

**ELIJAH X. M. WEE**

Department of Management and Organization  
 University of Washington  
 Foster School of Business  
 537 PACCAR Hall, Seattle, WA 98195  
 Office Contact: +1 (206) 543-7046  
 Email: [eliwee@uw.edu](mailto:eliwee@uw.edu)

**ACADEMIC APPOINTMENT**


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<b>University of Washington</b>	<b>Seattle, WA</b>
Assistant Professor	2017-present
Department of Management and Organization	
Foster School of Business	

**EDUCATION**


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<b>University of Maryland, Robert H. Smith School of Business</b>	<b>College Park, MD</b>
Ph.D., Organizational Behavior	2017

Dissertation: *Stuck in a State of Power Imbalance? Unpacking the Answers on Why, When and How Followers Challenge Power Dynamics with their Leaders.*

Committee: Hui Liao (Chair), Rellie Derfler-Rozin, M. Susan Taylor, Vijaya Venkataramani, Paul Hanges

*\*This dissertation received the 2018 S. Rains Wallace Dissertation Award from the Society of Industrial and Organizational Psychology and the 2018 Smith Outstanding Dissertation Award from the Robert H. Smith School of Business, University of Maryland*

*\*This dissertation was also the finalist for the 2017 Alvah H. Chapman Jr. Outstanding Dissertation Award from FIU Center for Leadership, Florida International University.*

<b>National University of Singapore, Faculty of Arts &amp; Social Sciences</b>	<b>Singapore</b>
Bachelor of Social Sciences (First Class Honors)	2004

**RESEARCH INTERESTS**

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- Power and status dynamics
  - Creativity and employee innovation
  - Organizational change

**REFEREED PUBLICATIONS**

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- **Wee, E. X. M., & Taylor, M. S.** 2018. Attention to change: A multilevel theory on the process of emergent continuous organizational change. *Journal of Applied Psychology*, 103(1), 1-13.
  - **Wee, E. X. M., Liao, H., Liu, D., Liu, J.** 2017. Moving from abuse to reconciliation: A power-dependence perspective on how and when a follower may triumph over abusive supervision. *Academy of Management Journal*, 60(6), 2352-2380.

*\*An earlier version of this paper received the **Most Innovative Student Paper Award** from the Organizational Behavior Division, Academy of Management Conference (Orlando, FL), 2013.*

## **MANUSCRIPTS UNDER REVIEWS & REVISIONS**

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- **Wee, E. X. M.**, Barnes, C., & Antoine, G. [title withheld for blind review] Perceptions of sleep deprivation and status conferral  
\*Under review at *Academy of Management Journal*
- **Wee, E. X. M.** & Lim, B. C. [title withheld for blind review] Nationality diversity and learning  
\*Under review at *Academy of Management Journal*
- Liu, X., Liao, H., Derfler-Rozin, R., Zheng, X, **Wee, E. X. M.**, & Qiu, F. [title withheld for blind review] Morality and creativity  
\*Under review at *Academy of Management Journal*.

## **SELECTED WORKING PAPERS**

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- **Wee, E. X. M.**, Derfler-Rozin, R., & Marr, J. C. Jolted into Generosity? How and why jolts to groups affect individuals' generosity and the consequences of status conferral. *Preparation for submission*  
\*An earlier version of this paper received the **Best Paper Award** from the Organizational Behavior Division, Academy of Management Conference (Anaheim, CA), 2016 (1 out of 970 submission)
- **Wee, E. X. M.**, & Venkataramani, V. How ideas come to life: The role of supervisory sponsorship in closing the gap between creativity and implementation. *Preparation for submission*.  
\*An earlier version of this paper received the **Best Paper with Practical Implications Award** from the Organizational Behavior Division, Academy of Management Conference (Atlanta, GA), 2017
- **Wee, E. X. M.**, & Liao, H., & Liu, D. How should I navigate the threat of powerlessness? Follower's coping responses to power threat in a leader-follower dyad. *Preparation for submission*.

## **HONORS AND AWARDS**

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- **S. Rains Wallace Dissertation Award**, Society for Industrial and Organizational Psychology. (2018)
- **Smith Outstanding Dissertation Award**, Robert H. Smith School of Business, University of Maryland (2018)
- **Best Paper with Practical Implications Award**, Organizational Behavior Division, Academy of Management Meeting, Atlanta, GA. (2017)
- **Alvah H. Chapman Jr. Outstanding Dissertation Award - Finalist**, FIU Center for Leadership, Florida International University. (2017)

- **Allan N. Nash Outstanding Doctoral Student Award**, Robert H. Smith School of Business, University of Maryland College Park. (2017)
- **Ann G. Wylie Dissertation Fellowship**, University of Maryland– *Stipend of USD\$10,000 plus Graduate School Tuition Award*. (2017)
- **Best Paper Award**, Organizational Behavior Division, Academy of Management Meeting, Anaheim, CA. (2016)
- **Student Scholarship**, International Association for Conflict Management (IACM) Dispute Resolution Research Center (DRRC). (2016)
- **Graduate School’s Outstanding Graduate Assistant Award**, Robert H. Smith School of Business, University of Maryland College Park. (2015)
- **Most Innovative Student Paper Award**, Organizational Behavior Division, Academy of Management Meeting, Orlando, FL. (2013)
- **“Diamond in the Rough” Best Proposal**, Managerial and Organizational Cognition Division, Academy of Management Meeting, Boston, MA. (2012)
- **Tan Ean Kiam Postgraduate Scholarship** – *USD\$8100 awarded based on academic achievements and commitment to serving the community*. (2011)
- **Lee Foundation Postgraduate Scholarship** – *USD\$2000 awarded based on academic achievements*. (2011)
- **Dean’s Summer Research Fellowship**, Robert H. Smith School of Business, University of Maryland College Park. (2011-2015)
- **Singapore Armed Forces (SAF) Chief of Defence Force Essay Competition** – Best Paper Award. (2007)
- **Singapore Association of Social Workers’ Gold Medal** – *Awarded to the most outstanding student in Social Work who passed the examination for the degree of Bachelor of Social Sciences with Honors*. (2004)
- **Special Book Prize (Social Work)**, National University of Singapore – Best Student. (2004)
- **Dean’s List**, Faculty of Arts & Social Sciences, National University of Singapore. (2000-2003)

## OTHER PUBLICATION

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- Liao, H., Wee, E., & Liu, D. 2017. Shifting the power balance with an abusive boss. *Harvard Business Review*. 9 October 2017. <https://hbr.org/2017/10/research-shifting-the-power-balance-with-an-abusive-boss>

## REFEREED CONFERENCE PROCEEDINGS

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- **Wee, E., & Venkataramani, V.** 2017. How ideas come to life: Effect of role and context on supervisory sponsorship. In Atinc, G. (Ed.), *Proceedings of the Seventy-seven Annual Meeting of the Academy of Management*.
- **Wee, E., Derfler-Rozin, R., & Marr, J. C.** 2016. Choosing dominance or prestige? Effect of jolts to the hierarchy. In John Humphreys (Ed.), *Proceedings of the Seventy-sixth Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561.
- **Wee, E., & Liao, H.** 2013. Power-dependency dynamics and abusive supervision: The role of follower’s balancing operations and leader’s trustworthiness. In Leslie Toombs (Ed.),

*Proceedings of the Seventy-third Annual Meeting of the Academy of Management.* Online ISSN: 1543-8463.

## **REFEREED CONFERENCE PRESENTATIONS**

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- **Wee, E.,** & Venkataramani, V. 2017. How ideas come to life: Effect of role and context on supervisory sponsorship. *Presented at the Academy of Management Conference, Atlanta, Georgia, August 2017.*
- **Wee, E.,** Derfler-Rozin, R., & Marr, J. C. 2016. Choosing dominance or prestige? Effect of jolts to the hierarchy. *Presented at the Academy of Management Conference, Anaheim, California, August 2016.*
- **Wee, E.,** Liao, H., Liu, D., Liu, J. Moving from abuse to reconciliation: A power-dependency perspective on how follower may triumph over abusive supervision. *Presented at Trans-Atlantic Doctoral Conference, London, UK, May 2015.*
- **Wee, E.,** & Taylor, M. S. Defy the gravity of change: A multilevel perspective on bottom-up continuous organizational change. *Presented at Leading Organizational Change From a Multilevel Perspective, NSF Workshop, April 2015.*
- **Wee, E.,** & Venkataramani, V. From creativity to implementation: Role of sponsorship in putting employees' ideas into practice. *Presented at the Academy of Management Conference, Philadelphia, Pennsylvania, August 2014.*
- **Wee, E.,** Derfler-Rozin, & Marr, J. Survival mentality? A study of status-striving behaviors following shocks to status hierarchy. *Presented at the Academy of Management Conference, Philadelphia, Pennsylvania, August 2014.*
- **Wee, E.** International followership symposium. *Invited panelist at International Leadership Association, San Diego, California, October 2014.*
- Sherf, E., & **Wee, E.,** The how, who, and what of task conflict: Unbundling the task conflict-team performance relationship. *Presented at the Academy of Management Conference, Philadelphia, Pennsylvania, August 2014.*
- **Wee, E.,** & Liao, H. Power-dependency dynamics and abusive supervision: The roles of follower's balancing operations and leader's trustworthiness. *Presented at the Academy of Management Conference, Orlando, August 2013.*
- **Wee, E.,** & Taylor, M. S. Grassroots movement: A multilevel model of bottom-up change from work unit employees. *Presented at the Academy of Management Conference, Boston, August 2012.*
- **Wee, E.,** Dynamic followership. *Presented at International Leadership Association Conference, Prague, Czech Republic, November 2009.*

## **INVITED RESEARCH PRESENTATIONS**

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### **2016**

Foster School of Business, University of Washington

HKUST Business School, Hong Kong University of Science & Technology

Imperial College Business School, Imperial College London

Isenberg School of Management, University of Massachusetts Amherst

Kenan-Flagler Business School, University of North Carolina at Chapel Hill

Lee Kong Chian School of Business, Singapore Management University

McCombs School of Business, University of Texas at Austin

Nanyang School of Business, Nanyang Technological University  
 Neeley School of Business, Texas Christian University  
 Rotman School of Business, University of Toronto  
 Sauder School of Business, University of British Columbia

## **TEACHING EXPERIENCE**

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### **University of Washington, Foster School of Business, Seattle**

- Leadership and Organizational Behavior (Undergraduate, Academic Year 2018, Spring)
  - Instructor rating – 4.1/4.5 (5)
- Leadership and Organizational Behavior (Undergraduate, Academic Year 2018, Winter)
  - Instructor rating – 4.5 (5)

### **University of Maryland, Robert H. Smith School of Business, College Park**

- Managing People and Organization (Undergraduate, Academic Year 2016, Fall)
  - Instructor rating – 3.79 (4)
- Managing People and Organization (Undergraduate, Academic Year 2014, Summer)
  - Instructor rating – 3.82 (4)

### **Temasek Polytechnic, Singapore**

- Foundation Psychology (Academic Year 2008/2009)
  - Instructor rating – 98%
- Industrial & Organizational Psychology (Academic Year 2008/2009)
  - Instructor rating – 99%

## **PROFESSIONAL AND SERVICE ACTIVITIES**

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### **Management & Organization, University of Washington, Foster School of Business**

- Member of Faculty Recruitment Committee (Strategy), 2017

### **Management & Organization, University of Maryland, Robert H. Smith School of Business**

- Key organizer of “Leading Organizational Change from a Multilevel Perspective,” NSF Workshop, April 17-18, 2015.
- Coordinator of Socialization Program for incoming Ph.D. students, 2013.
- Ph.D. student mentor, 2013 – 2015.

### **Ad-hoc reviewer**

- Academy of Management Journal (2017-present)
- Journal of Applied Psychology (2017-present)
- Organization Science (2018-present)
- Organizational Behavior and Human Decision Processes (2016-present)
- Academy of Management Meeting (2012-present)

### **Administrative Science Quarterly**

- The ASQ Student Blog, contributor, 2014.

### **External Reviewer for Research Proposal**

- Research Grants Council (RGC), Hong Kong, China, 2015-2016.

## **CONSULTING PROJECTS**

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- Wee, E. 2014. Presentation to the World Bank Group, Washington, DC.
- Wee, E. 2013. Research report submitted to the Frederick News-Post, Maryland.

- Wee, E. 2011. Program evaluation report submitted to Trybe Singapore, Singapore.
- Chua, P. T., Wong, E., & Wee, E. 2009. Research report on Gen Y at work submitted to The GMP Group, Singapore.

### **SELECTED PROFESSIONAL EXPERIENCE**

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- **Public Service Division, Prime Minister's Office, Singapore**  
2010-2011                      Assistant Director (Learning & Development)
- **Temasek Polytechnic, Singapore**  
2008-2010                      Psychology Lecturer
- **Singapore Armed Forces - Center of Leadership Development**  
2005-2008                      Staff Officer, Leadership Implementation Team