



RUTGERS

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EDUCATION

Ph.D., Rutgers University, School of Management and Labor Relations; Human Resource Management, Secondary Concentration in Organizational Behavior
Expected 2027

M.B.A., University of Florida, Hough Graduate School of Business; Concentration in Finance, 2018

B.S., Rutgers University, Rutgers Business School, New Brunswick; Major: Finance, 2014

INVITED REVISIONS AND MANUSCRIPTS UNDER REVIEW

*Hymer, C.B., *Raineri, T.J., Steinbach, A.L., & Schepker, D.J., Family Matters: CEO Parent Identity Claims, Employee Parental Leave, and Post-Leave Turnover Rates. **Under second review** at *Academy of Management Journal*.

Sturman, M.C., & Raineri, T.J. Employee Value. **Invited chapter revision** for *Oxford Handbook for Personnel Selection*.

SELECT RESEARCH IN PROGRESS

Writing Stage

Raineri, T.J., & Maltarich, M.A., A Network Theory of Turnover Contagion.

Raineri, T.J., Turnover on a Timer: How Macro Events Cause Delayed Workforce Disruptions.

Data Analysis Stage

Kryscynski, D., Neckebrouck, J., & Raineri, T.J., Deconstructing Valuation of Human Capital.

Idea Development Stage

*Raineri, T.J., & *Shen, Y., Performance Implications for AI-Driven Reductions in Force.

Raineri, T.J., Core Values: The implications of valuing human capital in the strategic core of the firm[†]

ACADEMIC CONFERENCE PRESENTATIONS

Raineri, T.J., & Maltarich, M.A., *A Network Theory of Turnover Contagion*. Presented at the 2025 Academy of Management Conference. Copenhagen, Denmark. July 2025.

Raineri, T.J., *They're All Leaving: How Macro Events impact Collective Turnover*. Poster presented at the 2025 Academy of Management Conference. Copenhagen, Denmark. July 2025.

Raineri, T.J., & Hymer, C.B., *Family Matters: CEO Parent Identity Claims, Employee Parental*

*Indicates shared first authorship; [†]indicates dissertation work



Leave, and Post-Leave Turnover Rates. Presented in the “The Role of Relational Partners in Work Identities and Career Decisions” symposium (Chairs: E. Jones & A. Rheinhardt) at the 2024 Work and Family Researchers Conference. Montreal, Canada. June 2024.

TEACHING EXPERIENCE

Primary Instructor

- Human Resources Analytics, Spring 2025, Fall 2025
- Management Skills, Rutgers Business School, Summer 2025

Teaching Assistant

- Introduction to Organizational Behavior, Spring 2024, Professor Scott Seibert
- Human Resources Analytics, Fall 2024, Professor Michael Sturman

AWARDS (GRANTS, etc.)

- Granted Research Assistant, National Bureau of Economic Research

PROFESSIONAL ACTIVITIES AND AFFILIATIONS

- Reviewer, Academy of Management Conference 2024, 2025
- Doctoral Student Member, Academy of Management