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**ACADEMIC EMPLOYMENT**

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**UCL School of Management, University College London (UCL), UK**

Associate Professor (June 2019 – ongoing)

Assistant Professor (September 2014 – June 2019)

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**EDUCATION**

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**London Business School, UK**

Ph.D., Organisational Behaviour (July 2014)

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

Master of Public Policy (July 2003): Dean's Fellowship

**Seoul National University, South Korea**

B.A., English Literature and Language (August 2000): Cum Laude

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**PUBLICATIONS**

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**PEER-REVIEW ARTICLES**

1. Kesebir, S., Lee, S.Y., Elliot, A., & Pillutla, M.M. Accepted. Gender differences in lay beliefs about competition. *Motivation and Emotion*
2. 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
3. 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.
4. 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.
5. 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.
6. 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.
7. 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**

- Kesebir, S., Lee, S. Y., Qiu, J., & Pillutla, M. M. (in press). Same-sex peer norms: Implications for gender differences in negotiation. In M. Olekalns & J. A. Kennedy (Eds.) *Research handbook on gender and negotiation*. United Kingdom. Edward Elgar

## CONFERENCE BEST PROCEEDINGS

- Liu, L., Lee, S.Y., & Kilduff, M. 2017. Opening the black box of the acolyte effect. *Academy of Management Best Proceedings*.
- Lee, S.Y., & Pillutla, M.M. 2013. Racial discrimination taking both ways: moderation of social goal and task type. *Academy of Management Best Proceedings*.

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## KEY INVITED TALKS

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- ESMT, OB Conference (June 2018) – Invited but could not attend
- London Business School, Sumantra Ghoshal Conference (May 2018) – Invited but could not attend
- 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)

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## KEY CONFERENCE PRESENTATIONS

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- 2018: Liu, L., Lee, S.Y., Fisher, C., & Kilduff, M. Great expectations? The effect of high-reputation connections on evaluations of employees. Presented at a Symposium of the *Academy of Management Conference*, Chicago, USA
- 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

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### PROFESSIONAL AFFILIATIONS

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

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### ACADEMIC SERVICES

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#### JOURNAL PEER REVIEWER

- *Organizational Behavior and Human Decision Processes*
- *Journal of Personality and Social Psychology*
- *Journal of Organizational Behavior*
- *Motivation and Emotion*
- *Nature*

#### CONFERENCE PEER-REVIEWER

- Academy of Management Annual Conference (2014, 2018)
- Northern Illinois University intramural grants program (2015)

#### DOCTORAL STUDENT SUPERVISIONS/COMMITTEES

- *Nuria Tolsa Caballero*, UCL School of Management (June 2019 – ongoing): second supervisor
- *Lei Liu*, UCL School of Management (December 2016 – ongoing): second supervisor
- *Jung Won Lee*, UCL School of Management (December 2015—June 2019): second supervisor;  
-Placed (as an assistant professor) at the **Essec Business School, France**
- *Wenxin Xie* from the UCL School of Management (June 2018): upgrade committee member
- *Prattek Raj*, UCL School of Management (June 2015): upgrade committee member  
-Placed (as an assistant professor) at the **India Institute of Management, Bangalore, India**

#### UCL SCHOOL OF MANAGEMENT

- Leader of Athena SWAN Charter application (August 2018 – ongoing)
- OB area research series key organizer (2015 – 2019)
- OB PhD student recruitment committee/ co-organizer (2015 – 2017)
- Research assistant recruitment committee/ co-organizer (2016 – 2017)

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## TEACHING

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### REGULAR TEACHING

- *Management Skills for Police Leaders, UCL School of Management* (a joint program with UCL Department of Security and Crime Science for London Metropolitan senior police officers; core)
  - In charge of the negotiation module
  - No official rating, but got recognition from the head of the UCL department of security and crime science
- *Influence and Negotiations, Peking University* (UCL SOM/Peking University joint Executive MBAs; elective)
  - Average course rating (2018-2019): 4.7/5.0
- *Influence and Negotiations, UCL School of Management* (master's in management/Business Psychology; core)
  - 2019 section rating: 4.8/5.0
  - Average course rating (2015—2019): 4.6/5.0

### INVITED TEACHING

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

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## INDUSTRY EMPLOYMENT

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- **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 (APEC IEG)**
  - Personal and research assistant to the Chairman (Dr. Tae-Ho Bark) of APEC IEG (2000)

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## REFERENCES

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(Available upon request)