

SUN YOUNG (SUNNY) LEE

sunny.lee@ucl.ac.uk; <https://www.mgmt.ucl.ac.uk/people/sunlee>

ACADEMIC EMPLOYMENT

UCL School of Management, University College London (UCL)

Assistant Professor of Organizational Behavior

September 2014 – Ongoing

EDUCATION

Ph.D. Organisational Behaviour, [London Business School](#)

July 2014

M.P.P. Harris School of Public Policy Studies, [University of Chicago](#)

August 2003

B.A. English Literature and Language, [Seoul National University](#)

August 2000

RESEARCH**Peer-Review Publications**

1. Moore, C., [Lee, S.Y.](#), Kim, K., & Cable D. 2017. The advantage of being oneself: The role of applicant self-verification in organizational hiring decisions. *Journal of Applied Psychology*. doi: 10.1037/apl0000223
2. [Lee, S.Y.](#), Kesebir, S., & Pillutla, M.M. 2016. Gender differences in response to competition with same-gender coworkers: A relational perspective. *Journal of Personality and Social Personality*, 110, 869–886. doi: 10.1037/pspi0000051
3. Birkinshaw, J., Crilly, D., Bouquet, C., & [Lee, S.Y.](#) 2016. How do firms manage strategic dualities? A process perspective. *Academy of Management Discoveries*, 2, 51–78. doi: 10.5465/amd.2014.0123
4. [Lee, S.Y.](#), Piteša, M., Thau, S., & Pillutla, M.M. 2015. When beauty helps and it hurts: An organizational context model of attractiveness discrimination in selection decisions. *Organizational Behavior and Human Decision Processes*, 128, 15–28. doi: 10.1016/j.obhdp.2015.02.003
5. [Lee, S.Y.](#), Piteša, M., Thau, S., & Pillutla, M.M. 2015. Discrimination in selection decisions: Integrating stereotype fit and interdependence theories. *Academy of Management Journal*, 53, 789–812. doi: 10.5465/amj.2013.0571
6. Inesi, M. E., [Lee, S.Y.](#), & Rios, R. 2014. Objects of desire: Subordinate ingratiation triggers self-objectification among the powerful. *Journal of Experimental Social Psychology*, 53, 19–30. doi: doi:10.1016/j.jesp.2014.01.010

Other Publication

7. [Lee, S.Y.](#) & Pillutla, M.M. 2013. Racial discrimination taking both ways: moderation of social goal and task type. *Academy of Management Proceedings*. doi: 10.5465/AMBPP.2013.10096abstract

Key Research in Progress

- Wakeman, W, [Lee, S.Y.](#), & Sivanathan, N. Title removed to protect blind review. Under review at *Journal of Experimental Social Psychology*

Invited Talks

- Scheller College of Business, [Georgia Tech](#) (April 2018)
- Lee Kong Chian School of Business, [Singapore Management University](#) (September 2016)
- UCL School of Management, [UCL](#) (March 2014)
- Rotterdam School of Management, [Erasmus University](#) (February 2014)

Conference Presentations

- 2017: Liu, L., Lee, S.Y., & Kilduff, M. Opening the black box of the acolyte effect. Presented at the *Academy of Management Conference, Atlanta, USA*
- 2017: Lee, J., Lee, S.Y., & Kilduff, M.. Dark side of brokerage. Presented at the *Academy of Management Conference, Atlanta, USA*
- 2016: Ha, J., Lee, S.Y., & Ku, G. Thwarted self-promotion: The effects of self-promotion on self-promoters' self-beliefs and job satisfactions. Presented at a Symposium at the *Academy of Management Conference, Anaheim, USA*
- 2015: Lee, S.Y, Wakeman, W., & Sivanathan, N. Unwelcome compliments: The psychological costs of successful deception. Presented at Symposium at the *Academy of Management Conference, Vancouver, Canada*
- 2015: Inesi, M. E., Lee, S.Y, & Rios, R. Power impacts social identity and the self-concept. Presented at Symposium at the *Society for Personality and Social Psychology Conference, Long Beach, CA, USA*
- 2014: Moore, C., Lee, S.Y., Kim, K., & Cable, D. Authenticity in the workplace: Highlighting costs and bridging conceptualizations. Presented at Symposium at the *Academy of Management Conference, Philadelphia, USA*
- 2014: Lee, S.Y., Kesebir, S., & Pillutla, M.M. Gender differences in responses to competition with same-sex coworkers. Presented at the *Society for Personality and Social Psychology Conference, Austin, USA*
- 2013: Lee, S.Y. & Pillutla, M.M. Racial discrimination taking both ways: Moderation of social goal and task-type. Presented at the *Academy of Management Conference, Orlando, USA*
- 2013: Inesi, M.E., Lee, S.Y., & Rios, K. That power becomes you: Subordinates' action triggers self-objectification in the powerful. Presented at the *Society for Personality and Social Psychology Conference, New Orleans, USA*
- 2012: Lee, S.Y., Pillutla, M.M., Thau, S., & Piteša, M. Fundamental social goals and the attractiveness bias in selection decisions. Presented at the *Academy of Management Conference, Boston, USA*
- 2012: Inesi, M. E., Lee, S.Y., & Rios, K. The powerful as objects. Presented at the *Society for Personality and Social Psychology Conference, San Diego, USA*
- 2011: Birkinshaw, J., Lee, S.Y., & Bouquet, C. Implementing global strategy: Insights from a dual-core headquarters experiment. Presented at the *Academy of Management Conference, San Antonio, USA*

Professional Affiliations

- Academy of Management Annual Conference 2011 – ongoing
- Society for Personality and Social Psychology 2012 – 2014

TEACHING

- **Influence and Negotiations, UCL School of Management** January 2015 – ongoing
Main Lecturer (Masters in Management students)
- **Knowledge Economy, Department of Arts and Sciences, UCL** October 2017
Invited guest lecturer (undergraduate students)
- **Communication & Behaviour in Organizations, UCL School of Management** January 2014
Session Teacher (Undergraduate students)
- **Organizational Strategy, London School of Economics and Political Science** Summer 2009
Class Teacher for Summer School (Undergraduate students)

ACADEMIC SERVICE

Journal Peer-Reviewer

- Journal of Personality and Social Psychology 2016
- Organizational Behavior and Human Decision Processes 2014 – ongoing

Conference Peer-Reviewer

- Academy of Management Annual Conference 2014
- Northern Illinois University intramural grants program 2015

UCL School of Management

- OB area speaker series organizer 2015/2016, 2016/2017
2017/2018

Doctoral Student Committees

- Lei Liu (Organizational Behavior, UCL School of Management)
Second supervisor 2016 – ongoing
- Jung Won Lee (Organizational Behavior, UCL School of Management)
Second supervisor 2015 – ongoing

INDUSTRY EMPLOYMENT

- Hewlett Packard, Imaging Printing Group March 2006 – July 2008
Consumer Marketing Program Manager (full-time)
- LG AD, Research Institute for Brand Strategy December 2004 – March 2006
Senior Researcher (full-time)
- Accenture, Management Consulting Division January – November 2004
Business Analyst (full-time)
- Tangible Plus Management Consulting August –December 2003
Summer/Fall Intern (full-time)

REFERENCES

(Available upon request)