

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. School of Business, University of Wisconsin – Madison
Major: Management & Human Resources
Minor: Research Methods

ACADEMIC APPOINTMENT

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

2010 – 2014 Graduate Assistant & Instructor,
School of Business, University of Wisconsin–Madison

PUBLICATIONS

1. **Feng, J.**, Allen, D., & Seibert, S. (conditionally accepted) Once an entrepreneur, always an entrepreneur? entrepreneurial identity, work design, and voluntary turnover in paid employment. *Personnel Psychology*.
2. Gerhart, B., & **Feng, J.** (in press) The resource-based view of the firm, human resources, and human capital: Progress and prospects. *Journal of Management*.
3. 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.
4. Li, W., Li, S., **Feng, J.**, Wang, M., Zhang, H., Frese, M., & Wu, C-H. (in press) Can becoming a leader change your personality? An investigation with two longitudinal studies from a role-based perspective. *Journal of Applied Psychology*.
5. 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*.

6. Chen, C., **Feng, J.**, Liu, X., & Yao, J. (in press) Leader humility, team job crafting, and team creativity: The moderating role of leader-leader exchange. *Human Resource Management Journal*.
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. (Lead article)
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]. *R&R at Journal of Applied Psychology*.
2. **Feng, J.**, Chen, Y., Fulmer, I., & Liu, X. Pay dynamics in work groups [Full title omitted to protect blind review process]. *R&R at Journal of Applied Psychology*.
3. Yao, J., **Feng, J.**, & Liu, X. Group boundary spanning and creativity [Full title omitted to protect blind review process]. 2nd *R&R at Journal of Organizational Behavior*.
4. **Feng, J.**, Piyanontalee, R., Jayasinghe, M., & Gerhart, B. (*The first two authors contributed equally.*) Drawing valid inferences of mediation [Full title omitted to protect blind review process]. *Under review at Journal of Applied Psychology*.
5. Chen, C., **Feng, J.**, & Liu, X. Perceived overqualification and turnover intention [Full title omitted to protect blind review process]. *Under review at Human Relations*.

SELECTED WORKING PAPERS

1. **Feng, J.**, & Li, W. (*Authors listed alphabetically*) Personality change of entrepreneurs. *Target: Journal of Applied Psychology*. *Stage: Ready to submit in Summer 2021*.
2. **Feng, J.**, & Gerhart, B. Organizational change and turnover. *Target: Organization Science*. *Stage: Ready to submit in Summer 2021*.

3. **Feng, J.**, Li, M., & Shen, W. The challenges of managerial retention during multiple acquisitions. *Target: Academy of Management Journal. Stage: Data analysis.*
4. Chen, S., & **Feng, J.** The dynamic relationship between interlocking directors and CEO compensation. *Target: Academy of Management Journal. Stage: Ready to submit in Summer 2021.*
5. Liu, S., Watts, D., **Feng, J.**, Wu, Y., & Yin, J. Newcomer socialization programs. *Target: Psychological Bulletin. Stage: Ready to submit in Spring 2021.*
6. Chen, S., **Feng, J.**, & Liu, X. Female representation and pay outcomes. *Stage: conceptualization.*

CONFERENCE BEST PAPER PROCEEDINGS

1. 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 Meetings.*
2. 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 Meetings.*
3. **Feng, J.**, Chen, Y., Liu, X., & Fulmer, I. (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 Meetings, Atlanta, Georgia.*
4. 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 Meetings, Orlando, Florida.*

SELLECTED CONFERENCE PRESENTATIONS

- How perceived overqualification and leader humility interact to influence turnover intention. (with Chen, C., Liu, X., & Yao, J.) Paper presented at the Academy of Management Meeting, Virtual Conference, 2020
- The curvilinear relationship between team member boundary spanning differentiation and creativity. (with Yao, J., & Liu, X.) 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. (with Li, W., Li, S., Wang, M., & Zhang, H.) 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. (with Peltokorpi, V., Pustovit, S., & Allen, D). Paper presented at the Academy of Management Meeting, Chicago, 2018.
- Former entrepreneurs' subsequent turnover. (with Allen, D.) Paper presented at the Academy of Management Meeting, Chicago, 2018.
- Team dynamics in pay dispersion and team performance: A longitudinal field study. (with Chen, Y., & Liu, X.) 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.
- The right amount of ethics inspires: A cross level investigation of ethical leadership and employee creativity (with Lu, S., & Liu, X.) Paper presented at the Academy of Management Meeting, Philadelphia, 2014
- High performance work systems, performance, and ownership type in China (with Gerhart, B., & Fang, M.) 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. (with Davis, P., & Trevor, C.) Paper presented at the Academy of Management Meeting, Orlando, 2013.

SELECTED MEDIA COVERAGE

- Harvard Business Review (The Daily Stat) (<https://hbr.org/2014/08/why-going-all-in-on-your-start-up-might-not-be-the-best-idea>)
- NBC News (http://www.nbcnews.com/id/56103755/ns/business-small_business/t/study-its-better-start-business-while-youre-still-employed-elsewhere/)
- Inc. com (<https://www.inc.com/melanie-curtin/should-you-quit-your-day-job-this-study-of-over-5000-entrepreneurs-has-a-surprising-answer.html>)
- WORKSPAN Magazine-WorldatWork (https://www.worldatwork.org/docs/workspan-past-issues/2017-issues/october-2017.pdf?language_id=1)
- Business News Daily (<https://www.businessnewsdaily.com/7172-dont-quit-day-job.html>)
- Psychology Today (<https://www.psychologytoday.com/us/blog/the-science-behind-behavior/201609/should-you-quit-your-job-when-you-start-new-business>)

- WIRED UK (<https://www.wired.co.uk/article/entrepreneurs-dont-quit-your-day-job>)
- Entrepreneur.com (<https://www.entrepreneur.com/article/237755>)

TEACHING EXPERIENCE

- Human Resource Management I, *masters*, Rutgers University
 - 2019 Fall (Rating: **5.00**/5.00)
 - 2017 Spring (Rating: **5.00**/5.00)
 - 2016 Fall (Rating: **4.88**/5.00)
 - 2016 Spring (Rating: **4.57**/5.00)
 - 2015 Fall (Rating: **4.46**/5.00)
- Human Resource Management *Online, masters*, Rutgers University
 - (+ *avg. online response rate < 50%*)
 - 2020 Fall⁺ (Rating: **5.00**/5.00, Section 1)
(Rating: **4.71**/5.00, Section 2)
 - 2020 Summer⁺ (Rating: **4.17**/5.00)
 - 2019 Fall (Rating: **4.88**/5.00)
 - 2019 Summer (Rating: **5.00**/5.00)
 - 2019 Spring⁺ (Rating: **4.43**/5.00)
 - 2018 Spring⁺ (Rating: **4.40**/5.00)
 - 2017 Spring⁺ (Rating: **4.60**/5.00)
- Human Resource Management, *undergraduate*, School of Business, University of Wisconsin – Madison

Distinguished Teaching Award, 2014

- Strategic Staffing, International MBA program, Rutgers University and East China University of Science and Technology, 2017-2020
- Compensation (Guest lecture), Micro Foundations in HR, Ph.D. Program, Rutgers University, 2018

Course Development

- Participated course development of Strategic Human Resource Management I/II, Rutgers University
- Developed Human Resource Management I Online, Rutgers University

THESIS COMMITTEES AND ADVISING

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|----------------|---|
| 2019 – present | Chair, Su Chen’s Master’s thesis committee & Doctoral dissertation committee, Rutgers University |
| 2019 – present | Member, Bulin Zhang’s Qualifying Exam committee, Rutgers University |
| 2018 – 2019 | Supervisor and host of Chao Chen, a visiting Ph.D. student from School of Management, Xi’an Jiaotong University |
| 2018 | Member, Yan Chen’s Doctoral dissertation committee, Rutgers University |
| 2017 | Member, Hailong Jia’s Master’s thesis committee, Rutgers University |

SCHOOL SERVICE

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| 2020 – present | Joint Online Master Program, SMLR and China Association of Labor Economics (CALE), |
| 2019 | HRM Department Hiring Committee, Rutgers University |
| 2018 | SMLR Junior Faculty Luncheon, Rutgers University |

PROFESSIONAL SERVICE

Editorial Board: *Journal of Management*, 2017-present

Ad-hoc Reviewer: *Journal of Business Venturing*
Journal of Business Ethics
Human Resource Management Journal
Human Resource Management Review
Industrial and Corporate Change
Work and Occupations
Business Ethics: A European Review

Conference Session Chair:

The Annual Meeting of Academy of Management

ACADEMIC AFFILIATIONS

Academy of Management

International Association for Chinese Management Research