

SAEROM (RONNIE) LEE

Wharton School
University of Pennsylvania
3620 Locust Walk, Steinberg-Dietrich Hall
Philadelphia, PA 19104

saeroms@wharton.upenn.edu | saeromlee.com

ACADEMIC POSITION

UNIVERSITY OF PENNSYLVANIA

- Assistant Professor of Management, *Wharton School* (2020–Present)

EDUCATION

UNIVERSITY OF MICHIGAN-ANN ARBOR (U-M)

- PhD Candidate in Strategy, *Stephen M. Ross School of Business* (Expected: 2020)
 - Dissertation Title: Organizing for Entrepreneurship
 - Committee: Felipe Csaszar (Chair), Justin Frake, Gautam Ahuja, Gerald Davis, and Scott Page
- Certificate of Graduate Studies in Complex Systems (2018)

SEOUL NATIONAL UNIVERSITY (SNU)

- MS in Strategy and International Management (2014)
- BBA in Management & BA in Economics (*Summa Cum Laude*; 2012)

CITY UNIVERSITY OF LONDON

- Exchange Student at Cass Business School (2010)

RESEARCH

PUBLICATION

- **Lee, S.** and Csaszar, F. A. “Cognitive and Structural Antecedents of Innovation: A Large-Sample Study.” *Strategy Science* 5(2) 71–97. [Link]
 - Award: Michigan Ross Emeritus Award for the Best Second-year Paper (2017)

WORKS IN PROGRESS

- **Lee, S.** “The Myth of the Flat Start-up: Reconsidering the Organizational Structure of Start-ups.” [*Job Market Paper*]
 - Stage: Revise and Resubmit at *Strategic Management Journal*
 - Award
 - Winner, INFORMS/Organization Science Dissertation Proposal Competition (2019)
 - Winner, Strategic Management Society Best Conference PhD Paper Prize (2019)
- **Lee, S.** “Organizational Structure, Decision Boundaries, and Organizational Adaptation.”
- **Lee, S.**, Lee, J., and Song, J. “The Resilience of Dynamic Hub Structure in the Korean Pop Music Industry.”

BOOK CHAPTERS

- Song, J. and **Lee, S.** 2013. “STX Offshore and Shipbuilding Co.: Cross-border M&A of Aker Yards.” SNU Business Case Series (35). Woodumji: Seoul, KR.
- Song, J. and **Lee, S.** 2013. “Samsung Electronics: Innovation and Growth Strategy in Semiconductor Division.” SNU Business Case Series (32). Woodumji: Seoul, KR.
- Song, J. and **Lee, S.** 2013. “Hyundai Motor, Driving Global.” SNU Business Case Series (29). Woodumji: Seoul, KR.

PRESENTATIONS

PAPER

- **Lee, S.** “The Myth of the Flat Start-up: Reconsidering the Organizational Structure of Start-ups.”
 - Simon Fraser University (2019)
 - University of Texas-Austin (2019)
 - University College London (2019)
 - University of Illinois Urbana-Champaign (2019)
 - Wharton School (2019)
 - Strategic Management Society Annual Conference (2019)
 - INFORMS/Organization Science Dissertation Proposal Competition (2019)
 - Michigan Ross Business Economics & Public Policy (2019)
 - Academy of Management Annual Meeting (2019)
 - Consortium on Competitiveness and Cooperation Conference (2019)
 - Trans-Atlantic Doctoral Conference (2019)
 - East Coast Doctoral Conference (2019)
 - Michigan Ross Strategy (2018, 2019)
- **Lee, S.** and Csaszar, F. A. “Cognitive and Structural Antecedents of Innovation: A Large-Sample Study.”
 - Academy of Management Annual Meeting (2019)
 - Michigan Ross Strategy (2016)

OTHER INVITED PARTICIPATION

- West Coast Research Symposium Doctoral Consortium Track 2 (2019)
- Academy of Management STR Dissertation Consortium (2019)
- Strategic Management Society Annual Doctoral Workshop (2018)
- West Coast Research Symposium Doctoral Consortium Track 1 (2018)
- Academy of Management STR Doctoral Consortium (2018)
- Strategy Science Pre-Conference Doctoral Workshop (2018)

TEACHING

INSTRUCTOR

- STRAT 290: Business Strategy (BBA core; Winter 2017)

- Award: T. W. Leabo Memorial Award for Teaching Excellence (2018)
- Teaching Evaluation: 4.8 / 5.0 (Good/Excellent Rating: 100%)

ASSISTANT

- Mergers, Acquisitions and Corporate Development (MBA elective; Winter 2017)
- Corporate Strategy (MBA core; Fall 2016)
- Studies in Corporate Strategy (PhD elective; Fall 2013)
- Theories of Strategy in the Global Knowledge-based Economy (PhD elective; Spring 2013)
- Computational Research Methods (PhD elective; Fall 2012)
- Corporate Strategy (MBA core; Fall 2012, 2013)
- International Business Management (BBA core; Fall 2012)

HONORS

AWARDS

- Winner, INFORMS/Organization Science Dissertation Proposal Competition (2019)
- Winner, Strategic Management Society Best Conference PhD Paper Prize (2019)
- E. G. Flamholtz Award for Academic Excellence (2019)
- T. W. Leabo Memorial Award for Teaching Excellence (2018)
- W. A. Spivey/Valerie and W. Hall Award for Academic and Research Excellence (2018)
- Michigan Ross Emeritus Award for the Best Second-year Paper (2017)
- Michigan Ross Early PhD Candidacy Award (2016)

GRANTS

- U-M Rackham Graduate Student Research Grant (2020)
- Michigan Ross Doctoral Studies Research Grant (2020)
- U-M Rackham Graduate Student Pre-candidacy Research Grant (2016)
- Korea Foundation for International Culture Exchange Research Grant (2013)
- Korea Student Aid Foundation Humanities and Social Sciences Research Grant (2013)
- Brain Korea 21 Research Grant (2012)

SCHOLARSHIPS AND FELLOWSHIPS

- Michigan Ross Doctoral Studies Fellowship (2014–2020)
- Kwan-Jeong Educational Foundation Doctoral Scholarship (2014–2019)
- Michigan Ross Regent Fellowship (2014)
- Mirae Asset Park Hyeon-Joo Foundation Undergraduate Student Scholarship (2011)
- Mirae Asset Park Hyeon-Joo Foundation Foreign Exchange Student Scholarship (2010)
- SNU Advanced Management Program Lions Club Scholarship (2009)
- SNU Dean's Scholarship for Excellence (Spring 2005, Fall 2008)

SERVICE

AD-HOC REFEREE

- *Administrative Science Quarterly, Organization Science, Strategic Management Journal*

CONFERENCE

- Organizer
 - “Organization Design: From Finding Ideas to Publishing Papers” (AOM; 2020)
 - “Artificial Intelligence and the Next Frontier of Organizational Modeling” (AOM *Showcase* Symposium; 2019)
 - “Organization Design: Established and Novel Methods to Provide New Insights to a Classic Problem” (AOM; 2019)
 - “Organizational Structure and Innovation: Charting the Way Forward” (AOM *Showcase* Symposium; 2018)
- Facilitator, “Big Data Research with MINIMAL Programming Background” (AOM; 2016)

SCHOOL

- President, Michigan Ross PhD Forum (2018)
- Instructor, U-M ICOS Big Data Camp (2017, 2018)

OTHER INFORMATION

- Computational Skills: C/C++, Python, Matlab, R, Julia, SQL, LaTeX
- Military Service: Korean Augmentation to the United States Army (KATUSA) Sergeant, 1st Battalion, 15th Field Artillery Regiment, 1st Brigade, 2nd Infantry Division (2006–2008)

[*Last updated: July 1, 2020*]