

# STEPHEN H LEE

Doctoral Student, Management and Organization  
University of Washington, Foster School of Business  
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## EDUCATION

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**University of Washington** – Foster School of Business (expected June 2020)

Ph.D., Organizational Behavior  
Minor in Research Methods and Social 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

## RESEARCH INTERESTS

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My primary areas of research center on the consequences of (potentially) well-intended social behaviors in the workplace. I seek to understand how perceptions of the self and others impact the interpretation and consequences of ubiquitous social behaviors in the workplace by focusing on the active participation of recipients in these social interactions: (1) gossip and reputations; (2) interpersonal helping (3) voice.

## SELECTED RESEARCH IN PROGRESS

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**Lee, S. H.** and Barnes, C. [title redacted for blind review].

- Under review (*Journal of Applied Psychology*)

**Lee, S. H.** and Johnson, M. D. [title redacted for blind review].

- Under review (*Journal of Applied Psychology*)

**Lee, S. H.** and Schabram, K. Recipient reactions to unethical help.

- Collecting additional data (target: *Journal of Applied Psychology*)

Farh, C. I. C., **Lee, S. H.**, and Koopman, J. Consequences of voice enactment.

- Collecting additional data (target: *Academy of Management Journal*)

Lee, T. W., **Lee, S. H.**, Holtom, B., and Li, J. A field experiment examining the causal effects of organizational embeddedness on voluntary employee turnover.

- Drafting manuscript (target: *Academy of Management Journal*)

Wellman, N., Mitchell, M. S., Farh, C. I. C., **Lee, S. H.**, and Frank, E. L. Ethical voice.

- Collecting additional data (target: *Academy of Management Journal*)

## CONFERENCE PRESENTATIONS AND ORGANIZED SESSIONS

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**Lee, S. H.** and Johnson, M. D. Helping with attitude: The effects of expressed emotions on social closeness and reciprocity. Paper presented at the 78<sup>th</sup> 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 78<sup>th</sup> Annual Meeting of the Academy of Management, Chicago, IL.

## **TEACHING**

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

- Winter 2018 (4.7/5.0)

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

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

### **Teaching Assistant**

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

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

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

## **HONORS & AWARDS**

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PhD Program Dean's Achievement Award (2018)

Management & Organization Teaching Stars (Winter 2018)

## **SERVICE**

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Volunteer reviewer, Academy of Management Annual Meeting, OB Division (2018)

## **PROFESSIONAL AFFILIATIONS**

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

## **PRIOR WORK EXPERIENCE**

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**ZS Associates** – Evanston, IL (2011-2015)

Business Associate and Associate Consultant