

# STEPHEN H LEE

Doctoral Candidate, 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

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

## RESEARCH INTERESTS

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My primary areas of research center on the intersection between uncertainty in social interactions and relationships in organizations by examining how individuals interpret and respond to the ambiguity and ambivalence in social interactions. Currently, I study the consequences of (1) gossip, (2) interpersonal helping, and (3) voice.

## REFEREED PUBLICATIONS

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

## MANUSCRIPTS UNDER REVIEW

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

- Under review (*Journal of Applied Psychology*)

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

- Under review (*Academy of Management Journal*)

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

- Under review (*Academy of Management Journal*)

## WORKING PAPERS & SELECTED RESEARCH IN PROGRESS

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\*Denotes equal contribution

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

- Working paper

\*Lee, T. W., \*Lee, S. H., \*Holtom, B., and \*Li, J. [Title redacted for blind review: Organizational embeddedness quasi-field experiment].

- Working paper (target: *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].

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

## **CONFERENCE PRESENTATIONS AND ORGANIZED SESSIONS**

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**Lee, S. H.** Robin Hood wanted (or unwanted): Recipient reactions to unethical help. Presented in symposium at the 79<sup>th</sup> 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 79<sup>th</sup> 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 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 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

### **Guest Lecturer**

MGMT 320: Business, Government, and Society. (Undergraduate Autumn 2017)

- Lecture topic: Moral disengagement

### **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**

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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)

OB PhD admissions committee, doctoral student representative (2019, 2020)

## **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

## **REFERENCES**

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

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Foster School of Business  
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**Crystal I. C. Farh**

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