

**ELIJAH X. M. WEE**

Department of Management and Organization  
 University of Washington  
 Foster School of Business  
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**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
  - Inclusion and diversity

**REFEREED JOURNAL PUBLICATIONS**

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- **Wee, E. X. M., & Fehr, R.** 2021. Compassion during difficult times: Team compassion behavior, suffering, supervisory dependence, and employee voice during COVID-19. *Journal of Applied Psychology*, 160(12), 1805-1820.

- Liu<sup>1</sup>, X., Liao<sup>1</sup>, H., Derfler-Rozin<sup>1</sup>, R., Zheng, X., **Wee, E. X. M.**, & Qiu, F. 2020. In line and out of the box: How ethical leaders help offset the negative effect of morality on creativity. *Journal of Applied Psychology*, 105, 1447-1465.
- **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.  
 \*This paper received the **2019 Williams A. Owens Scholarly Achievement Award** from the Society for Industrial and Organizational Psychology  
 \*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 REVISIONS & REVIEW**

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- **Wee, E. X. M.**, Derfler-Rozin, R., & Marr, J. C. [titled withheld for blind review] Effects of external events on team members' status mobility  
 \*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)  
 \*3<sup>th</sup> Revise-and-resubmit at *Journal of Applied Psychology*
- Campbell, E. M., **Wee, E. X. M.**, & Yu, L. [title withheld for blind review] Performance and abusive supervision  
 \* 1<sup>st</sup> Revise-and-Resubmit at *Personnel Psychology*
- Tang, P. M., Klotz, A. C., Koopman, J., & **Wee, E. X. M.** Professional touching behavior in the workplace  
 \* under review at *Academy of Management Review*

#### **SELECTED WORKING PAPERS**

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- **Wee, E. X. M.** Disability inclusion as a human resource strategy.
- **Wee, E. X. M.** & Lim, B. C. [title withheld for blind review] Nationality diversity and team inclusiveness
- **Wee, E. X. M.**, Antoine, G., & Barnes, C. Perceptions of sleep deprivation and status conferral
- **Wee, E. X. M.**, & Venkataramani, V. Supervisory sponsorship and employee innovation  
 \*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.**, Avolio, B., Rhee, Y., & Yamamoto, K. Improv and status mutability in groups

- Lim, J. H., & Wee, E. X. M. Gender and idea implementation

## HONORS AND AWARDS

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- **Faculty of the Year – Management and Organizational Department**, Foster Undergraduate Business Council (2020)
- **Williams A. Owens Scholarly Achievement Award**, Society for Industrial and Organizational Psychology (2019)
- **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. (2000-2004)

## OTHER PUBLICATIONS

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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 SELECTED 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 SELECTED 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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### **2019**

Inclusion Seminar (Keynote speaker), Pan Pacific Hotels Group and Ministry of Manpower, Singapore

### **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 EVALUATION (2018-2021)**

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

#### • **MBA**

- MGMT545: Leading and Managing High-Performance Organizations
  - 2020, Autumn – 4.5/5

#### • **Undergraduate**

- MGMT300: Leadership and Organizational Behavior
  - 2020, Winter – 4.5/5
  - 2020, Spring – 4.5/5
  - 2019, Autumn – 4.2/5
  - 2019, Spring – 4.4/5
  - 2018, Spring - 4.5/5
  - 2018, Winter – 4.5/5

## **PROFESSIONAL AND SERVICE ACTIVITIES**

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

- Speaker Series Committee, 2019 - present

- Member of PhD admission committee, 2022
- Member of Behavioral Lab Task Force, 2019
- Member of Faculty Recruitment Committee (Organizational Behavior), 2018
- Member of PhD Program Advisory Board, 2018-present
- Member of Faculty Recruitment Committee (Strategy), 2017
- Member of Faculty Recruitment Committee (Organizational Behavior), 2018

### **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.

### **Editorial Board Member**

- Journal of Applied Psychology (2022-present)

### **Ad-hoc reviewer**

- Academy of Management Journal (2017-present)
- Administrative Science Quarterly (2019-present)
- Organization Science (2018-present)
- Organizational Behavior and Human Decision Processes (2016-present)
- Academy of Management Meeting (2012-present)

### **Academy of Management**

- Member of Best Paper with Practical Implications Award Committee (2019)

### **Society of Industrial & Organizational Psychology**

- Member of S. Rains Wallace Dissertation Award (2021)
- Member of S. Rains Wallace Dissertation Award (2020)

### **Administrative Science Quarterly**

- The ASQ Student Blog, contributor, 2014.

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

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

### **CONSULTING RESEACH PROJECTS**

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- Pan Pacific Hotels Group, Singapore (2018-present)
- ERA Realty Network, Singapore (2017)
- World Bank Group, Washington, DC (2014)
- Frederick News-Post, Maryland (2013)
- Trybe Singapore, Singapore (2011)
- The GMP Group, Singapore (2009)

## **SELECTED PROFESSIONAL EXPERIENCE**

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### **Public Service Division, Prime Minister's Office, Singapore**

- Assistant Director (Learning & Development), 2010-2011

### **Temasek Polytechnic, Singapore**

- Psychology Lecturer, 2008-2010

### **Singapore Armed Forces, Singapore**

- Staff Officer, Center of Leadership Development, 2005-2008