

# STEPHEN H LEE

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## ACADEMIC POSITIONS

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

## EDUCATION

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**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

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Watkins, T. **Lee, S. H.**, Yam, K. C., Zhan, Y., Long, L. (in press). Helping after dark: Ambivalent leadership outcomes of helping followers after the workday. *Journal of Organizational Behavior*.

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

## MANUSCRIPTS UNDER REVIEW

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

- 2<sup>nd</sup> revision (*Personnel Psychology*)

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].

- 1<sup>st</sup> revision (*Journal of Applied Psychology*)

**Lee, S. H.**, Schabram, K., and Johnson, M. D. [Title redacted for blind review: Recipient responses to unethical help].

- Under review (*Personnel Psychology*)

## WORKING PAPERS & SELECTED RESEARCH IN PROGRESS

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

- Preparing for submission (target: *Organization Science*)

**Lee, S. H.** and Johnson, M. D. [Title redacted for blind review: Helping and emotional expressions].

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

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

- Working paper (target: *Administrative Science Quarterly*)

**Lee, S. H.** and Nurmohamed, S. [Gossip and motivation].

- Data collection

Wellman, N., Yu, M., Farh, C. I. C., **Lee, S. H.**, and Mitchell, M. S. [DEI voice].

- Data collection

## **CONFERENCE PRESENTATIONS AND ORGANIZED SESSIONS**

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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. 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**

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### **University of Pennsylvania**

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

- Spring 2022, 1 section (3.4/4.0)
- Fall 2021, 3 sections (3.4/4.0)
- 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, Fall 2021)

### **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)

## HONORS & AWARDS

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Wharton Teaching Excellence Award (2021)  
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

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Volunteer reviewer, Academy of Management Annual Meeting, OB Division (2018, 2019, 2020, 2021,2022)  
OB PhD admissions committee, doctoral student representative (2019, 2020)

## PROFESSIONAL AFFILIATIONS

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Academy of Management (Divisions: Organizational Behavior and Research Methods)  
American Psychological Association (Division 49: Society of Group Psychology and Group Psychotherapy)

## PRIOR WORK EXPERIENCE

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

## REFERENCES

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### **Michael D. Johnson (dissertation chair)**

Associate Professor of Management  
Foster School of Business  
University of Washington  
544 Paccar Hall, Box 353266  
Seattle, WA 98195  
206-616-2756  
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### **Andrew M. Carton**

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### **Crystal I. C. Farh**

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