

# Curriculum Vitae

## ELIJAH X. M. WEE

Department of Management and Organization  
Foster School of Business  
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### ACADEMIC APPOINTMENT

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**University of Washington** **Seattle, WA**  
Assistant Professor 2017 - present  
Department of Management and Organization, Foster School of Business  
(COVID-19 tenure extension during AY2020-2022 granted by the University of Washington)

### EDUCATION

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**Ph.D.**  
Robert H. Smith School of Business, *College Park, MD*  
University of Maryland 2017

**Bachelor of Social Sciences (First Class Honors in Social Work)**  
Faculty of Social Sciences, *Singapore*  
National University of Singapore 2004

### RESEARCH INTERESTS

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- *Challenging established social hierarchies*
  - Power and status dynamics
  - Consequences and remedies to the power imbalance in leader-follower dyad
  - Predictors and behavioral consequences of status mobility
  
- *Emergence and implementation of employee-led change*
  - 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

- Tang, P. M.\*, Klotz, A. C., Koopman, J., Wee, E. X. M., & Lu, Y.\* (forthcoming). A theory of professional touching behavior in organizations: Implications for human resource scholars and practitioners. *Research in Personnel and Human Resource Management*

- **Wee, E. X. M.,** # Derfler-Rozin, R., # & Marr, J. C. # (2023) Jolted: How task-based jolts disrupt status conferral by impacting higher- and lower-status individuals' generosity. *Journal of Applied Psychology*, 108(5), 750-772.
  - *An earlier version of this research received the **Best Paper Award** from the Organizational Behavior Division, Academy of Management Conference (Anaheim, CA), 2016 (1 out of 970 submissions)*
- **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.
  - *This research is included in the Responsible Research in Business & Management (RRBM) Honor Roll. It is recognized as an example of research that is both rigorous and relevant and offers credible insights for society.*
- Liu, X., # Liao, H., # Derfler-Rozin, 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.
  - *This research is included in the Responsible Research in Business & Management (RRBM) Honor Roll. It is recognized as an example of research that is both rigorous and relevant and offers credible insights for society.*
- **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 research received the **2019 Williams A. Owens Scholarly Achievement Award** from the Society for Industrial and Organizational Psychology*
  - *An earlier version of this research 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 # denotes equal authorship

- Yamamoto, K., # **Wee, E. X. M.,** # Avolio, B., & Rhee, Y., \* Improv and status mutability in groups
  - 1<sup>st</sup> round RR at the *Organization Science*
- **Wee, E. X. M.,** Antoine, G., \* & Barnes, C. Perceptions of status-striving sleep deprivation disclosure
  - 2<sup>nd</sup> round RR at *Sleep Health Journal*

- **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 *Management Science*
- Liu, D., # **Wee, E. X. M.**, # Chen, Y., # & Tang, G. Interpersonal capitalization and stigmatization
  - Under review at the *Organization Science*

## **SELECTED WORKING PAPERS**

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

- **Wee, E. X. M.** & Liu, D. Strengths-based disability simulation on Existing Employees' Attitudes and Performance (In preparation for submission to Administrative Science Quarterly)
- **Wee, E. X. M.**,# Moy, J.\*#, & Lim, B. C. Nationality diversity and nationality status (*In preparation for submission to Journal of Applied Psychology*)
- Quan, X. S.,\*# & **Wee, E. X. M.**# Social class and negotiation (In preparation for submission to *Journal of Applied Psychology*)
- Campbell, E. M., **Wee, E. X. M.**, & Yu, L. Performance and abusive supervision (In preparation for submission to the *Academy of Management Journal*)
- Lim, J. H.\* , & **Wee, E. X. M.** Effects of gender and idea implementation (additional data collection)

## **HONORS AND AWARDS**

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- [\*\*Poets & Quants for Undergrads' 2023 50 Best Undergraduate Professors\*\*](#) – This award recognizes the best undergraduate professors based on their teaching and research accolades.
- **2020 Faculty of the Year – Management and Organizational Department**, Foster Undergraduate Business Council – This award recognizes the best faculty from each department for their exceptional work and contributions to the Foster community throughout the year.
- **2019 Williams A. Owens Scholarly Achievement Award**, Society for Industrial and Organizational Psychology – This award is given in recognition of the best publication (in a refereed journal) in the field of industrial and organizational psychology during the past full year (2019)
- **2018 S. Rains Wallace Dissertation Award**, Society for Industrial and Organizational Psychology – This award is given to the person who completes the best doctoral dissertation research germane to the field of industrial and organizational psychology. The winning dissertation research demonstrates the use of research methods that are both rigorous and creative.

- **2018 Smith Outstanding Dissertation Award**, Robert H. Smith School of Business, University of Maryland – This award is given in recognition of the dissertation that is the most outstanding in the field.
- **2017 Best Paper with Practical Implications Award**, Organizational Behavior Division, Academy of Management Meeting, Atlanta, Georgia – This award recognizes the paper with the best practical implications for management
- **2017 Alvah H. Chapman Jr. Outstanding Dissertation Award - Finalist**, FIU Center for Leadership, Florida International University – This award honors an individual whose dissertation makes an outstanding contribution to the field of leadership.
- **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 – This highly competitive graduate school dissertation fellowship is a one-semester fellowship that supports the University of Maryland doctoral students who have excellent qualifications.
- **2016 Best Paper Award**, Organizational Behavior Division, Academy of Management Meeting, Anaheim, California – This award recognizes the empirical and/or conceptual paper submitted to the Academy of Management meeting that offers the most significant contribution to the field of organizational behavior
- **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 – This award recognizes an empirical or conceptual paper led by a student that builds or tests theory in an unusually creative manner, investigates a novel organizational phenomenon, or uses a path-breaking design to illuminate an important problem
- **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 PUBLICATION

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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. 2022. 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. 2022. Agentic and/or communal? Pathways to status and leadership outcomes for men versus women implementors *Presented at the Academy of Management Conference*, Seattle, Washington, August 2022.
- 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, College Park, Maryland, 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, Florida, 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, Massachusetts, August 2012.
- Wee, E., Dynamic followership. *Presented at International Leadership Association Conference*, Prague, Czech Republic, November 2009.

## **INVITED RESEARCH PRESENTATIONS**

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### **2024**

Olin School of Business, Washington University in St. Louis  
 Kenan-Flagler Business School, University of North Carolina at Chapel Hill  
 Global Business Center Advisory Board, Foster School of Business

### **2023**

Scheller College of Business, Georgia Institute of Technology  
 KAIST College of Business  
 From Day One: Seattle 2023 conference: Rediscovering Community Amidst Changing Corporate Values (Invited speaker)

### **2021**

Extra-ordinary conversations: Co-solutioning for an inclusive society (Keynote speaker)  
 Nanyang School of Business, Nanyang Technological University

### **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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- “Influence: Why inclusive hiring makes for a better organizational culture” *Live Radio Interview, MoneyFM 89.3*, 2019

- “How can you flip the power dynamic at the workplace to your favor? Make your boss need you” *Live Radio Interview, MoneyFM 89.3, 2019*
- “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 (0-5 scale, 0 = very poor; 5 = excellent)
    - 2020, Autumn – 4.3/5
- **Undergraduate**
  - MGMT300: Leadership and Organizational Behavior
    - 2022, Winter – 4.7/5, 4.3/5 (0-5 scale, 0 = very poor; 5 = excellent)
    - 2021, Spring – 4.4/5, 4/5, Autumn – 4.7/5
    - 2020, Spring – 4.1/5, 4.7/5
    - 2019, Spring – 4.7/5, 4.3/5, Autumn – 4.1/5, 4.4/5
    - 2018, Spring - 4.5/5, 4.1/5, Autumn – 4.3/5, 3.9/5

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

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### **Editorial Board Member**

- Journal of Applied Psychology (2022-present)
- Organizational Behavior and Human Decision Processes (2024 – 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)
- Personnel Psychology (2023-present)

### **Academy of Management**

- Member of the Best Conference Paper Award Committee (2024)
- Member of the Best Symposium Award Committee (2023)
- 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 (2020-present)

- Reviewer (2014 – present)

### **Responsible Research in Business and Management (RRBM)**

- Selection board for RRBM honor roll (2022 – present)

### **Administrative Science Quarterly**

- The ASQ Student Blog, contributor, 2014.

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

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

## **UNIVERSITY SERVICE**

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

- Undergraduate Curricular Review Committee, 2023 – present
- MGMT300 Course Coordinator, 2023 - present

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

- Ph.D. Academic Life Series, 2022 - present
- Member of Faculty Recruitment Committee (Strategy), 2022
- Member of Ph.D. Admission Committee, 2022
- Speaker Series Committee, 2019 – 2022
- Foster Undergraduate Scholarship Review, 2019 - 2022
- Member of Behavioral Lab Task Force, 2019
- Member of Faculty Recruitment Committee (Strategy), 2019
- Member of Faculty Recruitment Committee (Organizational Behavior), 2018
- Member of Faculty Recruitment Committee (Strategy), 2017

### **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 seminar for incoming Ph.D. students, 2013.
- Ph.D. student mentor, 2013 – 2015.

## **CONSULTING RESEARCH PROJECTS**

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- Pan Pacific Hotels Group, Singapore (2018-2022)
- 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