

Jie (Jasmine) Feng

Department of Human Resource Management
School of Management and Labor Relations
Rutgers University | The State University of New Jersey
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EDUCATION

Ph.D. University of Wisconsin – Madison, 2015 Madison, WI
Business, School of Business
Primary concentration: Management & Human Resources
Secondary concentration: Organizational Behavior
Minor: Research Methods

ACADEMIC APPOINTMENT

2015 – present Assistant Professor of Human Resource Management
School of Management and Labor Relations, Rutgers University

RESEARCH INTERESTS

Employee Turnover and Career Mobility
Employee Mobility into and out of Entrepreneurship
Strategic Human Resource Management and HR Practices (e.g., Compensation)

PUBLICATIONS

1. **Feng, J.**, Allen, D., & Seibert, S. (in press) Once an entrepreneur, always an entrepreneur? Entrepreneurial identity, job characteristics, and voluntary turnover of former entrepreneurs in paid employment. *Personnel Psychology*.
2. Peltokorpi, V., **Feng, J.**, Pustovit, S., Allen, D., & Rubenstein, A. L. (in press) The interactive effects of socialization tactics and work locus of control on newcomer work adjustment, job embeddedness, and voluntary turnover. *Human Relations*.
3. Gerhart, B., & **Feng, J.** (2021) The resource-based view of the firm, human resources, and human capital: Progress and prospects. *Journal of Management*, 47(7), 1796-1820

4. He, W., Li, S., **Feng, J.**, Zhang, G., & Sturman, M. C. (2021) When does pay for performance motivate employee helping behavior? The contextual influence of performance subjectivity. *Academy of Management Journal*, 64(1), 293-326.
5. Li, W., Li, S., **Feng, J.**, Wang, M., Zhang, H., Frese, M., & Wu, C-H. (2021) Can becoming a leader change your personality? An investigation with two longitudinal studies from a role-based perspective. *Journal of Applied Psychology*, 106(6), 882.
6. Chen, C., **Feng, J.**, Liu, X., & Yao, J. (2021) Leader humility, team job crafting, and team creativity: The moderating role of leader-leader exchange. *Human Resource Management Journal*, 31(1), 326-340.
7. **Feng, J.**, Zhang, Y., Liu, X., Zhang, L., & Han, X. (2018) Just the right amount of ethics inspires creativity: A cross-level investigation of ethical leadership, intrinsic motivation, and employee creativity. *Journal of Business Ethics*, 153(3), 645-658.
8. Davis, P., Trevor, C., & **Feng, J.** (2015). Creating a more quit-friendly national workforce? Individual layoff history and voluntary turnover. *Journal of Applied Psychology*, 100(5), 1434-1455.
9. Raffiee, J., & **Feng, J.** (2014). Should I quit my day job? A hybrid path to entrepreneurship. *Academy of Management Journal*, 57(4), 936-963.
10. Wang, H., **Feng, J.**, Liu, X., & Zhang, R. (2011). What is the benefit of TMT's governmental experience to private-owned enterprises? Evidence from China. *Asia Pacific Journal of Management*, 28(3), 555-572.

MANUSCRIPTS UNDER REVIEW

1. **Feng, J.**, Li, J., & Chen, S. Group turnover. [Full title omitted to protect blind review process]. 2nd R&R at *Journal of Applied Psychology*.
2. **Feng, J.**, Chen, Y., Fulmer, I., & Liu, X. Incentive effects of explained pay dispersion in stable workgroups. [Full title omitted to protect blind review process]. R&R at *Journal of Applied Psychology*.
3. **Feng, J.**, Piyanontalee, R., Jayasinghe, M., & Gerhart, B. (*First two authors contributed equally*) Mediation effect size. [Full title omitted to protect blind review process]. R&R at *Journal of Applied Psychology*.
4. **Feng, J.**, & Kim, J-H. Employee mobility and entrepreneurship. [Full title omitted to protect blind review process]. R&R at *Journal of Applied Psychology*.
5. Yao, J., **Feng, J.**, & Liu, X. Team member boundary spanning differentiation and creativity. [Full title omitted to protect blind review process]. 2nd R&R at *Journal of Organizational Behavior*.

6. Liu, S., Watts, D., **Feng, J.**, Wu, Y., & Yin, J. Socialization and newcomer retention. [Full title omitted to protect blind review process]. *R&R at Psychological Bulletin*.

SELECTED WORKING PAPERS AT ADVANCED STAGE

1. **Feng, J.**, & Gerhart, B. Organizational change and turnover.
2. **Feng, J.** Employment of former entrepreneurs: Evidence from the hiring side.
3. **Feng, J.**, Li, M., & Shen, W. Managerial turnover during multiple acquisitions.
4. Li, W., **Feng, J.**, & Yu, K. Role transitions of entrepreneurs and personality change.
5. Chen, S., & **Feng, J.** The dynamic relationship between interlocking directors and CEO compensation.

CONFERENCE BEST PAPER PROCEEDINGS

1. Li, W., **Feng, J.**, & Yu, K. (2021) Can becoming an entrepreneur shape your personality traits? A three-wave longitudinal investigation. *Best Paper Proceedings (appx. top 10% of conference submissions)*, 81th Annual Academy of Management.
2. Chen, C., **Feng, J.**, Liu, X., & Yao, J. (2020) How perceived overqualification and leader humility interact to influence turnover intention. *Best Paper Proceedings (appx. top 10% of conference submissions)*, 80th Annual Academy of Management.
3. Yao, J., **Feng, J.**, & Liu, X. (2020) The curvilinear relationship between team member boundary spanning differentiation and creativity. *Best Paper Proceedings (appx. top 10% of conference submissions)*, 80th Annual Academy of Management.
4. **Feng, J.**, Chen, Y., & Liu, X. (2017) Team dynamics in pay dispersion and team performance: A longitudinal field study. *Best Paper Proceedings (appx. top 10% of conference submissions)*, 77th Annual Academy of Management, Atlanta, Georgia.
5. Davis, P., Trevor, C., & **Feng, J.** (2013). Free to quit or obligated to stay? The effects of prior layoffs on voluntary turnover. *Best Paper Proceedings (appx. top 10% of conference submissions)*, 73th Annual Academy of Management, Orlando, Florida.

CONFERENCE PRESENTATIONS

Entrepreneurship and changes in personality traits. Paper presented at the *Academy of Management Meeting*, Virtual Conference, 2021.

- How perceived overqualification and leader humility interact to influence turnover intention. Paper presented at the *Academy of Management Meeting*, Virtual Conference, 2020.
- The curvilinear relationship between team member boundary spanning differentiation and creativity. Paper presented at the *Academy of Management Meeting*, Virtual Conference, 2020
- Can becoming a leader change your personality? An investigation with two longitudinal studies from a role-based perspective. Paper presented at the *Academy of Management Meeting*, Virtual Conference, 2020
- The interactive effects of socialization tactics and work locus of control on newcomer work adjustment, job embeddedness, and voluntary turnover. Paper presented at the *Academy of Management Meeting*, Chicago, 2018.
- Team dynamics in pay dispersion and team performance: A longitudinal field study. Paper presented at the *Academy of Management Meeting*, Chicago, 2018.
- Former entrepreneurs' subsequent turnover. Paper presented at the *Academy of Management Meeting*, Atlanta, 2017.
- The challenges of managerial retention during multiple acquisitions. Paper presented at the *Strategic Management Society Milan Conference: Strategic Human Capital, Management Practices & Performance*, Milan, 2017.
- Entrepreneurial orientation, HRM practices and firm performance. *Global Transformation of Work Conference*, Rutgers University, Piscataway, 2016
- The right amount of ethics inspires: A cross level investigation of ethical leadership and employee creativity. Paper presented at the *Academy of Management Meeting*, Philadelphia, 2014
- High performance work systems, performance, and ownership type in China. Paper presented at the *First HR Division International Conference*, Beijing, 2014.
- Free to quit or obligated to stay? The effects of prior layoffs on voluntary turnover. Paper presented at the *Academy of Management Meeting*, Orlando, 2013.

SELECTED PRESENTATIONS

- Mobility of the once and future entrepreneurship. *Shanghai Jiaotong University*, Virtual Presentation, China, 2021
- Post-entrepreneurship employment. *Xi'an Jiaotong University*, Xi'an, China, 2017

The “aftermath” of entrepreneurship. *Southwestern University of Finance and Economics*, Chengdu, China, 2016

Dynamics of collective employee satisfaction and employee turnover in changing organizations. *University of Illinois at Urbana–Champaign*, Champaign, 2014

SELECTED MEDIA COVERAGE

Harvard Business Review | The Daily Stat (*Why going all-in on your start-up might not be the best idea*, August 2014)

Business News Daily (*Slow and steady wins the startup race*, September 2014)

NBC News, Yahoo, & Entrepreneur.com (*It’s better to start a business while you’re still employed elsewhere*, September 2014)

WIRED Magazine (*Entrepreneurs, don’t give up your day jobs (yet)*, March 2016)

Psychology Today (*Should you quit your job when you start a new business?* September 2016)

WORKSPAN Magazine-WorldatWork (October 2017 Issue)

Inc. Magazine and Inc. com (*Actually, don’t quit your day job before starting your business*, October 2014; *A 15-year study of 5,000 entrepreneurs finally answers the question: is it better to quit your day job or keep it?* July 2018)

CO by U.S. Chamber of Commerce (*How to handle covid-19 layoffs and furloughs*, March 2020)

SHRM (*Weathering coronavirus: furloughs, layoffs or pay cuts?* March 2020)

Heavy (*What does it mean to be furloughed?* April 2020)

New York Magazine | The Cut (*Furlough vs. layoff: What’s the difference?* April 2020)

HuffPost (*What’s the difference between being laid off and being furloughed?* April 2020)

TEACHING EXPERIENCE

Human Resource Management I (*face to face*), Graduate Program, Rutgers University

2019 Fall (Rating: **5.00**/5.0)

2017 Spring (Rating: **5.00**/5.0)

2016 Fall (Rating: **4.88**/5.0)

2016 Spring (Rating: **4.27**/5.0)
2015 Fall (Rating: **4.53**/5.0)

Human Resource Management (*online*), Graduate Program, Rutgers University

2021 Spring (Rating: **4.75**/5.0)
2020 Fall (Rating: **5.00**/5.0, Section 1)
2020 Fall (Rating: **4.71**/5.0, Section 2)
2019 Fall (Rating: **4.86**/5.0)
2019 Summer (Rating: **5.00**/5.0)
2019 Spring (Rating: **4.43**/5.0)
2018 Spring (Rating: **4.40**/5.0)
2017 Spring (Rating: **4.60**/5.0)

Strategic Staffing, International MBA program, Rutgers University and East China University of Science and Technology, 2017 – 2021 (Ratings not available)

Interfaces between HRM and Entrepreneurship (Guest lecture), Ph.D. Pro Seminar, Ph.D. Program, Rutgers University, 2020 (Ratings not available)

Strategic Human Resource Management, Undergraduate Program, Rutgers University—Renmin University Summer Camp, 2019 (Ratings not available)

Compensation (Guest lecture), Ph.D. Seminar of Micro Foundations in HR, Ph.D. Program, Rutgers University, 2018 (Ratings not available)

Strategic Human Resource Management, Undergraduate Program, School of Business, University of Wisconsin – Madison, 2013-2014 (Rating: **4.7**/5.0)

Distinguished Teaching Award, 2014

Teaching Assistantships:

Strategic Management, University of Wisconsin – Madison, 2014
Sustainable Enterprise Management, University of Wisconsin – Madison, 2014
Venture Creation, University of Wisconsin – Madison, 2010, 2012, 2014
Introduction to Entrepreneurship, University of Wisconsin – Madison, 2013
The Management of Teams, University of Wisconsin – Madison, 2011
Managing across Cultures, University of Wisconsin – Madison, 2010

Curriculum Development:

Participated in course development of Strategic Human Resource Management I/II, Rutgers University, 2018 – 2019

Developed Human Resource Management I Online, Rutgers University, 2016 – 2017

DISSERTATION, THESIS and QUALIFYING EXAM COMMITTEES

Chair, Su Chen's Doctoral Dissertation Committee, Rutgers University, 2019 – present

Chair, Su Chen's Qualifying Exam Committee, Rutgers University, 2021

Chair, Su Chen's Master's Thesis Committee, Rutgers University, 2019

Member, Bulin Zhang's Qualifying Exam Committee, Rutgers University, 2019

Member, Yan Chen's Doctoral Dissertation Committee, Rutgers University, 2018

Member, Hailong Jia's Master's Thesis Committee, Rutgers University, 2017

OTHER STUDENT ADVISING/MENTORING

Supervisor and host, Chao Chen, a visiting Ph.D. student from School of Management, Xi'an Jiaotong University, 2018 – 2019

Advisor, Graduate Student Team NBDJ (members: Chen, J., Kasnowski, N., Kulusic, D., and Lohr, B.) who won the First Place in Jim Chelius/Rutgers SHRM case competition – Currie & Brown, Rutgers University, 2019

SCHOOL SERVICES

Member, SMLR Diversity, Equity, and Inclusion (DEI) Committee, Rutgers University, Fall 2021 – present

Facilitator, Joint Online Master Program, SMLR and China Association of Labor Economics (CALE), Rutgers University, Fall 2020 – present

Member and Grader, Ph.D. Qualifying Exam Committee, 2019 – 2021

Member, HRM Department Hiring Committee, Rutgers University, 2019

Organizer, SMLR Junior Faculty Luncheon, Rutgers University, 2018

PROFESSIONAL SERVICES

Journal Editorial Board Member:

Journal of Management, 2017 – present

Incoming Editorial Board Member:

Management and Organization Review, 2022 – 2026

Ad-hoc Journal Reviewer:

Organization Science
Journal of Business Venturing
Strategic Entrepreneurship Journal
Journal of Business Ethics
Human Resource Management Journal
Human Resource Management Review
Management and Organization Review
Industrial and Corporate Change
Work and Occupations
Business Ethics: A European Review

Conference Session Chair:

“Human Resource Management Systems and Employee Innovation”, The Annual Meeting of Academy of Management, Chicago, 2018

“Dynamic processes in HRM”, the Annual Meeting of Academy of Management, Atlanta, 2017

“More Creativity Wanted? Mobilize the Leader First”, the Annual Meeting of Academy of Management, Philadelphia, 2015.

Conference Paper Reviewer:

Human Resources, Organizational Behavior, and Entrepreneurship Divisions, The Annual Meeting of Academy of Management, 2011 – 2020

Fund Application Reviewer:

The German Israeli Foundation for Scientific Research and Development, 2020

PROFESSIONAL AFFILIATIONS

Academy of Management

International Association for Chinese Management Research

Society for Industrial and Organizational Psychology