



RUTGERS

Updated: July 2026 | 1

Thomas Joseph (T.J.) Raineri

Rutgers University

School of Management and Labor Relations

Department of Human Resource Management

94 Rockafeller Road | Livingston Campus | Piscataway, NJ 08854

Tel: 732-766-4321

Email: traineri@smlr.rutgers.edu | [Google Scholar](#)

EDUCATION

Ph.D., Rutgers University, School of Management and Labor Relations; Human Resource Management, Secondary Concentration in Organizational Behavior
Expected Spring 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. **Third round revise & resubmit** at *Academy of Management Journal*.

Raineri, T.J., & Maltarich, M.A., A Network Theory of Turnover Contagion. **First round revise & resubmit** at *Journal of Management*.

Sturman, M.C., & Raineri, T.J. Employee Value. **Accepted for publication** at *Oxford Handbook for Personnel Selection*.

SELECT RESEARCH IN PROGRESS

Writing & Data Analysis Stage

Raineri, T.J., Sturman, M.C., & Won, H., Turnover on a Timer: How Macro Events Cause Delayed Workforce Disruptions. **To be submitted** at *Human Resource Management Journal*.

Raineri, T.J., The Emergence Dividend: How Organizational Investment in Human Capital Creates and Sustains Emergent Value. [†]

*Raineri, T.J., & *Shen, Y., AI Decision Making in Organizational Layoffs: A Simulation Study of Decision Efficacy and Outcomes.

Data Analysis Stage

Raineri, T.J., & Sturman, M.C., Simulating Collective Turnover Trajectories.

Idea Development Stage

Sturman, M.C., Dhanani, L.Y., Meng, X., & Raineri, T.J., Evaluating polynomial regression and

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



latent change models.

ACADEMIC CONFERENCE PRESENTATIONS

Lian, H., Call, M., Raineri, T.J., & McCormick, B. *HR Division Middle-Stage Doctoral Consortium*. PDW to be presented at the 2026 Academy of Management Conference. Philadelphia, Pennsylvania. August 2026.

*Raineri, T.J., & *Shen, Y., *AI Decision Making in Organizational Layoffs: A Simulation Study of Decision Efficacy and Outcomes*. Poster to be presented at the 2026 Academy of Management Conference. Philadelphia, Pennsylvania. August 2026.

Raineri, T.J., Sturman, M.C., & Won, H., *Turnover on a Timer: How Macro Events Cause Delayed Workforce Disruptions*. To be presented at the 2026 Academy of Management Conference. Philadelphia, Pennsylvania. August 2026

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 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, Masters of HR Management Program, Spring 2025, Fall 2025
- Management Skills, Undergraduate Program, Rutgers Business School, Summer 2025

Teaching Assistant

- Introduction to Organizational Behavior, Masters of HR Management Program, Spring 2024, Professor Scott Seibert
- Human Resources Analytics, Masters of HR Management Program, Fall 2024, Professor Michael Sturman
- Managing Rewards Systems, Masters of HR Management Program, Spring 2026, Professor Michael Sturman

AWARDS (GRANTS, etc.)

- Granted Research Assistant, National Bureau of Economic Research
- 2026 Doctoral Student Teaching Excellence Award, HRM Department, Rutgers School of Management and Labor Relations

*Indicates shared first authorship; †indicates dissertation work



PROFESSIONAL ACTIVITIES AND AFFILIATIONS

- Reviewer, Academy of Management Conference 2024-2026
- Student Representative, HR Division Executive Committee, Academy of Management, 2025-2027
- Doctoral Student Member, Academy of Management

INDUSTRY EXPERIENCE

Walgreens Boots Alliance, Financial Projects Manager, 2020-2022

L'Oreal USA, Finance Manager, 2018-2020

JPMorgan Chase & Co., Analyst, Operations Analyst Development Program, 2014-2016