

**ELIJAH X. M. WEE**

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

<b>Bachelor of Social Sciences (First Class Honors)</b>		<i>Singapore</i>
Faculty of Social Sciences,		<i>2004</i>
National University of Singapore		

**RESEARCH INTERESTS**

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- *Challenging established social hierarchies*
    - Power and status dynamics
    - Consequences of power imbalance (e.g., abusive supervision)
    - Consequences of status mobility (e.g., generosity)
  - *Facilitating change from the bottom up*
    - Creativity and employee innovation
    - Employee voice
    - Organizational change

**REFEREED JOURNAL PUBLICATIONS**


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\* denotes Ph.D. or former Ph.D. student # denotes equal authorship

- **Wee, E. X. M.,** Derfler-Rozin, R., & Marr, J. C. Jolted: How task-based jolts disrupt status conferral by impacting higher- and lower-status individuals' generosity
  - *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 submissions)*
  - Conditionally accepted at the *Journal of Applied Psychology*

- **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, X.,<sup>#</sup> Liao, H.,<sup>#</sup> Derfler-Rozin, R.,<sup>#</sup> Zheng, X.,<sup>#</sup> **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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\* denotes Ph.D. or former Ph.D. student

- **Wee, E. X. M., & Venkataramani, V.** [title withheld for blind review] 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*
  - under review at *Organization Science*
- Campbell, E. M., **Wee, E. X. M., & Yu, L.** Performance and abusive supervision
  - 1<sup>st</sup> round Revise-and-resubmit at *Personnel Psychology*
- Lim, J. H.,<sup>\*</sup> & **Wee, E. X. M.** [title withheld for blind review] Effects of gender and idea implementation on status conferral and leadership potential
  - under review at the *Journal of Applied Psychology*

## **SELECTED WORKING PAPERS**

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\* denotes Ph.D. or former Ph.D. student

- **Wee, E. X. M. & Lim, B. C.** Nationality diversity and nationality status (*In preparation for submission to Academy of Management Journal*)

- **Wee, E. X. M.**, Antoine, G. \* & Barnes, C. Perceptions of sleep deprivation and status conferral (In preparation for submission to *Organizational Behavior and Human Decision Processes*)
- **Wee, E. X. M.**, Avolio, B., Rhee, Y., \* & Yamamoto, K. \* Improv and status mutability in groups (data collection in progress)
- **Wee, E. X. M.** Disability inclusion and status (writing stage)
- Tang, P. M.,\* Klotz, A. C., Koopman, J., & **Wee, E. X. M.** Professional touching behavior in the workplace (In preparation for submission to the *Journal of Applied Psychology*)

### **HONORS AND AWARDS**

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- **2020 Faculty of the Year – Management and Organizational Department**, Foster Undergraduate Business Council
- **2019 Williams A. Owens Scholarly Achievement Award**, Society for Industrial and Organizational Psychology
- **2018 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
- **2017 Best Paper with Practical Implications Award**, Organizational Behavior Division, Academy of Management Meeting, Atlanta, Georgia
- **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*
- **2016 Best Paper Award**, Organizational Behavior Division, Academy of Management Meeting, Anaheim, California
- **2016 Student Scholarship**, International Association for Conflict Management (IACM) Dispute Resolution Research Center (DRRC)
- **2015 Graduate School’s Outstanding Graduate Assistant Award**, Robert H. Smith School of Business, University of Maryland College Park
- **2013 Most Innovative Student Paper Award**, Organizational Behavior Division, Academy of Management Meeting, Orlando, Florida
- **2012 “Diamond in the Rough” Best Proposal**, Managerial and Organizational Cognition Division, Academy of Management Meeting, Boston, Massachusetts
- **2011 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.*

- **2011-2015 Dean’s Summer Research Fellowship**, Robert H. Smith School of Business, University of Maryland College Park.
- **2007 Chief of Defence Force Best Paper Award, Singapore Armed Forces**
- **2004 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.
- **2000-2004 Dean’s List**, Faculty of Arts & Social Sciences, National University of Singapore.

#### **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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- Lim, J. H., & Wee, E. 2020. Agentic and/or communal? Pathways to status and leadership outcomes for men versus women implementors. In Taneja, S. (Ed.), *Proceedings of the Eighty Annual Meeting of the Academy of Management*.
- Wee, E., Barnes, C., & Antoine, G. E. 2019. Let me tell you about burning the midnight oil: A gendered effect on status conferral. In Taneja, S. (Ed.), *Proceedings of the Seventy-nine Annual Meeting of the Academy of Management*.
- 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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- Lim, J. H., & Wee, E. 2020. Agentic and/or communal? Pathways to status and leadership outcomes for men versus women implementors *Presented at the Academy of Management Conference, August 2020*
- Wee, E., Barnes, C., & Antoine, G. E. 2019. Let me tell you about burning the midnight oil: A gendered effect on status conferral. *Presented at the Academy of Management Conference, Boston, Massachusetts, August 2019*
- 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.** 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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### **2021**

Nanyang School of Business, Nanyang Technological University

Extra-ordinary conversations: Co-solutioning for an inclusive society (Keynote speaker)

### **2019**

Inclusion Seminar (Keynote speaker), Ministry of Manpower, Singapore

S. Rains Wallace Dissertation Award Presentation, Society of Industrial & Organizational Psychology, National Harbor, Maryland

### **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

## **SELECTED MEDIA MENTIONS**

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- “How can you flip the power dynamic at the workplace to your favor” Make your boss need you” *Live Radio Interview, MoneyFM 89.3, 2020*
- “Inclusive hiring is more of a boon than bane” *The Straits Times, 2019*
- “How to deal with a jerk without being a jerk” *New York Times, 2019*
- “With a boss from hell, it’s not just fight or flight” *The Straits Times, 2019*
- “Starting over with a verbally abusive boss” *AOM Insights, 2018*

## **SELECTED TEACHING EVALUATION (2018-2022)**

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

- **MBA**
  - MGMT545: Leading and Managing High-Performance Organizations
    - 2021, Autumn – 4.1/5
    - 2020, Autumn – 4.5/5
- **Undergraduate**
  - MGMT300: Leadership and Organizational Behavior
    - 2022, Winter – 4.7/5
    - 2021, Spring – 4.4/5, Autumn – 4.8/5
    - 2020, Spring – 4.5/5, Winter – 4.5/5
    - 2019, Spring – 4.4/5, Autumn – 4.2/5
    - 2018, Spring - 4.5/5, Winter – 4.5/5

## **EDITORIAL BOARD AND PROFESSIONAL SERVICE ACTIVITIES**

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### **Editorial Board Member**

- Journal of Applied Psychology (2022-present)

### **Ad-hoc reviewer**

- Academy of Management Journal (2017-present)
- Academy of Management Review (2021-present)
- Administrative Science Quarterly (2019-present)
- Organization Science (2018-present)
- Organizational Behavior and Human Decision Processes (2016-present)

### **Academy of Management**

- Member of the Best OB Student Paper Award Committee (2021)
- Member of Best Paper with Practical Implications Award Committee (2019)
- Reviewer (2012 – present)

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

- Member of S. Rains Wallace Dissertation Award (2021)
- Member of S. Rains Wallace Dissertation Award (2020)
- Reviewer (2014 – present)

**Administrative Science Quarterly**

- The ASQ Student Blog, contributor, 2014.

**External Reviewer for Research Proposal**

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

**UNIVERSITY SERVICE**

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

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

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

- A 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.

**CONSULTING RESEARCH PROJECTS**

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- Pan Pacific Hotels Group, Singapore (2018-2021)
- 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