracker, J. Sowing the seeds of professional commitment: The socialization of new staff. Newsledger, February, 1990.
5. Hom, P., & Griffeth, R. (Editors), Proceedings of the Sixteenth Annual Conference of the Midwest American Insti­tute for Decision Sciences, 1985, Akron, Ohio.
6. Hom, P. (1992). Turnover costs among mental health professionals. Report to Arizona Department of Health Services.
7. Hom, P., & Miller, J. (1993). Determinants of product commitment in concur­rent engineering teams. Final Report to National Science Founda­tion
8. Gardner, T., & Hom, P. (2016, September). 13 Signs that someone is about to quit, according to research. Harvard Business Review, online paper. (Reprint F1609A)

*RESEARCH GRANTS*

1. 2017-2019 *Strengthening Australia's Science Workforce: A Job Embeddedness Perspective*. Australian Research Council Discovery Scheme. $172,685 (Australian Dollars)

(Kiazad, Restubog, Capezio, Hom, Holtom, & Lee)

1. 2013-2014 Society for Human Resource Management Foundation Grant ($80,756)

(Rodger Griffeth, Tom Lee, Peter Hom, and Terrence Mitchell)

1. 2009-2010 National Natural Science Foundation of China ($4,000) (Mian Zhang)
2. 2008-2010 Society for Human Resource Management Foundation Grant ($29,178)

(Kristie Boudwin, David Allen)

1. 1991-1992 Arizona Department of Health Services,
Division of Behavioral Health Services ($9,600)
2. 1990-1993 National Science Foundation ($100,053)
(John Ettlie, Dan Schunk, Germain Boer, Richard Beltramini)
3. 1986-1987 Arizona Certified Public Accountant Foundation Grant
4. 1977 Department of Labor Dissertation Grant

## CITATION COUNTS Goggle Scholar Citation Count (March 12, 2018)

* Total Citations: 13,853
* H-index: 40
* I10-index: 53

**III. TEACHING**

## SUMMARY OF COURSES TAUGHT AT ASU

* MGT 301 Principles of Management
* MGT 413 Wage and Salary Management
* MGT 320 Human Behavior in Organizations
* MGT 791 Doctoral Seminar: Human Resource Management
* MGT 791 Doctoral Seminar: Research Methodology
* MGT 791 Doctoral Seminar: Employee Turnover & Absenteeism
* MGT 791 Doctoral Seminar: Advanced Panel Analytical Techniques
* MGT 502 Organizational Behavior

## ADVISORY COMMITTEES

1. Doctoral Dissertation Committees
	* + - 1. Committee Member for Jeff Heyl (1985)
				2. Committee Member for David Lemak (1986)
				3. Committee Member for Chris Lockwood (1988-1991)
				4. Committee Member for Carmen Melgoza (1988-1990)
				5. Committee Member for Minoo Tehrani (1989-1992)
				6. Committee Member for Greg Prussia (1991-1993)
				7. Committee Member for Chris Neck (1991-1992)
				8. Committee Member for Richard Lytle (1991-1994)
				9. Committee Chair for John Millikin (1991-1994)
				10. Committee Member for Janice Miller (1994-1995)
				11. Committee Member for Arden Grabke (1995-1995)
				12. Committee Member for Kim Wade (1995-1996)
				13. Committee Member for Charles Noble (1995-1996)
				14. Committee Member for Celeste Walls (1996-1998)
				15. Committee Member for Michael Gross (1996-1998)
				16. Committee Chair for Mindy West (1997-2000)
				17. Committee Co-Chair for Vikas Anand (1997-1999)
				18. Committee Member for Frances McKee-Ryan (1998-2000)
				19. Committee Member for Mel Fugate (2001-2002)
				20. Committee Member for Robert DelCampo (2003-2004)
				21. Committee Member for David Sluss (2005-2006)
				22. Committee Member for Joshua Wu (2005-2006)
				23. Committee Member for Katherine Jacobson (2006-present)
				24. Committee Member for Aimee Ellis (2007-2008)
				25. Committee Member for Altira Charles (2007-present)
				26. Committee Member for Amanda Christensen (2014-2015)
				27. Committee Member for Anna Huysse-Gaytandjieva (2014-2015)
				28. Committee Member for Jamie Seo (2015-2016)
2. Undergraduate Honor Thesis Chair
	* + - 1. Taylor Albrecht (2007)
				2. Hillary Reitan (2009)
				3. Travon Pulley (2012-2014)
3. Innovative Classroom Techniques
	* + - 1. Implemented software program for Wage and Salary Management class, Fall, 1985. Updated program, Fall, 1986.
				2. Developed multimedia powerpoint case presentations with local firms for Compensation Management class, Fall, 1999.
				3. Video case on hospital turnover for “Managing People in Organizations” (MGT 320), Spring, 2003.
				4. DVD profile of white-collar criminal (Lincoln Ethics Grants, Summer, 2003).
				5. Online video profile (Fall, 2006)

# IV. INTERNAL AND EXTERNAL SERVICE

## INSTITUTIONAL SERVICE FOR ARIZONA STATE UNIVERSITY

1. Committee Assignments
	* 1. Department:
			1. 1984-1985 Member, Undergraduate Curriculum Commit­tee
			2. 1985-1988 Member, Graduate Committee
			3. 1985-1989 Member, Recruitment Committee
			4. 1985-1987 Doctoral Coordinator
			5. 1987-1988 Member, Personnel Action Committee
			6. 1985-1987 Member, Comprehensive Ph.D. Examination Committee
			7. 1988-1989 Chair, Comprehensive Ph.D. Examination Committee
			8. 1989-1990 Member, Comprehensive Ph.D. Examination Committee
			9. Fall, 1990 Member, Graduate Committee
			10. 1991-1992 Chair, Recruitment Committee
			11. 1991-1992 Member, Graduate Committee
			12. 1992-1993 Chair, Recruitment Committee
			13. 1993-1994 Member, Comprehensive Ph.D. Examination Committee
			14. 1993-1995 Member & Chair (1994), Personnel Action Committee
			15. 1994 Member, Recruitment Committee for Department Chair
			16. 1994 Member, Strategic Planning Committee
			17. 1995 Chair, Summer Grant Awards
			18. 1995 Member, Recruitment Committee
			19. 1996-1997 Co-Chair, Recruitment Committee
			20. 2000-2002 Member, Undergraduate Curriculum Departmental Committee
			21. 2003-2005 Member (Chair), Departmental Personnel Action Committee
			22. 2005-2006 Chair, Comprehensive Exam Committee
			23. 2007-2008 Member, OB Faculty Search Committee
			24. 2007-2009 Member, Undergraduate Curriculum Departmental Committee
			25. 2009-2016 Member, Departmental Personnel Committee
			26. Fall, 2012 Member, Faculty Search Committee
		2. College:
			1. 1985-1986 Member, Graduate Committee
			2. 1987-1988 Member, College Research Committee
			3. 1992-1994 Member, College Research Committee
			4. 1988-1989 Member, Computer Resource Committee
			5. 1992-1993 Member, Business-Partners Research Centers Task Force
			6. 1999-2002 Member, College Personnel Action Committee
			7. 2005-2006 Member, Undergraduate Curriculum College Committee
			8. 2005-2008 Member, College Personnel Action Committee
		3. University:
			1. 1988-1990 Member, University Council for Research and Creative Activities
			2. 2016-2018 Member, University Promotion and Tenure Committee
2. Student Activities
	* 1. 1985-1986 Advisor, Student Chapter of American Society of Personnel Administrators
		2. 1999-2001 Advisor, Student Chapter of American Society of Personnel Administrators
		3. 2005-2006 Advisor, Management Club

## EXTERNAL SERVICE

1. Personnel Management Seminar, Center for Executive Devel­opment (May, 1985)
2. Survey of Arizona CPA Firms for Arizona Society of Certi­fied Public Accountants (October, 1985) (published in Newsl­edg­er, 1986).
3. Goodyear Tire and Rubber Company: Validated Assessment Center for Plant Supervisors (1983-1985).
4. Goodyear Tire and Rubber Company: Study of Employee Turnover in Retail Stores (1986-1987)
5. Keynote Speaker, Arizona Society of Certified Public Accoun­tants, June, 1989 (Las Vegas, NV)
6. Realistic Job Preview for Staff Accountants, Arizona Society of Certified Public Accountants (1986-1990)
7. Arizona Department of Health Services: Turnover Costs among Mental Health Professionals (1991-1992)
8. Volunteer Instructor, Arizona State SHRM State Council (Fall 1992 HRCI Session on compensation)
9. Speaker, Segundo Congreso Internacional de Direccion Estrategica, Sonora, Mexico (Spring, 1994)
10. Validation of HireRight Project, Rupp Technology Corp.(Spring, 1994)
11. Speaker, 360 Degrees Feedback Users' Conference, Tempe, AZ (February, 1995)
12. Feedback Reports to Concurrent Engineering Teams at Allied Signal, Whirlpool, AT&T Global Solutions, Medtronic, Motor Coach Industries, Honeywell, Rockford-Fosgate, Waukesha Cherry-Burrell, and Case Corporation.
13. Speaker, Chicago Industrial-Organizational Psychologists, Chicago, IL (Fall, 1999).
14. Reviewer, American Council on Education (1997)
15. Speaker, Workshop on Turnover, Society for Industrial-Organizational Psychologists, New Orleans (April, 2000).
16. Ford Motor Company: Identifying the Causes of Turnover among High-Performing Professionals and Managers
17. Keynote Speaker, Attrition and Retention Consortium, Dearborn, MI (November, 2000)
18. Speaker, Workshop on Turnover, Canadian Psychological Association, Quebec City (June, 2001)
19. Speaker, Attrition and Retention Consortium, Omaha, Nebraska (May, 2002)
20. Data Analyst, Attrition and Retention Consortium (2002-present).
	1. Collect and analyze turnover statistics from 25 Fortune 500 firms
	2. Provide benchmarking reports to individual companies
	3. Present general findings at annual conference
21. Representative-at-Large, Executive Committee of Organizational Behavior Division, Academy of Management (2003-2006)
22. Trainer, Ford Dealership Program (Summer, 2003)
23. Speaker, Workshop on Panel Analyses, Academy of Management (Summer, 2004)
24. Organizer, OB PhD Consortium, Academy of Management (August, 2005)
25. Chair, OB Preconference Workshops, Academy of Management Conference (August, 2006)
26. Speaker, Center for the Advancement of Research Methods and Analysis (November, 2007)
27. Participant, Attrition & Retention Consortium Teleconference (with Tom Lee and David Allen; June, 2009)
28. PhD Thesis Examiner, Sri Koustab Ghosh, Indian Institute of Technology, Kharagpur (July, 2009).
29. Member, HR Early Career Award 2010 Committee, Academy of Management HR Division (Spring, 2010)
30. Survey Feedback Report to City of Scottsdale about Workforce Attitudes (January 2014)
31. Survey Feedback Report to Caterpillar (January 2016) (with Timothy Gardner and Timothy Munyon)

## PROFESSIONAL SERVICE

1. Journal Reviewer
	* 1. Editorial Board, Academy of Management Journal (1994-1996,1997-1999,
		2. 2001-2013)
		3. Editorial Board, Journal of Management(1995-1999, 2005-present)
		4. Editorial Board, Journal of Applied Psychology (1996-2007; reappointed)
		5. Editorial Board, Journal of Organizational Behavior (1999-2001)
2. Conven­tion Reviewer
3. Midwest Academy of Management (1980-1984)
4. Academy of Management (1980-1982, 1986-1992, 1995)
5. Decision Science Institute (1983-1985, 1987)
6. Conference on Employee Responsibilities and Rights (1989)
7. Professional Groups
8. Track Chairman, Organizational Behavior Division, Midwest American Institute for Decision Sciences, Milwaukee, WI (1982)
9. Co-Program Chairman, Midwest American Institute for Deci­sion Sciences, Akron, Ohio (1985)
10. Workshop Leader on Research Methodology, Academy of Management, Washington, D.C. (1989)
11. Representative-at-Large, Member of Executive Board, Research Methods Division (Academy of Management) (1991-1992)
12. Member, Society for Industrial Psychology, Minority Participa­tion Task Force (1992-1993)
13. Track Chair, Organizational Behavior & Theory, Decision Sciences Institute, San Diego (1997)
14. Member, Best Paper Awards Committee, Human Resources Division, Academy of Management (1997)
15. Chair, Awards Committee for Scholarly Achievement Awards, Human Resources Division, Academy of Management (1999-2000)
16. Professional Meeting
17. Paper Discussant:
	* + - 1. Decision Science Institute (1983, 1985, 1989)
				2. Midwest Academy of Management (1982, 1983)
				3. Midwest American Institute for Decision Sciences (1982)
				4. Academy of Management (1990)
				5. Society for Industrial and Organizational Psychology (2002)
18. Chaired Paper Session:
19. American Institute for Decision Sciences (1984, 1987)
20. Academy of Management (1980, 1981, 1986)
21. Conference on Employee Responsibilities and Rights (1989)
22. Symposium Chairman:
23. Advances in Turnover Research, Ameri­can Institute for Decision Sciences, Las Vegas, Nevada, (1985)
24. Applications of Causal Modeling in Turnover Research, Purdue Conference on Causal Modeling, West Lafay­ette, IN (1994)
25. Panelist:
26. Integrated Design, ORSA/TIMS, Phoenix, AZ (1993)
27. "Turnover 2000: Transforming Theory, Methods, and Practice to Meet the Knowledge Demands of the 21th Century," Academy of Management, Vancouver, British Columbia (1995)
28. “Future Directions in Voluntary Turnover Research,”SIOP, New Orleans (April, 2009)

e. Organizer

 1) Organizational Behavior Doctoral Consortium, Hawaii (2005)

 2) Preconference Development Workshops, AOM (2006)

5. Invited Presentations to Universities

1. Notre Dame University, 1987
2. City University of Hong Kong, 1996
3. Hong Kong University of Science & Technology, 1996
4. Beijing University, 2004
5. Ohio University, 2008
6. Tsinghua University, 2011
7. Hong Kong Polytechnic University, 2011
8. University of Calgary, 2014
9. University of Minnesota, 2015

6. Reviewer for Federal Grants

1. Binational Science Foundation, Israel (1990)
2. National Science Foundation (1991)
3. Hong Kong Government (2004)

**V. HONORS AND AWARDS**

* 1. Best Paper Award in Organizational Behavior, na­tional meeting of the Academy of Management (1987)
	2. Best Paper Award in Health Care/Public Sector/Management History, Southern Management Association (1990)
	3. "1992 Scholarly Achievement Award" awarded by Human Resources Division of the Academy of Management ­
	4. Entrepreneurship Division's Best Family Business Paper Award, 2014 Academy of Management Conference
	5. Visiting Reader, Hong Kong University of Science and Technology (Spring, 1996)
	6. Excellent Reviewer Award from Academy of Management Journal (1996-1997)
	7. Quoted in Sunday New York Times (February 1, 1998), Sunday Arizona Republic (September 6, 1998), Arizona Republic (January 3, 2001); BusinessWeek Online; HR-News (March, 2002); East Valley Tribune (February 9, 2002)
	8. Fellow for Society of Industrial and Organizational Psychology (May, 1999)
	9. Fellow, American Psychological Association (June, 1999)
	10. Listed as One of the Most Published Authors in Journal of Applied Psychology and Personnel Psychology During the 1990s by Society of Industrial and Organizational Psychology (<http://www.siop.org/tip/TipApril00/3Ones.htm>)
	11. Admission to Society for Organizational Behavior (SOB membership), September, 2010.
	12. Ranked #207 of the most highly cited management scholar (Aguinis, Suarez-Gonzalez, Lannelongue, & Joo, 2012 “Scholarly Impact Revisited, *Academy of Management Perspectives, 26*, 105-132).