

SUN YOUNG (SUNNY) LEE

(<https://www.mgmt.ucl.ac.uk/people/sunlee>)

ACADEMIC EMPLOYMENT

UCL School of Management, London, UK

Associate Professor (Sep 2019 – ongoing)

Assistant Professor (Sep 2014 – Aug 2019)

EDUCATION

London Business School, London, UK

Ph.D. in Organizational Behavior (Jul 2014)

Harris School of Public Policy, University of Chicago, Chicago, USA

Master of Public Policy (Jul 2003): Dean's Fellowship (2001-2003)

Seoul National University, Seoul, South Korea

B.A. in English Literature and Language (Aug 2000): Cum Laude

PUBLICATIONS

PEER-REVIEW ARTICLES

1. Multiple authors. Online. COVID-19 and the Workplace: A Review and Preview of Impacts for Employees, Teams, and Organizations. *American Psychologist*
*Wrote the section on gender
2. Kesebir, S., Lee, S.Y., Elliot, A., & Pillutla, M.M. 2019. Gender differences in lay beliefs about competition. *Motivation and Emotion*, 43, 719–739.
3. 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*, 102, 1493–1513.
4. 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.
5. 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.
6. 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.
7. 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.
8. 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.

BOOK CHAPTER

1. Kesebir, S., [Lee, S.Y.](#), Wang, J. & Pillutla, M. M. 2020. Gender differences in competition and its implications on negotiations (not the final title). In Olekalns, M., & Kennedy, J. (Eds.), *Handbook on Gender and Negotiation*, London, England, Edward Elgar

CONFERENCE BEST PROCEEDINGS

1. Liu, L., [Lee, S.Y.](#), & Kilduff, M. 2017. Opening the black box of the acolyte effect. *Academy of Management Proceedings*.
2. [Lee, S.Y.](#), & Pillutla, M.M. 2013. Racial discrimination taking both ways: Moderation of social goal and task type. *Academy of Management Proceedings*.

KEY RESEARCH IN PROGRESS

REVISIONS/UNDER REVIEW

- Liu, L., Kilduff, M., Fisher, C., & [Lee, S.Y.](#) Title removed to protect a blind review. Revise & Resubmit invitation at [Academy of Management Journal](#)
- [Lee, S.Y.](#), Kinias, Z., & Vanneste, B. Title removed to protect a blind review. Under Review at [Journal of Experimental Social Psychology](#)
- Ha, J., [Lee, S.Y.](#), & Ku, G. Title removed to protect a blind review. Under Review at [Organizational Behavioral Human Decision Processes](#)

OTHERS

- Cabellero, N & [Lee, S.Y.](#) Ranking project. Data collection in progress
- Liu, L., [Lee, S.Y.](#) & Kilduff, M. Envy project. Data collection in progress

KEY INVITED TALKS

- Scheller College of Business, Georgia Tech (Apr 2018)
- Lee Kong Chian School of Business, Singapore Management University (Sep 2016)
- UCL School of Management, UCL (Mar 2014)
- Rotterdam School of Management, Erasmus University (Feb 2014)

KEY CONFERENCE PRESENTATIONS

- 2020: Liu, L., Kilduff, M., Fisher, C., & [Lee, S.Y.](#) Borrowed status buffers performance effects: How connections to star managers help and hurt careers. Presented at the [36th EGOS Colloquium](#), Hamburg, Germany
- 2020: Lee, J., Quintane, E., [Lee, S.Y.](#), & Kilduff, M. Brokers who burn out: How brokerage leads to burnout and abusive behavior. Presented at the [36th EGOS Colloquium](#), Hamburg, Germany
- 2019: Lee, J., [Lee, S.Y.](#), & Kilduff, M. Hidden costs of brokerage: Brokerage behavior and broker exhaustion. Presented in a Symposium at the [AOM Conference](#), Boston, USA
*Won the OMT Division's Best Symposium Award
- 2018: Liu, L., [Lee, S.Y.](#), Fisher, C., & Kilduff, M. Great expectations? The effect of high-reputation connections on evaluations of employees. Presented in a Symposium of the [AOM Conference](#), Chicago, USA
- 2017: Liu, L., [Lee, S.Y.](#), & Kilduff, M. Opening the black box of the acolyte effect. Presented at

the [AOM Conference](#), Atlanta, USA

*Best Paper Proceedings in the OB Division

- 2017: Lee, J., Lee, S.Y., & Kilduff, M. Dark side of brokerage. Presented at the [AOM 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 in a Symposium at the [AOM Conference](#), Anaheim, USA
- 2015: Lee, S.Y., Wakeman, W., & Sivanathan, N. Unwelcome compliments: The psychological costs of successful deception. Presented at Symposium in the [AOM Conference](#), Vancouver, Canada
- 2015: Inesi, M. E., Lee, S.Y., & Rios, R. Power impacts social identity and the self-concept. Presented in a Symposium at the [SPSP 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 in a Symposium at the [AOM 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 [SPSP 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 [AOM Conference](#), Orlando, USA

* Best Paper Proceedings in the OB Division

- 2013: Inesi, M.E., Lee, S.Y., & Rios, K. That power becomes you: Subordinates' action triggers self-objectification in the powerful. Presented at the [SPSP 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 [AOM Conference](#), Boston, USA
- 2012: Inesi, M. E., Lee, S.Y., & Rios, K. The powerful as objects. Presented at the [SPSP 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 [AOM Conference](#), San Antonio, USA

PROFESSIONAL AFFILIATIONS

- European Group of Organizational Studies (2020 – ongoing)
- Academy of Management Annual Conference (2011 – ongoing)
- Society for Personality and Social Psychology (2012 – 2014)

ACADEMIC SERVICES

JOURNAL PEER REVIEWER

- Organizational Behavior and Human Decision Processes (2014 – ongoing)
- Motivation and Emotion (2018 – ongoing)
- Journal of Organizational Behavior (2018 – ongoing)
- Psychology of Women Quarterly (2020 – ongoing)
- Nature (2018)
- Journal of Personality and Social Psychology (2016)

OTHER PEER-REVIEWER ROLES

- Academy of Management Annual Conference (2014, 2018)
- Association for Korean Management Scholars (AKMS): Samsung Scholarship (2019-ongoing)
- London Business School Doctoral Workshop (2020)
- Northern Illinois University: intramural grants program (2015)

DOCTORAL STUDENTS

SUPERVISION

- **Nuria Tolsa Cabellero**, UCL School of Management (2019 – ongoing)
- **Lei Liu**, UCL School of Management (2016 – 2020)
-In 2020, Dr. Liu was placed as a postdoc fellow for Dr. Angela Aristidou at UCL School of Management
- **Jung Won Lee**, UCL School of Management (2015—2019)
-In 2019, Dr. Lee was placed as an assistant professor at the ESSEC Business School, France

COMMITTEE

- Wenxin Xie, UCL School of Management (2016): upgrade committee member (the student passed)
- Prateek Raj, UCL School of Management (2015): upgrade committee member (the student passed)
-Dr. Raj was placed as an assistant professor at the India Institute of Management, Bangalore, India

OTHER SERVICES FOR THE SCHOOL

- Head of Equality, Diversity, and Inclusion (EDI) unit (Sep 2019-ongoing)
- Athena SWAN Leader for the School (Aug 2018 – ongoing)
*Acquired a Bronze Award in May 2020 (valid till 2023)
- Research Seminar Series: key organizer (2015–2019)
- Reading Group: key administrator (2015—ongoing)
- PhD Student Recruitment Committee: co-organizer (2015-2017)
- Research Assistant Recruitment Committee: co-organizer (2016-2017)

TEACHING

REGULAR TEACHING

- **Influence and Negotiations**, UCL School of Management (postgraduate)
- Average rating (2015-ongoing): **4.6 (Range: 4.3 - 4.9)/5.0**
- **Influence and Negotiations**, UCL School of Management/Peking University (joint executive MBAs)
- Average rating (2018-2020): **4.6 (Range: 4.3 - 4.9)/5.0**
- **Management Skills for Police Leaders**, UCL School of Management/Department of Security & Crime Science (London Metropolitan senior police officers)
- **No official rating**, but got recognition from the program directors (2017-2018)

INVITED/EXTRENAL TEACHING

- Negotiation and Bargaining, [London Business School](#) (MBAs)
- Invited contracted lecturer (full term, January – March 2019)
- Knowledge Economy, [Department of Arts and Sciences, UCL](#) (undergraduate) -
Invited guest lecturer (one session only in Oct, 2018)
- Communication & Behaviour in Organizations, [UCL School of Management](#) (undergraduate)
- Invited guest lecturer (one session only in Jan, 2014)
- Organizational Strategy, [London School of Economics and Political Science](#) (undergraduate;
an elective course)
- Invited class teacher (full summer term, 2009)

INDUSTRY EMPLOYMENT

- [Hewlett Packard](#), Imaging Printing Group, South Korea
- Consumer Marketing Program Manager (March 2006 – July 2008)
- [LG AD](#), Research Institute for Brand Strategy, South Korea
- Senior Researcher (December 2004 – March 2006) (full-time)
- [Accenture](#), Management Consulting Division, South Korea
- Business Analyst (January 2004 – November 2004)
- [Tangible Plus Management Consulting](#), South Korea
- Summer/Fall Intern (August 2003 December 2003)
- [Asia Pacific Economic Cooperation](#), Investment Experts' Group, South Korea/Brunei
- Personal and research assistant to the Chairman (Dr. Tae-Ho Bark) of APEC IEG (2000)

REFERENCES

(Available upon request)