

## Dr. Lea Rutishauser

University of Lucerne  
Center for Human Resource Management  
Frohburgstrasse 3, 6002 Lucerne, Switzerland  
lea.rutishauser@unilu.ch

### RESEARCH & PROFESSIONAL EXPERIENCE

---

March 2017 - present	<b>Senior research associate, lecturer, and teaching assistant</b> at the Center for Human Resource Management, University of Lucerne
Aug 2016 – March 2017	<b>Research associate, lecturer, and teaching assistant</b> at the Center for Human Resource Management, University of Lucerne
Dec 2012 – October 2016	<b>Research associate, lecturer, and teaching assistant</b> at the Chair in Human Resource Management, Department of Business Administration, University of Zurich
July 2014 – present	<b>Project leader</b> for CTI-financed project on Talent Management
Dec 2010 – Nov 2012	<b>Recruiting and Human Resource specialist</b> , UBS AG in Zurich
03/2010 – 11/2010	<b>Personal Assistant</b> of Head Recruiting Switzerland, UBS AG in Zurich, part-time
Feb – Marc 2010 & June - Aug 2009	<b>Business management support</b> , Bosch Packaging Services in Neuhausen, temporary
Dec 2005 – June 2009	<b>HR Recruiting Administration</b> , UBS AG in Zurich, part-time

### EDUCATION

---

Feb 2013 – Feb 2017	<b>Doctoral program</b> at the University of Zurich, Faculty of Business, Economics and Informatics, Supervisor: Prof. Dr. Bruno Staffelbach
Sept 2015 – Feb 2016	<b>Visiting scholar</b> at the Rotterdam School of Management, Erasmus University, Rotterdam, The Netherlands (SNF Doc.mobility program)
Sept 2005 - April 2011	<b>Studies in Economics and Business Administration</b> at the University of Zurich
Sept 2009 – Jan 2010	<b>Exchange Semester</b> at the Umeå Universitet, Umeå, Sweden

### PUBLICATIONS

---

Practitioner Journals:	Rutishauser, L. (2015). Mit dem Handy ins Bett. HR Today, 3, 49. Rutishauser, L. (2014). Linienmanager als HR-Verantwortliche. HR Today, 4, 42. Rutishauser, L. (2013). Social Media fordern die Führungskräfte. HR Today, 4, 42.
Book Chapters:	Rutishauser, L. (2013). Selbstdisziplin - Oder wie man das eigene Bild bei anderen beeinflusst, 38-39. In HR Spotlights: Geistesblitze zur Personalführung. Bruno Staffelbach (Eds.). Zürich: Neue Züricher Zeitung.  Rutishauser, L. (2013). Weltmeister: Weder Jobhopper noch Quartalsperformer, 218-219. In HR Spotlights: Geistesblitze zur Personalführung. Bruno Staffelbach (Eds.). Zürich: Neue Züricher Zeitung.

Media: Rutishauser, L. (2013): Weltmeister: Weder Jobhopper noch Quartalsperformer. In Making Science News [Blog], 19. October 2013. <http://www.makingsciencenews.com>.

#### MANUSCRIPTS IN PREPARATION

---

**Rutishauser, L.,** Sender, A., & Staffelbach, B. (in prep.). When Co-worker Support matters most: A Study of Interaction Effects with Leader-Member Exchange.

**Rutishauser, L.,** Sender, A. (in prep.). Team-Member Exchange and Turnover Intention: Examining the Role of Culture.

**Rutishauser, L.,** & Giessner, S.R. (submitted). HR Practices and Leader-Member Exchange as Resources During Organizational Change.

Sender, A., **Rutishauser, L.,** & Staffelbach, B. (submitted). Too Embedded to be Pulled: Can Job Embeddedness Help to Keep Employees Who Receive Unsolicited Job Offers?

#### ACADEMIC CONFERENCE PRESENTATIONS

---

**Rutishauser, L.,** Giessner, S. R. (2016, August). Organizational and Relational Job Aspects as Resources during Organizational Change. Paper to present at the Annual Conference of the Academy of Management, Anaheim, USA.

**Rutishauser, L.,** Sender, A. (2016, April). Team Member Exchange Relationships and Turnover Intention: Examining the Impact of Culture. Paper presented at the Workshop on Strategic Human Resource Management (EIASM), Segovia, Spain.

**Rutishauser, L.,** Sender, A. (2015, August). When Co-worker Support matters most: A Study of Interaction Effects with Leader-Member Exchange. Paper submitted to the Annual Conference of the Academy of Management, Vancouver, Canada.

Sender, A., **Rutishauser, L.,** Staffelbach, B. (2015, August). Too Embedded to Be Pulled: Can Job Embeddedness Help to Keep Employees Who Receive Unsolicited Job Offers? Paper submitted to Annual Conference of the Academy of Management, Vancouver, Canada.

**Rutishauser, L.** (2015, June). Social exchange in different cultural environments – Impact on employee behavior. Paper submitted to the Doctoral Colloquium of the Annual European Academy of Management Conference, Warsaw, Poland.

Sender, A., **Rutishauser, L.,** Staffelbach, B. (2015, June). When Colleagues Leave: A Multi-Level Study of Team Turnover Rate on Individual Job Embeddedness and Innovative Work Behavior. Paper submitted to the Annual European Academy of Management Conference, Warsaw, Poland.

**Rutishauser, L.,** Sender, A., Staffelbach, B. (2014, October). Do social relations at work matter? A cross-cultural study on turnover intentions and actual turnover. Paper presented at the Workshop on Managing People and Education, Kappel am Albis, Switzerland.

Sender, A., **Rutishauser, L.,** Staffelbach, B. (2014, October). Too Embedded to Be Pulled: Can Job Embeddedness Help to Keep Employees Who Receive Unsolicited Job Offers?. Presented at the Management & International Networking Workshop, Zurich, Switzerland.

**Rutishauser L.,** Sender, A., Staffelbach, B. (2104, June). Employee's social relations: Influence on employee turnover intention in Switzerland and in China. Paper presented at the International Human Resource Management Conference, Cracow, Poland.

Sender, A., **Rutishauser, L.,** Staffelbach, B. (2014, June). Impact of job embeddedness on turnover intentions in China and in Switzerland. Paper presented at the International Human Resource Management Conference, Cracow, Poland.

**Rutishauser, L.,** Sender, A. (2014, April). Leader-member exchange and co-worker support in Switzerland and in China: Impact on employee turnover intention. Paper presented at the Workshop on Strategic Human Resource Management (EIASM), Ajaccio, France.

#### GRANTS & AWARDS

---

2016	Commission for Technology and Innovation (CTI), Project funding "Innovative Talent Management Framework" <b>128'250 CHF</b>
2015	Swiss National Science Foundation, Doc.mobility grant for 6 months: <b>21'250 CHF</b>
2012-2014	Commission for Technology and Innovation (CTI), Project funding "Innovative HR Concept for Export Development in China" <b>172'500 CHF</b>
2014	University of Zurich Economics Faculty, Grant to organize academic workshop: <b>25'000 CHF</b>
2014	Swiss Academy of Humanities and Social Sciences: <b>400 CHF</b>
2013 - 2014	University of Zurich Graduate Business School, Grant for attending conferences and workshops: <b>1000 CHF</b>
2013	Swiss National Science Foundation, Grant to attend summer school: <b>700CHF</b>

#### TEACHING EXPERIENCE

---

Feb 2013-Jun 2016	Instructor for master level Human Resource Management Practices <i>Lecture</i>
Feb 2013-Jun 2016	Instructor for master level Human Resource Management Practices <i>Seminar</i>
Feb 2013-Jun 2016	Lecturer for bachelor/assessment level Business Administration
Feb 2013-present	Coach for bachelor and master student theses

#### AD HOC EDITORIAL EXPERIENCE

---

2013-present	International Journal of Human Resource Management
2014-present	Academy of Management Annual Meeting

#### AFFILIATIONS & SERVICE

---

2014	Member of the organizing committee 'Management & International Networking Workshop', Zurich, Switzerland Responsible for grant application & finances
2013-present	EIASM, Co-organizer of Workshop on Strategic Human Resource Management
2013-2016	Delegate in the Personnel Commission as the mid-level representative of the Faculty of Economics, Business Administration, and Information Technology, VAUZ (Association of Non-Professorial Academic Staff), University of Zurich
2012-2016	Member of the peer mentoring group CareerElixir, University of Zurich Responsible for website

## INTERESTS & ACTIVITIES

---

2013-2016	Teaching Skills Program and Transferable Skills Program, Participant (University of Zurich)
2010-present	Rowing (Polytechniker Ruderclub, PRC in Zurich)
2013-present	- Member on local Swiss mixed rowing team (single, double, quad and coxed eight) - Instructor