

SUNYOUNG LEE

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ACADEMIC EMPLOYMENT

UCL School of Management, University College London, UK

Oct 2019 – ongoing. Associate Professor in Organisational Behaviour (with tenure)

Sep 2014 – Oct 2019. Assistant Professor in Organisational Behaviour

OTHER POSITIONS

Academy of Management Inside Organizations

2026 – ongoing. Associate Editor

Motivation and Emotion

2022 – ongoing. Consulting Editor

Association of Korean Management Scholars (part of AoM groups)

2023 – 2025. Co-president

EDUCATION

London Business School, UK

Jul 2014. PhD in Organisational Behaviour (Doctoral Fellowship: 2008 – 2014)

The University of Chicago, US

Jun 2003. Master of Public Policy (Harris Fellowship: 2001 – 2003)

Seoul National University, South Korea

Aug 2000. BA in English Literature and Language (cum laude)

RESEARCH INTERESTS

My research explores how social and organizational dynamics shape employees' career outcomes and workplace experience. I pursue three streams of research examining how (1) stereotypes and biases, (2) informal social networks, and (3) organizational structures influence work-related outcomes, performance, and employee experience.

PEER-REVIEWED PUBLICATIONS

* denotes the authors who were doctoral students at the time each project started. + denotes shared authorship.

1. Lee, S.Y. & Dietz, B. (2025). Beyond pay: The effects of interviewers' emphasis on pay and career growth on attracting highly qualified applicants. *International Journal of Selection and Assessment*. [\[Link\]](#)
2. Liu, L.,* Kilduff, M., Lee, S.Y., & Fisher, C. (2025). Buffered by reflected glory? The effects of star connections on career outcomes. *Journal of Applied Psychology*. [\[Link\]](#)
3. Kilduff, M., Wang, K.,* Lee, S.Y., Tsai, W.P., Chuang Y.T., & Tsai F.S. (2024). Hiding and seeking knowledge providing ties from rivals: A strategic perspective on network perceptions. *Academy of Management Journal*, 67, 1207–1233. [\[Link\]](#)
4. Lee, J.W.,* Quintane, E., Lee, S.Y., Kilduff, M., & Ruiz, C. (2023). The strain of spanning structural holes: How brokering leads to burnout and abusive behavior. *Organization Science*, 35, 177–194. [\[Link\]](#)
5. Kniffin, K. et al. (2021). COVID-19 and the workplace: A review and preview of impacts for employees, teams, and organizations. *American Psychologist*, 76, 63–77. [\[Link\]](#)
6. Kesebir, S., Lee, S.Y., Elliot, E., & Pillutla, M.M. (2019). Gender differences in lay beliefs about competition. *Motivation and Emotion*, 43, 719–739. [\[Link\]](#)
7. Moore, M., 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. [\[Link\]](#)
8. 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 Psychology*, 110, 869–886. [\[Link\]](#)

9. Birkinshaw, J., Crilly, D., Bouquet, C., & Lee, S.Y. (2015). How do firms manage strategic dualities? A process perspective. *Academy of Management Discoveries*, 2, 51–78. [\[Link\]](#)
10. Lee, S.Y., Pitesa, M., Thau, S., & Pillutla, MM. (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. [\[Link\]](#)
11. Lee, S.Y., Pitesa, M., Thau, S., & Pillutla, MM. (2014). Discrimination in selection decisions: Integrating stereotype fit and interdependence theories. *Academy of Management Journal*, 53, 789–812. [\[Link\]](#)
12. Inesi, E., Lee, S.Y., & Rios, K. (2014). Objects of desire: Subordinate ingratiation triggers self-objectification among the powerful. *Journal of Experimental Social Psychology*, 53, 19–30. [\[Link\]](#)

OTHER PUBLICATIONS

AoM Best Conference Proceedings

13. Joeng, Y.H., Lee, S.Y. & Kesebir, S. (2026). Organizational gender composition and employee voice. [\[Link\]](#)
 - [Finalist for OB Best Paper with International Implications](#)
 - [Nominee for Carolyn B. Dexter Award](#)
14. Tolsa-Caballero, N. & Lee, S.Y. (2022). The downside of ranking systems [\[Link\]](#)
15. Lee, J.W. & Lee, S.Y. (2017). The dark side of brokerage: Brokers' energy depletion and unethicity. [\[Link\]](#)
16. Lee, S.Y. & Pillutla, MM. (2013). Racial discrimination taking both ways. [\[Link\]](#)

Book and Book Chapters

17. Lee, S.Y. (expected in 2027). *Your Next Move: How to Negotiate Your Life on Your Own Terms*. Random House Korea
18. Lee, S.Y. (2026). *Your Next Move: How to Negotiate Your Life on Your Own Terms*. Quarto Group
19. Kesebir, S., Lee, S.Y., Qiu, J., & Pillutla, MM. (2020). Same-sex peer norms: Implications for gender differences in negotiation. In Olekalns, M., & Kennedy, J. (Eds.), *Handbook on Gender and Negotiation*, London, England, Edward Elgar. [\[Link\]](#)

Working Papers

20. Lee, S.Y., Puranam, P.⁺, & Mai, K.⁺ Would You Let an AI Be Your Boss? Turing and Weberian Thresholds in AI Acceptability, available at SSRN. [\[Link\]](#)
21. Lee, S.Y., Kinias, Z., & Vanneste, B. In groups we trust: Lower betrayal aversion toward a group than toward an individual, available at SSRN. [\[Link\]](#)

SELECTED RESEARCH IN PROGRESS

22. Decentralized decision making at work with Nikhil Madan, Phanish Puranam, & Aadhil Shaik* (1st author). **Invited revise-and-resubmit**, *Organizational Behavior and Human Decision Processes*
23. Gender differences and voice climate with Yoon Jeong* & Selin Kesebir (2nd author). **Under review**, *Organization Science*
24. Hierarchies and employee experience with Phanish Puranam & Aadhil Shaik* (1st author). **Manuscript in preparation**, *Organization Science*
25. Dissonant ties with Julia Brennecke & Eric Quintane (1st author). **Manuscript in preparation**, *Academy of Management Review*
26. Gender differences in help-seeking with Judy Qiu, Selin Kesebir, & Shihan Li (3rd author). **Manuscript in preparation**, *Journal of Applied Psychology*
27. Employee loyalty (single author), **Manuscript in preparation**
28. Brokering flexibility with Kun Wang*, Martin Kilduff, Eric Quintane, & Calvin Zhu (4th author). **Manuscript in preparation**, *Organization Science*
29. Dissonant ties and performance with Ying Li, Martin Kilduff, and Shihan Li (shared 1st author). **Data collection in progress** (Study 2 in progress).
30. Diversity Rhetoric and Organizational Outcomes (single author). Invited for Oxford Research Encyclopaedia of Business and Management. **Manuscript in preparation**

ACADEMIC SERVICE

Journal Editorial Review Board Member

- 2025 – ongoing. *Academy of Management Discoveries* (**Best Reviewer Award in 2023**)
- 2022 – ongoing. *Organizational Behavior and Human Decision Processes*

Journal Ad-hoc Reviewer (selected journals)

- *Academy of Management Discoveries, Academy of Management Journal, Academy of Management Review, Economics Letters, Journal of Organizational Behavior, Journal of Personality and Social Psychology, Management Science, Nature, Motivation and Emotion, Organizational Behavior and Human Decision Processes, Organization Science, Psychology of Women Quarterly*

Other Reviewer Roles

- Award Committee Member, Academy of Management ***Social Networks Society*** (2026 – ongoing)
- Award Committee Member (chair in 2024 and 2025), ***MK-AKMS Young Scholar Award*** (2024 – ongoing)
- Award Committee Member, ***Samsung Global Research Scholarship*** (2020 – ongoing)
- Reviewer, ***Academy of Management Annual Conferences*** (occasionally)
- Reviewer, ***UCL Reading Group*** (2015 – ongoing)
- Review Committee Member, ***London Business School OB Research Day*** (2018 – 2020)

Examiner Roles (Committee for Tenure, Recruitment, and Grant)

- 2027 (planned). External Assessor for Faculty Tenure Case (USA)
- 2025. External Assessor for Faculty Recruitment at ***Imperial Business School***
- 2025. External Assessor for Faculty Tenure Case at ***Smurfit Business School, University College Dublin, Ireland***
- 2025. External Assessor for Faculty Tenure Case at ***IE Business School, Spain***
- 2024. Panellist for Probation Hearing, ***UCL, UK***
- 2021. External Assessor for Faculty Tenure Case at ***Goldsmiths, University of London, UK***
- 2015. Intramural Grants Program at ***Northern Illinois University, US***

ACADEMIC ADVISING

Doctoral Student Supervision (UCL unless otherwise specified)

- 2025 – ongoing. Ying Li. Co-advisor
- 2020 – 2025. Kun Wang. Co-advisor (Assistant Professor at Hong Kong Polytechnic University, China)
- 2020 – 2023. Swati Thampan. Co-advisor (Business Analyst at PWC, UK)
- 2018 – 2021. Nuria Tolsa-Caballero. Secondary advisor (Assistant Professor at EDHEC Business School, France)
- 2014 – 2020. Lei Liu. Co-advisor (Assistant Professor at the University of Exeter Business School, UK)
- 2014 – 2019. Jung Won Lee. Co-advisor (Assistant Professor at ESSEC Business School, France)

Other Doctoral Student Committees

- 2021. Kira Choi (***London Business School***). External Examiner of the Dissertation Committee: She is now an Assistant Professor at EM Lyon Business School, France
- 2015 – ongoing. Members for other doctoral committees at UCL: numerous and the details available on request

SELECTED PRESENTATIONS

Research Presentations

- 2027 (planned), King's College Business School
- April 2027 (planned). CEIBS, China

- October 2026 (planned). Faculty of Medical Sciences, University College London, UK
- September 2026 (planned). You-make-it, UK
- 2026. ESCP, France
- 2026. Indian School of Business, India (virtual)
- 2026. Sungkyunkwan University, South Korea
- 2025. Warwick Business School, UK
- 2025. Surrey Business School, UK
- 2025. The Chinese University of Hong Kong, Shenzhen
- 2025. Sungkyunkwan University, South Korea
- 2025. PWC Academy, UAE
- 2024. Ewha University, South Korea
- 2024. SKK Graduate School of Business, South Korea
- 2023. Amazon, UK
- 2023. Sainsbury Wellcome Centre, UK
- 2023. Singapore Management University, Singapore
- 2022. Singapore Management University, Singapore
- 2022. Seoul National University, South Korea (Management Consulting Student Association)
- 2021. KAIST College of Business, South Korea
- 2018. Georgia Institute of Technology, US
- 2016. Singapore Management University, Singapore
- 2014. University College London, UK
- 2014. Erasmus University, the Netherlands

Chaired Symposia

- 2026. Unraveling the dynamic and lived experience of decentralization: Multilevel, social, and process-oriented perspectives. *Academy of Management Annual Conferences*
- 2025. Agency and context in action: Unpacking the complexities of brokerage and team dynamics. *Academy of Management Annual Conferences*
- 2025. When organizational helping misses the mark: Rejected, avoided and unsolicited support. *Academy of Management Annual Conferences*

Academy of Management Annual Conferences (in the US unless otherwise specified)

- 2026. Joeng, Y.H.*, Lee, S.Y. & Kesebir, S. Organizational gender composition and employee voice
 - [Finalist for OB Best Paper with International Implications](#)
 - [Nominee for Carolyn B. Dexter Award](#)
 - [AoM Best Conference Proceedings](#)
- 2026. Lee, S.Y. Racialized inference of excessive loyalty.
- 2026. Lee, S.Y., Puranam, P., & SMD, A*. When employees prefer a boss to decide (symposium presentation)
- 2025. Wang, K., Kilduff, M., Quintane, E., & Lee, S.Y. The adaptive broker (symposium presentation) (Denmark)
- 2025. Qiu, J., Kesebir, S., & S.Y. Lee. Relational processes of help seeking (symposium presentation) (Denmark)
- 2024. Lee, S.Y. & Dietz, B. Interviewer selling revisited: The effects of promoting extrinsic incentives in attracting job applicants
- 2024. Wang, K., Kilduff, M., Quintane, E., & Lee, S.Y. Flexibility in social network brokering
- 2024. Goh, K. et al. Organizing for inclusion: Integrating and extending research on diversity and organization design (symposium presentation)

- 2022. Tolsa-Caballero, N., & Lee, S.Y. The downside of ranking systems
 - [AoM Best Conference Proceedings](#)
- 2022. Wang, K., Lee, S.Y., & Kilduff, M. Disappoint friends or downplay organizational norms? The influence of workplace friendship trajectory
- 2021. Wang, K., Lee, S.Y., & Kilduff, M. How referrals affect employees' reactions to new hires they have referred
- 2019. Lee, J.W., Lee, S.Y., & Kilduff, M. Hidden costs of brokerage: Brokerage behavior and broker exhaustion. Presented at a symposium "Brokers Behaving Badly"
- 2018. Liu, L., Lee, S.Y., Fisher, C., & Kilduff, M. Great expectations? The effect of high-reputation connections on evaluations of employees
- 2017. Lee, J.W., & Lee, S.Y. The dark side of brokerage: Brokers' energy depletion and unethicity
 - [AoM Best Conference Proceedings](#)
- 2016. Ha, J., Lee, S.Y., & Ku, G. The effects of self-promotion on self-promoters' self-beliefs and job satisfactions. Presented at a symposium of the conference
- 2015. Lee, S.Y., Wakeman, W.*, & Sivanathan, N. Unwelcome compliments: The psychological costs of successful deception (Canada)
- 2014. Moore, C., Lee, S.Y., Kim, K.*, & Cable, D. Authenticity in the workplace: Highlighting costs and bridging conceptualizations
- 2013. Lee, S.Y., & Pillutla, M.M. Racial discrimination taking both ways: Moderation of social goal and task type
 - [AoM Best Conference Proceedings](#)
- 2012. Lee, S.Y., Pillutla, M.M., Thau, S., & Pitesa, M. Fundamental social goals and the attractiveness bias in selection decisions
- 2011. Birkinshaw, J., Lee, S.Y., & Bouquet, C. Implementing global strategy: Insights from a dual-core headquarters experiment

Other Conferences

- 2026. Joeng, Y.H.*, Lee, S.Y., & Kesebir, S. Organizational gender composition and employee voice. **International Association for Conflict Management Annual Conference** (Austria)
- 2026. Li, Y.*, Li, S., Kilduff, M., & Lee, S.Y. The social costs of creativity: Creative employees as the target of dissonant ties. **Annual Social Network Society Conference** (Spain)
- 2026. Lee, S.Y.+, Madan, N.+, Puranam, P.+, & SMD, A.* Decentralization preference. **Decentralization in Organizations Conference** (France)
- 2026. Joeng, Y.H.*, Lee, S.Y., & Kesebir, S. Organizational gender composition and employee voice. **UCL Diversity Research Conference** (UK)
- 2026. Joeng, Y.H.*, Lee, S.Y., & Kesebir, S. Organizational gender composition and employee voice. **Organization Science Winter Conference** (France)
- 2024. Qiu, J., Lee, S.Y., & Kesebir, S. Gender and the decline of leader-directed help seeking over time. **International Association for Conflict Management Annual Conference** (Singapore)
- 2022. Lee, S.Y. Gender difference in help-related behaviors. **UCL Diversity Research Conference** (UK)
- 2020. Lee, J.W., Quintane, E., Lee, S.Y., Kilduff, M., & Ruiz, C. How brokerage leads to burnout and abusive behavior. **EGOS Colloquium** (Germany)
- 2020. Liu, L., Lee, S.Y., Fisher, C., & Kilduff, M. How connections to star managers help and hurt careers. **EGOS Colloquium** (Germany)
- 2015. Inesi, M.E., Lee, S.Y., & Rios, R. Power impacts social identity and the self-concept. **Society for Personality and Social Psychology Annual Conference** (US)
- 2014. Lee, S.Y., Kesebir, S., & Pillutla, M.M. Gender differences in responses to same-sex competition. **Society for Personality and Social Psychology Annual Conference** (US)

RESEARCH IMPACT AND ADVISORY ROLE

Advisory Roles

Russell Reynolds Associates (US)

2026 – ongoing. Academic Advisor Board Member

UCL Disagreeing Well Campaign

2026 – ongoing. Spokesperson for UCL School of Management

Harvard Business Review

2023 – ongoing. Advisory Council member

Rsad Limited (UAE)

2024 – ongoing. Academic Advisor Board Member

2024. Offered advice to the **UK Civil Service (UK)** on their new leadership dimensions

2023. Offered advice to and produced commissioned research work (with Davide Ravasi and Nina Seppala) for the **UK Civil Service** on their new performance management system for middle managers

2023. Offered advice to **Canary Wharf Group (UK)** on their cultural transformation endeavors

Practitioner-Oriented Publications

1. Lee, S.Y., Liu, L., Fisher, C., & Kilduff, M. (2025). When working for an industry titan can hurt your success. *Harvard Business Review*. [\[Link\]](#)
2. Quintane, E., Lee, S.Y., Lee, J.W., Ruiz, C., & Kilduff, M. (2024). The dark side of collaborating across silos. *Harvard Business Review*. [\[Link\]](#)
3. Lee, S.Y.⁺ & Chamorro-Premuzic, T.⁺ (2024). Peter Principle: Why competent workers can become incompetent managers. *Fast Company*. [\[Link\]](#)
4. Chamorro-Premuzic, T.⁺ & Lee, S.Y.⁺ (2024). Why are difficult conversations difficult and what organizations can do about it? *Fast Company*. [\[Link\]](#)
5. Lee, S.Y.⁺ & Chamorro-Premuzic.⁺ (2023). Workers fall into two camps of competence and confidence. Here's how to manage both. *Fast Company*. [\[Link\]](#)
6. Chamorro-Premuzic, T.⁺ & Lee, S.Y.⁺ (2023). If we don't develop these 4 human traits, ChatGPT can replace us, psychologists say. *Fast Company*. [\[Link\]](#)
7. Lee, S.Y.⁺ & Chamorro-Premuzic.⁺ (2022). The science of resting well. *Fast Company*. [\[Link\]](#)
8. Lee, S.Y. (2022). Negotiation: Tackling our misconceptions. *The Guardian*. [\[Link\]](#)
9. Lee, S.Y.⁺ & Chamorro-Premuzic.⁺ (2021). The surprising behavioral science behind effective job negotiations. *Fast Company*. [\[Link\]](#)
10. Lee, S.Y. (2021). The art of negotiating salary and why it is important for everyone to take part. *Human Resources Review*. [\[Link\]](#)
11. Lee, S.Y. (2021). It's time we reconsidered our approach to imposter syndrome. *HR Director*. [\[Link\]](#)
12. Lee, S.Y. (2020). What has 2020 meant for female leadership? *Management Today*. [\[Link\]](#)
13. Lee, S.Y. (2020). Female academics need to embrace competition. *Times Higher Education*. [\[Link\]](#)

AWARDS, FELLOWSHIPS & FUNDING

Awards

2026. **Finalist for Best Conference Paper with International Implications**, *Academy of Management (Organizational Behavior Division)*

2026. **Nominee for Carolyn Dexter Award**, *Academy of Management*

2023. **Best Reviewer Award**, *Academy of Management Discoveries*

2023. **Best Teaching Award (5.0/5.0)**, UCL

2022. **Best Teaching Award (4.9/5.0)**, UCL

2020. **Athena SWAN Bronze Award** (Institutional award), awarded by Advance HE

2013, 2017, 2022, 2026. **Best Paper Proceedings**, Academy of Management Annual Conferences

2015. **Student Appointed Best Author to Meet**, Society for Personality and Social Psychology Annual Conferences

Fellowships & Funding

Grant applications in preparation

2008 – 2014. **Ph.D. Fellowship (£144,000)**, London Business School

2013. **Best Doctoral Student Paper (\$2,000)**, Samsung Global Research/AKMS (as part of the 73rd Academy of Management Annual Conferences)

2001 – 2003. **Irving B. Harris Fellowship (\$50,000)**, University of Chicago

1997 – 2000. **Faculty Fellowship (\$8,000)**, Seoul National University

TEACHING EXPERIENCE

Degree Course (MBAs and postgraduates)

2026 – ongoing. Strategic Human Resources Management, **UCL**, UK

2025. People Analytics, **SKK Graduate School of Business**, South Korea

2024 – 2025. Business Negotiations, **SKK Graduate School of Business**, South Korea

2019 – ongoing. Negotiations and Bargaining, **London Business School**, UK

2015 – ongoing. Influence and Negotiations, **UCL**, UK

- [Best Teaching Award for Electives \(2022\)](#)
- [Best Teaching Award for Electives \(2023\)](#)

2018 – 2021. Negotiation and Cross-Cultural Management, **UCL/Peking University**, China

2022. Global Business Mindset, **UCL**, UK

Executive Education

2023 – ongoing. Succeed as a Board Member, **UCL**, UK — *Managers and executives in the UK*

2023 – ongoing. Sustainable Transformation of Business, **UCL/Bocconi University** — *Early career researchers and NHS workers*

2023 – ongoing. Negotiation and Conflict Resolution, **UCL Academic Office**, UK — *Early career researchers and NHS workers*

2023 – 2024. Transformational Leadership, **UCL**, UK — *Executives in Canary Wharf Group*

2021. The Guardian One-Day MBA: Essentials of Business Success,. The Guardian — *Managers and executives in the UK*

2018 – 2021. Management Skills for Police Leaders, **UCL** – *Metropolitan Police senior officers*

2021 – 2022. Leadership and Team Effectiveness, Private Client – *senior executives in a medium sized company in South Korea*

2021. Executive Negotiations for Small and Medium Enterprises, Private Clients — *SME founders and executives in South Korea*

2021. Negotiations for Executives, Private Clients — *Executives across the world (virtual)*

Other Invited Teaching Experience

2023– ongoing. Driving Sustainable Success through People, **UCL IEGC Programme**, UK

2024. How to Disagree Well, **UCL Astrea**, UK

2024. Leading Diversity in Academia, **UCL Faculty of Medical Sciences**, UK

2023. Getting Your Voice Heard, **UCL Astrea**, UK

2023. Succeeding as Minorities, **UCL Faculty of Medical Sciences**, UK

2022. Surviving on Challenges Together: Teamwork and Team Resilience, UCL-Japan Challenge
 2021. Leadership in a Crisis, UCL, UK
 2018, 2019. Knowledge Economy, UCL, UK
 2009. Organizational Strategy, London School of Economics and Political Science, UK

INSTITUTIONAL SERVICES

External Engagement for Institutional Growth

- 2023 – ongoing. Founder & Academic Director for MSc People Analytics and Human-Centric Management
 2019 – 2024. Member for the School's Senior Management Team
 2023. Played a key role in building multi-faceted collaborations with Canary Wharf Group

Diversity, Equity, and Inclusion

- 2020 – 2024. Deputy Director for Equality, Diversity, and Inclusion
 2019 – 2020. Athena SWAN Leader (Acquired the Bronze Award in 2020)
 2021 – 2024. Founder and Chair for UCL's 30% Scholarship in liaison with 30% Club
 2022 – ongoing. Founder, Co-chair, and Member for UCL Diversity Research Conference

Faculty and Research-related Services

- 2019 – 2022. Research Committee Member
 2020 – 2023. Faculty Promotion Committee Member
 2015, 2020, 2021, 2022, 2026. Faculty Recruitment Committee Member
 2020 – ongoing. Research Ethics Committee Member
 2021–2022. Research Ethics Committee Taskforce Team
 2014–2018. Research Seminar Series Chair
 2014–2021. Reading Group Chair

INDUSTRY EMPLOYMENT

- Mar 2006 – Jun 2008. ***Hewlett Packard, South Korea***
 Senior Marketing Program Manager (full-time)
 Jan 2005 – Feb 2006. ***LG Ad, South Korea***
 Senior Researcher for Consumer Behavior and Brand Strategy (full-time)
 Jan 2004 – Dec 2004. ***Accenture, South Korea***
 Business Analyst, Management Consulting Division (full-time)
 Aug 2003 – Dec 2003. ***T-Plus Consulting (now EY Parthenon), South Korea***
 Long-term Intern (full-time)
 Jan 2000 – Dec 2000. ***Asian Pacific Economic Cooperation, Singapore***
 Research Assistant to the Chairman of Investment Experts' Group (part-time)