

STEPHEN H LEE

The Wharton School, University of Pennsylvania
Steinberg-Dietrich Hall | Philadelphia, PA 19104
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ACADEMIC POSITIONS

University of Pennsylvania – The Wharton School (2020 – Present)
Postdoctoral researcher/visiting lecturer, Management Department

EDUCATION

University of Washington – Foster School of Business (2020)
Ph.D., Business Administration (Organizational Behavior)
Minor in Research Methods and Social Statistics
Dissertation: *Division or solidarity: The double-edged sword of workplace gossip*
Committee: Michael Johnson (Chair), Bruce Avolio, Christopher Barnes, Ryan Fehr, Adrian Dobra (Statistics)

University of Michigan – Ross School of Business (2010)
B.B.A., Business Administration (James B. Angell Scholar; Carson Scholar; with High Distinction)
Minor in Economics and Philosophy

REFEREED PUBLICATIONS

Lee, S. H. and Barnes, C. (2021). An attributional process model of workplace gossip. *Journal of Applied Psychology*.

MANUSCRIPTS UNDER REVIEW

*Denotes equal contribution

Lee, S. H., Schabram, K., and Johnson, M. D. [Title redacted for blind review: Paying forward unethical help].

- 1st revision (*Academy of Management Journal*)

Lee, S. H., Farh, C. I. C., Lin, S., and Lee, S. M. [Title redacted for blind review: Voice enactment and fair process].

- 1st revision (*Journal of Applied Psychology*)

Watkins, T. Lee, S. H., Yam, K. C., Zhan, Y., Long, L. [Title redacted for blind review: Leader helping].

- 1st revision (*Journal of Organizational Behavior*)

Wellman, N., Mitchell, M. S., Frank, E. L., Lee, S. H., and Farh, C. I. C. [Title redacted for blind review: Ethical voice in organizations].

- Under review (*Organization Science*)

Zhong, R., Tang, P. M., Lee, S. H. [Title redacted for blind review: Negative supervisor gossip].

- Under review (*Personnel Psychology*)

WORKING PAPERS & SELECTED RESEARCH IN PROGRESS

Lee, S. H. [Title redacted for blind review: Gossip and subgroups].

- Working paper (target: *Academy of Management Journal*)

Lee, S. H. and Nurmohamed, S. [Title redacted for blind review: Gossip and motivation].

- Data collection

CONFERENCE PRESENTATIONS AND ORGANIZED SESSIONS

Wellman, N., Mitchell, M. S., Frank, E. L., **Lee, S. H.**, and Farh, C. I. C. Doing good and doing well: The nature and implications of ethical voice in organizations. To be presented in symposium at the 2021 Annual Meeting of the Academy of Management.

Lee, S. H. Robin Hood wanted (or unwanted): Recipient reactions to unethical help. Presented in symposium at the 2019 Annual Meeting of the Academy of Management, Boston, MA.

Lee, S. H., Farh, C. I. C., Lin, S., and Lee, S. M. Voice justice: The importance of fair process when endorsing voice (or not). Presented in symposium at the 2019 Annual Meeting of the Academy of Management, Boston, MA.

Lee, S. H. and Johnson, M. D. Helping with attitude: The effects of expressed emotions on social closeness and reciprocity. Paper presented at the 2018 Annual Meeting of the Academy of Management, Chicago, IL.

Lee, S. H. and Schabram, K. What happens next? The temporal dynamics and long-term consequences of prosocial behavior. Symposium organized at the 2018 Annual Meeting of the Academy of Management, Chicago, IL.

TEACHING

University of Pennsylvania

MGMT 301: Teamwork and Interpersonal Influence (core undergraduate course)

- Spring 2021, 2 sections (3.5/4.0)
- Fall 2020, 3 sections (3.0/4.0)

Teaching Assistant

MGMT 610: Foundations of Teamwork and Leadership (Full-time MBA Fall 2020)

University of Washington

MGMT 300: Leadership and Organizational Behavior (core undergraduate course)

- Winter 2019 (4.9/5.0)
- Winter 2018 (4.7/5.0)

Business Certificate Program (offered through Foster's Consulting and Business Development Center)

- Seattle: Summer 2018, 2019
- Tri-Cities: Autumn 2018

Teaching Assistant

TMMBA 524: Leading Organizational Change (Technology Management MBA Spring 2016, 2018, 2019)

MGMT 504: Ethical Leadership (Evening MBA Winter 2017; Full-time MBA Autumn 2017, 2018)

MGMT 300: Leadership & Organizational Behavior (Undergraduate Spring 2017)

HONORS & AWARDS

American Psychological Foundation Div. 49 Richard Moreland Dissertation of the Year Award (2021)

PhD Program Distinguished Teaching Award (2020)

PhD Program Dean's Achievement Award (2018)

Management & Organization Teaching Stars (Winter 2018, Winter 2019)

SERVICE

Volunteer reviewer, Academy of Management Annual Meeting, OB Division (2018, 2019, 2020, 2021)
OB PhD admissions committee, doctoral student representative (2019, 2020)

PROFESSIONAL AFFILIATIONS

Academy of Management (Divisions: Organizational Behavior and Research Methods)

PRIOR WORK EXPERIENCE

ZS Associates – Evanston, IL (2011-2015)
Business Associate and Associate Consultant