

# Young Won Rhee

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## EDUCATION

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**Foster School of Business, University of Washington, Seattle, WA, USA**

Ph.D. in Business Administration – Organizational Behavior 2023 (expected)  
(Minor: Research Methods & Social Statistics)

**Seoul National University, Seoul, Korea**

M.S. in Business Administration – Organizational Behavior 2015  
B.B.A. in Business Administration 2013  
B.A. in Psychology (Double Major) 2013

## RESEARCH INTERESTS

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Behavioral Ethics  
Teams  
Creativity

## Dissertation

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**“We Are Moral”: How a Team Moral Identity Influences the Functions and Outcomes of a Team (Defense Scheduled: June 2023)**

Committee: Scott J. Reynolds (Chair), Bruce J. Avolio, Elizabeth E. Umphress, and Cynthia Levine (Psychology)

Synopsis: This dissertation introduces the construct of team moral identity, which I define as a team’s shared sense of self that regards morality as a central, distinctive, and enduring characteristic of the team. Drawing from social identity theory and the self-verification literature, I first propose critical antecedents and consequences of team moral identity, and then I validate a scale measuring team moral identity and test the theoretical relationships proposed in the theoretical model. Finally, I consider the model’s scholarly and practical implications.

*\*Academy of Management 2022 Best Paper Proceedings (SIM Division)*

## PUBLICATIONS

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Sung, S. Y., Rhee, Y. W., Lee, J. E., and Choi, J. N. (2020) Dual pathways of emotional competence towards incremental and radical creativity: Resource caravans through feedback-seeking frequency and breadth. *European Journal of Work and Organizational Psychology*, 29 (3), 421-433.

Sung, S. Y., Rhee, Y. W., Lee, J. E., Choi, J. N., and Yoon, H. J. (2019). Multi-level predictors of employee feedback-seeking behaviors: From the cost-benefit perspective. *Social Behavior and Personality*, 47 (2), 1-11.

Rhee, Y. W. and Choi, J. N. (2017). Knowledge management behavior and individual creativity: Goal orientations as antecedents and in-group social status as moderating contingency. *Journal of Organizational Behavior*, 38 (6), 813-832.

*\*Awarded for being the eighth most cited article in 2019 JOB impact factor*

## MANUSCRIPTS UNDER REVIEW

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Rhee, Y. W. and Choi, J. N. (under 1<sup>st</sup> review). Interpersonal helping toward influential others might disrupt team performance: Power, dependence, and social exchange. *Journal of Management*

## WORK IN PROGRESS

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Rhee, Y. W. and Reynolds, S.J. Team moral identity: A theory of its antecedents, and implications. **Writing stage.** *Target: Academy of Management Review.*

Rhee, Y. W. and Reynolds, S.J. We are a moral team: The conceptualization, measurement, and an examination of consequences of team moral identity. **Writing stage.** *Target: Academy of Management Journal.*

Rhee, Y. W. and Reynolds, S.J. Moral Feedback: A theory of its mechanisms, contingencies, and implications. **Writing stage.** *Target: Academy of Management Review.*

Rhee, Y. W., Umphress, E. E., and Heng, Y. T. Intentions matter: Examining unethical acts intended to harm others, help the self, and help others. **Data collection for study 3.** *Target: Journal of Applied Psychology.*

Wee, E. X. M., Avolio, B., Rhee, Y. W., and Yamamoto, K. Improv intervention and team processes. **Data collection for study 3.** *Target: Academy of Management Journal.*

Rhee, Y. W. Varying effects of unethical pro-group behavior on team and individual performance: Abusive supervision as a critical contingency. **Data collection for study 2.** *Target: Journal of Applied Psychology.*

## CHAired CONFERENCE SESSION

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Umphress, E. E. and Rhee, Y. W. (2018, August). Interfacing unethical pro-other behavior (UPB): Investigating the social and moral dynamics of UPB. Symposium organized at the Annual Meeting of the Academy of Management, Chicago, U.S.A.

## CONFERENCE PRESENTATIONS

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Rhee, Y. W. and Reynolds, S. J. (2022, August). Team moral Identity: A theory of its antecedents, and implications. *Paper accepted at the Annual Meeting of the Academy of Management, Seattle, U.S.A.*

*\*Best Paper Proceedings (SIM Division)*

Rhee, Y. W. and Umphress, E. E. (2022, August). How does observing a member's unethical behavior influence your group behavior? Intention matters. *Symposium paper accepted at the Annual Meeting of the Academy of Management, Seattle, U.S.A.*

Rhee, Y. W. (2020, August). Moral Feedback: A theory of its mechanisms, contingencies, and implications. *Paper presented at the Annual Meeting of the Academy of Management*

Rhee, Y. W. (2019, August). Varying effects of unethical pro-group behavior on team and individual performance: Abusive supervision as a critical contingency. *Paper presented at the Annual Meeting of the Academy of Management, Boston, U.S.A.*

Umphress, E. E. and Rhee, Y. W. (2019, August). Unpacking unethical behavior: Intentions, social dynamics, and their consequences. *Symposium paper presented at the Annual Meeting of the Academy of Management, Boston, U.S.A.*

Umphress, E. E., Rhee, Y. W., and Heng, Y. T. (2018, August). Intentions matter: Examining unethical acts intended to harm others, help the self, and help others. *Symposium paper presented at the Annual Meeting of the Academy of Management, Chicago, U.S.A.*

Sung, S. Y., Lee, J. E., Rhee, Y. W., and Choi, J. N. (2015, August). Multilevel antecedents of feedback-seeking frequency and breadth: Linear and curvilinear effects on incremental and radical creativity. *Paper presented at the Annual Meeting of the Academy of Management, Vancouver, Canada.*

## TEACHING EXPERIENCES

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### **Instructor**

MGMT 300: Leadership and Organizational Behavior

- Winter 2021 (4.3/5.0)
- Spring 2020 (4.2/5.0)

FGBUS 250: Foundation of Global Business (Co-instructor)

- Autumn 2020 (4.5/5.0)

### **Teaching Assistant (MBA Courses)**

MGMT 500: Management and Leadership

MGMT 501: Leading Teams and Organizations

MGMT 504: Ethical Leadership

MGMT 545: Leading & Managing High-Performance Organizations

## HONORS & AWARDS

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Dean's Teaching Award	2022
Best Paper Proceedings, SIM Division	2022
Jeffrey Brotman Distinguished Leader Fellowship	2017 – 2021
National Research Fellowship for Humanities	2014

## PROFESSIONAL ACTIVITIES

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### Reviewer

Academy of Management Annual Meeting (OB/SIM Division)	2016 –
Applied Psychology: An International Review (Ad Hoc)	
Human Resource Development Quarterly (Ad Hoc)	

### Member

Academy of Management (Division: OB, HR, & SIM)

## SERVICE

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### University of Washington TA Program

Workshop Planning and Facilitation – <i>What if? Preparing for Challenging Moments</i>	2021
Workshop Panelist – <i>Panel Discussion with Experienced International TAs</i>	2021

## Other EXPERIENCE

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### Human Resource and Administration Assistant

Republic of Korea Air Force, 17<sup>th</sup> Fighter Wing 2009 - 2011

### Research Assistant

Center for Industrial Relations and Human Resources 2016 - 2017